

Pondera Virtual Advisor (PVA)

Empowering Leaders & Teams with Self-Awareness

In today's fast-paced world, the strength of a leader—and indeed, every team member—lies in understanding both oneself and those around you. The **PVA (Pondera® Virtual Advisor) Personality Assessment** is a tool designed to pave the way for self-discovery and enhanced performance across Scouting America Councils. With deep insights into your natural leadership style and personal preferences, this assessment serves as the cornerstone for cultivating transformative leadership that resonates both on a personal level and within your team.

What is the PVA?

The **PVA** is an innovative, web-based tool that measures personal preferences and ingrained leadership styles. Developed with the vision of empowering leaders across various domains, the **PVA** provides each participant with:

- **A Comprehensive Individual Report:** Post-assessment, each participant receives a detailed report rich in insights about their most natural personality style, natural inclinations, and underlying preferences including using 25 scales of personality
- **One-on-One Review Meetings:** Recognizing that numbers and words alone aren't enough, every report is followed by a personalized meeting to discuss and digest the insights, enabling leaders to truly grasp the implications for their professional and personal growth.

This dual approach ensures that every individual not only learns about themselves but is also guided on how to leverage this self-knowledge for maximum impact.

Self-Knowledge Leads to High-Performance Teams

Understanding your own strengths and preferences is the first step toward becoming a more effective leader. Here's how the **PVA** assessment drives results:

- **Enhanced Self-Awareness:** Gain clarity on your innate leadership style and learn what truly comes naturally to you. This insight is a transformative tool for personal growth, enabling you to align your behaviors with your leadership goals.
- **Improved Team Dynamics:** When individuals understand their own style and that of their peers, it creates an environment where differences are celebrated and communication barriers crumble. The assessment serves as a catalyst for more meaningful, one-on-one discussions between team members and fosters a culture of understanding and collaboration.
- **Tailored Development Opportunities:** With a deep dive into personal metrics, the **PVA** assessment allows for structured one-on-one or group facilitation sessions that help teams collaborate more efficiently and work harmoniously toward common objectives.

The clear connection between self-knowledge and enhanced performance is undeniable—in both individual achievements and overall team effectiveness.

Additional Resources for Sustainable Growth

To further support the leadership journey, additional offerings include:

- **Facilitated One-on-One Meetings:** Customized sessions that help two of your team members discuss their assessment results, clarify misunderstandings, and build stronger interpersonal connections.
- **Team Facilitation Workshops:** Group sessions designed to bring entire teams together, enabling collective understanding of diverse leadership styles and fostering a stronger sense of unity and collaboration.

These extended offerings provide an integrated approach to leadership development, ensuring that the insights gained through the **PVA** assessment translate into actionable strategies for everyday success.

Delivered by those who know Scouting

The Michigan Crossroads Council team is trained and licensed exclusively for delivering the **PVA** to Scouting America Councils, the **PVA** is more than just a personality assessment tool—it's a catalyst for change, growth, and a deeper understanding of what it means to lead effectively. By investing in this assessment, your Council is taking a decisive step towards:

- Empowering individual leaders and fostering trust,
- Enhancing communication and teamwork amongst peers,
- Driving a cultural shift toward proactive self-improvement and collaborative success.

Discover Your Potential

Investing in leadership is investing in the future of Scouting. The **PVA** offers a unique opportunity to harness the true potential of every leader within your organization, transforming individual awareness into collective success.

Ready to Transform Your Leadership?

Embrace the potential for growth and collaboration. Let the **PVA** light the path toward knowing yourself and your team as never before. By understanding your leadership style, you'll not only enhance your own performance but also drive team success in ways that resonate deeply with the values and mission of Scouting America.

Take the next step. Empower your leaders and elevate your team.