




## Behavioral Fluency

Reading & Understanding Behavioral Cues (2-6 hours, instructor led)

### Overview

Behavioral Tendencies are easy to read when we know what to look for. And, they impart a tremendous amount of knowledge regarding those with whom we work. Whether we are selling, influencing, coaching, leading, or trying to chart our own career development, an operational knowledge of behavioral factors and appropriate responses is a must!

Behavioral Fluency teaches participants a specific, research-based approach toward interpreting the behavior of others. It includes not only what to look for and what it means but also how to respond for maximum effectiveness. Based upon the most statistically validated business assessment in the world, this course provides graduates with powerful tools for individual and group analysis that are effective immediately, and last a lifetime.



Secret #1  
in Four Secrets  
to Liking Your  
Work

### Graduates of this seminar will...

- **Receive a 20-25 page personalized assessment which delineates individual behavioral style and ramifications**, including
  - Talents, communication preferences, and problem solving approaches
  - Stress behaviors and perceptions by others
  - Work environment needs and preferences
  - Degree of alignment with current position
- Develop an understanding of primary behavioral factors, and how they blend to create individual behavioral styles
- Be able to articulate the strengths and weaknesses of various behavioral styles
- Experience enhanced communication with others by learning to make conscious behavioral adaptations
- More effectively lead, influence, or support work teams by understanding the behavioral profile of both the individuals and the team
- Be better able to verbalize, appreciate, and benefit from the talents that others bring to the table, even those who at first glance appear "difficult"
- Resolve conflict effectively through use of appropriate interactive approaches
- Communicate behavioral information in descriptive, neutral language, to facilitate the solution of interactive problems without the addition of highly charged or reactive content
- Make a specific action plan for implementation after the seminar has ended

### Audience and Prerequisites

This training is appropriate for anyone at any level who works with others on a regular basis. It is particularly powerful for group leads, project leads, and management of all levels, and for whole teams that take it together. Participants complete an online assessment lasting 10 minutes in advance of the seminar. No other pre-work or prior training or experience is required.

Sales people and others for whom influencing others is paramount report extremely positive results from this session, especially when taken in conjunction with *Reasons for Action: Quantifying Motivation*.