

Basis

Basis is a non psychometric profiling system that creates powerful insights into the behaviours, attitudes and styles of an individual or group.

The 78 inventory takes less than 10 minutes to complete yet provides information at a number of levels that is designed to be fed back to the client in one-to-one and group formats as required.

Basis captures information that is relevant at the individual, group and organisational level as the model is underpinned by an architecture that looks at individual enterprise behaviours, group levels of entrepreneurship and overall business culture and dynamics.

Basis measures in 4 key areas:

Super Dimensions –Energy, Exploration, Focus and Impact

This enables the coach to see the overarching style of an individual, their likely approach to key phases of organisational change and provides insights into their value system and behaviour in 1-2-1 and group situations.

Dimensions - This aspect of the profile gives us specific information about the preferences and habits of behaviour and is used successfully as the basis for development. The model is based on providing feedback based on the gaps between scores, not on the scores themselves. The dimensions are:

Energy

- Motivation
- Accountability
- Autonomy

Exploration

- Tolerance to ambiguity
- Openness to experience
- Opportunism
- Creativity

Focus

- Risk awareness
- Risk management
- Balanced Gain
- Visioning

Impact

- Actualisation

Past and Present Trends - The questionnaire is written in such a way that it is possible to identify trends within the dimension scores - are values rising or falling? This can be very powerful in tracking the personal and organisational changes that occur following a career move or as the result of a particular initiative involving change.

At Rest and Under Pressure - Because the system is based on preferences and tolerances around specific enterprise behaviours it is possible to identify the type of situations that would lead to a “fracture” within the behavioural capability of any individual or group. This also helps people understand the points at which they begin to feel “stressed” and the likely internal experience and external behaviour that may result from such an event.

Basis is used extensively as a support tool to coaching and career counselling as well as being used across many organisational situations as a method for providing insights into team dynamics.

It can also be used to identify excellence and is often tailored to suit the recruitment or development needs of a specific organisation.

