



# Temperament Certification™

Knowledge and Application of Keirsey Temperament Theory™

SYNERGY LEADERS LLC

Keirsey.com



## PRIVATE GROUP TRAINING PATH: Course Overview

The Private Group Training Path is structured in four phases, where you and your team will engage the course in a private session with the instructor. The learning outcomes are customized to your group's needs, and delivered onsite with your team. Our aim is to help make a difference in your enterprise. Below is an overview of the process.



### PHASE 1: Temperament Certification™ COURSE PRE-WORK

During Phase 1, the aim is for your team to "prepare" for the Private Group Training sessions by engaging the Course Pre-Work Materials. This preparation phase allows for the Private Group Training to be leveraged for maximal learning. It is recommended that each member of your team schedule ample time to go through the Course Pre-Work Materials before engaging with the instructor for the Private Group Training session.

**Connection Survey:** A questionnaire designed to help us get to know you and your unique environment. We use the information you provide to customize your learning experience.

**Online Experience:** Every participant will be part of a private online web session on the Keirsey.com corporate web platform. In this online session you will complete the KTS-II and receive your temperament profile and each of the available reports.

**Explicit Learning:** Required reading for the Temperament Certification course. The required readings include the books: Please Understand Me II, by Dr. David Keirsey and People Patterns, by Dr. Stephen Montgomery.

**Visual Learning:** Required viewing for the Temperament Certification course. The required viewing is the Please Understand Me DVD.

**Navigation Notes:** The Navigation Notes serve as a study guide to successfully steer you through the course materials. The notes provide detailed instructions for the course, as well as study materials to guide you through Phase 1.



### PHASE 2: Temperament Certification™ PRIVATE GROUP TRAINING

During Phase 2, your team will meet with the instructor to engage the certification process. The entire learning program is 100% tailored to the way your team learns best, and aligned to your team's most important goals and objectives.

For the Private Group Training, engagements can be from one – two days, depending on your training goals and needs. The Private Group Training has a strategic focus, where the learning plan is targeted at the subjects which are most important to you, and to the industry context to which you belong. The Private Group Training can also be conducted via Live Web/Teleconference, where the sessions can be conducted over an extended duration of time (rather than having all sessions conducted on one day).

WHAT THE TRAINING DAY LOOKS LIKE		
9:00 – 9:50 AM	 Session 1 <b>The Foundations</b>	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.
9:50 – 10:00 AM	Break	
10:00 – 10:50 AM	 Session 2 <b>The Framework</b>	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.
10:50 – 11:00 AM	Break	
11:00 – 11:50 AM	 Session 3 <b>The Complexity</b>	Discerning Trademark Traits; Temperament and Intelligence; Understanding Core (Natural) vs. Acquired (Learned); Talent Configuration; Talent Development; Self/Social Awareness; Emotional/Social Intelligence; Temperament and Culture/Gender/General Population.
11:50 AM – 1:00 PM	Lunch	






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WHAT THE TRAINING DAY LOOKS LIKE <i>(continued)</i>		
1:00 – 1:50 PM	 Session 4 <b>The Configuration</b>	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.
1:50 – 2:00 PM	Break	
2:00 – 2:50 PM	 Session 5 <b>The Utilization</b>	Interpreting/Analyzing Assessment Results; Guiding/Advising at three levels: (the individual level, the team level, the organizational level); Building Effective Communication Strategies; Optimizing Teams; Leveraging Strengths.
2:50 – 3:00 PM	Break	
3:00 – 3:50 PM	 Session 6 <b>The Methods</b>	Best Practice Principles/Methods for implementing Keirsey Temperament Solutions; The People Factor—Resolution (Navigating Conflict), Synergy (Team Dynamics), Leadership (Selection/Development), Service (Sales/Marketing), Strategic (Organizational Strategy).

Private Group Training Engagements can be extended to include another half/full day, where we work with your group to provide you with specialized coaching/consulting/training in Keirsey Temperament Solutions. The half/full day is completely customized, so your team would set the agenda, and we could either address specific opportunities/challenges you face as a team/organization, or we can provide specialized learning programs in different areas you would like to focus on. Areas of focus may include, (but are not limited to) the following:

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Conflict Resolution</li> <li>Employee Interaction</li> <li>Team Building / Team Synergy</li> <li>Recruitment &amp; Hiring</li> <li>Leadership Development</li> <li>Employee Retention</li> </ul> | <ul style="list-style-type: none"> <li>Customer Strategy</li> <li>Sales Tactics</li> <li>Marketing &amp; Messaging</li> <li>Mission, Vision &amp; Values</li> <li>Strategic Change</li> <li>Organizational DNA™</li> </ul> |
|---|--|

## PHASE 3: Temperament Certification™ COURSE POST-WORK

During Phase 3, the aim is for your team to “practice” or “apply” what they have learned. It is the “action stage” where your team can take what they have learned and begin administering the KTS-II in different settings so that what has been learned becomes “second nature.”

**Online Training:** Each participant in the Private Group Training has access to the Online Training course modules in order to stay refreshed, and to help prepare for the certification exam.

**Administrator Registration:** Each participant is set up with a KTS-II Administrator Account, and receives complimentary KTS-II reports which can be used as practice.

**Appendix:** Ethical Considerations, Using the Reports, Self Review and Exam Preparation, Keirsey Temperament Theory™ and Other Theories, Statistical Concepts.

## PHASE 4: Temperament Certification™ CERTIFICATION EXAM

During Phase 4, the aim is for individuals to “demonstrate” what they have learned. The certification exam is part of the learning process. It is an open book exam, and is scheduled at each individual’s convenience. The exam is comprised of 150 questions, and requires a 95% grade to pass. An individual may repeat the certification exam after unsuccessful attempts. The exam is taken online and is based on the course materials.

**Certification Exam:** Certification test to be taken within 6 months of the original date of Private Group Training session. The Certification Exam is comprised of questions relating to Knowledge and Application of Keirsey Temperament Theory. As a part of the certification exam, you will also be asked to answer questions based on a case study which involves situational analysis and strategy.

To register, or request further information on the Temperament Certification™ process please email us at: [certification@synergyleaders.com](mailto:certification@synergyleaders.com).



# Temperament Certification™

Knowledge and Application of KeirseY Temperament Theory™



## REGISTRANT INFORMATION

NAME \_\_\_\_\_

ADDRESS LINE 1 \_\_\_\_\_

ADDRESS LINE 2 \_\_\_\_\_

CITY / STATE / ZIP \_\_\_\_\_

PHONE \_\_\_\_\_ FAX \_\_\_\_\_

EMAIL \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

ROLE / TITLE \_\_\_\_\_

WEBSITE \_\_\_\_\_

## PAYMENT INFORMATION

CHECK: Payable to "SYNERGY LEADERS LLC"

Bank Name \_\_\_\_\_ Check # \_\_\_\_\_

*\* All payments are accepted in U.S. funds only \**

CREDIT CARD:

NAME ON CARD \_\_\_\_\_

CARD TYPE:  VISA  MC  AMEX  DISCOVER

CARD #: \_\_\_\_\_ EXP. DATE \_\_\_\_\_

BILLING ADDRESS \_\_\_\_\_

CITY / STATE / ZIP \_\_\_\_\_

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

## AVAILABLE PROGRAMS FOR INDIVIDUALS / PAIRS

<input type="checkbox"/> Online Training	895
<i>Includes: Web-based Modules + 1.5 hrs of Coaching via Teleconference</i>	
<input type="checkbox"/> Live Training	1795
<i>Includes: Web-based Modules + 1.0-day Facilitator-Led Class + Dinner Session</i>	
<input type="checkbox"/> One-on-One Training (via "Live Web/Teleconference")	1995
<i>Includes: Web-based Modules + 8.0-hrs of Coaching via Web/Teleconference</i>	
<input type="checkbox"/> One-on-One Training (via "In-Person")	2895
<i>Includes: Web-based Modules + 1.0-day In-Person Coaching + Lunch Session</i>	
<input type="checkbox"/> One-on-Two Training (via "Live Web/Teleconference")	3495
<i>Includes: Web-based Modules + 8.0-hrs of Coaching via Web/Teleconference</i>	
<input type="checkbox"/> One-on-Two Training (via "In-Person")	4895
<i>Includes: Web-based Modules + 1.0-day In-Person Coaching + Lunch Session</i>	
<input type="checkbox"/> Course Materials (\$175 per person; required)	_____
<i>Includes: Textbooks, Online KTS-II Administrator Account, KTS-II Individual Analysis Reports, KTS-II Workbook, DVD, Course Binder, Certificate</i>	
<input type="checkbox"/> International Shipping (\$75 per person; if applicable)	_____
<i>This fee applies for course materials shipped outside the USA</i>	
<b>TOTAL</b>	_____


## AVAILABLE PROGRAMS FOR PRIVATE GROUPS

<input type="checkbox"/> Private Group Training (via "Live Web/Teleconference")	4995
<i>Includes: Web-based Modules + 8.0-hrs of Facilitator-Led Sessions via Web/Teleconference for your Private Group (Flat Rate for up to 10 people)</i>	
<input type="checkbox"/> Private Group Training (1.0 day—we travel to you)	5995
<i>Includes: Web-based Modules + 1.0-day Facilitator-Led Class, Delivered Onsite via In-Person Trainer for your Private Group (Flat Rate for up to 10 people)</i>	
<input type="checkbox"/> Private Group Training (1.5 day—we travel to you)	7995
<i>Includes: Web-based Modules + 1.5-day Facilitator-Led Class, Delivered Onsite via In-Person Trainer for your Private Group (Flat Rate for up to 10 people)</i>	
<input type="checkbox"/> Private Group Training (2.0 day—we travel to you)	9995
<i>Includes: Web-based Modules + 2.0-day Facilitator-Led Class, Delivered Onsite via In-Person Trainer for your Private Group (Flat Rate for up to 10 people)</i>	
<i>* Private Group Trainings outside the USA may be subject to additional fees *</i>	
<input type="checkbox"/> Course Materials (\$175 per person; required)	_____
<i>Includes: Textbooks, Online KTS-II Administrator Account, KTS-II Individual Analysis Reports, KTS-II Workbook, DVD, Course Binder, Certificate</i>	
<input type="checkbox"/> International Shipping (\$75 per person; if applicable)	_____
<i>This fee applies for course materials shipped outside the USA</i>	
<b>TOTAL</b>	_____

## REGISTRATION INSTRUCTIONS

In order to complete your registration for the Temperament Certification™, please send us a completed registration form along with payment. You may send us your registration in one of the following ways:

**FAX** You may fax your completed registration form to: (a fax cover page is not needed)  
 (949) 265-9056

**EMAIL** You may scan your completed registration form and email it to:  
 certification@synergyleaders.com

**MAIL** You may send us your completed registration form via mail to the following address:  
 SYNERGY LEADERS LLC  
 6789 QUAIL HILL PKWY, SUITE 401  
 IRVINE, CALIFORNIA 92603

## GENERAL TERMS AND ACKNOWLEDGEMENTS

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**TERMS:** By signing this registration form, the registrant of the Temperament Certification™ training program ("Registrant") authorizes KeirseY.com / Synergy Leaders LLC to process payment(s) due for the Registrant's enrollment in the TCTP; and furthermore, the Registrant acknowledges and agrees to all the terms stated herein. The Registrant named on this registration form will be participating in the Temperament Certification training program ("TCTP"). Participation in the TCTP does not guarantee that the Registrant will become Temperament Certified®. To be Temperament Certified, the Registrant must pass a certification exam, demonstrating competence in temperament theory and its various applications, and must agree to the Ethical Standards and Principles of KeirseY Temperament Theory. Approval of certification is determined at the sole discretion of Synergy Leaders LLC ("Synergy"). A Temperament Certified professional does not have the license to certify others as Temperament Certified professionals. The Temperament Certification is provided solely by Synergy in association with David M. KeirseY and KeirseY.com. As a Temperament Certified professional, an individual has the right to inform others of the training they received, and upon successful completion of the certification requirements, an individual has the right to inform others that they have become a Temperament Certified professional. These terms are subject to change at the sole discretion of Synergy at any time for any reason. **Cancellation Policy:** For participants of the Live Training program ("LT"), a Registrant may request a transfer to another scheduled class if the request is made in writing at least sixty (60) days prior to the originally confirmed date for the LT session. Payment(s) already made by the Registrant may be applied to another LT date for a transfer fee of ten percent (10%) of the total course fee. A transfer fee is charged each time a transfer is made by the Registrant. A maximum of two (2) transfers is allowed, and the Registrant must participate in a LT within six (6) months of the Signature Date on this form. In the event that such conditions mentioned herein for transferring to another LT class by a Registrant is not met, the Registrant forfeits their right to attend a LT session, and no refunds shall be provided. For One-on-One Training, and Private Group Training, rescheduling is permitted (pursuant to any other applicable written agreements between the Registrant and Synergy). No refunds are provided for cancellation requests made by the Registrant for the Online Training, Live Training, One-on-One Training, and/or Private Group Training. Once enrolled in the TCTP, a Registrant will have six (6) months to access and complete the Online Training, Live Training, One-on-One Training, and/or Private Group Training (the "Training Period"). After the Training Period, the Registrant forfeits their enrollment and no refunds shall be provided. Should an extension be granted by Synergy to the Registrant beyond the Training Period, additional charges may apply. A Registrant may not transfer their registration to another party. All materials for the TCTP provided to the Registrant shall only be accessed by the Registrant. If Synergy cancels or reschedules any LT class, for any reason, the registrant will be offered the opportunity to enroll in another LT class which Synergy indicates is available, or shall have the option to enroll in another TCTP format which Synergy offers as an alternative to the Registrant. Any such alternatives offered to the Registrant shall not be lesser in monetary value than the LT session. Synergy shall not be responsible for any losses incurred by the Registrant for any cancellation or rescheduling of an LT class.