



YOUR FAST-TRACK  
TO DESIRED DESTINATIONS  
AND BEYOND™



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**General Cost Outline: Lighthouse PSI Assessments** Solutions through Executive Coaching – Individual | Team | Organization

**Outcomes typically include:** Baseline and Monitoring for Developmental Coaching; Best Fit Leaders for Positions; Baseline and Monitoring Culture Surveys for OD efforts; and Needs Assessment for Leadership Development.

**\*Note:** costs are based on assessment services as described. More specialized assessment customization is additional, and quoted upon request.

HR Product / Service	Potential HR Challenge	Assessment Solution	Price Range Estimates
Executive Coaching for Existing Leaders in team	➤ High risk that strategic plans exceed leadership capacity	✓ <b>Leadership Capacity Assessments</b> A) <b>Organizational Management Analysis*</b> - combination of 360 assessments that roll up to show pattern of competency shortfalls and leadership training needs B) <b>Individual “Total Person” Assessment / Performance Indicator*</b> (reflects who the leader is, and how they behave in the workplace) Profile XT and PPI <ul style="list-style-type: none"> <li>• If done concomitantly with Hiring Assessments, includes “coaching reports” that are useful internally for the organization to build competence of leaders.</li> </ul>	<b>Bundle price:</b> <b>\$1895 per leader</b> (Coaching on an ongoing basis charged additionally)
Executive Coaching with Succession Planning component	➤ Concern about “best fit” of leader to their position to lead, execute and sustain business development	✓ <b>Hiring Assessments</b> A) <b>Leadership:</b> The creation of a success pattern for the position (a blend of high performing individuals in the position, a job analysis questionnaire and the input of a library of success patterns that match the job produces this report - all potential candidates for the position can take the assessment and produce a job match - greater than 85% match is linked with increased success in the job	<b>\$1595 and up</b> depending on the number of “high performers “included in pattern (based on 3 top performers)

HR Product / Service	Potential HR Challenge	Assessment Solution	Price Range Estimates
Enterprise/Team Coaching	➤ Concern that team is not high functioning	B) PXT (total person) , PPI (behavioral style), Checkpoint 360 and Personal Coaching Styles Inventory for each team member to create team reports for working better together or some combination customized to organization's need	\$ Cost dependent on which assessments chosen and number of team members
Enterprise Coaching to include employees within Division / Company	➤ Concern that the workforce itself is not engaged or satisfied enough to execute and sustain business development	<p><b>CULTURE SURVEYS</b>  <b>Employee Engagement and Satisfaction Assessments</b></p> <p>✓ <b>Work Force Analysis Profile:</b> Reviews the engagement level of employees and reveals their attitudes toward their employment situation from a variety of perspectives, including their satisfaction with those situations - reports can be segmented by function and workforce levels for more targeted information by department/leader</p> <p>A benchmark to employees nationally is also available. The degree of employee engagement will link to how productive they are, and how satisfied customers are.</p>	\$ Cost depends on number of respondents
	➤ Concern that the attitudes of employees most linked to provision of customer/patient services are not a match with preferred customer perspective. Also identifies trainable skills. May also be used for hiring.	<p><b>Customer Service Assessment</b></p> <p>✓ <b>The Customer Service Profile</b> (health care version and non health care version) allows for the creation of the preferred customer perspective of each unique organization - each employee or just those employees in customer service positions may be measured on their "fit" with the perspective (also produces and includes a report targeting trainable skills</p> <p><i>(from Profiles International)</i>  <i>"The Customer Service Profile (CSP) was developed to help select individuals, regardless of their job titles, who will be successful in fulfilling the service needs of their customers - also used for training for existing employees"</i></p> <p><b>The CSP report</b> covers the test taker's <i>Company Service Perspective</i> (one's alignment with the service orientation of an organization), two basic work-related <i>Proficiencies</i> and six important <i>Behavioral Characteristics: Trust, Tact, Empathy, Conformity, Focus, and Flexibility</i></p> <p>Additionally, a <i>Distortion</i> scale gauges the pattern of responses of the test taker for positive impression on the assessment</p>	<p><b>Customer Service Profile recommended pricing at</b>  <b>300+ is \$69</b>  <b>200+ is \$79</b>  <b>25 or less \$125</b></p>

HR Product / Service	Potential HR Challenge	Assessment Solution	Price Range Estimates
Executive Coaching for Sales Managers	<ul style="list-style-type: none"> <li>➤ Concern that sales managers and staff in sales are not a fit for positions: <i>i.e.</i>, low productivity, missed opportunities</li> </ul>	<p><b>Sales Assessments:</b></p> <ul style="list-style-type: none"> <li>✓ <b>The Profile XT Sales Report</b> identifies, develops, retains and leverages people with an innate talent for selling (Profiles International) See “Sales” under Hiring Assessments</li> </ul> <p>Enables Sales Managers to predict success in a given sales position, to conduct effective succession planning and implement employment/redeployment efforts</p> <p>The <b>PXT Sales Report</b> also produces a Management report with Coaching suggestions</p>	<p><b>\$1595 and up</b> depending on the number of “high performers” included in pattern (based on 3 top performers)</p>
Executive Coaching for Physician in leadership role and/or as candidate for promotional leadership role to include the executive who leads the physician	<ul style="list-style-type: none"> <li>➤ Concern that physician is not best fit for the position particularly a leadership position</li> </ul>	<p><b>Leadership Capacity Assessment for Developmental Purposes</b></p> <ul style="list-style-type: none"> <li>A) <b>Individual Report</b> highlighting who the person is, and how they behave in the workplace as a helpful self awareness tool, as well as for those who lead the candidate</li> <li>B) <b>Together with hiring assessments</b>, will produce a coaching report that will be of assistance to direct supervisor</li> </ul>	<p><b>\$2495 per leader</b> (executive level)</p>
		<p><b>Hiring Assessment:</b></p> <p>Will check fit of this candidate to high performer profile within organization</p>	<p><b>\$1895 and up</b> depending on the number of “high performers” included in pattern (based on 3 top performers)</p>
Executive Coaching for executive leadership positions	<ul style="list-style-type: none"> <li>➤ Concern that leadership has limited effectiveness</li> <li>Or that moderate performer could be higher performing</li> </ul>	<p><b>Leadership Capacity Assessments for Developmental Purposes</b></p> <p>Individual Report to highlight who the person is (XT) and how they behave in the workplace as a helpful self awareness tool, as well as for those who lead the candidate</p>	<p><b>Troubleshooting package</b></p> <p><b>-XT, PPI, 360</b> (work with individual, direct report – cost of coaching on an ongoing basis additional)</p> <p><b>\$2495 per leader</b></p>

## Lighthouse PSI Assessments

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