

# BE THE CEO OF YOUR CAREER: KNOW YOURSELF INSIDE & OUT



## WHO'S BEEN MESSING WITH MY FUTURE?

*“Every existing society...takes two things for granted: that organizations outlive workers and that most people stay put. ..the opposite is true. Knowledge workers outlive organizations and they are mobile. The need to manage oneself is therefore creating a revolution in human affairs.”* Peter Drucker, Harvard Business Review

**“YOUR FUTURE HAS BEEN ADJUSTED”**, THE TAG LINE FOR THE MOVIE *THE ADJUSTMENT BUREAU*, SAYS IT ALL. THE FUTURE WE IMAGINED WE'D BE IN TODAY ISN'T THERE. IT'S BEEN, AND CONTINUES TO BE, DRAMATICALLY ADJUSTED BY SOMETHING OTHER THAN OURSELVES. THIS ADJUSTMENT CAN LEAVE US FEELING OUT OF CONTROL, UNCERTAIN ABOUT WHERE OR HOW WE FIT. THIS IS ESPECIALLY TRUE FOR THOSE WHO'VE BEEN IN THE WORKFORCE FOR SEVERAL YEARS AND FIND THEMSELVES TREADING THE WATERS OF TRANSITION.

SUCCESSFULLY NAVIGATING THIS SEA OF CONSTANT CHANGE REQUIRES UNDERSTANDING WHO WE ARE, WHAT WE OFFER, WHAT ENVIRONMENTS ENCOURAGE OUR BEST PERFORMANCE AND BEING ABLE TO COMMUNICATE THAT EFFECTIVELY. BEING RESPONSIBLE FOR OUR WORK/LIFE SUCCESS REQUIRES KNOWING AND MANAGING OURSELVES AND THAT STARTS WITH KNOWING WHAT WE LIKE TO DO AND HOW WE LIKE TO DO IT.



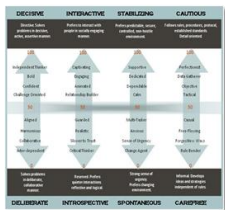
## BE THE CEO OF YOUR CAREER: KNOW YOURSELF INSIDE & OUT

Whether self-employed, employed by a multi-national corporation, or looking to be employed, our ability to understand what makes us and others “tick” plays a huge role in our success. Working productively with others is the single most important key to achieving objectives.

Relying on intuition alone for this understanding is often insufficient. The most accomplished, successful people use a proven model to help them assess the styles, motivations, and needs of themselves and the people they work with to create the most effective relationships possible.

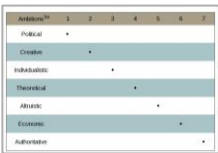
In this process, we’ll focus on understanding 2 key aspects of performance: how we like to get work done and why we do what we do. We’ll explore your approach to solving problems, approach to change and risk, willingness to collaborate, and communication preferences. You’ll come away with new insights about yourself and others, plus practical ways to immediately implement what you’ve learned and see results.

### Performance Style: the “How”



DiSC is known to be one of the most validated, reliable assessment tools available. The Disc-based Performance Style portion examines the individual’s preferred method of completing tasks and style of communication. Having this information helps you effectively communicate with others, including your manager and create an optimal environment and maximize job satisfaction.

### Ambitions: the “Why”



Each person brings unique strengths, talents, knowledge to the job. This portion of the tool describes areas the individual is likely to find motivating – why the individual does what he or she does. Understanding ambitions help define how the individual measures their own success. Ambitions tend to be so important that the individual often go out of their way to engage in activities that fulfill ambitions.

When an individual’s role aligns with their strengths and personal goals and when there is an alignment between what the individual, manager and organization care about, a ‘perfect storm’ of maximum effectiveness, performance and satisfaction occurs. Call us and let’s create a development path that seeds your perfect storm today.

What if you could see the areas that could cause low performance and miscommunication? What if you knew how to strengthen what’s working and clear up what isn’t?

Graphical reports reveal preferences to explore for their strengths and limitations. Expert facilitation guides the exploration customized to your developmental goals.

#### Benefits

- Identify strengths and be able to communicate them effectively
- Increase self-confidence
- Learn strategies to reduce stress
- Know what environments support your performance
- Learn practices to work effectively with people having different preferences
- Create best person-to-role fit
- Data supports focused developmental efforts

#### Participants receive

- ✓ 20-pg narrative report
- ✓ Resource materials

