Leadership Architect Sort Cards

By Mike Lombardo, Bob Eichinger

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Identify skill and behavior competencies. The Leadership Architect® Sort Card Deck is for: -Individual learners working on their own development -Bosses, supervisors and managers working on the development of someone who works with or for them -Coaches, mentors and feedback givers -Skilled, unskilled, and overused skill Each of the Sort Cards includes cluster skilled, unskilled, and overused skill definitions. Decks can be used for: -Selection and job profiling -Skill assessment -Gap analysis -Coaching for development -360º evaluation -Defining critical requirements for a job/role -Establishing key organizational or competitive edge competencies -Individual development -Evaluating a team -Matching people to job requirements -Assessing interview candidates -Conducting performance improvement discussions The LEADERSHIP ARCHITECT® Competency Sort Card Deck contains skilled, unskilled, and overused descriptions to aid feedback, development, coaching, job profiling and recruiting decisions The 26 Clusters and 8 research-based Factors in the Leadership Architect® Suite provide a common language to help users identify the competency-based skills and behaviors needed to succeed.

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