

# Comparative Assessment: Rational Gates Leadership Influence Assessment Framework vs. Leading Leadership Assessment Models

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Author: Leadership Influence Assessment Framework

## Key Takeaway:

The Rational Gates Leadership Influence Assessment Framework (RLIAF) stands out for its comprehensive, behaviorally anchored, and actionable approach to leadership influence, offering a broader and more development-focused evaluation than most established models, which tend to focus on strengths, interpersonal style, burnout, or entrepreneurial tendencies.

## 1. Overview of Compared Models

Model	Primary Focus	Developer
Rational Gates Leadership Influence Assessment Framework (RLIAF)	Leadership influence across 5 core dimensions (Communication, Collaboration, Decision-Making, Adaptability, Empowerment)	Rational Gates (Kennedy Barasa)
CliftonStrengths (Leadership StrengthsFinder)	Individual strengths and talent themes	Gallup (Don Clifton)
MBIS/MBI (Maslach Burnout Inventory)	Burnout (emotional exhaustion, depersonalization, accomplishment)	Maslach & Jackson
TRACOM SocialStyle	Interpersonal style and versatility	TRACOM Group
Entrepreneurial Style and Success Indicator (ESSI)	Entrepreneurial style and success factors	CRG International (Dr. Ken Keis)

## 2. Detailed Comparison

### A. Framework Structure & Dimensions

Model	Framework/Dimensions
RLIAF	5 core dimensions: Communication, Collaboration, Decision-Making, Adaptability, Empowerment (26 questions)
CliftonStrengths	34 talent themes grouped into 4 domains: Executing, Influencing, Relationship Building, Strategic Thinking

MBI	3 burnout dimensions: Emotional Exhaustion, Depersonalization, Personal Accomplishment
SocialStyle	4 social styles: Driving, Expressive, Amiable, Analytical; plus Versatility
ESSI	4 entrepreneurial styles (not publicly named) + 28 entrepreneurial success factors

**B. Methodology & Question Format**

Model	Methodology	Question Format	Scoring
RLIAF	Self-assessment; behaviorally anchored, observable actions	26 Likert-scale questions (1–5)	Dimension and overall scores; heatmap feedback
CliftonStrengths	Online forced-choice (177 paired statements, 20s each)	Forced-choice, instinctive	Ranks 34 themes; Top 5 or full 34 report
MBI	Self-report, 16–22 items (7-point frequency scale)	Frequency-based statements	Scores for each burnout dimension; profiles
SocialStyle	Self or multi-rater (360°); observable behaviors	Behavioral survey	Style and versatility scores
ESSI	Self-assessment (32 pages); two parts: style and 28 success factors	Self-rating, reflective questions	Style identification; success factor alignment

**C. Target Audience**

Model	Target Audience
RLIAF	Individuals, students, teams, organizations (self-sponsored or corporate) seeking to develop leadership influence
CliftonStrengths	Individuals, teams, corporations, students, educators
MBI	Working adults (versions for educators, human services, general)
SocialStyle	Professionals at all levels; teams; sales; managers
ESSI	Entrepreneurs, leaders, teams, business owners, succession planners

**D. Feedback & Reporting Approach**

<b>Model</b>	<b>Feedback/Reporting</b>
RLIAF	Standardized report: top strengths, growth opportunities, heatmap, actionable development steps; team or individual focus
CliftonStrengths	Personalized digital report (Top 5 or 34), action items, blind spots, team insights
MBI	Individual/group burnout profiles, dimension scores, suggestions for reducing burnout
SocialStyle	Style and versatility report, strengths/weaknesses, action steps, multi-rater feedback
ESSI	Detailed interpretation of style, strengths, gaps, team-building, role fit, and development guidance

**E. Pricing (Typical Ranges)**

<b>Model</b>	<b>Individual</b>	<b>Team/Org</b>	<b>Certification</b>
RLIAF	\$49–\$149 (regionally adjusted)	\$500–\$4,000+ (team)	\$1,500–\$3,850 (facilitator)
CliftonStrengths	\$19.99–\$89.99	Custom/volume	Gallup certification (varies)
MBI	~\$15–\$50 per use	Volume discounts	Not typical
SocialStyle	\$50–\$150+	Custom/volume	TRACOM certification
ESSI	Not public; typically \$50–\$150	Volume discounts	Optional, not required

**F. Key Strengths & Limitations**

<b>Model</b>	<b>Strengths</b>	<b>Limitations</b>
RLIAF	Comprehensive, actionable, behavior-based, team or individual focus, clear development steps	Newer, less external benchmarking, self-report bias
CliftonStrengths	Positive, strengths-based, widely used, team/organizational utility, research-backed	No focus on weaknesses, not a personality test
MBI	Gold standard for burnout, validated, group/individual use	Not a leadership tool, burnout focus only
SocialStyle	Simple, observable, improves communication, multi-rater option	Limited to interpersonal style, not comprehensive
ESSI	Entrepreneurial focus, research-based, team/individual, flexible delivery	Four styles not public, self-assessment bias

## 2. Master Comparison Table

Feature	RLIAF	CliftonStrengths	MBI	SocialStyle	ESSI
Origin	Rational Gates/ Kennedy Barasa	Gallup/Don Clifton	Maslach & Jackson	TRACOM Group	CRG/Dr. Ken Keis
Core Focus	Leadership influence (5 dimensions)	Strengths/talents (34 themes)	Burnout (3 dimensions)	Interpersonal style (4 types)	Entrepreneurial style/success
Methodology	26 Likert questions, behavior-based	177 forced- choice pairs	16–22 frequency items	Self/multi-rater survey	32-page self- assessment
Scoring	Dimension & overall scores, heatmap	Theme ranking, Top 5/34	Dimension scores, profiles	Style & versatility scores	Style & success factor alignment
Audience	Individuals, students, teams, orgs	Individuals, teams, orgs	Working adults	Professionals, teams	Entrepreneurs, leaders, teams
Feedback	Standardized, strengths, growth, actions	Personalized, strengths, action items	Burnout profile, suggestions	Style, strengths, action steps	Style, strengths, team fit, guidance
Pricing	\$49–\$149+	\$19.99–\$89.99+	\$15–\$50+	\$50–\$150+	\$50–\$150+ (est.)
Strengths	Comprehensive, actionable, team/individual	Positive, practical, team utility	Validated, burnout focus	Simple, observable, versatile	Entrepreneurial, team/individual
Limitations	Newer, self- report, no external norm	No weaknesses, not personality	Not leadership, burnout only	Not comprehensive, style focus	Styles not public, self- report bias

## 4. Distinctive Positioning of RLIAF

- Comprehensive Leadership Focus:** RLIAF uniquely integrates multiple core leadership dimensions (communication, collaboration, decision-making, adaptability, empowerment) into a single, behaviorally anchored assessment—offering a broader view than models focused solely on strengths, style, or burnout.

- **Actionable, Development-Oriented Feedback:** RLIAF provides not just scores, but clear strengths, growth opportunities, heatmaps, and specific development actions—bridging the gap between assessment and real-world improvement.
  - **Team and Individual Utility:** Unlike most models, RLIAF is designed for both individual and collective (team) assessment, supporting organizational development and culture change.
  - **Modern, Accessible Design:** The framework is easy to understand, avoids jargon, and is adaptable for self-sponsored leaders or corporate programs, with regionally sensitive pricing and facilitator certification options.
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## 5. Conclusion

### Summary:

The Rational Gates Leadership Influence Assessment Framework offers a modern, comprehensive, and actionable approach to leadership assessment, setting itself apart from established models by focusing on observable influence behaviors, practical feedback, and both individual and team development. While other models, such as CliftonStrengths, SocialStyle, and ESSi, provide valuable insights into strengths, interpersonal style, or entrepreneurial tendencies, RLIAF delivers a holistic, development-focused experience that aligns closely with the evolving needs of leaders and organizations.

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### In summary:

If your goal is to develop well-rounded, influential leaders with clear, actionable growth paths—at both the individual and team level—the RLIAF provides a uniquely comprehensive and practical solution compared to assessment models.

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