

## TRAITS CERTIFICATION TRAINING

*Creating High-Performance Organizations is a program that trains managers and HR professionals to implement the TRAITS Assessments and TRAITS Job Model assessments as key components of their organization's talent management processes (recruitment assessment, selection, employee promotion, career development, management, leadership development, employee retention, and succession planning initiatives). Participants will learn unique insights to understand personality, and to identify/measure the key characteristics that are critical for "high performance" in any position within their organization.*

### **This session will equip participants to:**

- Understand the unique insights into people and high performance that are missing from most hiring and management practices.
- Discover how increasing responsibility affects the behavioural requirement for every position in your organization, and learn how to compare candidates for a "traits fit" evaluation.
- More objectively and comprehensively understand an individual's strengths, weaknesses, and motivational needs in relation to specific positions.
- Understand and interpret an individual's TRAITS Assessment to more accurately and confidently predict their on-the-job performance and potential.
- Learn what management tactics will have the greatest impact upon performance with different personality styles for communication, employee motivation, employee coaching, and performance management.
- Learn about your own style, how you affect other people, and how to maximize your talents & abilities.

Participants will be trained to implement this talent management technology into their organizations and will build skills in how to interpret TRAITS Assessment results for assessment, development & feedback applications. This talent management training seminar, with MBA level content, has helped 1,000's of manager, entrepreneurs, and HR professionals around the world to improve their personal management effectiveness on the road to creating high performance organizations.

A comprehensive manual is provided for use both during the training seminar and as ongoing reference thereafter. Participants are also coached through on-the-job training following the seminar. Seminars are for 3 to 6 participants. Participants will receive a Certificate of Completion to acknowledge completion of this workshop.