

**GEIER Certification Training**

## certification OVERVIEW

If your business involves people, Geier Learning International Psychometric Certification Training gives you a clear advantage in maximizing their full potential.

The Psychometric Certification Training Program consists of concepts and assessment instruments that enable you to:

- ◆ Identify and make the link between a person's values, attitudes, and work behaviors.
- ◆ Quantitatively measure benchmark attitudes needed for high achievement in a job or leadership position in the organization's unique culture.
- ◆ Measure and predict a person's performance potential in a job or leadership position.
- ◆ Quantitatively appraise soft skills improvement.
- ◆ Continuously upgrade interpersonal, team and organizational relationships for improving productivity.
- ◆ Apply the new "Energy-Based Assessment" approach in orchestrating behavior, temperament, and character changes to ensure exceptional performance.
- ◆ Use the online Job Perception Inventory™ to minimize job ambiguity by identifying job personality and the job temperament, while contrasting the job holder viewpoints with key others.
- ◆ Experience an assessment process that determines the degree to which you balance the work/life process to perform well in both work and non-work environments.
- ◆ Use the Personal Mastery™ Report for employee coaching and conflict-control measures, as well as team blending.
- ◆ Use the Quality Action Decision-Maker™ to combine the feeling and thinking components of decision making for individual decisions and the implementation of team goals or corporate strategies.
- ◆ Understand how to orchestrate the original Energy Factors of Geier's four dimensions of behavior—DISC—for peak performance.
- ◆ Develop skill in the use of D-Picto™ People Reading, non-verbal communication.

*TeleClass Training Schedule*

January	21, 22, 23, & 24
February	25, 26, 27, & 28
March	25, 26, 27, & 28
April	22, 23, 24, & 25
May	20, 21, 22, & 23
June	24, 25, 26, & 27
July	22, 23, 24, & 25
August	19, 20, 21, & 22
September	23, 24, 25, & 26
October	28, 29, 30, & 31
November	18, 19, 20, & 21
December	16, 17, 18, & 19

**Work/Life Learning Tools That Enhance The Quality of Life**

- **Selection**
- **Retention**
- **Personal Development**
- **Culture**
- **Learning Organizations**
- **Facial/Vocal Mannerisms**
- **Behavior – Temperament-Character**

# AUTHOR, JOHN G. GEIER, PH.D.

Dr. John G. Geier, Ph.D. is the originator and founder of DiSC Personal Profile System, first developed in 1958.

Dr. John Geier, founder of international consultant networks and Geier Learning International, has researched work behavioral competencies for more than thirty years. His distinguished career includes the influential positions of: Director of Behavioral Sciences, University of Minnesota, Visiting Professor University of Wisconsin, Dean of the Extended University, University of Arizona, Adjunct Professor Graduate School of Business, at the University of Michigan where he taught thousands of managers in the interna-

tionally renowned 'Manager of Managers' seminar.

Dr. Geier has developed many psychometric assessment and learning instruments. Their validity and reliability reflect the meticulousness of his university-based research. Their international acceptance attests to their accuracy, user friendliness, and efficiency.

Dr. John Geier again leads the world of human assessment. He helps others to: achieve the advantages of measuring attitudes, predict human behaviors, identify personal performance potential in a task and leadership position, and modify the culture for improved organizational productivity.

His new online instruments apply the "Energy-Based Assessment" approach to orchestrating behavior, temperament, and character changes to ensure exceptional performance.



Online Assessments, author John G. Geier, Ph.D.

## WHO SHOULD ATTEND?

- ◆ Independent Consultants
- ◆ HR Consultants
- ◆ HR Managers
- ◆ Trainers
- ◆ Senior Managers

***"To Know, But Not to Act,  
is Not to Know at All."  
John G. Geier, Ph.D.***

- ◆ Personal Coaches
- ◆ Psychologists
- ◆ Counselors
- ◆ Training & Development Managers
- ◆ Organizational Change Consultants
- ◆ Line Managers

## JOB PERCEPTION INVENTORY™ HIGHLIGHTS

### Job-Centered 360°

The three basic determinants of attitudes or needs are:

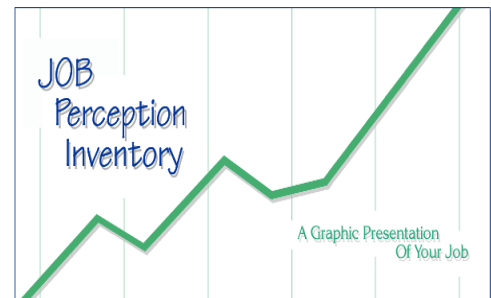
- ⇒ The individual's perception of the job or task characteristics.
- ⇒ The information the work environment provides to the individual, regarding appropriate job behavior skills, and essential temperament to perform a particular job.
- ⇒ The individual's belief of how

his/her job contributes to the work place.

The jobholder is self-motivated and influenced in performing at peak efficiency when a program provides:

- ◆ Multi-View Job Perception: Behaviors, Skills and Competencies.
- ◆ Dialog that increases greater understanding and appreciation for the job contributions of

each jobholder.



# Geier's Personal Mastery work/life series™

## Overview

The major purpose of the Work/Life Integrative Quotient (Work/Life IQ™) is to place similar rather than dissimilar human elements together and in an accelerated process. Employers and employees are no longer frozen in the decision-making process of "Should we hire? Should I accept the job?"

In its comprehensive form, a four-part inventory is used to identify variance among four major work components. The inclusion of all the important work components results in 24 performance unit scores. This comprehensive method yields the Work/Life Integrative Quotient™. This ensures greater accuracy in selection and a more detailed picture for each employee when introducing the system into the current work population of the organization for coaching, mentoring, and individual

## Benchmarking

It all begins with the benchmarking process. The leader, with input from others, responds to the four-part inventory: Job, Employee Behavior, Leadership Style, and Workplace Culture.

These scores are transferred to Geier's Multi-Purpose Behavior Index Report™ as the benchmark for comparison with the candidate or current employee in relationship to:

- \* Preferred job requirements
- \* Actual candidate/employee work behavior
- \* Preferred leadership style
- \* Preferred organizational culture

## Comparisons

The benchmark scores and individual scores are compared, determining the degree to which integration will occur

and the probable duration.

The knowledge gained in the two-way process improves the potential value by integrating similar beliefs about the job, employee behavior, manager/leadership style, and workplace culture.

Six performance zones are used to compare employer and employee choices that serve as prediction for future performance. Quantitative numbers reveal differences and similarities in the crucial areas of: Flexibility, Assertiveness, Creativeness, Teamness, Optimism, and Reasonableness.

The Multi-Purpose Behavior Index™ is a learning process to ensure that individuals perform in areas to which they are attracted for wholehearted commitment.



The Star Performance System identifies six key performance zones that provide a benchmark in determining the employer's expectations of job requirements, work behavior, actual leadership style, and workplace culture for each position. This benchmark is used as a working tool for an individual or group to understand the requirements of a particular job and the ideal jobholder to perform the tasks. The Star Performance Inventory is completed by the manager

or star performers in a given position. The Benchmark Report™ identifies these expectations in graphic and descriptive form. The validity and credibility of the benchmark are presented in the report. Once the benchmark is established, it becomes the benchmark for the particular job within the particular organization. Each new 'hire' preferences are compared to the benchmark until the manager or position changes.

The Star Performance Comparative Analysis Report™ compares the variances of perceptions of the applicant (external or internal) with the organization's established benchmark for a particular position:

- \* Job Requirements
- \* Individual Behavior
- \* Leadership Style
- \* Workplace Culture

## Geier's

### Personality<sup>3</sup> Profile™



Geier's Personality<sup>3</sup> Profile provides a view of your Behavior, Temperament, and Character. The profile demonstrates the degree to which you use three character initiatives and six activities. The character initiatives include:

- \* Foresight
- \* Other-Interest
- \* Self-Interest

The character activities are:

- \* Thinking
- \* Judging
- \* Giving
- \* Receiving
- \* Attracting
- \* Acquiring

# PERSONALITY FACTOR PROFILE™ HIGHLIGHTS

## CONNECTING

The Integrative Graph reflects the individual's efforts to combine one's Reactive Temperament with Proactive Behavior. The alignment process creates the path needed to express oneself and the priorities in which this is done: the Z-Path.

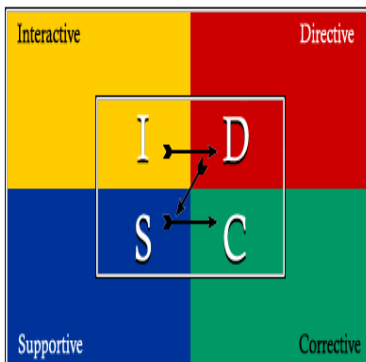
This graph indicates common ground that has been forged between one's individual preferences and the expectations of others

The process of "connecting" is a two-part action

- 1 React when others move toward us.
- 2 Respond when moving toward others.

The example below is IDSC:

- I – Interactive: Persuades Others
- D – Directive: Take Action
- S – Supportive: Complete Tasks
- C – Corrective: Be Accountable



The example—IDSC—identifies the sequence of activities this individual would follow, for example, as a team member with a new marketing idea for a company product. The person would:

- 1 Present the new marketing idea to the team, persuading the other team members of its merits and potential.
- 2 Proceed to set up an action plan to implement the marketing idea.
- 3 Participate in implementing the tasks necessary.
- 4 Identify the details of tracking the sales.

## Teleclass training SCHEDULE

### Day One—Tuesday

- \* Overview of D-I-S-C Theory and History
- \* Personality Factor Profile™
- \* Job Perception Inventory™
- \* DiSC Intendo Cards™
- \* Personal Mastery™ Report

### Day Two—Wednesday

- \* D-Picto™ People Reading
- \* Quality Action Decision Maker™
- \* Geier's Personality<sup>3</sup> Profile
- \* Geier's Attitude Assessment
- \* Extended Learning Style™
- \* Spiritual Gifts Profile System™

### Day Three—Thursday

- \* Use of Predictive Assessment
- \* Star Performance System™
- \* Benchmark Report™
- \* Comparative Analysis Report™
- \* Performance Action Report™

### Day Four—Friday

- \* Star Performance System™
- \* Job/Task Indicator™
- \* Behavior Indicator™
- \* Leadership Indicator™
- \* Culture Indicator™
- \* Behavior-Based Performance F-A-C-T-O-R™ Questions Report

***"Behavior is energized by emotions. Emotions are purposive, dynamic, and meaningful."***

***Energetics of Personality  
John G. Geier, Ph.D.***

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TeleClasses are held from 2:00 – 5:00 p.m. Eastern Time on the dates noted on the Training Schedule.

***Geier Learning International is committed to the research, development, and distribution of learning tools that enhance the quality of life.***



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## **Geier Learning International Assessment Advantage**

John G. Geier, Ph.D., author, originator and founder of DISC Personal Profile System, is the founder of the world's most renowned assessment, performance and publishing companies. Place that experience in your organization today!

The instruments/reports, and publications:

- ◆ Are based on the latest university research into attitudes, behavior, temperament, and character.
- ◆ Provide key information on individual performance potential and leadership competencies at every organizational level.
- ◆ Give you control of the change process.
- ◆ Identify the strategic, situational, and cultural issues that are critical for implementing change.
- ◆ Are proven, reliable tools for selection, retention, and implementing continuous personal learning and developmental programs for your leaders of tomorrow.
- ◆ Provide data to confirm the organization's strategic and business plan in driving the management agenda.

### **REGISTRATION INFORMATION (Clip and mail or fax.)**

Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_ Web \_\_\_\_\_

Social Security Number (For CEU) \_\_\_\_\_

Training Date(s) \_\_\_\_\_

MC \_\_\_\_\_ VISA \_\_\_\_\_ Am.Ex. \_\_\_\_\_ Card Number \_\_\_\_\_

Expiration Date \_\_\_\_\_ Signature \_\_\_\_\_

Check Enclosed \_\_\_\_\_

Upon registration you will receive the tele-bridge phone line number to dial for class.

Registration Fee: \$1195.00  
TeleClasses Held From 2:00 – 5:00 p.m. – Eastern Time. See schedule page 1.