



# Vertical Mindset Indicator

*Build capacity to meet the complex realities of today and opportunities of tomorrow.*

## The Problem

Leaders at all levels are facing challenges they have never known before. It's no longer enough to be good or even the best at what you do. Leaders need to have a greater range of understanding, resilience, empathy, and ability to respond that enables them to adapt and lead across changing situations.

## Enter Vertical Development

Vertical development is not traditional corporate development, which often focuses on building competencies. It instead expands a person's capability to learn and navigate complexity, enabling leaders to use competencies more adaptively and effectively.

Vertically-developed leaders are able to:

- Think more systemically
- See the long-term possibilities
- Embrace challenges from multiple perspectives
- Lead as interdependent collaborators

They demonstrate range and skill that enables them to toggle between what's on the horizon, what it takes to get there, how best to engage others in the journey, and how to thrive in it all.

## The Vertical Mindset Indicator (VMI)

The VMI identifies a leader's vertical stage of development. As a result of going through the VMI and included Unpack Your Results process, leaders gain 3 key insights:

- **Mindset** – How their mindset affects professional, personal, and leadership effectiveness.
- **Opportunities** – Their opportunities for development and suggested practices based on indicator results.
- **Culture** – How their organization's leadership culture impacts behaviors and thinking.

## VMI at a Glance



### AUDIENCE

Anyone who collaborates with a team and leads through complexity



### COMMITMENT

10–20 Minute Assessment  
15–Minute Unpack Your Results

## WHAT MAKES THE VMI UNIQUE

Leveraging the power of AI and rigorous research, the VMI offers a fresh perspective on leadership development and lends itself to the fast-paced schedules of today's leaders, while providing an **actionable** path for growth and impact. The Unpack Your Results digital debrief also makes it highly **scalable** for teams and organizations.

Upon going through the VMI assessment and workout, leaders can immediately reflect on their results, apply learnings, and grow a more adaptive mindset.

## The Participant Experience – How Does It Work?



## VMI Benefits

This is a powerful opportunity for leaders to gain insight on:

- What mindset stage they currently operate from and the defining characteristics of this stage.
- How the patterns of thought, action, interaction, and perception both define and limit their effectiveness.
- Their leadership style, how they work in teams, and the way they communicate professionally and personally.
- What the next stage looks like and how they can expand their range to respond to increasing challenge and complexity, and communicate across contexts.



## RESEARCH BACKING

The VMI assessment is based on the well-respected **Washington University Sentence Stem Completion test (WUSSC)**, research done with Harvard University, and 10,000+ assessments from leaders across nationalities and industries.

The VMI builds on the work of Susanne Cook-Greuter, a world authority on leadership maturity. Her leader maturity profile (MAP) has been validated across many cultures and populations. Since 1980, she has analyzed more than 11,000 MAP tests in more than 200 different academic and business contexts.



Learn more about the Vertical Mindset Indicator and bring it to your organization.  
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