

Dimensions

Presented by:

Cassie Taylor, BAA, & Roberta Neault, PhD., CCC, CCDP, GCDFi Life Strategies Ltd. www.lifestrategies.ca / info@lifestrategies.ca / 604-856-2386

History & Evolution of the Tool

Working with PD – In-Person and Online

Customizing Workshops

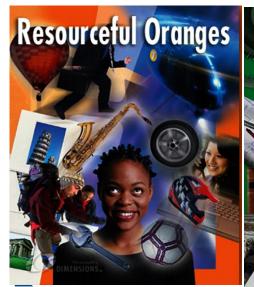
Agenda



What is Personality Dimensions?

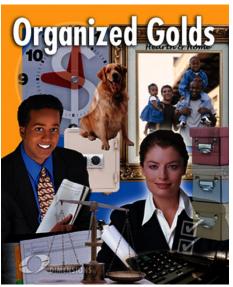
An assessment tool and workshop

A framework for understanding the self and others









Purpose

Express yourself appropriately

Appreciate yourself & others

Negotiate more effectively

Narrow gaps and differences

Identify potential problems early

Elevate morale and enthusiasm

Optimize team performance

Support and encourage others

Organize efficient teams

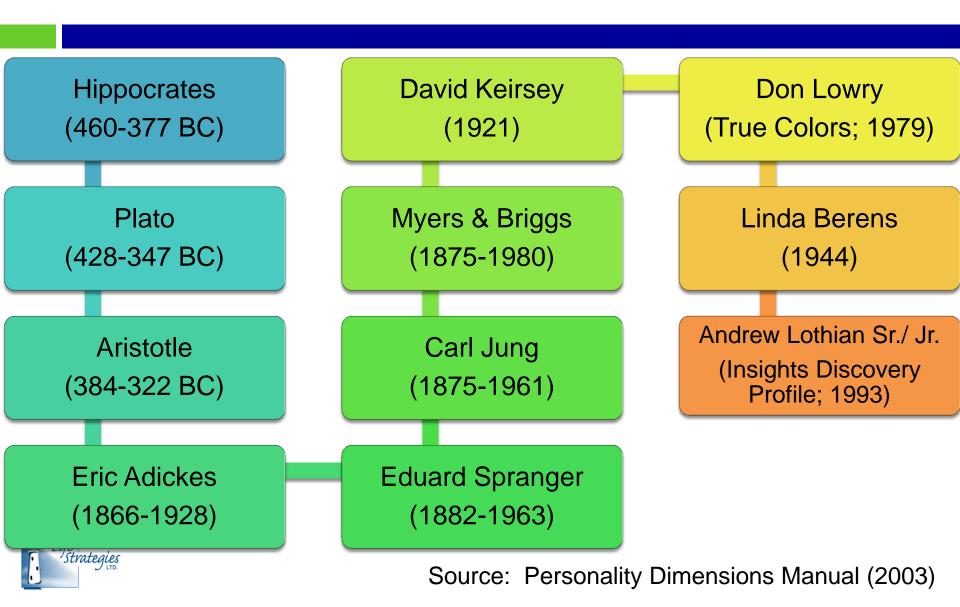
Yield higher productivity

Influence others positively



source: https://www.career-lifeskills.com/personality-dimensions-6/

A Rich Theoretical Background



Validation Process

1st Tier Hypotheses (Fall 02/Spring 03) **2**nd **Tier Hypotheses** (Spring 03)

Personality Dimensions

4 Temperament Types
Categorization
Dominant/Less
Dominant Types
Introversion/Extraversion

Verbiage Comparison
Focus Groups Feedback
Continuous
Improvement

PD Continuous Improvement

Validation Tools

Expert Opinion Test
Baseline Test
Focus Groups

Validation Tools
Expert Opinion Test

Baseline Test, Part 3

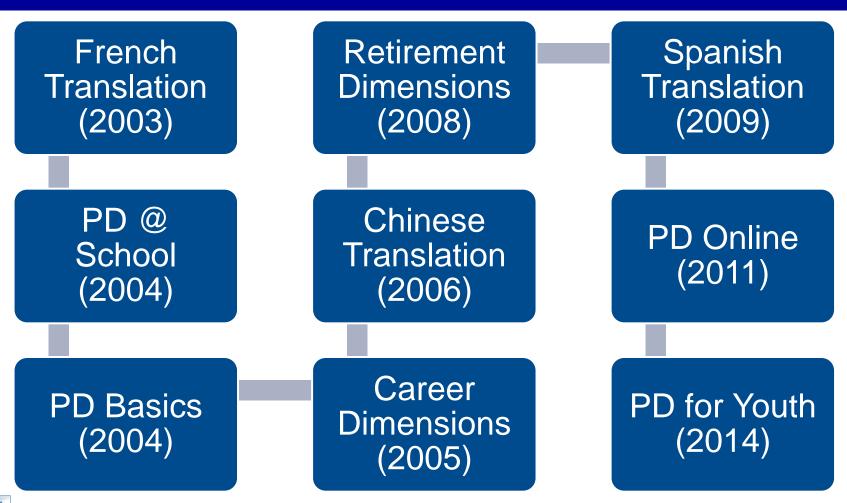


Source: Personality Dimensions Manual (2003)

Where in the World?



Evolution of Materials





Source: Personality Dimensions Manual (2003)

Tool Components

Picture Cards

Dimension Cards

- At Work
- In Communications
- In Conflict
- In Relationships
- Life Values

Traits & Characteristics Choices

Score Sheet



Source: Personality Dimensions Manual (2003)



Workshop Components

Introduction, Objectives, and Agenda

Theoretical Background

Assessment

Introversion / Extraversion

Brightening

Blending

Stretching



Dream Vacations

Choose your dream vacation

Cruise or All-Inclusive Resort
Family Theme Park
European Museums and Art Galleries
Cabin in the Woods

Join a group that chose the same vacation

Discuss your choices

What exactly did you choose? Why?



Using PD in a Virtual World

Individuals

One-on-one

Dispersed groups

Participants in different locations

Intact groups

Participants in one location



Endless Technology Options

















OmniJoin[™]



GoToMeeting
by citrix*





Synchronous vs. Asynchronous

Synchronous

- Pros
 - Engage people instantly
 - Complete workshop within contained timeframe
- Cons
 - Difficult to coordinate schedules across time zones
 - Require higher bandwidth

Asynchronous

- Pros
 - Easy to schedule
 - Bandwidth not an issue
 - Breakout groups easier to coordinate
- Cons
 - Doesn't permit "instant" connections



Sample One-on-One Session

5 mins
 Introduction, Housekeeping, and Technology

2 minsObjectives/Agenda

3 mins
 Theoretical Background

10 minsAssessment Results

Introversion/Extraversion

10-15 mins
 Brightened Colour

5-10 mins

5 mins

5-10 minsTying it All Together

5-10 minsLeast Preferred Colour

Summary / Wrap-up

Special Considerations for Online Groups

Schedule multiple shorter sessions

Address technology, group process, and "housekeeping" items up front

Determine how you'll distribute results while respecting confidentiality

Provide time for participants to review results

Plan breakout groups



Are You Ready?

I am experienced with the PD model

I have reliable Internet access

I'm comfortable with web-based technologies / e-facilitation

I can provide technical support to participant

I have considered how to structure the workshop

I can arrange materials for participants

I have a testing account with CLSR



Are Your Clients Ready?

Do they have reliable Internet access?

Are they comfortable using web-based technologies?

Have they previously attended e-workshops / webinars?

Do they have the equipment required?

Are they available for a "test run" prior to the workshop?

Is there an onsite coordinator for intact groups?





Topical Toolkits

Career Building

Conflict Management

Leadership Development

Learning Styles and Strategies

Retirement Dimensions

Sale Dimensions

Sales, Marketing and Customer Service

Team Building

Work-Life Balance



Components

Basic PD workshop Overview

Basic PD Handouts

Tailored Workshop Outline

Customized Handouts

Customized PowerPoint Presentation

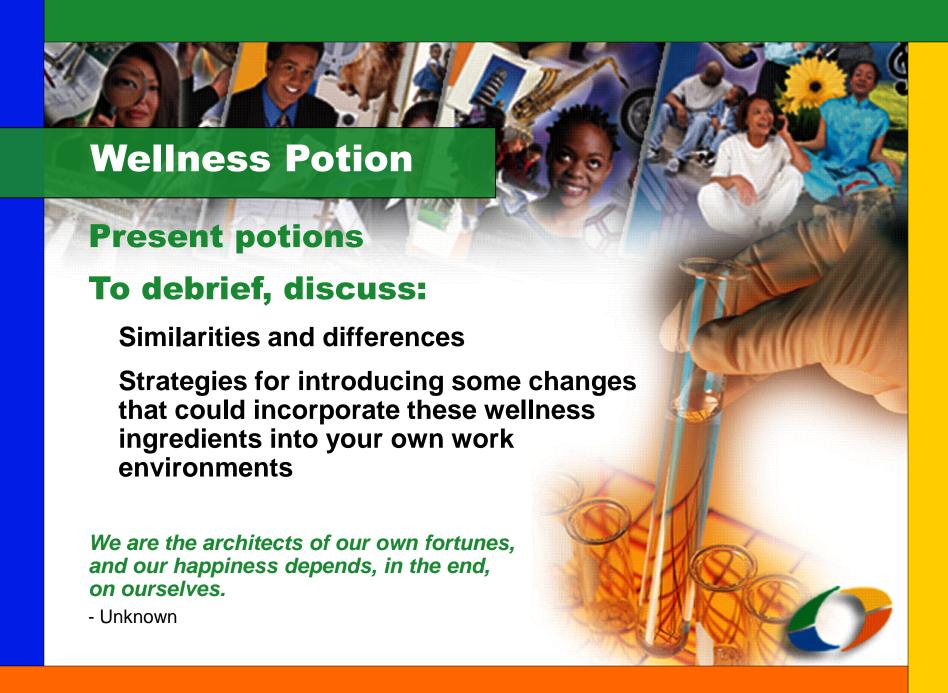
Tailored Exercises

• i.e., Icebreakers, Brightening, Blending, and Stretching

Source: https://www.career-

hfeskills.com/index.php?main_page=index&cPath=6_110&zenid=4b290a948ebc5a59 bd535b2c90aa7a0c







NEXT STEPS

Next Steps

Become a Level 1 Facilitator

- 3 weeks online
- 2.5 days in person

Expand Your Toolkit

- Purchase additional dimensions cards
- Utilize topical toolkits
- Set up your https://clsrassessments.co/ account
- Integrate new tools (e.g., career dimensions)

Consider Level 2 Facilitator-Trainer Training

• Email: info@lifestrategies.ca



