

C E R T I F I C A T I O N

TriMetrix Certification

Level One



DTS International

54 Flinders Street, Darlinghurst NSW 2010 Sydney, Australia **Phone:** 02 9360 5111 **Fax:** 02 9360 5199
Email: info@dtssydney.com **Website:** www.dtssydney.com



Why DTS International?

DTS International is the Australian Master Distributor for the Success Insights Profiling Suite. Through this partnership we have access to over 10 different Psychometric Assessments used by Consultants, Coaches, Trainers, Managers, Recruitment Companies and Other Organisational Development Professionals.

Our Level One TriMetrix Certification has been designed to empower companies and individuals with the knowledge to capitalise on individual strengths and minimise the impact of limitations. This program is delivered by Certified Professionals who have a wealth of knowledge and experience with the TriMetrix System. Level One TriMetrix Certification will equip you with the information and skills to effectively utilise the TriMetrix Coaching Reports to mentor and coach individuals to peak performance.

Why Become TriMetrix Certified?

Certification is about being seen as a professional. Anyone can get on the internet, read a book or attend a seminar – being certified shows a level of expertise and understanding that might otherwise not be attained.

In this program you will learn:

- ✔ An Advanced DISC Interpretation
- ✔ An Advanced Workplace Motivators Interpretation
- ✔ An Advanced Personal Talent Skills Inventory Interpretation
- ✔ Best Practice Coaching and Mentoring Techniques
- ✔ How to Facilitate TriMetrix Debriefing Sessions
- ✔ How to Utilise the TriMetrix System to Increase Individual and Team Performance

This interactive program has been designed to develop an in depth understanding of the TriMetrix System. With this increased awareness you will be able to apply the TriMetrix to your mentoring, coaching and recruitment processes for increased effectiveness.

Who Should Attend the TriMetrix Certification?

This workshop's principles translate to all aspects of business and personal life. The program can assist novices to seasoned professionals. The people that will benefit include:

- ✔ Business Owners/Managers
- ✔ Team Leaders
- ✔ Consultants
- ✔ Trainers
- ✔ Coaches
- ✔ Recruitment Consultants

What is TriMetrix?

TriMetrix is the most sophisticated and well developed selection and development tool in the world. The TriMetrix instrument is based on three different models, each developed independently by three different scientists at different universities.

The TriMetrix assessment incorporates:

1. The DISC Model of Human Behaviour
2. The Workplace Motivators
3. The Personal Talent Skills Inventory

By combining these three instruments we are able to accurately predict the performance of individuals in different settings. We are able to examine very closely WHAT “Raw Materials” one has at their disposal, WHY they will move into action and use them and HOW these things will be displayed on the surface.

This certification training has been designed to assist you in developing the knowledge and understanding of the TriMetrix assessment. The TriMetrix must be used only by those who have the appropriate training and the ability to interpret and debrief the results in a constructive, safe and positive manner. This best practice training ensures that your integrity as a TriMetrix Specialist is maintained.

Certification Format

The TriMetrix Certification Program is a highly interactive series of workshops that focuses on participants being involved in active learning throughout the program. Because of the sophistication of the tool and time challenges faced by participants we have developed this program to include a number of learning modes:

1. *Self Study* – Each participant will receive a number of manuals and subject texts to assist in the learning process. These materials include technical manuals, a comprehensive TriMetrix facilitators manual along with relevant texts from best selling authors like Steven M R Covey and Marcus Buckingham.
2. *Facilitated Workshops* – These are facilitated discussions around the topics covered in the materials each week. These sessions will be held on the same day and time each week for 16 weeks. Each session will take about 2.5-3 hours and require the full attention of the participant (i.e. they will be unavailable for calls, visitors and meetings for this time).
3. *Accountability Exercises & Regular Debriefing* – A fundamental part of the process is for participants to be “kept honest” and encouraged by local managers and peers. To assist in achieving this we ask participants to complete a weekly Focus & Feedback report (a simple one pager) and returning it to the facilitator for distribution to peers, line managers and other stakeholders.

With this industry best practice approach to coaching and mentoring, the program minimises disruption to a standard working week but also maximises the learning, retention and impact of the material in the program. With regular discussion and practice we can ensure that information is retained and you will reach new heights.

Delivery

The program is delivered in a series of weekly workshops that address each of the modules outlined on the last page. The entire process usually takes about 16-20 weeks and is dependent on a number of factors (i.e. availability of the participants, holidays, breaks etc).

The initial kick off workshop is held in one of our facilities in Sydney, Brisbane or Melbourne. The subsequent 15-18 workshops will be held online using our blended learning solution (Elluminate Live). This is an online facilitated classroom that allows participants to interact with the group and facilitators, while not having to leave home/the office. The system does not require special components other than an internet connection, a microphone, speakers and/or a headset.

Level One TriMetrix Certification Overview

Week	Content Covered
Weeks 1-2 <i>Pre-work</i>	<p>The first two weeks are spent with the facilitators and participants completing the following:</p> <ul style="list-style-type: none"> ✔ Introductory phone calls ✔ Performing individual needs analyses with each participant ✔ Each participant completing a TriMetrix Coaching analysis
Week 3 <i>Full Day “Kickoff” Workshop</i>	<p>At this session the program, content and process will be introduced and the first week’s reading and study will be assigned.</p> <p>This session includes an introduction to TriMetrix, its three parts and how it applies to personal and professional development.</p>
Weeks 4 - 9 <i>Advanced DISC</i>	<ul style="list-style-type: none"> ✔ Advanced Awareness of Dominance, Influence, Steadiness and Compliance ✔ Advanced DISC Graph Interpretation ✔ Understanding Unusual Graphs ✔ The Success Insights DISC Wheel ✔ Blending the Behaviours ✔ The Speed of Trust – Stephen M. R. Covey
Weeks 10 - 13 <i>Advanced Workplace Motivators</i>	<ul style="list-style-type: none"> ✔ Understanding Attitudes and Values ✔ Advanced Awareness of the Six Attitudes and Values of Spranger ✔ Recognising Peoples Attitudes and Values ✔ Understanding the Types of Tension ✔ Questioning Techniques ✔ Maintaining an Open Mind ✔ Reading the Workplace Motivators Graphs ✔ Values Vs Behaviours ✔ Colouring the Values
Weeks 14 – 16 <i>Advanced Personal Talent Skills Inventory</i>	<ul style="list-style-type: none"> ✔ The Formal Science of Axiology ✔ The Three Dimensions of Value ✔ Advanced Awareness of the Core Six ✔ Understanding the Dimensional Biases ✔ Reading the Personal Talent Skills Inventory Graph
Weeks 17 – 19 <i>Application and Mentoring Techniques</i>	<ul style="list-style-type: none"> ✔ Preparing for and Delivering a TriMetrix Coaching Debrief ✔ Integrating the TriMetrix Graphs ✔ Powerful Questions for Professional Debriefers ✔ Tools for the Debrief (The 3 C’s List, the Means and Standard Deviations) ✔ Brining it All Together ✔ The Community of Best Practice and Excellence

What Do I Get?

As a part of this program each participant will receive:

- ✔ The Universal Language DISC Text Book – valued at \$125.00
- ✔ The Workplace Motivators Manual - \$99.00
- ✔ The Personal Talent Skills Inventory Manual - \$99.00
- ✔ The TriMetrix Facilitators Manual – \$199.00
- ✔ A Copy of Stephen M. R. Covey’s The Speed of Trust – \$29.95
- ✔ A Copy of Marcus Buckingham’s Now Discover Your Strengths – \$29.95
- ✔ 6 x Values RxCD Development CDs – valued at \$600.00
- ✔ Personalised 60 Page TriMetrix Coaching Report and Debrief – valued at \$1,500.00
- ✔ Access to the www.ttielearning.com – valued at \$149.95
- ✔ A DTS International Certified Facilitator
- ✔ Certificate of Completion
- ✔ Admission to the “TriMetrix Community of Best Practice and Excellence”

How Much?

The TriMetrix Certification (20 week) Program is run publicly on a regular basis. It is open to new and existing clients of DTS International. Seats are limited so book today!

The investment per person is \$10,000.00

Note:

Group discounts apply for groups of three or more booking into the same program. DTS can make arrangements for corporate groups wishing to have their own internal Certification for a minimum of 6 and maximum of 10 participants.

Call us now to find out when your nearest session is being held and to book your seat

02 9360 5111 or info@dtssydney.com