



Temperament Certification™

Knowledge and Application of Keirsey Temperament Theory™

Temperament Certification: Course Overview

The Temperament Certification process is structured in four phases, where you will engage the course materials on different levels. Our aim is that each of these phases will bring greater depth of knowledge, leading to deeper and wider applications of temperament theory for your enterprise. Below is an overview of each of the four phases.



PHASE 1: Temperament Certification | Pre-Work Modules

During Phase 1, the aim is for each participant to “prepare” for their sessions with an instructor in Phase 2, by thoroughly completing the Pre-Work Modules. This preparation phase allows for the instructor-led sessions to be a much more dynamic experience where participants can engage Keirsey Temperament Theory at a significantly deeper level.

- **Pre-Work Module 1:** The Keirsey Assessment and Keirsey Reports
- **Pre-Work Module 2:** Connection Questionnaire
- **Pre-Work Module 3:** People Patterns, by Stephen Montgomery
- **Pre-Work Module 4:** Please Understand Me®, (DVD)
- **Pre-Work Module 5:** Please Understand Me II, by David Keirsey



PHASE 2: Temperament Certification | Session Modules

During Phase 2, the aim is for each participant to “learn” by actively participating, and not simply by receiving information. Each participant is encouraged to be prepared with questions, ideas, and observations. The sessions are designed to be personalized, and so active participation is at the core of the learning experience. Below is an overview of the topics covered during this phase.

- **Session Module 1: The Context**
Fundamentals of Temperament Theory; History of Temperament Theory; Modern Influences on Temperament Theory; Keirsey Temperament Theory; Personality = Temperament + Character; Inborn Forms vs. Emergent Forms; Nature via Nurture.
- **Session Module 2: The Construction**
Temperament and Self-Image; Different Schools of Thought on Personality; The Basic Dimensions of Personality; The Temperament Framework; Observing Behavior vs. Cognitive Processes; How Keirsey is Similar/Different from other Personality Models.
- **Session Module 3: The Complexity**
Discerning Trademark Traits; Temperament and Intelligence; Understanding Core (Natural) vs. Acquired (Learned) Behavior; Talent Configuration; Talent Development; Self/Social Awareness; Emotional/Social Intelligence; Temperament and Culture; Temperament and Gender; Temperament and the General Population.
- **Session Module 4: The Configuration**
Mastering Sixteen Types; Directive Roles (Preempting/Contending) vs. Informative Roles Collaborating/Accommodating); Similarity vs. Opposites; Common Misconceptions about Extraversion/Introversion, Sensation/Intuition, Thinking/Feeling, Judgment/Perception.



Temperament Certification™

Knowledge and Application of Keirsey Temperament Theory™

- **Session Module 5:** The Individual
Interpreting/Analyzing Assessment Results for an Individual; Guiding/Advising at the Individual level; Designing a Personal/Professional Growth Plan; Leveraging Strengths and Making Weaknesses Irrelevant.
- **Session Module 6:** The Interaction
Interpreting/Analyzing Assessment Results for a Team; Guiding/Advising at the Team level; Designing a Strategy for Team Effectiveness; Building Effective Communication Strategies; Aligning Talent for Team Objectives and Covering Blind Spots.
- **Session Module 7:** The Integration
Using Temperament for Navigating Conflict, Relational Dynamics, Recruiting, Leadership Development, Influence Strategies, Understanding Your Brand Identity; Creating Strong Organizational Cultures.
- **Session Module 8:** The Insights
Best Practice Insights for Your Industry; Case Studies; Building Your Consulting Toolbox; Attracting Clients; Engagement Proposals; Developing Your Consulting Capabilities.



PHASE 3: Temperament Certification | Post-Work Modules

During Phase 3, the aim is for individuals to “practice” or “apply” what they have learned. It is the “action stage” where individuals can take what they have learned and begin utilizing the Keirsey Assessment on their own in different settings so that what’s been learned becomes “second nature.”

- **Post-Work Module 1:** Using Your Keirsey Administrator Account
- **Post-Work Module 2:** Facilitator Resources
- **Post-Work Module 3:** Exam Preparation
- **Post-Work Module 4:** Lifelong Learning



PHASE 4: Temperament Certification | Examination

During Phase 4, the aim is for individuals to “demonstrate” what they have learned. The certification exam is part of the learning process.

- **Online Examination:** Knowledge of Temperament Theory
- **Online Case Study:** Applications of Temperament Theory

To register, or request further information on the Temperament Certification™ process please email us at: temperament.certification@keirsey.com.