



CUSTOMIZED TRAINING PATH: Course Overview

The Customized 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 Customized Training sessions by engaging the Course Pre-Work Materials. This preparation phase allows for the Customized Training to be leveraged for maximal learning. It is recommended that participants schedule ample time to go through the Course Pre-Work Materials before engaging with the instructor for the Customized 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 session where you complete the KTS-II and receive your temperament profile and each of the available KTS-II 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™ CUSTOMIZED TRAINING

During Phase 2, your team will meet with the instructor to engage the certification materials. 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 Customized Training, engagements can be from one to three days, depending on your training goals and needs. The Customized 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 Temperament Certification program is covered with an emphasis in the areas you set as your most important priorities.

Knowledge of Keirsey Temperament Theory

- Fundamentals of Temperament Theory
- History of Temperament Theory
- Modern Influences on Temperament Theory
- Keirsey Temperament Theory
- Basic Dimensions of Personality
- The Four Temperaments
- The Sixteen Variants

Applications of Keirsey Temperament Theory

- Administration of the KTS-II Online
- The Best-Fit Online® Process
- Available Reports
- Interpretation of Reports
- Team Dynamics Analysis
- The Most Popular Applications
- Customized Applications

Specialized training can be delivered for your group, or your training can be paired with coaching / consulting for specific opportunities and challenges you face as an organization. Areas of focus may include, but are not limited to the following:

- Conflict Resolution
- Employee Interaction
- Team Building / Team Synergy
- Recruitment & Hiring

- Leadership Development
- Employee Retention
- Customer Strategy
- Sales Tactics

- Marketing & Messaging
- Mission, Vision & Values
- Strategic Change
- Organizational DNA™



PHASE 3: Temperament Certification™ COURSE POST-WORK

During Phase 3, the aim is for individuals to “practice” or “apply” what they have learned. It’s the “action stage” where individuals can take what they’ve learned and begin administering the KTS-II in different settings so that what’s been learned becomes “second nature”. Each participant continues to have access to the Online Training course modules to stay refreshed, and additional coaching can be arranged as a part of the engagement.

Online Training: Each One-on-One Training participant has access to the Online Training course modules in order to stay refreshed, and to help prepare for the certification exam.

Coaching: Coaching calls on Applications of Keirsey Temperament Theory.

Administrator Registration: Each participant is set up with an 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 enrollment in the Temperament Certification. 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 speak to a certification specialist about a Customized Training for your group, please contact us by email at: certification@synergyleaders.com.