



VERVE™ Leadership Alignment & Joy Index™

## Executive Leadership Assessment Market Comparison

Assessment	Primary Focus	Level of Analysis	Typical Enterprise Uses	Strengths	Limitations	VERVE Differentiation
Hogan Assessments	Personality + derailers	Individual	Executive selection, development	Strong science, risk prediction	Limited organizational context	Adds <b>system friction + execution risk visibility</b>
Korn Ferry	Leadership competencies	Individual + enterprise	Succession, leadership pipelines	Enterprise integration	Complex and expensive	Faster deployment + <b>multi-level leadership insight</b>
Gallup (CliftonStrengths)	Strengths	Individual + team	Engagement and development	Positive adoption	Limited operational linkage	Connects strengths to <b>execution effectiveness</b>
The Myers-Briggs Company	Personality preferences	Individual	Communication awareness	Well known	Low predictive value	Moves beyond personality into <b>leadership impact</b>
Wiley (DiSC)	Behavioral style	Individual + team	Communication, teamwork	Simple, scalable	Not strategic or predictive	Adds <b>leadership effectiveness + org impact analysis</b>
Leadership Circle	Leadership effectiveness	Individual + 360	Executive development	Coaching integration	Requires heavy facilitation	Adds <b>organizational pattern intelligence</b>
Harrison Assessments	Traits + job fit	Individual	Hiring + development	Job success modeling	Limited enterprise insight	Adds <b>team and system alignment analysis</b>
SHL	Capability + potential	Individual	Talent pipelines	Research depth	Hiring focused	Adds <b>leadership effectiveness in role context</b>
Development Dimensions International	Leadership capability	Individual + 360	Leadership programs	Enterprise credibility	Traditional competency focus	Adds <b>early organizational risk detection</b>
Multi-Health Systems (EQ-i)	Emotional intelligence	Individual	Leadership development	EI research	Narrow domain	Adds <b>operational leadership implications</b>
<b>VERVE</b>	Leadership effectiveness inside systems	Individual → team → cohort → enterprise	Leadership effectiveness, execution health, organizational clarity	Multi-level analysis, early risk detection, longitudinal tracking, operational recommendations	New entrant, building dataset	Only model combining <b>leader insight + team alignment + enterprise pattern intelligence + operational recommendations</b>

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Capability Area	Common Corporate Assessments	What They Typically Provide	Where VERVE Overlaps	Where VERVE Is Distinct
Self-awareness	Wiley DiSC, The Myers-Briggs Company, Gallup	Behavior, personality, strengths	Individual leadership insight	Connects awareness to <b>leadership effectiveness outcomes</b>
Leadership capability	Hogan Assessments, Development Dimensions International	Competencies, derailers, potential	Leadership strengths and risks	Shows <b>how capability translates into execution reality</b>
Emotional intelligence	Multi-Health Systems EQ-i	EI profile	Leadership effectiveness factors	Connects EI gaps to <b>organizational friction signals</b>
Team effectiveness	Leadership Circle, DiSC	Team dynamics and communication	Cohort insight	Leader → team alignment analysis (rare capability)
360 feedback	Korn Ferry, DDI	Perception feedback	Multi-rater leadership signals	Integrates perception with <b>system impact patterns</b>
Talent development	Korn Ferry, SHL	Leadership development planning	Development insight	Prioritized <b>operational interventions</b>
Culture diagnostics	Leadership Circle, Korn Ferry	Culture effectiveness indicators	Organizational insight	Identifies <b>execution drag inside leadership layers</b>
Risk detection	Hogan (derailers)	Personality risks	Leadership risk patterns	<b>Early organizational risk detection</b> (burnout, misalignment, decision friction)
Organizational analytics	Korn Ferry	Talent intelligence	Enterprise reporting	Multi-cohort leadership pattern detection
Action guidance	Most tools offer development tips	Development suggestions	Growth insight	<b>Prioritized operational recommendations</b> (rare)
Longitudinal tracking	Some enterprise tools	Progress tracking	Baseline comparison	Leadership effectiveness <b>trend intelligence</b>
Board relevance	Few tools designed for this	Limited executive summaries	Enterprise reporting	Board-level leadership intelligence reports

## Next Steps

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### Start with VERVE™

Gain leadership insight quickly. Individual, cohort, or enterprise diagnostic, scoped to your organization's size and needs.

**Fastest path to clarity**

### Start with a Consultation

Discuss your leadership priorities or risks. A brief discovery call is the starting point for individual, enterprise and multi-cohort engagements.

[verve@bellendainegroup.com](mailto:verve@bellendainegroup.com)

### Start with a Partnership

If you are a coach or consultant, discuss how you stay at the center of the client relationship. We handle the diagnostic.

**Inquire directly**