



ONE-ON-ONE TRAINING PATH: Course Overview

The One-on-One Training Path is structured in four phases, where you will engage the course directly with the instructor. Within this framework, the process is meant to be collaborative, so that your most important learning objectives are met. We want to help you 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 each participant to “prepare” for the One-on-One Training sessions by engaging the Course Pre-Work Materials. This preparation phase allows for the One-on-One 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 their One-on-One sessions.

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™ ONE-ON-ONE TRAINING

During Phase 2, you and your instructor will engage the certification materials according to a mutually agreed upon time line. One-on-One Training is available in-person, or via telephone. Because the training is One-on-One, The entire learning program is 100% tailored to the way you learn best, and aligned to your most important goals and objectives.

For One-on-One Training conducted in-person, a full day of training (8 hours) is reserved exclusively for you in a relaxing, peaceful environment. For One-on-One Training conducted via telephone, training sessions are generally divided up into four sessions (two hours each), with web based learning assignments scheduled between each call.

One-on-One Training has a strategic focus, where the learning plan is targeted at the subjects which are most important to you, and to the industry you work with. The basic 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

Specific 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 receives two additional 45 minute coaching calls to receive continual guidance on effective utilization of Keirsey.

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 register for the One-on-One Training Path, or to request pricing information, please contact us by email at: certification@synergyleaders.com.