

SELF DISCOVERY

PERSONAL FEEDBACK



WHAT IS IT?

This self learning programme is designed to give individuals an easy way to see themselves through the eyes of others, make improvements in their relationships with those people they choose to receive feedback from or even resolve conflicts with those people.

The programme is suitable for anyone wishing to enhance their personal effectiveness and improve certain key relationships.

WHY INVEST IN PERSONAL FEEDBACK?

- ✓ Get a more objective view of how others see you
- ✓ Improve your relationships with key people
- ✓ Increase your flexibility in handling difficult situations
- ✓ Resolve outstanding conflicts
- ✓ Increase your personal effectiveness
- ✓ Develop your self image and self awareness

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.

Step Two: You will receive 3 profiles to complete online for yourself:

- The Strength Deployment Inventory (to identify your motivational values)
- The Portrait of Personal Strengths (to identify your behavioural strengths)
- The Portrait of Overdone Strengths (to identify your possible weaknesses, 'overdone strengths')

Each person you selected as a feedback provider will receive 4 profiles to complete online:

- The Strength Deployment Inventory to complete for themselves (to identify their values)
- The Feedback Strength Deployment Inventory to complete about you (to identify their perception of your values)
- The Feedback Portrait of Personal Strengths to complete about you (to identify their perception of your behavioural strengths)
- The Feedback Portrait of Overdone Strengths to complete about you (to identify their perception of your possible weaknesses, 'overdone strengths')

Step Three: 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 Four: After you have had chance to read and understand the materials for yourself, you can choose between e-mail based support and follow-up or a face-to-face coaching session

Step Five: One month later you will receive an e-mail helping you to review your progress so far.

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WHAT WILL I LEARN?

- ✓ Understanding of your own values and motivational drivers and how these are perceived by others;
 - 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 my key feedback providers;
 - 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

WHAT DOES THE PACKAGE CONTAIN?

- ✓ One online Strength Deployment Inventory questionnaire for you and for each feedback provider
- ✓ One online Portrait of Personal Strengths questionnaire for you
- ✓ One online Portrait of Overdone Strengths questionnaire for you
- ✓ One online Feedback Strength Deployment Inventory questionnaire for each feedback provider
- ✓ One online Feedback Portrait of Personal Strengths questionnaire for each feedback provider
- ✓ One online Feedback Portrait of Overdone Strengths questionnaire for each feedback provider
- ✓ 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
- ✓ PDF results of all profiles

WHAT IS MY INVESTMENT?

All-inclusive price of 375 EUR plus VAT, for:

- ✓ Full feedback package for self and up to 3 feedback providers
- ✓ Full report of results and comparison charts
- ✓ E-mail based support in interpreting the feedback.

Optional:

- ✓ Additional feedback providers can be added at 75 EUR plus VAT per person
- ✓ A half day coaching session (up to 4 hours) with a Qualified SDI facilitator and experienced coach can be booked in Bucharest for yourself and feedback providers for an extra cost of 750 Euros plus VAT

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 PERSONAL
STRENGTHS