

SELF DISCOVERY

360 DEGREE FEEDBACK



WHAT IS IT?

This programme is designed to provide a full 360 degree learning experience including a complete, full day, one-to-one coaching session to facilitate:

- ✓ interpretation of the results
- ✓ application of learning
- ✓ immediate help and advice on addressing problem areas
- ✓ development of a personal improvement plan

The programme is suitable for anyone wishing to continue their self development and improve their business and personal effectiveness.

WHY INVEST IN 360 DEGREE FEEDBACK?

- ✓ See yourself through the eyes of others
- ✓ Re-align your own behaviour with the needs and expectations of others
- ✓ Identify how to increase your success in interpersonal relationships
- ✓ Learn how to reduce or resolve conflicts quickly
- ✓ Take the next step in your own personal development
- ✓ Increase your effectiveness in all areas of your work and life

HOW DOES IT WORK?

Step One: You will receive an email asking you to choose the number of people you want feedback from, their contact details and your specific objectives for the learning, this will enable us to tailor make the process to your specific needs and ensure you get the results you want

Step Two: Based on your needs we will agree:

- ✓ who you should get feedback from
- ✓ which kind of feedback is most useful from which providers e.g. values, behaviours, feedback or role expectations

Step Three: You and your feedback providers will receive the relevant questionnaires to complete online

Step Four: You will receive:

- Visual charts showing all information collected for you to compare in various ways
- An explanation of the meaning of the colours through the Interpretive Guide
- A book to assist you with further understanding through examples and stories
- A quick reference guide to assist you in applying the learning

Step Five: After you have had a chance to read and understand the materials for yourself we will conduct our one day one-to-one coaching session resulting in your personal improvement plan.

Step Six: One month later you will receive an email helping you to review your progress so far.

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WHAT WILL I LEARN?

- ✓ Understanding of your own values and motivational drivers;
 - why you make the decisions you make
 - why you prefer to work in certain ways and not others
 - why you behave the way you do etc
- ✓ Understanding of the key values and motivational drivers of others;
 - Why others are different or similar to you
 - How you can recognise the drivers of the other person
 - Why they behave the way they do
 - The intentions behind the behaviour of others
- ✓ How to use this knowledge to better communicate with each of them;
 - How to recognise which kind of behaviour is best suited to which person
 - What kind of simple adjustments you can make to your communication style
 - Recognising and using your natural strengths
 - Recognising and managing the strengths you may use inappropriately i.e. overdone strengths
- ✓ How to prevent and reduce conflicts with each person;
 - Recognising the conflict triggers and managing your behaviour to reduce conflicts with others
 - Recognising your own conflict triggers and managing your strengths to react differently
- ✓ Understanding of what others expect from you in your role compared to what you expect ;
 - How to recognise what others need from you
 - How to reduce misunderstandings about work to be done
 - How to meet the different expectations that people have of you
- ✓ Understanding of what you are actually doing compared to what others expect of you;
 - How to align your behaviour with yours and others needs
 - How to develop yourself to better meet the expectations of others

WHAT DOES THE PACKAGE CONTAIN?

- ✓ The complete package of online questionnaires for you and your feedback providers to complete (as agreed)
- ✓ One book, 'Charting your Course for Effective Communication'.
- ✓ One desk reference chart, 'Quick Guide to Communication'.
- ✓ The Interpretive Guide to help you to understand your own SDI profile
- ✓ A fully comprehensive, personal, 360 degree feedback package showing you all results and all combinations of feedback and expectations, including full colour charts
- ✓ A full day coaching session with a Qualified SDI facilitator and experienced coach.
- ✓ Additional reading and further references as needed

WHAT IS MY INVESTMENT?

All inclusive price of 1899 EUR which includes:

- ✓ Full 360 package for self and up to 3 feedback providers
- ✓ Full report of results and comparison charts
- ✓ Two half a day one-to-one coaching session

Optional:

- ✓ Additional feedback providers can be added at 75 EUR per person

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