



## Develop a Culture of Working Better Together

**Your organization has a unique culture and training needs — that’s why you need skilled internal facilitators.**

Even the most highly skilled and well-intentioned workers can fall short when it comes to productively working together. And when people are unable to build on each other’s strengths or overcome differences, it can prevent your organization from reaching that next level of success.

By becoming a Core Strengths facilitator, you’ll learn how to introduce the powerful Results through Relationships workshop in your organization while meeting its unique culture and training needs. You’ll help team members communicate more effectively by understanding their own motives—and those of their coworkers—leading to improved communication and results.

In the hands-on, two-day certification workshop, you’ll learn how to guide people in your organization to:

- Understand communication styles, based on their core strengths and underlying motives.
- Choose how to leverage their strengths more effectively—to improve collaboration and decision-making.
- Develop a deeper sense of personal responsibility for achieving results.
- Navigate difficult conflict situations that inhibit effective communication.
- Manage high-stakes situations using the Results through Relationships Action Planner.

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**Provide your team with the tools to build and sustain collaborative relationships.**

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### As a Certified Facilitator:

- You become an expert on delivering the Core Strengths: Results through Relationships workshop.
- You master the administration of powerful assessments that give managers and teams throughout your organization a common language for understanding themselves and others.
- You are backed by the world’s most intelligent training platform, which combines our award-winning Strength Deployment Inventory (SDI) assessment tool with next-generation facilitation technology.

## Getting Certified Is Easy

**STEP 1:** Attend a Core Strengths: Results through Relationships Workshop

**STEP 2:** Attend a 2-day Facilitator Certification course

### During the facilitator certification course, you'll:

- Receive the Core Strengths platform—an innovative delivery platform (USB drive powered by your laptop) that contains video vignettes, a powerful training tool for displaying participant assessment data, and an intuitive curriculum design brought to life by rich graphics.
- Learn how to deliver the Core Strengths: Results through Relationships program in your organization.
- Be mentored by a master facilitator and benefit from their deep expertise and knowledge.
- Practice facilitation and program-delivery skills with peers.
- Gain access to the Core Strengths community and trainer resources.
- Become equipped to immediately deliver Core Strengths training.
- Join a global community of 4,000-plus certified facilitators.
- Have the tools, resources, and expertise you need at your fingertips to start unleashing the strengths of your organization's people—today.

## A Closer Look at the Two Days

Learn at our global headquarters in San Diego or at our satellite locations in Chicago and Washington D.C., direct from the authors who created Core Strengths. Through 16-hours of interactive, hands-on instruction, you'll dive deep into how to facilitate the training like an expert.

### DAY 1

- Experience the training as a participant. You'll learn about your own strengths, based on your underlying Motivational Value System.
- Explore the theory behind the workshop, so you'll master the content at the deepest level.
- Learn to facilitate a series of engaging experiential learning activities.
- Access all of the capabilities of the Core Strengths: Results through Relationships platform, our proprietary training delivery platform that integrates course content with video, personalized reports, and training tools that help make the classroom experience engaging and productive.

### DAY 2

- Dive deeper into advanced facilitation techniques and learn how to implement training agendas.
- Practice your new facilitation skills in a high-energy, safe, and constructive environment.
- Discover new opportunities for application that will elevate individual and organizational performance.

### The Five Modules of the Core Strengths: Results through Relationships workshop include:

- 1 Assess Motives: When Things Are Going Well**  
In this first module, you'll learn how people Assess Motives when things are going well. You will also unpack the results from your own SDI (Strength Deployment Inventory) assessment, which will reveal your Motivational Value System (MVS). You'll see how your MVS influences the way you work with others and how their MVSs influence the way they work with you. You'll also dive into the Action Planner, which helps participants apply everything they learn throughout the program, so they can produce better results through relationships.
- 2 Assess Motives: When There Is Conflict**  
A person's motives change when they are in conflict. Based on your SDI results, you'll learn how to Assess Motives when they change in conflict — and how that affects how you interact with others under those circumstances.
- 3 Bring the Right Strengths: Know Your Reasons**  
Everyone has 28 strengths at their disposal, and it is important to understand how to use the best strengths in each high-stakes situation. In this module, you'll look at how you currently use your strengths and learn how to deploy different strengths to produce better results. You'll also see and hear how your strengths are perceived by others and gain a new awareness about how your strengths affect your team relationships. Finally, you'll be able to clearly and compellingly connect any strength to your motives, which makes them more powerful, effective, and sustainable.
- 4 Bring the Right Strengths: Prevent Overdoing**  
We all have characteristics that can make it difficult to work productively with others. These “weaknesses” often begin as personal strengths that are used to excess and have become ineffective or even lead to interpersonal conflict. In this module, you'll look at the ways you over-invest in your strengths and how doing so limits your effectiveness. You'll learn who you're most likely to run into difficulty with if you overdo a strength. You'll also take away insights about how to manage overdone strengths and turn them into productive forces.
- 5 Communicate in the Right Style: Use the Language of SDI**  
Core Strengths training is like learning a new language. We introduce you to a “collaboration vocabulary” that people can use whether they're writing a crucial customer email, navigating a tricky conference call, or running an important meeting. When people have a clear goal in mind and have assessed their own motives and those of their stakeholder, they can literally speak the other person's language. With structured practice, you'll learn this skill and then apply it to a high-stakes situation where you need to produce a key result. You'll leave the program with a completed Action Planner, to implement to get better results through relationships.

### During the Facilitator Certification course, you'll also:

- Complete set of learner resources, including the Strength Deployment Inventory online assessment, Core Strengths Learner Guide, SDI Quick Guide, Results through Relationships Action Planner and the Working With Core Strengths book.
- Facilitator Manual (with multi-agenda formats) to guide your training program.
- Canvas carry-all bag with leather details for transporting your training materials.
- Access to FacilitatorSource — which you can use to administer online assessments, receive updates and access additional resources.
- Core Strengths platform (USB remote and key) — used to display group results, present slide content, play videos, and operate on-screen timers for activities and breaks.
- IOGEAR RedPoint Pro presentation remote with built-in gyroscopic mouse for effortless navigation between the workshop slides.



# Results through Relationships™

## Facilitator Certification



*"In a matter of months, we have seen a paradigm shift in leaders, who now reflexively pause to consider the impact of their approach, language and behavior on their outcomes. These daily "light bulb" moments are improving our productivity, culture and morale in real-time."*

**JUDY FITZGERALD**

COMMISSIONER, GEORGIA DEPT. OF BEHAVIORAL HEALTH & DEVELOPMENTAL DISABILITIES

"I teach a number of leadership development courses at my company. "Core Strengths: Results through Relationships" is my favorite for several reasons: The results are intriguing to participants, the material is easily retained, and teams continue to talk about what they've learned years later. Even the most skeptical of leaders have walked away from the experience of SDI saying, "That was really amazing." And, best of all, they remember their results years later."

**LINDA PANDEY**

PROFESSIONAL DEVELOPMENT SPECIALIST, SCHOOLSFIRST FEDERAL CREDIT UNION

"I went back to work with more confidence and focus—that surprised me. Learning how to access people's motives and how I uniquely contribute my unique motivation was energizing. And I can better see and value what others bring to the table, instead of feeling misunderstood or frustrated because we have different motives. I now see how that's a good thing and how it can work to our team's advantage."

**PAMELA MOSS**

SENIOR SALES CONSULT, EQUIFAX

### LEARN MORE

Your organization will benefit from the skills taught in the Core Strengths Facilitator Certification Workshop. Visit [www.CoreStrengths.com](http://www.CoreStrengths.com) to learn more, or call 760.602.0086 to speak with one of our Client Managers about your unique needs.



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Phone: 760.602.0086

### About Core Strengths

Core Strengths is a division of PSP, Inc. For the past 40 years, PSP has provided manager-level, strengths-based training—backed by assessments taken by more than 2 million leaders in 40 countries. The numbers tell our story:

- 90 Fortune 100 Companies use the Strength Deployment Inventory (SDI).
- Top institutions use the SDI, including Harvard University, Johns Hopkins, and Yale.
- Worldwide delivery through 14 offices serving 28 languages ensures global consistency of training and development programs.