

Prospector[®]

Measuring Learning Agility



Center for
Creative
Leadership[®]

What is Prospector?

Can you tell when someone not only has the ability to quickly learn new skills, but can also adapt their behavior in response to changing challenges? Research shows that in times of change, leaders need to be more agile than ever. Prospector is a 360-degree assessment that measures the learning agility skills most often found in successful leaders. It provides feedback on an individual's willingness to engage in and learn from growth opportunities.

Results

- Provides important feedback on skills that help participants improve their ability to learn from experience and willingness to take advantage of growth opportunities
- Helps establish a culture in which improved learning skills are recognized and highly valued as an overall organizational objective
- Helps high potential managers identify the skills they will need to succeed in the organization

How to Use Prospector

- For individual assessment, coaching and planning
- In a workshop setting for groups
- As a cornerstone of a larger-scale leadership development program

What Prospector Measures

Prospector measures the leadership skills most often found in successful leaders and the learning behaviors needed to acquire those skills. The feedback report displays results grouped into two categories. These categories represent 11 competencies, containing a total of 48 items.

Learning to Learn

- Seeks opportunities to learn
- Seeks and uses feedback
- Learns from mistakes
- Open to criticism

Learning to Lead

- Committed to making a difference
- Insightful — sees things from new angles
- Has the courage to take risks
- Brings out the best in people
- Acts with integrity
- Seeks broad business knowledge
- Adapts to cultural differences

The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to produce valid, reliable and actionable results.

Special Features

- Based on research with successful global managers
- Provides normative comparison of results with other successful managers
- Helps establish a culture in which improved learning skills are recognized and valued
- Includes a written comments section
- Group profiles available

Facilitator Certification

Because Prospector is a sophisticated assessment tool and effective facilitation is critical to its successful use, CCL requires that it be administered only by certified professionals. To learn about CCL's two-day Assessment Certification Workshop or how CCL can customize it for your organization, please visit www.ccl.org/acw or call us at +1 800 780 1031.

Facilitation Options

CCL can:

- Certify you and your staff to deliver feedback
- Certify your staff and also assist you in delivering feedback
- Deliver feedback to the participants in your organization

Pricing

\$255 per participant (quantity discounts available) Pricing includes:

- All surveys
- Online status for administrators and participants
- Scoring of assessment
- Printed feedback report (two copies)
- Development Planning Guide (includes For Your Improvement™ Translator). To purchase the companion reference book, FYI For Your Improvement™, visit www.ccl.org/fyi.

*Group profiles available for \$300 each.
Prospector is available in US English only.*

Customized Services

To support and strengthen the impact of your Prospector initiative, we offer a range of services, including:

- Project planning and design
- Orientation briefing
- Competency mapping
- Facilitator certification training
- Feedback facilitation workshop
- Development planning workshop
- Group profile analysis
- Evaluation services

Product Support

All CCL Assessments are supported by our knowledgeable and accessible product specialists. If you need assistance defining objectives, selecting an assessment, training facilitators, administering and interpreting data or development planning, CCL has the resources to assure that your assessment initiative will be effective and efficient.



How to Order

To order Prospector or to learn more about how CCL can support you through the entire process, email info@ccl.org or call 1 800 780 1031.

www.ccl.org/prospector

