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## Comparison Of Leadership And Personality Assessment Tools

Here's a comparison chart summarizing the key aspects of Arudia's primary assessment tools. Each tool is used to evaluate leadership or personality traits, but they differ in approach, focus, and application.

Arudia can use all of these assessments as the basis for a board, leadership or staff retreat or workshop.

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Aspect	<a href="#">Actualized Leader Profile (ALP)</a>	<a href="#">Kirton Adaption-Innovation Inventory (KAI)</a>	<a href="#">TypeCoach &amp; Myers-Briggs Type Indicator (MBTI)</a>	<a href="#">360-Degree Assessments</a>
Purpose	Measures leadership behaviors and emotional intelligence to foster effective leadership styles.	Assesses problem-solving and creativity styles on a spectrum from adaptive to innovative.	Identifies personality preferences based on four dichotomies (e.g., introversion vs. extraversion).	Provides feedback on leadership performance from peers, subordinates, and supervisors.
Focus	Personal growth and leadership development.	Personal growth and leadership development.	Personality and communication preferences.	Holistic evaluation of leadership effectiveness.
Framework	Based on emotional intelligence (EI) and leadership theory.	Innovative continuum (low scores = adaptive, high scores = innovative).	16 personality types derived from Jungian theory (e.g., ISTJ, ENFP).	Aggregated qualitative and quantitative feedback from multiple perspectives.
Strengths	Integrates emotional intelligence and leadership behaviors; actionable insights.	Simple and effective for understanding problem-solving styles; fosters team diversity.	Widely recognized; offers insights into communication and decision-making styles.	Holistic and actionable; captures diverse perspectives.
Best For	Leaders seeking to align behaviors and organizational goals and improve emotional intelligence.	Teams wanting to leverage cognitive diversity for problem-solving.	Individuals seeking insights into personality and communication preferences.	Leaders looking for comprehensive feedback on performance.