



Insights[®] Discovery

Insights for Your People, Breakthroughs for Your Business

We bring self-awareness to individuals, teams, leaders, and organizations. That's how business breakthroughs happen. Self-awareness is transformative for people, and self-aware people are transformative for your business, whether it's forming better relationships or becoming more effective at their jobs.

Our tailored solutions will work for you, with choices like workshops designed to help your teams work more productively, or a longer-term program based on leadership, culture, or change. We can deliver the breakthroughs you are searching for.

"It was such a pleasure to go through your program and learn about how I function and relate to others. My wife was also fortunate enough to take your workshop. It has changed both of our thought processes and how we communicate and perceive others. Personally, and professionally, it has been a feather in our cap."

-Joel R., Project Architect

Offers a System of Tools

Your Insights Discovery Profile is a 20-page report all about you, generated when you complete a short on-line evaluator which measures your unique preferences.

It's different from other tools you may have used, such as MBTI, DISC, or Social Styles. Many other tools only measure your top answers and give a more generalized report. Insights Discovery customizes your behavioral preferences by measuring the intensity of all your answers.



The Insights Discovery system is much more than a profile. It can be used effectively to build teams, enhance sales practices, and develop leaders. Additionally, the information and insights can extend to your personal and community activities.

Builds a Common Language for Understanding Similarities and Differences

It's important to understand yourself and how you are perceived by others. It's also important to understand the ways in which we are all different. A common language can help us have more authentic, and therefore more effective, conversations.

Insights Discovery uses four distinct color energies which you can apply to help you understand why you behave in the way you do, and why other people behave differently.

Every person has the four color energies within them, but it's the combination of these four energies that creates the unique you.



"I decided to invest in this for our team. I was skeptical, but even before we attended the training there was a buzz. People were sharing their results with each other and laughing with one another. It has become a part of our everyday language."

-Bill P., President

Offers Comprehensive and In-Depth Content

1. Overview Section

Your Insights Discovery Profile begins with an overview section which gives you a general picture of who you are and the way you think. If anything in this section doesn't sound right, ask others – family, colleagues, or friends and see what they say.

2. Strengths and Weaknesses

You will become more aware of your strengths and weaknesses; think of them as your superpowers and kryptonite. These can be used to create an effective action plan for your personal development.

3. Value to the Team

This section considers the key attributes that you bring to the team or environment in which you operate. Identify the key areas. It may be that you are not currently using some of these key team strengths to their full potential.

4. Effective Communication

This is a powerful section that identifies the key areas that individuals should be aware of when communicating with you. These points could be prioritized and discussed with others.

5. Barriers to Effective Communication

This is a “red flag” section – identifying behaviors that others should not do when communicating with you if they want to get the best from their interaction with you.

6. Blind Spots

This section on “blind spots” suggests some of the perceptions others may have of you, plus some which you will already be aware of. It is important to receive feedback on the statements suggested in this area with which you disagree. Discuss them with someone who knows you.

7. Opposite Type

This section considers your opposite type. That’s the person with whom you are likely to have difficulty with. It suggests some practical strategies for dealing with your opposite type.

8. Suggestions for Development

This section offers behavioral suggestions to be incorporated into a professional development plan. It does not offer direct measures of intelligence, education, or training.

9. Creating the Ideal Work Environment

This section identifies the environment which best suits your preferences and style for most effectiveness.

10. How to Manage and Motivate you

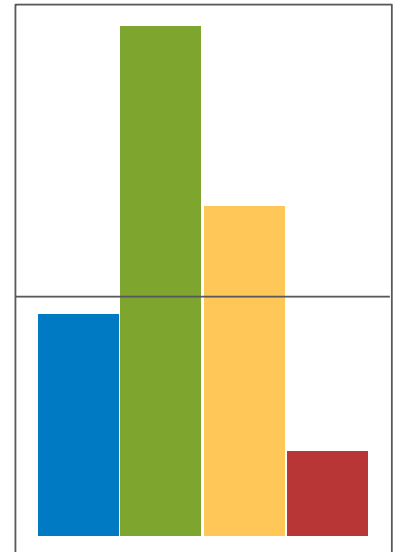
These two sections provide strategies for managing you, as well as suggestions for motivating you. Imagine sharing these sections with your leader!

11. Management Style

This section identifies your natural management approach and clues to your management style, highlighting both gifts and possible hindrances.

12. Graphs

You’ll find a set of graphs at the end of your Insights Discovery Profile. They reflect how you answered the questions on your on-line evaluator and measure the level of your preferences in each color energy.



“After going through the training, I went back to the office and had two meetings scheduled with associates that usually don’t go well. This time I used the information from the debrief and the difference was like night and day. I had the most productive meetings I’ve ever had with those two people.”

-Steve L., Managing Partner

Takes You Beyond a One-Time Use

Everyone receives a unique and in-depth Insights Discovery Profile, the foundational core of a host of different learning experiences.

Think individual coaching sessions, e-learning, or team or group workshops.

Using the profiles as a springboard, we work with your people, teams, and leaders to tackle the challenges that are standing between them and peak performance. We address effective communication, management styles, employee engagement, and an environment that inspires them to do their best work



Pricing Options

Sessions requiring travel for the facilitator will incur a \$1,500 facilitation fee for in-Montana sessions and a \$2,000 facilitation fee for out-of-state sessions

Virtual sessions will incur a \$1,500 facilitation fee

1 - 5 People

\$495 per person includes:

- Up to a half-day of customized development
- A 20-page Insights Discovery profile
- Learning manual for the session
- Job aids to use back at work
- A specific goal of how to apply learning in the next 30 days
- Reinforcement and Application session 30 days later
- Monthly Keeping it Alive email with applications

6 - 8 People

\$395 per person includes:

- Up to a half-day of customized development
- A 20-page Insights Discovery profile
- Learning manual for the session
- Job aids to use back at work
- A specific goal of how to apply learning in the next 30 days
- Reinforcement and Application session 30 days later
- Monthly Keeping it Alive email with applications

9 - 20+ People

\$200 per person includes:

- Up to a half-day of customized development
- A 20-page Insights Discovery profile
- Learning manual for the session
- Job aids to use back at work
- A specific goal of how to apply learning in the next 30 days
- Reinforcement and Application session 30 days later
- Monthly Keeping it Alive email with applications

Ready to Get Started?

Let us help you and your business today.

Contact Kaisha Genthe at Kaisha@leadership-outfitters.com or

Call 406-586-5504 Ext. 4