

## Insights Learning & Development Ltd.

### Insights Explorer



- I need a state-of-the-art e-learning tool that will make personal development on the web an exciting reality.
- My staff travel frequently and arranging workshops is difficult. How can I replicate the magic and inspiration of an Insights intervention for a virtual team?
- How do I make personal development available to employees who do not traditionally attend workshops in a cost-effective way?
- How can I reinforce and build on the learning following an Insights workshop?

Insights® Explorer is a suite of eight highly interactive e-learning modules that provides learners with the magic of the Insights experience in an online format. Each module is personally tailored, incorporating relevant sections of the participant's Insights Discovery® Personal Profile, all modules are team-enabled so that responses, communications tips, ideas and actions can be shared with other team members in a group development experience. Used together, or separately, each module provides an engaging and comprehensive opportunity to develop professional and personal effectiveness.

#### PRODUCT SUMMARY

- Modules include imaginative interactive learning opportunities, lively visual presentations and optional additional in-depth learning material
- Incorporates sections of an individual's Discovery Profile, including their Color Dynamics and Jungian Preferences
- At the end of each module participants are asked to record personal responses and commitments on the web site. These can be shared with team colleagues by email, and viewed online by their personal coach, if one has been selected
- Each module takes 20 to 60 minutes to complete thoughtfully, and optional additional exercises can provide another two hours of learning and exploration
- Insights Explorer modules can be followed consecutively, giving an excellent personal and management development program, or a selection of modules can be chosen (see page 2)
- Provides structure and additional development material to enhance coaching interventions
- Can be used for pre-workshop preparation, or to reinforce learning following an Insights intervention, thereby helping new skills and knowledge to be fully grounded
- Ideal for meeting the needs of employees who work remotely and/or are frequently on the move
- Participants learn in their own way, at their own time, in their own place

The Explorer suite can stand alone or as one element in a blended learning solution. It can also be supported online by a personal coach. Coaches can be sourced through Insights, or Insights can train in-house managers in coaching skills via our Coaching With Insights program.

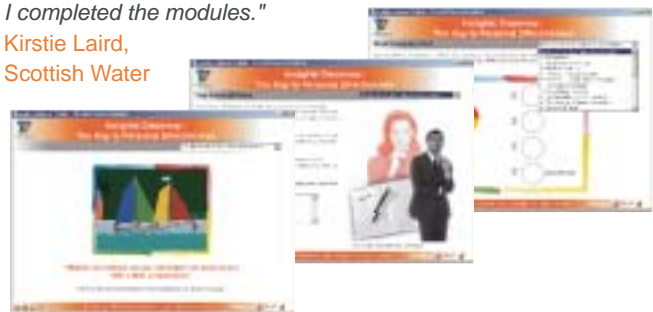
#### Minimum Technical Specifications:

Microsoft Internet Explorer v 5.0 or later OR  
Netscape v 4.79 or later  
Minimum screen resolution 800x600 pixels  
Macromedia Flash v 6 or later

#### What Our Clients Say About Insights Explorer

*"Insights Explorer is a dynamic experience, which is engaging and highly informative at the same time. The use of excerpts of my Insights Discovery Personal Profile made the learning very personal to my needs, and the graphics and interactivity helped to reinforce what I was learning. Having been unable to attend the Insights workshop with my colleagues, this was a highly convenient and effective way for me to catch up with their learning. I have found it easy to put the principles into practice since I completed the modules."*

Kirstie Laird,  
Scottish Water



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Insights Igniting Corporate Spirit  
Transforming individuals, teams and organizations

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## Insights Explorer Modules

"Explorer goes beyond teaching and testing and is designed to add value through regular and explicit invitations to the user to make the links between the content and situations in their own lives."

"The design team have taken a mature approach to the learning process, giving the user the freedom to engage with the material in whatever way suits them."

Jo McHale, Hamelin Occupational Psychology  
People Management, 24th July 2003.

The Insights Explorer modules can be selected individually to create a tailored solution, or used together as a complete personal development program.

No.	Module Title	Content Summary
1	Insights Discovery - The Key To Personal Effectiveness	Creates an experiential understanding of the Insights model and color energies, starting with perception. Perception is reality to most people, but we cannot connect effectively with others unless we understand how they perceive the world.
2	The Psychology of Self Understanding	Deepens understanding of the Insights model and the Jungian preferences. Carl Jung said that 'all change begins inside of self', and this module leads us to a deeper appreciation of the many aspects of our own unique personality.
3	Recognizing Type And Connecting With Others	Develop quick and easy ways to recognize others' Insights colours and Jungian preferences. By understanding characteristic behaviours, we can connect with others more easily.
4	Shaping Team Dynamics - How The Eight Types Interact	Fully understand your position on the Insights Wheel® and how you can better connect with other team members around the Wheel. This module includes a detailed look at the eight personality types.
5	Inspiring Visions; Insightful Goals	Develop your vision and articulate the goals that will bring it to reality, using exercises to help define and uncover your values. Underpinning this module is a belief that aligning your outer situations with your inner values results in greater harmony, peace and personal effectiveness.
6	Insights Into Influencing	Learn how to influence others more effectively in selling, organizational and personal settings. Listening and understanding are the foundation stones to refining our influencing skills and offer us the key to 'win-win' outcomes.
7	Understanding Your Blind Spots	Explores the aspects of our personalities that we do not always acknowledge and enables us to turn them into strengths. Our perceptions of self may be different to the perceptions others have of us. We are not always aware of the effect our less conscious behaviors have on others
8	Opposites Attract - You And Your 'Difficult Person'	Adopt practical strategies for communicating and dealing with our 'opposite type' - when we realize they are often our psychological opposite we begin to value their differences and remove unnecessary conflict.

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