



NEW! From the Division of Personnel  
**Insights Discovery Profile**

Each person in an organization is unique, with different perspectives, management styles, needs and expectations. In these differences are great strengths; yet many individuals can struggle in making the best of their differences to benefit themselves and their organization.

This 4-hour program provides both insight and discovery into personal effectiveness through the explanation and use of the Insights Discovery Profile. The Profile provides practical and easily understood knowledge for individuals seeking to gain a deeper understanding of their working “style;” how their style impacts relationships with others in the work environment; and how they might develop personally and professionally to improve their effectiveness as an individual contributor and team leader.

**Program Highlights:**

- Everyone is unique—and so is their Insight Discovery Profile.
- A simple, memorable color system assists individuals in gaining an understanding of their working style and how this impacts others.
- The program enables each participant to further enhance their inter-personal skills, improving team performance and creating more positive, productive work environments.
- Easy to understand and recall development strategies make application far more likely to be used consistently over time.

**NOTE:** In addition to individual awareness for supervisors and managers, this program is also ideal for the work team who wants to expand their knowledge of individual team members and find new ways to effectively work together.

**How does the Insights Discovery Profile process work?**

Prior to attending the workshop, each participant will be directed to a secure web site to answer a series of questions – a process which takes approximately 20 minutes.

Answers to these questions will be used to construct the personalized, detailed Insights Profile for each individual in the following areas:

- Interactions with others
- Decision making
- Communication effectiveness
- Possible “Blind Spots”
- Managing oneself
- Managing others
- Key strengths and weaknesses
- Suggestions for development

Participants will receive their confidential profiles during the workshop after they have had the opportunity to learn more about the profile process itself and how it can lead to greater workplace productivity.

**Cost:**

\$95.00 per participant

**Enrollment:**

To enroll for this program please visit:  
[www.training.oa.mo.gov/edenroll.htm](http://www.training.oa.mo.gov/edenroll.htm)

*OR*

Contact Teresa Maher at  
Teresa.Maher@oa.mo.gov or 573-751-4514

For information about other Training and Development programs, visit [www.training.oa.mo.gov](http://www.training.oa.mo.gov)