

group debriefing — level II

This advanced program is a one-day session focused on improving day-to-day working relationships among co-workers. It is designed to provide a forum for members of a working group to discuss their personality styles within the context of work functions. It is used to:

- Identify the differing styles of team members
- Develop action plans for working together better
- Integrate new members into the group
- Improve interpersonal effectiveness

The agenda for the session will focus on two elements. The first is a review of Personalysis® concepts and language. The second is an assessment of the overall style of each participant. Often, participants' profiles are compared and contrasted with the other team members to highlight similarities and differences. The session encourages participation and uses the group's working experiences as case studies to diagnose the impact of personality style.

This session addresses why people do what they do, what is important when making decisions, how to feel comfortable with change, and how communication approaches and requirements affect others. The outcome of the session is an increased understanding of co-workers. Specific action plans may be developed by team members to improve working relationships. The benefits to the organization include reduced conflicts, improved communication, and a greater ability to focus on work-related topics and maintain productive behaviors.

Attendance in a basic program is a prerequisite for advanced training and workshops.