



## ONLINE TRAINING PATH: Course Overview

The Online 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 set the foundation for their learning experience, by engaging the Course Pre-Work materials. This first phase provides the necessary background and context for the training process.

**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 Keirse 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™ ONLINE TRAINING

During Phase 2, the aim is for each participant to learn by engaging the Online Training session modules. The Online Training is designed to be an interactive process between a series of web based session modules, course notes and reading materials. The Online Training covers the following:

#### Knowledge of Keirse Theory

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

#### Applications of Keirse 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

### 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 have learned and begin administering the KTS-II in different settings so that temperament becomes “second nature”. Each participant receives two 45 minute coaching calls to receive continual guidance on effective utilization of Keirse Theory.

**Coaching:** Coaching calls on Applications of Keirse 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, Keirse Theory™ and Other Theories, Statistical Concepts.



# Temperament Certification™

Knowledge and Application of Keirsey Temperament Theory™

SYNERGY  
LEADERS

LLC



in association with **David M. Keirsey**



## 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](mailto:certification@synergyleaders.com).