

The Lions Lead Compared to Popular Instruments

Instrument Features	TLL Instruments	Predictive Index®	Myers-Briggs®	DISC®	Strength Finder©	Birkman©
Easy online administration	✓	✓	✓	✓	✓	✓
Multiple instruments mapped to leadership and management competencies	✓	✗	✗	✗	✗	✗
Instruments designed by studying behaviors of high performing leaders and managers	✓	✓	✗	✗	✓	✓
Customized development plan integrated into findings	✓	✗	✓	✓	✓	✓
Accountability check to catch participants who may be exaggerating their responses	✓	✗	✗	✗	✗	✗
Identifies and integrates disciplines of extraordinary leaders	✓	✗	✗	✗	✗	✗
Uses benchmarked behaviors of extraordinary leaders as a comparison to personal findings	✓	✗	✗	✗	✗	✗
Translates leadership findings into empirically studied team roles and dynamics	✓	✗	✗	✗	✗	✗
Requires personal interpretation of results so that leaders recognize and own their findings and translate then into a personal growth plan	✓	✗	✗	✗	✗	✗
Independent validation of instruments	✓	✓	✗	✗	✓	✓