

Day One:

- Learn how to assess individuals using CRG's **Readiness and Willingness Model™** to understand why people succeed and fail.
- Discover the attribute all individuals must have to interact with others: **credibility**. We will teach how to earn it or lose it.
- Learn about CRG's Proprietary **Personality Development Factors Model** and why and how developing the **Whole Person** is foundational to development and success.
- The No. 1 meta-skill for success and what that data shows about the current condition of our self-awareness.
- Understand the core reasons over 80% of professionals permanently switch to CRG's **Personal Style Indicator** from alternatives, such as DiSC, MBTI, True Colors and others.
- Comprehend the distinct advantage of CRG's style theory and **Personal Style Model™**.
- Understand why most definitions of **Extroversion and Introversion** are destructive to performance and how CRG has addressed many of industry and society's misconceptions on this topic.
- Learn a quick method to determine a person's potential style pattern and enjoy an introduction to the **Why Aren't You More Like Me?™** book, in-person, and e-course.
- Review and apply your own **Personal Style Indicator** results to your life personally and professionally.
- Learn and apply CRG's **3 steps to build the credibility of translating, suspending and style-shifting**.
- (In-Person Only) Enjoy hands-on practice with CRG assessments and Personal Style models by teaching back these concepts to your peers.

Day Two:

- Learn and apply style theory to positions, roles and jobs via the use of the **Job Style Indicator and Manager's Job Style Indicator**. This process and tools are foundational to the HR role and responsibility of clarifying the role style needs.
- Learn how and why employee engagement and performance require job fit from a personality window. Using the **Job Style Compatibility Report (JSI-C)** improves your hiring, retention and promotional success using this system.
- Reviewing and using your **Sales Style Indicator** results to appreciate how different selling styles affect your ability to influence others and results – and an introduction to the supportive **Why Don't You Sell The Way That I Buy?™** in-person workshop and e-course.

- Using the **Entrepreneurial Style and Success Indicator**, learn how to assess a person's entrepreneurial style and his or her entrepreneurial success factors compared to our research on 4,000 successful entrepreneurs.
- Using CRG's proprietary learning theory and your results from both the **Instructional Style Indicator** and the **Learning Style Indicator**, understand why learning style is critical to knowledge transfer. Also, Ken Keis will introduce you to CRG's trademark workshop, **Why Don't You Teach The Way That I Learn?™**.
- Based on Ken Keis' book, journal and 30-module e-Course: **The Quest for Purpose**, you will be taken through exercises to clarify your life purpose, what engages you, and how to teach and take others through this discovery process. The purpose is foundational to employee retention, productivity and engagement.
- Mental health is a topic of importance. Using CRG's **Self-Worth Inventory**, we help you benchmark your self-worth/confidence levels.
- In addition to mental health, reducing stress and increasing wellness have become paramount. To help individuals identify their stress levels and identify specific, actionable items, CRG has created the **Stress Indicator and Health Planner**. With five categories and 120 questions, this is one of the most comprehensive yet practical assessments to help you take responsibility for your stress and wellness. There is a full e-course **Dying to Live**, which takes you to step by step through your results and what to do in each area to optimize your wellness and others' wellness.
- What would it mean if you could make the right decision every time? This is not a play on words but rather based on using the results from our **Values Preference Indicator** to determine actual values versus perceived values. There is also a fully online course, **What Do You Really Value?**, that takes you to step by step through the process of confirming and determining what you need to do to live aligned with your core behavioral values.
- (In-person) Elevate your ability to give and receive feedback in a specially designed activity where you apply the self-awareness confirmed during the previous two days of the workshop.

Day Three:

- Study CRG's comprehensive **Transforming Leadership Model™**, including CRG's **Leadership Skills Inventory – Self** and the **Leadership Skills - 360°** assessments. This is part of a 160-hour university leadership unit based on our 40 years of leadership research. This has been distilled into 12 Leadership Principles and 60 Leadership Skills, which can and do take a lifetime to develop.
- **Personal Style Indicator - 360° Reports**. In this newly offered assessment, learn how completing a personality assessment on someone else helps with their development and self-awareness.
- Practice and apply what you have learned by completing and responding to **CRG Case Studies**. Work with a partner to process the application of this training.

- Expand and apply this learning into the team space and see how our customizable **Team Values Indicator** system can work just for your team or organization. Did you know that employees who understand and are aware of the group or organizational values are 51 times more engaged? It is impossible to ignore the data on the importance of identifying and living agreed-upon values.
- Learn about the online infrastructure, **CRG's Digital Dashboard**, and how it can serve you and your organization. Also, learn about additional business and professional resources and how they can help you achieve your goals and objectives.
- In the afternoon of day three, it is all about **application**.
- Develop your **perfect customer/employee/partner** criteria.
- Determine how you can leverage CRG's intellectual content and program to provide solutions for your constituents, clients, and needs.
- Document your personal/professional plan and implementation strategy that you can put into action immediately.
- Receive feedback on your plan from colleagues in a real-time coaching format.
- Celebrate your certification and confirm your best learning and action items before departure.