



# Personality Dimensions

## INTRODUCTION

Everyone is different, we come in all varieties. Understanding our own and others' values, strengths, joys and stressors provides a great foundation for communication. Knowing the obvious—and not so obvious—ways we are different assures us that we are okay in our own uniqueness and that we aren't alone in some of our habits.

Personality Dimensions® translates complex personality theory into everyday language. It creates a framework for understanding – not a pigeonhole. You will recognize temperament patterns that you are comfortable with and of the people that you know. But it is not about putting people into a box. Identifying differences and similarities through Personality Dimensions® doesn't determine our behaviour – we make those choices.

Drawing on the results of current validation studies that includes participants from across Canada and years of observation of interpersonal preferences demonstrated in learning sessions, Personality Dimensions® fosters increased self-knowledge through a facilitated self-discovery model that will make a lasting positive impact.

"The CSPN Personality Dimensions Program effectively reveals your natural tendencies in communication and work behaviour, alerts you to clues for reading another person's style, and gives you methods for adapting your style to be more effective with others. Was very powerful for me team."

- Personality Dimensions® Past Participant

## QUICK FACTS

### Who Should Attend?

This course is intended for everyone.

### Number of Days

Half Day (9am-12pm & 1pm-4pm)

### CCSS© Designation Qualified Course

No

## Program Objectives

This program is designed to teach you how to:

- Identify your personal influencing, operating and change effectiveness preferences and processes
- Complete Personality Dimensions Assessment and Traits Profile
- Discover how to assess your communication preferences.
- Utilize different techniques to enhance your ability to connect with others.
- Recognize clues for identifying the styles of others
- Enhance the core skills of listening, probing and responding
- Gain confidence by actively planning for and practicing each communication style
- Deepen understanding of others their challenges, needs, likes and dislikes in order to lead and work together more effectively.

## Highlights You Will Learn

- Express yourself appropriately
- Negotiate more effectively
- Narrow gaps and differences
- Identify potential problems early
- Elevate morale and enthusiasm
- Optimize team performance
- Support and encourage others
- Organize efficient teams and yield higher productivity
- Influence others positively
- Build mutual respect

## Training Format

Our interactive and engaging workshops leverage adult learning principles to ensure sustainability of training. Our training approach is comprehensive, engaging and designed to enable a productive and inspiring experience for participants.

# SUGGESTED COURSE CURRICULUM

Personality Dimensions® learning experience drives home the importance of understanding the effects of personality in all aspects of our work environment. By using a designed self-discovery process and highly effective proven behaviour tools, the program engages and reinforces learning and applying the program insights into every day work.



## Module 1.0 – Getting Personal

Research indicates human beings tend to conduct business with (and be favorable toward) those who speak their language. This module introduces the history and power of individual preferences, styles and personality dimensions.

- Personality dimensions assessment
- Introduction to the preferences
- Playing the cards



## Module 2.0 – Understanding the Preferences

Today's business environment demands teams, managers and leaders who are able to think and adapt quickly on their feet despite life's ever-changing circumstances. A foundation of personal perspective and awareness helps develop greater flexibility.

- Recognize personal unique blend of strengths and qualities.
- Defining traits & characteristics
- Determine your traits & characteristics
- Determining introversion & extroversion
- Identifying core needs of the preferences



## Module 3.0 – Identify the Power of Other Preferences

The *Personality Dimensions®* methodology gives participants the ability to recognize common and not so common interpersonal challenges - and how they can be solved before they become an issue.

- Learn to appreciate others' differences.
- Preferences - similarities and differences
- Integrating the preferences
- Defining opportunities
- Defining trouble spots



## Module 4.0 – Leveraging All the Preferences

Use your knowledge of self and others to improve interpersonal relations.

- Using preferences to determine leadership effectiveness
- Linking leadership colour style to work situations
- Using preferences to determine team effectiveness
- Linking team colour style to work situations



This program is can be delivered on-site and customized to your specific needs.

**Contact us for details.**

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