RLI-BCAT

The RLI Behavior Change Assessment Tool

What is the RLI-BCAT?

It's a behavior-based skill-gap assessment tool to help companies design effective leadership training initiatives and track their success.

What does it cost?

It's free, as is the extensive support you get from our Client Success Manager (CSM) team, which helps you deploy the RLI-BCAT successfully.

How do companies use the RLI-BCAT?

The BCAT triggers RLI's science-based four-step Micro-First™ learning process:

1 Conduct a "Baseline" assessment to identify which behaviors you want to change.

2 Design learning paths mapping micro-content to the areas of acute need (with complimentary assistance from RLI's Client Success Management team).

3 Deploy the Micro-First Cycle™ an easy-to-follow, programmatic training process that revisits learning and makes it stick.

4 Conduct BCAT "Checkpoint" assessments to validate that skill gaps narrowed, that behaviors changed, and that you got a return on your training investment.

There are three types of leadership assessments in the RLI-BCAT

1 Senior Manager assessment of team (Shown below)

2 Manager self-assessment

3 Senior Manager assessment of individual manager

Skill Area	Team Assessment	Vs. All Companies		Vs. Top Quartile	
	Score	Avg. Score	Gap	Avg. Score	Gap
TRUST/CREDIBILITY	28	64	-36	89	-61
TEAM DYNAMICS	28	53	-25	82	-54
COMMUNICATION	44	49	-5	79	-35
CONFLICT/CHANGE/CRISIS	23	53	-30	84	-61
ENGAGEMENT	33	56	-23	88	-55

Topics included: Trust/Credibility, Team Dynamics, Communication, Conflict/Crisis/Change, Engagement, Performance Management, Recognition/Reward, Hiring/Firing, Coachability, & Commitment to Learning

Learn how the RLI-BCAT can help you design **learning paths** to drive micro-training initiatives.