



VOICES® Instrument Services Summary

	Description	Benefits	Reliability	Validity	# Items	Scales	Time	Qualification/Certification Requirements
Instrument Specifics	Multi-rater exploring 67 competencies and 19 derailers that most impact job performance and promotion.	Research based instrument; world's premier leadership development tool; 360 component of Lominger's Architect Suite; multiple languages	<ul style="list-style-type: none"> •Excellent internal consistency •Excellent Test-retest 	<ul style="list-style-type: none"> •20 years of research on underlying constructs •Predictive criterion validity 	86	8 clusters	30 minutes	1. Take Qualifying.org certification program

	Report	Description	Report Price	Phone Interpretation with Qualifying.org Price (optional, includes Report)
Reporting Services	Learner Report	Provides detailed feedback on competencies including skill ratings, narrative report, blind spots, hidden strengths, importance ratings, group summary on skill ratings and importance ratings, EQ report, comments by raters, the skill importance matrix, staller/stopper ratings, harmfulness ratings, and other graphical displays of the data.		\$225

**Included with Qualifying.org programs*

REGISTER on line at www.Qualifying.org or CALL (336) 774-0330

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	Program	Description	Requirements	Components	Materials	Cost	CEU's
Qualifying Programs	VOICES and Leadership Architect 101 Certification Program	A blended learning experience combining online components and a 2-day workshop covering use of VOICES in leadership development.	N/A	•Online and Onsite Workshop •Instructor Support	Online modules, learning aids, and publications	\$2195* includes TMI tuition	70

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