



**For more information:**  
Deborah Dorsett  
Ph: 713-784-4421

## **FACT SHEET**

### **Personalanalysis Certification Program**

#### **PROGRAM DESCRIPTION:**

The Personalanalysis Certification Program is the basic certification class for consultants to learn how to use Personalanalysis technology and techniques to help their clients understand their employees' unique abilities, maximize their productivity and manage them more effectively. Using unique, scientific technology, consultants will be able to solve clients' people problems and improve workplace productivity. The program provides an in-depth understanding of Personalanalysis concepts, terminology, technology and applications. Completion of this training is the prerequisite for all Personalanalysis Advanced Application Programs and, once completed, consultants can add advanced training that can help them grow their consultancy.

#### **WHY CONSULTANTS SHOULD PARTICIPATE:**

The Personalanalysis Certification Program gives consultants new training that can help them build a deeper, lasting bond with their clients, open new doors to elusive prospects and increase consultancy revenue. They will leverage Personalanalysis' 36 years of exclusive, proprietary technology and process with their own expertise to create unique, specialized practices that will differentiate them in the marketplace and open opportunities for their businesses.

Consultants will gain keen understanding of underlying behavioral drivers and be able to understand individuals, teams and organizations and how they work together. They will also be able to uncover the causes of bad behavior and channel their clients' emotional energy.

#### **COMPLEMENTARY PROCESSES AND CONCEPTS:**

Personalanalysis supports processes such as 360° feedback, change, on-boarding, conflict management, team-building, coaching and merging cultures. It also complements concepts such as "Five Dysfunctions of a Team," "Good to Great," "Critical Conversations," "Emotional Intelligence" and many others. Its Web-based client-management system is available 24/7.



## WHY ORGANIZATIONS SHOULD PARTICIPATE:

Organizations today invest a great amount of time, effort, and money improving efficiency and speeding innovation, but the best plans in the world can't succeed if the people involved don't communicate well or work together effectively. The key to higher productivity and performance is improving human teamwork and personalities as well as their strengths, vulnerabilities, stress factors and how those mesh with the work styles of their coworkers, supervisors and subordinates.

## CLIENT ISSUES DISCUSSED:

This program is ideal for consultants with clients who are struggling with:

- Disappointed expectations
- Effective on-boarding
- Failed change
- Failed execution
- Friction/conflict between people
- Indecision
- Individual productivity
- Lack of commitment/trust
- Leader, executive, team and organization development
- Managing dysfunction
- Mergers/acquisition
- Mis/ineffective communication
- Mixed/inconsistent messages—lack of alignment
- Negative behaviors/upsets
- Self-sabotage
- Talent selection and retention
- Virtual teams

## WHO SHOULD PARTICIPATE:

- OD Consultants
- Leadership specialists
- Executive coaches
- Change agents
- Human resource specialists
- Performance consultants
- Training and development specialists
- Cultural designers
- Communications specialists
- Sales development leaders
- Senior organizational leaders
- Psychologists
- Certified social workers

## WHAT PARTICIPANTS EARN:

Participants earn Personalanalysis Facilitator certification and learn the proven Personalanalysis basics that will enable them to conduct orientation sessions and interpret individual profiles. They will also receive 32 hours continuing education units (CEUs) accredited through International Association for Continuing Education and Training (IACET).



## ABOUT THE INSTRUCTORS:

The Five-Day certification Program will be conducted by top Personal Analysis consultant trainers:

**Deborah Dorsett, vice president and executive consultant, Personal Analysis Corporation**, has expertise in process change utilizing the Personal Analysis Management System to increase skill development, design organizational strategies and stimulate cultural change. She is a proven expert in creating systems, developing organizational redesign and stimulating improvement through coaching. Proficient in leadership development, Deborah has been active as a change agent in labor-management partnerships and group problem-solving.

**Stacy Nathan, vice president and executive consultant, Personal Analysis Corporation**, is an authority on the Personal Analysis Management System, which she uses to conduct the Executive Leadership Program, Personal Analysis workshops, team-building, conflict resolution sessions and other programs for company presidents and their direct reports. She is a specialist in dealing with human relations issues in large organizations with an expertise in leadership and management development throughout an organization.

## ABOUT PERSONALYSIS:

**Date Founded:** 1975

**Address:** 5847 San Felipe Street, Suite 650  
Houston, TX 77057

**Website:** [www.personanalysis.com](http://www.personanalysis.com)

The impetus for Personal Analysis came from James R. Noland, a behavioral scientist specializing in management and organizational behavior. His research recognized that personality as well as academic performance affected an individual's business success.

Since 1975, Personal Analysis has been using its proprietary scientific management tool to help clients improve productivity, enhance teamwork, create understanding and develop more effective employees. The Houston-based company uses highly trained, experienced consultants to provide employee assessment and coaching, change and transition management, conflict resolution and leadership/personal development services to a wide range of clients from nonprofit organizations to Fortune 500 companies across North America, Central America and Europe.