

Assessment

Diamond Power Index®

Einschätzung des Einflusses von Führungskräften auf Teams und Organisationskultur

The **Diamond Power Index® (DPI)** is a groundbreaking 360° assessment that identifies and quantifies previously unmeasurable behaviors related to how effectively leaders deploy their influence and power. By focusing on both personal and positional power across seven unique power competencies, the DPI shines a light on the critical link between **a leader's use of power** and **its impact on organizational outcomes and culture**. It provides critical insights into how leaders use their impact, enabling them to empower others, drive results, and create a healthy and engaged workplace culture.

The comprehensive **Power Profile®** report integrates these results into a roadmap for development, offering actionable insights and suggestions for improvement. With the DPI, leaders embark on a journey of self-development, learning to inspire, motivate, and unleash their team's full potential.

“Power is America’s last dirty word. It is easier to talk about money – and much easier to talk about sex – than it is to talk about power. “

Rosabeth Moss Kanter

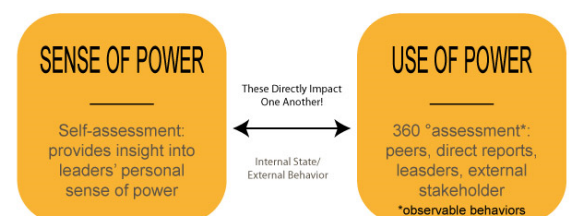
360° Leadership Feedback

Unlocking Your Leadership Potential

As a leader, your actions hold the power to shape the culture of your organization. However, understanding the true impact of your actions from a position of power can be challenging.

The Diamond Power Index® (DPI), a 360-degree leadership feedback and development tool, is here to bridge the gap between your power and how others perceive it, helping you gain greater influence and create a more positive organizational culture.

The DPI Provides Insight Into Two Key Areas:



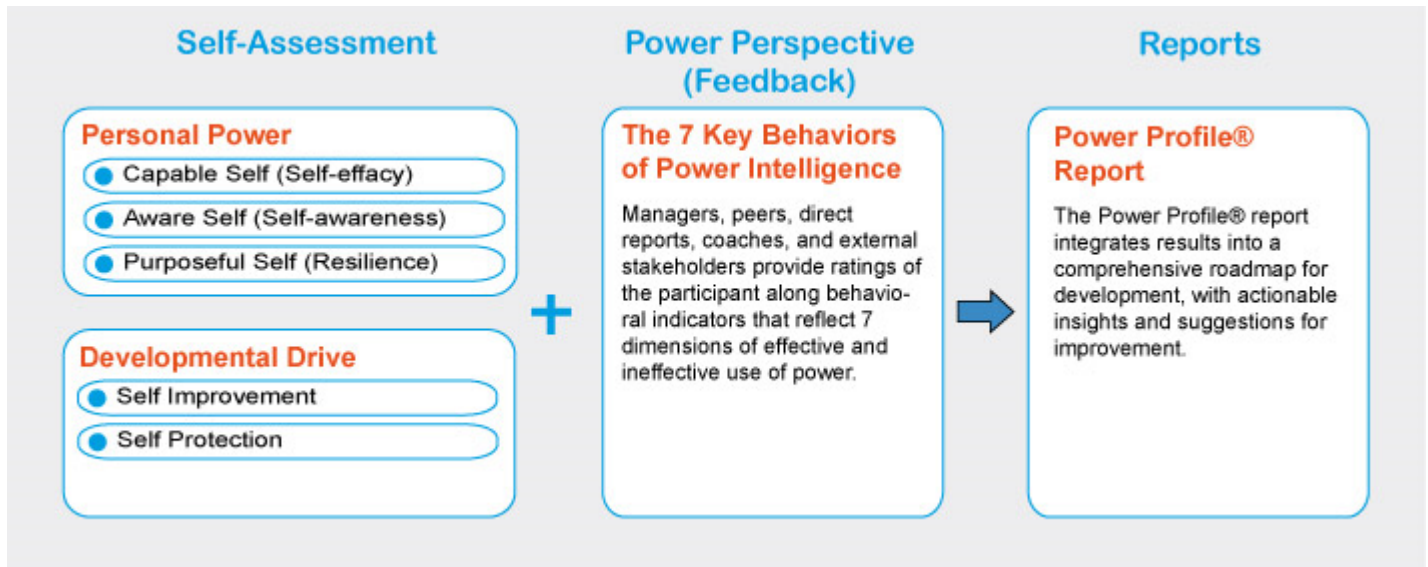
DPI: Designed to Support Behavioral Change (Coaching/Development)

Components of the 360°

What does the DPI measure?

The Diamond Power Index® captures the full range of possible behaviours that have a direct impact on employee performance and company culture - both empowering and problematic interpersonal leadership behaviours.

The DPI assessment consists of three main components:



The Path to Mindful Leadership

The 7 Key Behaviors of Power Intelligence

Combining feedback from a multi-year study of several hundred leaders, coaches, and subject-matter experts, Diamond Leadership identified seven key behaviors of a Power Intelligent® Leader, measured using scales to determine how others view and respond to a leader's use of power in the workplace.



In the creator's own words

Listen to **Julie Diamond** speak about Power Intelligence and why it is so relevant today, more than ever.

What Makes the Diamond Power Index® Unique?

It Tackles Power Head-On

If left unchecked, the misuse or abuse of power can diminish psychological safety, create inequitable cultures, and lead to a toxic and unstable workplace. The DPI helps leaders master the competencies necessary for the effective use of power to foster healthy, high-functioning cultures.

It Connects the Dots Between Leadership & Culture

Occupying a high-power role reduces the amount and quality of feedback that leaders receive, making it difficult for them to precisely identify the impact they are making on others—on their team's performance, on their co-workers, and on the organizational culture at large.

It is Backed by Science & Research

Data gathered from the DPI enable us to diagnose leadership opportunities, pinpoint exact developmental needs, and measure improvement. The Diamond Power Index® was developed in accordance with professional standards for psychological assessments and has been thoroughly researched to ensure reliability and fairness of results.

It is Global and Cross-Cultural

The DPI was developed by a multicultural team of researchers spanning three continents. The survey questions were developed using input from 508 leaders from 25 different countries, paying careful attention to represent each of the 10 GLOBE cultural clusters. Since its original development, the survey has been refined using data from thousands of participants from over 60 countries. We offer access to a global network of coaches, enabling leaders to integrate the learning into their own leadership context.

It is Deeply Developmental

The DPI assesses both the leader's sense of power and their use of power, providing a powerful lever for development. Our research shows that the subjective sense of power is critical to the leader's performance and their capacity to influence others. By providing insight into both sense of power and use of power, the DPI delivers a powerful pathway for development, helping leaders master the competencies necessary for the effective use of power.

Need a customized solution?

Contact me and tell me your organizations needs.

As a DPI-certified coach and ICF Master Certified Coach, I support you to develop your leadership potential. I look forward meeting you.

Kind regards Peter Ammann

