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The Spark

Resources and tips to set your leadership apart and help you create a sustainably loved workplace



Are you leveraging the power of assessments yet?

People are complex. Team them up to work together toward a common goal, and the complexity compounds. If left unmanaged, that can quickly lead to misunderstandings, disagreements, and dysfunction. So, how can leaders proactively get in front of that?

Assessments. They can provide amazing newfound clarity to leaders, and there are lots of powerful assessment tools to help you manage fit for behavioral, cognitive, EQ, competencies, culture... You name it. Leaders have better, more efficient tools to help them succeed than ever before.

Enjoy these perspectives from ADVISA subject matter experts, and if you'd like a consultation about how you can use assessments to help achieve your particular organization's goals, [don't hesitate to reach out](#).



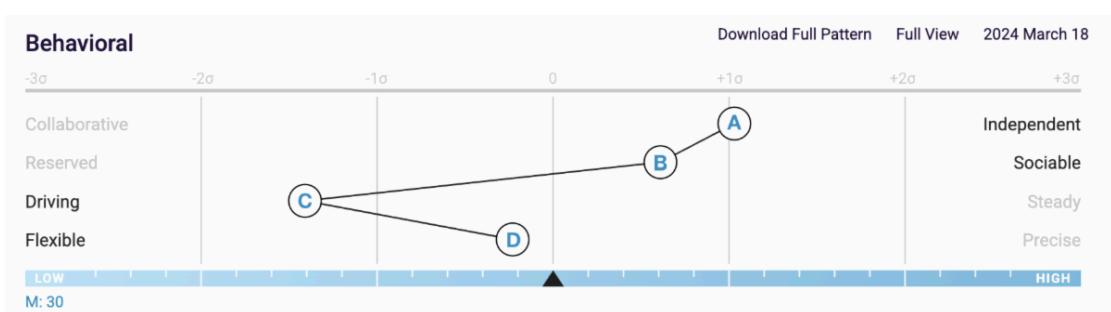
Coaching for Culture: Three Big Benefits of Assessments

by Mike Elliott

When I think about culture, I think about language. I've loved living across the world and going to different countries. And one of my favorite aspects of experiencing culture is getting to know the language.

I was always the person who had the Lonely Planet book back in the day with all the most important words and phrases. I wanted to connect because at the core of culture, there's values and beliefs and the things that people are doing... and it's going to have a sound to it, which is language.

And it's very similar, I believe, to leadership. The culture you have is going to have a sound to it, which is your language. [Read more...](#)



The 5 Most Powerful Assessments for Leaders and Businesses

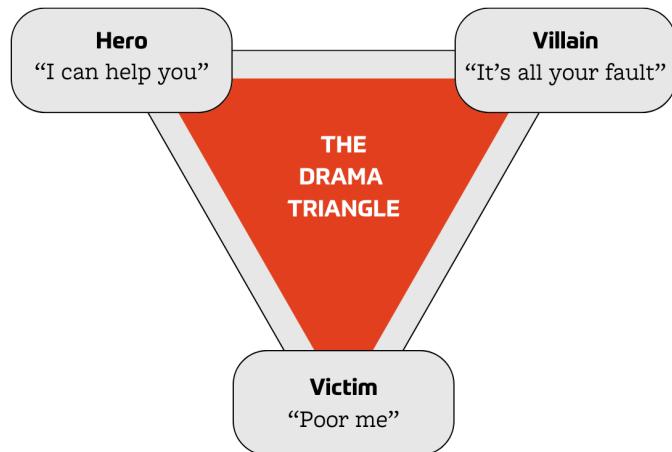
By BJ McKay

Human beings are natural assessment machines. Every time we walk into a room, our brains are bombarded with sensory input—but we can only consciously process about 50 bits per second of information. That means 99.999% of what we sense is filtered out before we even become aware of it.

What Are We Filtering Out?

What gets through our subconscious filters, and what gets left out? How much should we trust what we perceive? The reality is, most of what happens around us never reaches our conscious awareness—and as leaders, this can be a significant challenge.

So, how do we solve for this? [Read more...](#)



Getting Above the Line: What's the Story You're Telling Yourself?

By Mandy Haskett

2025 came in with a bang, signaling with its literal and figurative wildfire that we have entered an age resembling Disorder.

A critical (sometimes unpleasant) stop-gap between Order and Reorder, Disorder arises when life experiences contradict previously held expectations.

We see the dismantling (sometimes burning) of systems and institutions, which eventually makes way for Reorder—a more compassionate, and wiser worldview on the way. [Read more...](#)

Upcoming events

- 03/25: [Emerging Leader Series](#) March Cohort Begins. Virtual
- 03/25: [Leadership Academy](#) March Cohort Begins. Carmel, Indiana
- 03/31: [Predictive Index Software Demo](#). Virtual
- 04/07: [Wellness-Driven Leadership](#) April Cohort Begins. Carmel, Indiana

"Knowing yourself is the beginning of all wisdom"
– Aristotle

A D V I S A

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