



Personality
DIMENSIONS™

WHAT IS PERSONALITY DIMENSIONS®?

Personality Dimensions® represents the next level of evolution in presenting temperament or personality theory. The primary author, Lynda McKim builds on the foundations established by the work of David Keirsey, Linda Berens, et al, and a history of temperament theories that spans 25 centuries.

This dynamic tool is the culmination of the research and validation work that was done in Canada for over a decade, to support temperament theory and to provide an easily understood methodology for building self-awareness, self-esteem and effective communication strategies.

Drawing on the results of current validation studies that included participants from across Canada and years of observation of interpersonal preferences demonstrated in workshop settings; Personality Dimensions® fosters increased self-knowledge through a facilitated self-discovery model that will make a lasting positive impact.



INQUIRING GREEN



AUTHENTIC BLUE



ORGANIZED GOLD



RESOURCEFUL ORANGE

HOW DOES IT WORK?

Personality Dimensions® emphasizes the self-discovery process and uses the highly effective, time-honoured learning technique of manipulating cards to engage the participant and reinforce learning by choosing the temperament or personality that is most like them from the four temperament-based, colour coded *Picture Cards*. The four temperaments on the *Picture Cards* are represented by a unique marriage of internationally accepted, non-offensive, high impact colours and specially-selected, easily recognized symbols.

These personal selections are then reinforced by selecting *Dimension Cards* that are most representative of the individual in some or all of the following areas, depending on the type of programme being facilitated: *Life Values, In Communication, At Work, In Relationships and In Conflict*.

The instrument further explores personal temperament preferences by having participants complete a *Traits & Characteristics* quiz, in which they explore their personal values, traits, strengths, characteristics and behaviours. Finally, borrowing on an aspect of personality type theory, participants take a short quiz to reveal their preferences for introversion or extraversion. Personality Dimensions® is the first temperament tool to utilize the introversion and extraversion component; allowing for deeper understanding of one's preferences.

Each participant in a Personality Dimensions® workshop will receive a copy of the *PD In Action* take home booklet. This handy booklet includes brief descriptions of introversion and extraversion, as well as descriptions of: core needs, characteristics, strengths, skills, weaknesses, likes and various other areas for each of the four temperaments.

BECOME A CERTIFIED TRAINER

In order to use Personality Dimensions®, individuals must first attend a training program to become a Certified Personality Dimensions® Trainer. Since being published in 2003, over 500,000 people world wide have experienced a Personality Dimensions® workshop. The Certified Trainer (level I) Qualifying Program is an opportunity for facilitators to add a new dimension to their facilitator toolkit.

PERSONALITY DIMENSIONS® LEVEL I CERTIFIED TRAINER

In this three day course, you will experience and learn how to deliver Personality Dimensions® workshops for diverse groups and topics. You will learn about the historical and practical developments in temperament; as well as the importance of each component of a Personality Dimensions® workshop and the ethical considerations for using the model appropriately. Experiencing both classroom and hands-on, interactive learning you will: participate in activities typically used in a workshop; learn practical skills and knowledge of adult learning for facilitators; create and customize your own Personality Dimensions® introductory workshop; and learn about the various Personality Dimensions products available and their appropriate uses.

Participants must successfully complete an open book exam on the third day in order to gain Certified Trainer status, and should anticipate some homework on the evening of the first and second day of the program.

Qualified Facilitators will be able to: purchase training and related materials from Career/LifeSkills Resources or an authorized Personality Dimensions® distributor; promote themselves as Certified Trainers (level I) both inside and outside their organization; organize and conduct Introductory and Application sessions; charge for their services; and provide statistical data on participants to assist in updating statistical profiles.



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