

MiRo Assessment

Background

The MiRo Behavioural Mode Assessment is an easy to understand look into how we view the world and the way that this influences our motivations, fears, styles of communication and methods of leadership. Based on William Moulton Marston's ideas into human behaviours and linked to Carl Jung's personality types, the MiRo Behavioural Mode assessment can be used for self development, team building, recruitment and many more practical applications.

Marston's and Jung's ideas have formed the basis of a number of behavioural tools over the last 70 years which have been consistently validated by research, making their findings some of the most respected within the industry. By combining these two important sets of ideas MiRo has developed one of the most usable psychometric tools on the market today.

MiRo Test

The MiRo test is taken online (usually takes about 15 minutes), each participant is given a report and an opportunity to discuss their results with a MiRo practitioner.

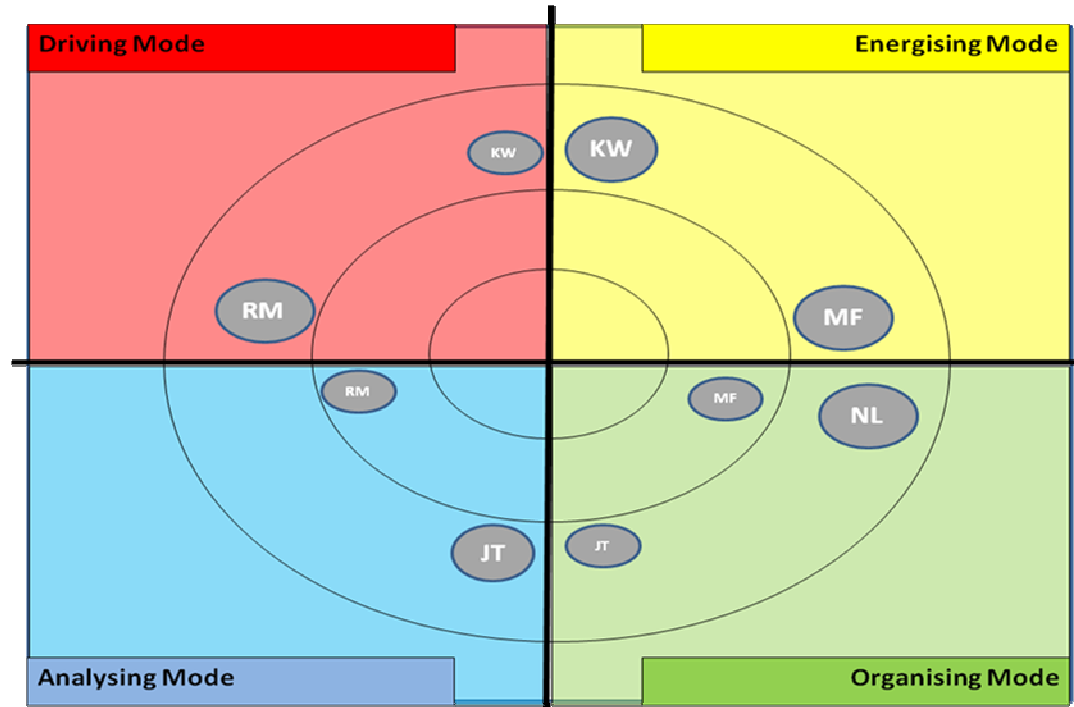
Participants will gain an understanding of their primary and secondary behaviours and how these behaviours might affect:

- Personal Performance
- Team Performance
- Inter-team Relationships
- Working relationships
- Understanding of roles within the team

Intuitive Thinking Motivated By Anxiety Management Style Communication Style	Control & Success Failure Autocratic Direct	Intuitive Feeling Motivated By Anxiety Management Style Communication Style	Relationships and Acknowledgement Rejection Motivational Persuasion
Sensing Thinking Motivated By Anxiety Management Style Communication Style	Logic and Rationality Discord Systematic Exacting	Sensing Feeling Motivated By Anxiety Management Style Communication Style	Well-being and Harmony Uncertainty Consistent Supportive

Team Maps

Provided all individuals give their consent, the results of the MiRo assessment can be plotted onto a behavioural map which will give team members insight to the overall leadership and communication styles of the team. An understanding of this will give team members a better understanding of the team dynamics and where there may be any potential gaps in the make up of the team.



Fevertree

An understanding of the different leadership and communication styles within the team enhances the Fevertree activities as it gives team members a common language and understanding of behaviours which can be discussed in a non emotive and supportive style.

As with “appreciative enquiry” one of the great benefits of MiRo is that it although it identifies possible gaps, it primarily focuses on the positive of what skills a team has rather than focussing on what is missing and the weaknesses.