



Temperament Certification™

Knowledge and Application of Keirsey Temperament Theory™

SYNERGY
LEADERS LLC

Keirsey.com



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 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 live web/teleconference. Since the training is conducted One-on-One, The entire learning program is 100% tailored to the way you learn best and aligned to your most important objectives.

For One-on-One Training conducted in-person, a full day of training is reserved exclusively for you in a relaxing, peaceful environment. For One-on-One Training conducted via live web/teleconference, training sessions are generally divided up into sessions scheduled over the course of 4 – 8 weeks, 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. Specific areas of focus may include, but are not limited to the following:

Conflict Resolution
Leadership Development
Executive Coaching
Mission, Vision, and Values
Counseling / Therapy
Succession Planning

Recruitment and Hiring
Employee Interaction
Employee Retention
Team Building / Team Synergy
Organizational Change
Organizational Strategy

Sales Tactics
Marketing & Messaging
Organizational DNA™
Instructional Design
Teaching Curriculums
Customer Strategy

In the One-on-One Training format, sessions normally conducted during a Live Training class (as stated below) are tailored specifically to you, and you have the opportunity to ask questions, and address issues/challenges which pertain specifically to your personal/professional situations which you encounter on a day-to-day basis without needing to share the time with others in a class.



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TRAINING SESSIONS	
 Session 1 The Foundations	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 2 The Framework	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 3 The Complexity	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.
 Session 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.
 Session 5 The Utilization	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.
 Session 6 The Methods	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).



PHASE 3: Temperament Certification™ COURSE POST-WORK

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 administering the KTS-II in different settings so that temperament becomes “second nature”.

Online Training: Each participant in the One-on-One 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 enrolling in the Online Training program. 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.



Temperament Certification™

Knowledge and Application of Keirseay 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>	
TOTAL	_____

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>	
TOTAL	_____

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:

- | | | |
|---|--|---|
| <p>FAX You may fax your completed registration form to: (a fax cover page is not needed)</p> <p> (949) 265-9056</p> | <p>EMAIL You may scan your completed registration form and email it to:</p> <p> certification@synergyleaders.com</p> | <p>MAIL You may send us your completed registration form via mail to the following address:</p> <p> SYNERGY LEADERS LLC
6789 QUAIL HILL PKWY, SUITE 401
IRVINE, CALIFORNIA 92603</p> |
|---|--|---|

GENERAL TERMS AND ACKNOWLEDGEMENTS

SIGNATURE _____ DATE _____

TERMS: By signing this registration form, the registrant of the Temperament Certification™ training program ("Registrant") authorizes Keirseay.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 Keirseay 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. Keirseay and Keirseay.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.