



**BARTELL & BARTELL, LTD.**  
Pioneers in Leadership and Organizational Technologies

# FLYING BY INSTRUMENTS™

the BARTELL ASSESSMENT CERTIFICATION COURSE

## F.B.I. is designed to develop your *in-house* expertise.

**F.B.I. features intensive instruction in mastering the basics of assessment interpretation for the standard battery of Bartell Assessment Instruments.**

You'll enjoy this advanced training session designed to transfer to you the subtleties of purpose and practical application for each of the instruments you've become familiar with through Know Thy Self™, ASAP™, and assessments we've conducted for you in selecting and developing your leaders and teams. You know from experience that the uniqueness, depth, and accuracy of Bartell profiling comes from the interpretation *across* instruments. Flying By Instruments™ is designed to *not only* teach you to interpret each instrument individually -- but will *also* delve into the richness of inter-instrument correlations through interpretive case studies, which will help you develop skills in reading a comprehensive profile & truly understand "the whole person." To help lock-in learning, we use a unique approach that reinforces instruction with both (1) self-paced online

instruction, quizzes, and materials, and (2) in-person exercises, case study analysis, Q&A, and examination. Our own Bartell profile experts are excited to share more than 80 years of organizational application and experience in interpreting over tens of thousands of assessments. You'll graduate F.B.I. with the competence and confidence to:

- (1) **Serve as your organization's internal expert** and resource for interpreting Bartell data
- (2) **Strategically sort through candidate profiles** for selection & promotion
- (3) **Objectively measure employee strengths & weaknesses** to coach them toward their full potential
- (4) **Craft development plans for employees** to meet your succession planning needs
- (5) **Significantly reduce the need for Bartell services**, due to your development in-house expertise!



### Online Modules

- Asynchronous
- Self-paced
- ~10 hours of content



### Study Materials

- Interactive study materials
- Frequent practice & quizzes to maximize content absorption



### One Day Certification

- In-person deep-dive: optimize your learning by putting the modules into practice
- Analyze and consult on unique case studies with fellow F.B.I. students in-person
- Live F.B.I. Certification Exam & gain access to the instruments through TeamNav

## Advanced Instruction.

Our core Bartell Assessments are organizationally-based and represent the key components of effective leadership and team success. You'll receive in-depth instruction on our 6 core assessments that assist in selecting, addressing, developing, and understanding people on an individual and team level.



### DISCRIPTION Temperament Inventory

The foundation on which personality forms; measures dominance and recessiveness of four temperament types.



### Personality Vector Analysis (PVA)

Measures personality dynamics; a snapshot of an individual's development.



### Leadership Alignment Index (LAI)

Measures dominant leadership style and effectiveness.



### IMAGE

Interpersonal Measurement And Group Effectiveness – core traits that transcend personality in an interpersonal and organizational context.



### Stress Source Profile (SSP)

Measures an individual's current response to ten (10) different organizationally-induced stressors.



### Conflict Management

Measures an individual's approach to dealing with conflict.

## + Access to TeamNav

THE BARTELL ONLINE  
ASSESSMENT PORTAL

