

# TRAIT BASED MANAGEMENT TRAINING

Creating a positive culture of productivity and profitability starts with engaged employees. By providing managers with opportunities for growth and development, they will perform better and all employees will be more engaged.

Your leaders and managers set the tone of culture for your organization and drive positive growth and performance. By leveraging Narrative's Big Five Assessment and developing tailored solutions, we help leaders and managers improve performance by capitalizing on their individual traits.

## THE CHALLENGE



### **Online, off the shelf training programs don't work.**

One size fits all training approach is ineffective.

## THE BIG FIVE ADVANTAGE



### **Training that Sticks**

Training introduces a common framework and terminology to describe personality traits; participants recognize what will come naturally and are resourced with compensating strategies to perform when something comes less naturally.



### **Interactive Content & Application**

Training is interactive; not just lectures. And application is emphasized; not just theory and knowledge without application. Mixture of in person and live virtual; not online self-paced training.



### **Aligned with Business Goals & Practices**

Training content is customized to the organization's strategic goals, unique processes and systems.

# EXAMPLES OF MAKING TRAINING TRAIT BASED

Training Module	Optimal Traits	Less Optimal Traits	Compensating Strategies
<b>Project Management</b>	Highly organized and structured	Unorganized, Spontaneous	Require some structure imposed on them. Don't rely on them to develop the workplan.
<b>Coaching vs. Directing</b>	Caring, Listens	Self-focused, Talker	Sit on hands, Sign to remind them, practice, partner
<b>Giving Feedback</b>	Moderate Tact, High Resilience, Moderate Complexity	Too Direct or Too Tactful, Self-Conscious, Anxious, Complex	More preparation, practice with someone who has more optimal traits, simplify, rely on tools/process

## CORE TRAINING MODULES

### Communication / Relationship

- **Foundational Communication (Big Five Workshop) \***
- **Multiple Generations in the Workplace \***
- Continual learning with the Big Five
- Practical Aspects of Communication at Company X
- Conflict Management
- Writing and Conducting a Performance Appraisal

### Managing & Leading

- **Coaching vs. Directing \***
- **Providing Feedback \***
- **Motivation \***
- **What is Engagement and Why Does it Matter? \***
- Delegation
- Rewards and Recognition
- Coping with Change
- Understanding Culture
- Building Confidence
- Building Trust
- Diversity, Equity, Inclusion and Belonging

### Productivity

- **Accountability \***
- **Project Management \***
- Organizational Structure and Productivity
- Setting Goals
- Meeting Etiquette / Management
- Email Management
- Time Management

\* **Essential Core Modules**



*Narrative is a consulting firm that partners with organizations to improve engagement, culture, and communication. Narrative uses research-based assessments to teach people why they behave the way they do, help them to understand each other, and teach them to communicate and collaborate successfully. They publish the Narrative Big Five Assessment and certify professionals to use it.*

