

TKI Revised Norm Sample and Scoring

For over 30 years the TKI tool has been used successfully to manage conflict, aid in individual and team development, coach employees, and develop leaders. In 2006 and 2007 a new norm sample was developed and will be used as the basis for scoring and determining results.

The revised norm sample is composed of 4,000 men and 4,000 women, ages 20 through 70, who were employed full time in the United States at the time they completed the assessment. Data were drawn from a database of 59,000 cases collected between 2002 and 2005 and were sampled to ensure representative numbers of people by organizational level and race/ethnicity.