



LIVE TRAINING PATH: Course Overview

The Live Training Path 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 and application of temperament theory, in order to make a difference in your enterprise. Below is an overview of each of the four phases.



PHASE 1: Temperament Certification™ COURSE PRE-WORK

During Phase 1, the aim is for each participant to “prepare” for the Live Training class by engaging the Course Pre-Work Materials. This preparation phase allows for the Live Training class to be a unique experience where participants can together engage Keirsey Temperament Theory at a much deeper level. It is recommended that participants schedule ample time to go through the Course Pre-Work Materials before attending their scheduled Live Training class.

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 testing session on the AdvisorTeam 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™ LIVE TRAINING

During Phase 2, the aim is for each participant to “learn” by participation. Each participant comes prepared with questions, ideas, and observations to the Live Training class. Each class size is limited in size (3 – 12 participants). The aim is to keep the classes small, so that the learning process is more of a dialogue rather than a lecture. The classes are designed for personalized attention and participation. Day 1 of the Live Training focuses on Keirsey Temperament Theory, and covers the following content:

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

Day 2 (an optional day of training) is where participants learn the “best practice” methods utilized by Keirsey Solutions™ experts. Day 2 is an informal discussion where we provide you with training, consulting and coaching methods which are utilized in professional service engagements with the Fortune 500, global consulting firms, major academic organizations, the US government and military, non-profit and faith based organizations. The following content encompasses our discussions:

- 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™



Temperament Certification™

Knowledge and Application of KeirseY Temperament Theory™



in association with **David M. KeirseY**

Each participating individual / group has the opportunity to meet with the instructor privately during one of the appointment slots below for their Customized Session. Should the participating individual / group wish to utilize these Customized Sessions at a later date via telephone, this option is available. These Customized Sessions are prepared especially to address the unique situations faced by each enterprise.

DAY 1: KEIRSEY TEMPERAMENT		DAY 2: KEIRSEY SOLUTIONS		DAY 3: CUSTOMIZED SESSIONS	
8:00 AM – 10:00 AM	SESSION 1	8:00 AM – 10:00 AM	SESSION 1	7:30 AM – 9:00 AM	CUSTOM 3
10:00 AM – 10:15 AM	Break	10:00 AM – 10:15 AM	Break	9:15 AM – 10:45 AM	CUSTOM 4
10:15 AM – 11:45 AM	SESSION 2	10:15 AM – 11:45 AM	SESSION 2	11:00 AM – 12:30 PM	CUSTOM 5
11:45 AM – 1:00 PM	Lunch	11:45 AM – 1:00 PM	Lunch	1:00 PM – 2:30 PM	CUSTOM 6
1:00 PM – 2:30 PM	SESSION 3	1:00 PM – 2:30 PM	SESSION 3	2:45 PM – 4:15 PM	CUSTOM 7
2:30 PM – 2:45 PM	Break	2:30 PM – 2:45 PM	Break	4:30 PM – 6:00 PM	CUSTOM 8
2:45 PM – 4:15 PM	SESSION 4	2:45 PM – 4:15 PM	SESSION 4		
EVENING 1: NETWORKING DINNER		EVENING 2: CUSTOMIZED SESSIONS			
5:30 PM - 8:30 PM	Networking Dinner	5:00 PM - 6:30 PM	CUSTOM 1		
		7:00 PM - 9:00 PM	CUSTOM 2		



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 gains access to the Online Training course modules, and receives two 30 minute coaching calls to receive continual guidance on effective utilization of KeirseY Temperament Theory.

Online Training: Each participant in the Live Training 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 Live 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.