

Personality Insights Program

Masterful Use of Personality Models and Assessments in the Workplace

Who does this help?

- Team leaders and people professionals looking to develop deep skill and advisory mastery through an understanding and application of personality assessments
- Those seeking a practical understanding of psychological models around the unique differences in people, to help them better engage with peers, clients and staff

How does it work?

T&G Psychologists are experienced and registered experts in workplace behaviour and change. This program is an interactive group session facilitated by T&G focusing the key elements of personality. The program takes participants through a self-insight process, and then draws on this to look at how different people function in different environments. Participants build expertise in developing stronger awareness around individual differences, and how to leverage this knowledge as advisors, representatives of the organisation, leaders or all three. The course covers:

- ‘Deep dive’ on the 7 factor model of personality, drawing on the Rosanoff scale
- Characteristics and Implications of low, medium and high scores on each factor
- Typical behaviours for each personality factor and:
 - Identifying factors in people e.g. values, typical presentation, communication style behaviours, meeting /project approach
 - What causes stress for each factor?
 - How can I motivate or influence them?
 - How COVID affects behavioural style.
- Participants learn to read and adapt their own preferred leadership and advisory style to drive staff performance and develop deep skills in interpreting behaviour and anticipating.
- The program content is ‘hands-on’, conversational and equips People Professionals and Leaders of all levels with the tools needed to improve individual and team performance



Targeted at those who have some experience with psychological assessment, yet adaptable to entry level managers, this expert practitioner course helps people leaders and advisors to develop a practical, applicable understanding of psychological models.

Outcomes:

- A comprehensive insight into other people that can be applied in the workplace
- How common behavioral profiles can be identified and successfully interacted with
- The capacity to better lead teams and individuals through change
- The ability to use Psychological assessments to lead and advise with insight and depth
- The ability to manage staff with improved insight and precision.

Investment:

- 1 Day seminar - \$1,200+GST per person (group size between 2-6) *Can be split over two ½ days*
- For participants without T&G personality profile, assessment is \$350+GST per person, which includes a feedback session

Note: During April, May and June 2020 this service attracts a 20% discount