

Personality Profiling for Management, Team Leaders & Interviewing (Code: PPM)

Evolution-U Persuasion & Influence Business Suite

Two Days - Expert



The Evolution-U Personality Profiling for Management, Team Leaders & Interviewing course is a unique NLP based training introducing advanced linguistic techniques for covert profiling.

Client Testimonials

“Great all round and well worth attending. A lot to take away but very easy to later reframe and put into practice. Surely adds the definition and context to everyday behaviour and interaction both in professional and personal settings.”

W. Milano, Managing Director,
Abercrombie & Fitch

“This is the best course I have ever attended. I found the content of value and will try to use it in my business and personal life.”

M. Chen, Financial Manager,
Glencore China Ltd.

“A very useful course. It has given me a different way of thinking when conducting the interviews and for my daily work interactions.”

H.R. Director,
M.N.C, Shanghai

Useful ★★★★★ 4.71
(2,475 responses)

Easy to Follow ★★★★★ 4.70
(2,373 responses)

Data Collection Methodology available on www.evolution-u.com

Course Outline

This is a Neuro Linguistic Programming (NLP) based training drawing from the research of the finest NLP minds over the past four decades. The course is applicable to professionals in the fields of management, team leading and human resources, and for any client facing executives.

Learning Objectives

By taking this course, participants will:

- learn the process of developing rapport, the basis of all effective communication.
- develop the ability to pick up on the real meaning behind a response using the skills of sensory and communicative acuity.
- understand the Myers Briggs Type Indicator sets and how they correspond to personality types.
- learn the advanced NLP application of complex meta programs, a series of questions structured to elicit specific behavioural understandings of a person's personality including;
 - predict behaviours/actions based on thought processes.
 - understand personal preferences with respect to job assignments, work environment, position within a team etc.
 - evaluate how a person is likely to respond to and manage stressful situations.
 - predict job longevity and likely response to change.
- learn how to utilise these skills covertly in business situations so that the target is not aware they are being profiled.

Participants are encouraged to ask questions throughout the course and to actively participate. All presentation topics are supported by powerpoint slides throughout the course with additional use of role play exercises, tests and feedback sessions to fully involve the participants.

Course Content

Rapport

Building rapport is the basis of all communication. If we want to successfully sell our product or service, negotiate a deal or build a long term relationship, the chances of success are increased tremendously if there is rapport between the parties. The principle is simple; people like people like themselves, so in this module participants are taught NLP based techniques to build rapport with anyone in any situation using both conscious and unconscious triggers. Exercises are performed in pairs and are designed to utilise the content taught in class and give participants practical experience at using rapport building techniques. Following the exercise there is a video and Q&A session to consolidate the learnings.

Sensory & Communicative Acuity

A small change in communication can have a large impact and likewise small differences in how a message or response is delivered can give great insight to one trained in knowing what to observe and listen for. This section gives valuable communication based tools which aid in understanding what variations in response style may mean. Content including sensory acuity, delivery speed, eye patterns and selected linguistic markers are introduced and practised.

The Basic Meta Programmes - Myers Briggs and NLP

The Myers Briggs Type Indicator (MBTI) is the world's most established psychometric profiling test. In NLP, the four MBTI indicators are considered 'The Basic Meta Programs' and provide the basis of understanding personality and communication. This one hour section introduces MBTI and summary profiles for the 16 personality types possible under MBTI.

The Complex Meta Programs

Meta Programs are programs that control or make decisions about programs. In NLP terms, meta programs indicate general pervasive habitual patterns commonly used by an individual across a wide range of situations. In this training, we undertake an in-depth study of 15 of the key psychometric profiling filters referred to as the 'complex meta programs'. After each meta program is introduced, participants are tested on their understanding and the linguistic markers that illustrate how to utilise the program are discussed. When combined with the MBTI Indicators, the complex meta-programs provide a powerful and readily usable set of psychometric profiling tools for potential employees, existing team members and clients.

The Core Meta Programme Worksheet

After each Complex Meta Programme is taught, participants will complete a worksheet to test their understanding of the subject matter. This process also allows for class discussion on application.

Psychometric Profiling in 10 minutes

The final part of the training, and what the content builds up to, is the application of the 'Evolution-U Meta Programs Test'. Participants are taught how to elicit a subject's psychometric profile using MBTI and The Complex Meta Programs within 10 minutes. All participants will experience being both the tester and the subject.

Meta Program Utilisation

The ultimate skill in meta programme utilisation is to embed meta programs in normal dialogue so as to profile people without the need of a formal test. In this last section techniques for meta program utilisation are discussed and participants are tasked to develop dialogue to informally elicit meta programs.

Who Should Take This Course

Business Owners, Management, Sales, PR & Marketing Executives, Human Resources Executives, any and all Customer-facing Staff, anyone dealing with Sales, Negotiation or Mediation, or needing to influence or persuade people on a regular basis will benefit for learning and mastering the techniques introduced in these courses, with immediate results.

This training course is fully certified by Evolution-U.

For more information & reservations please contact Jessica
jessica@evolution-u.com or call +852 9498 9067

www.evolution-u.com • www.linkedin.com/in/neilorvay/

NLP Communication Skills • Collaborative Communications • Pitching & Presenting • Media Training
Sales Effectiveness • Building Trust • Negotiation Theory • Diversity & Inclusion • Design Thinking
Persuasion Psychology • Personality Profiling • Leadership • Teambuilding • Personal Empowerment