

 color of LEARNING SERIES



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With the 'Color of' Learning Series, Informed Workplace takes Ntrinsx to the application level by answering the question "So now what?" Now that I know who I am and why I behave the way I do—and who you are and why you behave the way you do—how do I communicate more effectively, work better together, avoid conflict with you?

Using Ntrinsx Color Profiles, these courses explore concepts around the best way to lead, coach, and engage using Color. You'll even learn how to prevent harassment and bullying in your work environment.

Need to know more about Ntrinsx?

Our personality is the outward portrayal of who we are, but our behavior is a manifestation of the intrinsic values

we hold. We naturally interact with others in accordance with those values. As managers, our intrinsic values determine how we engage others and motivate desired performance. Learning to respect the intrinsic values of others improves cooperation, minimizes conflict, and helps reduce stress.

Ntrinsx gives you an easy, fun way to understand the intrinsic values of others — so you'll relate better to their personality. It establishes useful insight and mutual respect that improves relationships and enables better decision making. Armed with that insight helps you engage with others more thoughtfully — showing more respect for their values.

Choose a video to learn more about a Color's values:



What it means to be BLUE



What it means to be GOLD



What it means to be ORANGE



What it means to be GREEN

Session 1: Orientation to Ntrinsx

This session will give members of leadership an understanding of Ntrinsx and vision for how it applies to their business. We demonstrate how Ntrinsx is used as a foundation for HR development and how it fits in the culture of the company. Participants will have a clear understanding of what Ntrinsx is, how it is deployed, and its impact on the business.

- The Ntrinsx Assessment: what the colors mean
- Understanding how values drive behavior
- A culture based on respect
- How temperament theory applies to HR development
- ‘Color of’ training series – an overview

Session 2: Intro to Ntrinsx

This session will teach participants about the fundamentals of temperament theory and how it applies to their every-day life at work, at home, and in their social relationships. Participants will identify their own core values and the intrinsic values of others.

- What is temperament theory?
- What are your colors and what do they mean?
- Temperament and behavior
- The colors of your culture at work

Session 3: Leadership

This workshop is intended to orient managers and supervisors to the fundamental concepts of leadership. It introduces the participant to the broad range of skills required of a strong leader and provides valuable insight into situations that will demand those skills.

Foundation

- Manager or Leader?
- Traits of effective leaders
- Transactional vs. Transformational
- Leadership styles
- Leadership roles

By the Colors

- Their values
- How they lead
- Things to watch out for

Session 4: HR Law for Managers

We have many employment laws that govern employer – employee relationships and they change frequently. Unaware of the laws, managers and supervisors can unwittingly impact productivity and even expose themselves and the company to expensive legal action. This workshop explains the relevant laws in lay terms and provides clear instruction on how managers and supervisors should address situations covered by the laws.

The Laws

- USERRA
- FLSA
- FMLA
- OSHA
- IRCA
- Title VII
- ADA
- ADEA
- PDA
- GINA

By the Colors

- When interviewing
- When documenting

Session 5: Anti-harassment

Illegal harassment comes in many forms. When it occurs, it has an adverse effect on productivity, morale and wellness. This workshop describes the various forms of harassment and discrimination based on age, sex, gender, race, religion, etc., and explains the legal requirements in lay terms. We also explain how temperament plays a role in workplace bullying and illegal harassment, an aspect that's not very well understood.

Foundation

- Recognizing harassment
- Is it illegal?
- How to respond
- Dealing with offenders

By the Colors

- When is it harassment?
- Handling complaints



Get a preview of the Anti-harassment online training sessions.

Session 6: Conflict and Stress

Conflict produces stress and stress leads to conflict. This workshop explains the causes of conflict and instructs on how to deal with it on an individual basis based on the temperament of the people involved.

Foundation

- What conflict is
- Effect/impact
- Where it occurs
- Sources of conflict

By the Colors

- Conflict and stress
 - How people react
 - Avoiding conflict
 - Resolving conflict
-

Session 7: Engagement/Motivation

Truly engaged employees are self-motivated to perform, but they are a minority. This workshop describes the difference in behavior between engaged and disengaged employees. But knowing that is only the first step. Participants in this workshop will apply their knowledge of temperament (Ntrinsx) to learn what motivates people and establish a work environment that engages them in the company's mission.

Foundation

- What is engagement
- What is motivation
- Drivers
- Behaviors

By the Colors

- Relating to their values
 - Understanding their behavior
 - How to engage them
-

Session 8: Communication

There are many ways that we communicate. Some are inappropriate, or worse, destructive. On the other hand, effective communication techniques foster trust, improve productivity and increase engagement. This workshop will expose the typical barriers to communication, describe how people communicate differently based on their color, and explain how to improve all forms of communication in the workplace.

Foundation

- Why we communicate
- Forms of communication
- Building trust
- Communication barriers
- Generations

By the Colors

- How we communicate
 - How to communicate with them
 - When under stress
-

Session 9: Effective Presentations

This is so important, yet most people in business are very bad at it. Why is it important? Because businesses thrive on ideas and information, and there is precious little time to communicate those ideas, resulting in missed opportunities and wasted time. This workshop uncovers the common mistakes explains how to make presentations that have real impact.

Foundation

- What makes an effective presenter?
- General guidelines
- Preparation & logistics
- Construct & style
- When presenting

By the Colors

- Knowing your audience
 - Appealing to them
 - Responding to questions
 - Handling disruptions
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Session 10: Change

Change is inevitable and constant. Some people seem to handle it well, even thrive on it, while others struggle with it. This workshop will show how people deal with change based on their temperament and describe ways to manage change while avoiding conflict and stress.

Foundation

- Reasons for change
- Implementing change
- Communicating progress
- When you need to change course

By the Colors

- How people deal with change
 - When they resist change
 - Ideal role in accomplishing
-

Session 11: Time/Priority Management

Why is it that some people seem to be naturally organized while others seem so chaotic? The answer stems from individual temperament. Some of us are intrinsically motivated to be organized. Some of us prefer flexibility, spontaneity. Although we can't change everybody's intrinsic value system, this workshop will describe what we can do to will help people stay on track and perform against important job requirements.

Foundation

- Why is it important?
- Time robbers
- Techniques
- Tools

By the Colors

- How people place value on their time
 - How people disrupt others
 - Keeping them on track
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Session 12: Teams & Teambuilding

Effective teams accomplish their mission efficiently by leveraging the individual strengths of team members. This workshop will show how teams are built by considering the temperament of each team member during its formation. Participants will see how, during execution, task leadership considers the intrinsic values and core strengths available within the team.

Foundation

- What is a team?
- Why does it exist?
- How to manage the team
- When it is no longer needed

By the Colors

- Leadership
- Roles
- Staying on target
- Handling disruption

Session 13: Performance, Feedback and Discipline

Performance management is a principal function of every manager or supervisor. Yet, it is notoriously neglected and poorly executed by most. Performance management doesn't have to be so stressful. This workshop will show how to provide essential feedback, coaching and discipline in a way that respects the intrinsic values of both the manager/supervisor as well as the recipient.

Foundation

- Performance Reviews
- Feedback
- Discipline
- Documentation

By the Colors

- Listening
- Feedback
- Inspiration



Get a preview of the Effective Performance Review online training sessions.

Schedule your first session or ask for a consultation today.

Contact:
sales@informedworkplace.com

What color are you?

Use group code 2H8P4W to find out now.

Login with the group code to learn how your intrinsic motivators impact all your relationships at work and home.

go to www.ntrinsx.com for your free assessment

ntrinsx™
you. me. us.