

What if People Had Their Needs Written All Over Them?



EVERYTHING
ASSESSMENT TO ACTION.



inscape publishing
CATALOG

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WELCOME TO INSCAPE PUBLISHING

Over 30 years ago, Inscape Publishing pioneered the DiSC® assessment—bringing it out of the textbook and into the workplace. Today, Inscape’s solution-focused products are used worldwide in thousands of organizations of all sizes including major government agencies and Fortune 500 companies.

Our extensively researched and time-tested products help organizations unlock the potential of their teams and individuals. Every year, more than a million people worldwide learn how to work more effectively with others using our products. Translated into 30 different languages and used in 70 countries, Inscape solutions offer consistent, research-based training across organizations—regardless of geography.

EVERYTHING DiSC®

Our newest and fastest-growing training solutions, Everything DiSC® programs help people connect better. With programs for leadership, sales, management, and workplace development, Everything DiSC programs are in-depth, specialized, and easily customizable to fit your needs.

DiSC CLASSIC

Versatile and flexible, the DiSC Classic family of products helps you meet a wide variety of training goals. The *DiSC Classic Facilitation System* is an all-in-one training toolkit that facilitates *DiSC Classic 2.0*, *DiSC PPSS*, *DiSC Classic paper*, and more. Designed to complement existing training programs or create all-new custom programs to meet your needs.

BEYOND DiSC

Our popular self-discovery tools help organizations explore and address specific challenges, including teambuilding, work expectations, listening skills, and stress. Each profile can be used as a stand alone product, together in various combinations, or in conjunction with our DiSC tools.

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EPIC is a secure website that gives you a stress-free way to send, customize, view, print, manage, and store your Inscape assessments.

From increased customization to a growing list of features, EPIC-based profiles offer advantages even Inscape's paper instruments can't match.

Increased Productivity

Using EPIC helps conserve valuable training time. Employees complete assessments online before training sessions so that you can use every minute of classroom time to its full advantage. Plus, EPIC takes care of scoring the participant's profiles behind the scenes, saving time and increasing accuracy.

Enhanced Administrative Access

As an EPIC account administrator, you control access to the profiles in your EPIC account. Since it's all online, you can access EPIC at any time—issue access codes, monitor report completion and print reports from anywhere in the world. Once a person completes the assessment, EPIC scores and generates the personalized profile right away. People can view their profile immediately after they complete their assessment, or you can hand them out later at your training session.

Refined Report Options

Make training stick with exclusive EPIC follow-up reports! You can build group reports from participant profiles stored in your EPIC account, and easily move people in and out of group reports as staff members and teams change.

And, you can tailor Everything DiSC® profiles to meet your training timeframe. Profile sections can be rearranged or even removed to fit your needs. You can even personalize Everything DiSC reports with your company name, training program, and logo.



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EVERYTHING DiSC® OVERVIEW



What if people had their needs written all over them? Then you wouldn't need DiSC® to understand the people around you.

But since “need-tags” aren't really an option, there's Everything DiSC®—the new learning tools based on the third generation of the research-validated DiSC® assessment.

Everything DiSC uses adaptive testing, an interactive assessment process that tailors questions based on an individual's item responses. Increased precision and a higher level of personalization result in a superior user experience.

Specialized: Application-focused programs improve critical people-skills in the areas of management, sales, leadership, communication, and more.

In-Depth: Engaging video, scripted facilitation, and follow-up tools create a complete learning experience that takes you from assessment to action—fast!

Customizable: Meet your organization's needs with easy-to-use features that help you make the program your own.

Personalized: Online assessments provide individualized profiles with tips and strategies for development. Adaptive testing generates tailored reports with rich narrative.

Everything DiSC is the fastest, easiest way to go from assessment to action, with tips and strategies to connect better with your coworkers and improve your workplace.

EXCLUSIVELY FOR EVERYTHING DiSC PROFILES

Everything DiSC Comparison Report: Follow-up reports that can be created for any two participants to illustrate their similarities and differences. Unlimited access available at no additional charge with all Everything DiSC profiles.

Everything DiSC Facilitator Report: Provides a composite of your group's DiSC styles and information on how DiSC styles can impact your organization's culture. Includes the names and styles of each participant. Sold separately.

Everything DiSC Group Culture Report: Helps you determine the group's DiSC culture, explore its advantages and disadvantages, discuss its effect on group members, and examine its influence on decision making and risk taking. Sold separately.

Everything DiSC Team View: Provides an at-a-glance view of any group of respondents and their individual Everything DiSC maps. No limit to the number of people that can be included in the report. Unlimited access available with all Everything DiSC profiles.

Everything DiSC Supplement for Facilitators: Provides more detailed data about an Everything DiSC assessment and helps facilitate a richer discussion about a respondent's DiSC style, including unexpected items. Unlimited access available with all Everything DiSC profiles, excluding *Everything DiSC 363 for Leaders*.

EVERYTHING DiSC WORK OF LEADERS®

Based on best practices, *Everything DiSC Work of Leaders*® connects to real-world demands, generating powerful conversations that provide a clear path for action.

EVERYTHING DiSC WORK OF LEADERS PROFILE

Using the framework of Vision, Alignment, and Execution, the *Everything DiSC Work of Leaders Profile* encourages leaders to understand their own leadership behaviors and how they impact their effectiveness. With strong visuals to illustrate key messages, the 23-page personalized leadership-specific report includes 18 behavioral continua, context-specific feedback, and strategies for improving leadership effectiveness.

EVERYTHING DiSC WORK OF LEADERS FACILITATION KIT

- Modular design lets you create an end-to-end leadership development program or concentrate on specific areas. Five 60-90 minute modules focus on:
 - Introduction to the *Work of Leaders*
 - Vision
 - Alignment
 - Execution
 - Action Planning
- Optional Activities: Discovering DiSC and Comparison Reports
- BONUS! Work of Leaders Podcasts, narrated by Inscape Publishing's Director of Research

EVERYTHING DiSC WORK OF LEADERS VIDEO

- **Introduction to Work of Leaders**
- **DiSC and Leadership**
- **Vision:** Approaches to Exploration, Boldness, and Testing Assumptions, PLUS bonus split-screen video
- **Alignment:** “Before” and “after” in adapting leader/group interactions
- **Execution:** One Work Group and Approaches to Feedback

“This is the leadership program I’ve been waiting for!”

—Leadership Development Consultant

“The participants raved about the program. They were dreading coming to another training program but to their delight they were totally engaged!”

—Independent Trainer and Consultant



EVERYTHING DiSC® MANAGEMENT



***Everything DiSC® Management* teaches managers how to bring out the best in each employee. They learn how to read employee styles and adapt their styles to manage more effectively.**

EVERYTHING DiSC MANAGEMENT PROFILE

The 26-page management-specific, personalized report helps managers understand how to work more effectively in the areas of delegating and directing, motivating, developing others, and working with their own manager.

EVERYTHING DiSC MANAGEMENT FACILITATION KIT

Six one-hour modules focus on five key areas:

- Introduction to Your Management Style
- Directing and Delegating
- Creating a Motivating Environment
- Developing Others
- Working with Your Manager

EVERYTHING DiSC MANAGEMENT VIDEO

- **Introduction to *Everything DiSC Management* Styles:** Priorities and preferences
- **People-Reading:** Ten segments that model different DiSC® styles
- **Directing and Delegating:** “Before” and “after” adapting in manager/employee interactions
- **Creating a Motivating Environment:** Motivating and demotivating each DiSC style
- **Working with Your Manager:** Getting buy-in from bosses of each DiSC style

“Everything DiSC Management engages managers on a whole new level, helping them achieve superior business results.”

—Chief Learning Leader and Management Consultant

“After the training, I did an *Everything DiSC Comparison Report* with one of my direct reports. It gave me a platform to say things that I couldn’t have said. It made it safe for me to say things that have been on my mind.”

—Training Manager

EVERYTHING DiSC WORKPLACE®

***Everything DiSC Workplace®* can be used with everyone in an organization, regardless of title or role, to build more effective relationships—one relationship at a time—and improve the quality of the workplace.**

EVERYTHING DiSC WORKPLACE PROFILE

The 20-page personalized profile explores the priorities that drive learners at work. Participants understand their DiSC® style and how to increase their effectiveness with all four DiSC styles. The profile includes an in-depth, personalized style index—an at-a-glance overview of the other styles and how the individual interacts with them.

EVERYTHING DiSC WORKPLACE FACILITATION KIT

Three 90-minute modules focus on:

- Discovering Your DiSC Style
- Understanding Other Styles
- Building More Effective Relationships
- BONUS! Optional People-Reading Module

EVERYTHING DiSC WORKPLACE VIDEO

- **The Workplace:** Introduces the DiSC Model
- **Choose Your Coworker:** Four coworkers representing the four DiSC Styles discuss how they like to work
- **Workplace Strategies:** Strategies to overcome challenges when working with people with different DiSC styles
- **Optional People-Reading Module:** Participants learn how to identify people's DiSC styles based on behavioral cues

“What I love about the *Everything DiSC Workplace* program is that participants immediately get engaged with their DiSC style—and the profile is spot on!”

—President, Training Consulting Firm

“The new *Everything DiSC Comparison Reports* will make it much easier to keep conversations going after the initial training. It's a real breakthrough, particularly for working with teams.”

—International Leadership Training Consultant



EVERYTHING DiSC® SALES



***Everything DiSC® Sales* teaches salespeople how to connect better with their customers. They learn to read their customers' styles and how to adapt their sales style to meet their customers' needs so they can close more sales.**

EVERYTHING DiSC SALES PROFILE AND CUSTOMER INTERACTION MAP

The *Everything DiSC Sales Profile* is a 23-page personalized report that helps salespeople understand themselves, identify and understand their customers DiSC style, and adapt to meet their customers' needs.

Everything DiSC Customer Interaction Maps are personalized follow-up reports that learners can generate to help them navigate from their sales styles to their real-life customers' buying styles. Unlimited access available at no charge with the *Everything DiSC Sales Profile*.

EVERYTHING DiSC SALES FACILITATION KIT

Six one-hour modules focus on:

- DiSC® and Sales Priorities
- Customer Mapping
- Customer Buying Priorities
- Adapting to Meet Customer Needs

EVERYTHING DiSC SALES VIDEO

- **Introduction to Everything DiSC Sales Styles:** Priorities and preferences of each style
- **Customer Mapping:** Eight practice segments
- **DiSC Customer Priorities:** Buying styles and priorities for each DiSC style
- **Adapting to the Styles Matrix:** Adapting for every style combo
- **Customer Priorities Interviews:** Customers describe their DiSC priorities

“Everything DiSC Sales can be customized in just a few minutes—making it a big hit with my clients! It’s a single source product, with multiple applications, all targeting how salespeople can be more effective.”

—Sales Consultant

“The Everything DiSC Customer Interaction Maps help me prepare for sales calls. They really get me thinking about how to vary my approach based on what’s important to my customer. It’s a valuable tool.”

EVERYTHING DiSC 363® FOR LEADERS

Finally, a 360 for DiSC® users! But *Everything DiSC 363® for Leaders* isn't just any 360. It combines the best of 360s with the simplicity and power of DiSC, plus three personalized strategies for improving leadership effectiveness. The result is a 360 experience that's more productive and satisfying.

SO HOW IS 363 DIFFERENT?

First, we took the sting out of 360 feedback.

With our exclusive selectable comments feature, CommentSmart, raters can give focused, balanced, constructive feedback that the leader can actually use. This time-saving option allows raters to expand on their ratings by choosing from a list of highly-tested comments.

Then, we just made it easier to understand and use.

Everything DiSC 363 for Leaders combines clear visuals and a conversational narrative style to interpret and explain the data, making the report easy to understand and use.

And finally, we answered the “Now what?”

Everything DiSC 363 for Leaders gives leaders their next steps with the three things they can focus on now—strategies to improve their leadership effectiveness that can be put into action immediately.

EVERYTHING DiSC 363 FOR LEADERS PROFILE

- 22+ pages all about the leader
- All-new, research-validated model
- Intuitive, easy-to-read visuals
- Rich cuts of data and feedback breakdowns
- Comprehensive listing of rater comments
- Three personalized strategies for improving effectiveness
- Unlimited number of raters
- Exclusive selectable comments feature
- Free resources including the *Everything DiSC 363 Coaching Supplement*



DiSC® CLASSIC PROFILES



PROFILES

- **DiSC® Classic 2.0 on EPIC:** Personalized feedback in a conversational style that even our paper profile can't match. Plus, an expanded narrative that brings the Intensity Index to life.
- **DiSC PPSS on EPIC:** Bulleted, succinct feedback that's all about the individual. *DiSC PPSS* provides personalized information to help people apply DiSC learning in a variety of business applications.
- **DiSC Classic paper profile:** The original hand-scored paper DiSC profile used with organizations across the globe for over thirty years, this flagship instrument helps individuals improve communication and reduce conflict.

Profiles are sold separately and can be used on their own, with your own facilitation, or with the *DiSC Classic Facilitation System*.

EXCLUSIVELY FOR DiSC CLASSIC AND DiSC PPSS

DiSC CLASSIC FACILITATOR REPORT: Provides individual data, a composite of your group's DiSC styles, and information on how DiSC styles can affect your organization's culture.

DiSC CLASSIC GROUP CULTURE REPORT: Helps you determine the group's DiSC culture, explore its advantages and disadvantages, discuss its effect on group members, and examine its influence on decision making and risk taking.

DiSC CLASSIC TEAM VIEW REPORT: Provides at-a-glance comparisons of individual profiles.

SUPPLEMENTAL REPORTS: Six additional reports that extend the insights of *DiSC Classic 2.0* and *DiSC PPSS*.

- Strategies for Creating a Positive Relationship
- Relating to People and the Environment
- Strategies for Managing
- Approach to Managing Others
- Strategies for Sales Management
- Approach to Selling

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DiSC® CLASSIC FACILITATION SYSTEM

Organizations need training solutions that meet their needs—even when those needs are constantly changing. DiSC® Classic can help.

An all-in-one training toolkit—*DiSC® Classic Facilitation System* gives you the versatility to respond to a wide range of training demands, including sales, conflict management, teambuilding, or creating a DiSC culture in your organization.

MODULAR FACILITATION

Insight Modules

Insight Modules are self-contained modules that can be mixed and matched to create a custom program and facilitate specific outcomes or “insights.” More than 20 experiential learning activities for groups and individuals, plus additional alternative activities, help you tailor programs to fit your audience. Includes 250+ customizable PowerPoint® slides, including templates and support handouts.

Course Outlines

Course Outlines are ready-to-use seminars, making it easy to organize Insight Modules into effective solutions. The modular design allows you to build training for any need and scope. Effective solutions are at your fingertips with our “starter” Course Outlines for:

- Communication
- Conflict
- Sales
- Interpersonal Management
- Management
- Teambuilding

EMBEDDED VIDEO

The *DiSC® Classic Facilitation System* includes integrated video. *DiSC Classic* video can be used as it’s called for in the facilitation, on its own, or in your own custom programs. The four video sections:

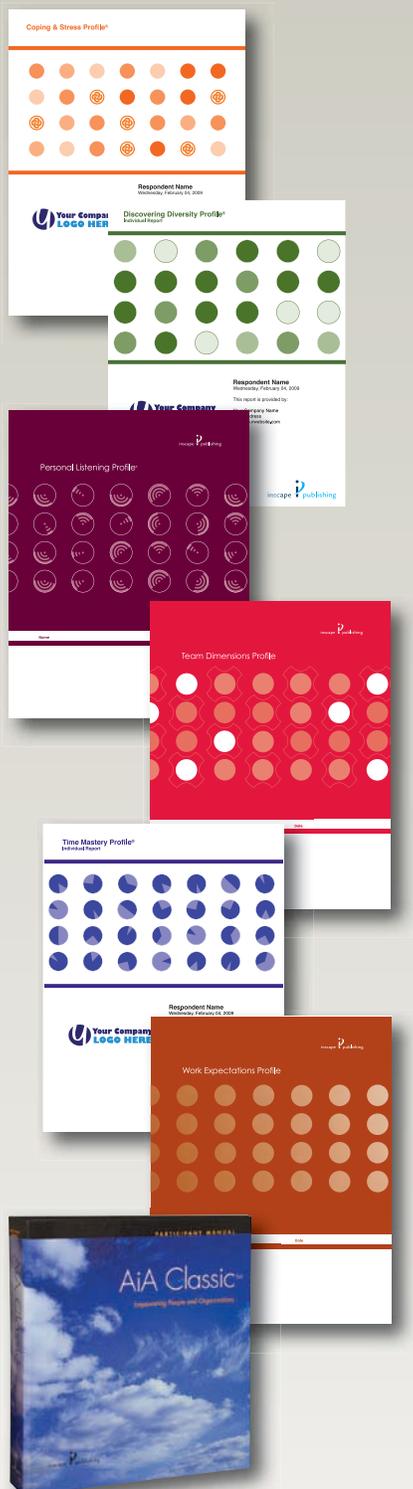
- **Pure Styles.** You’ll meet four characters who represent the four DiSC styles. The characters provide an overview about their behavior and describe their goals, fears, preferred environment, and response to conflict.
- **The Meeting.** You’ll see a team in conflict, one-on-one discussions between a manager and each team member, and a successful resolution.
- **Effective Communication.** You’ll see examples of how an HR manager fails to communicate effectively, then improves by adapting his communication style to the DiSC styles of four individuals.
- **Natural Styles.** You’ll get informal, unscripted responses to eight questions from people of all four DiSC styles, a conversation between two opposite styles, and a people-reading activity.

USB FORMAT!



The *DiSC Classic Facilitation System* is now:

- Greener—we reduced packaging by 80%
- Easier to deliver—video integrated into the PowerPoint means no more toggling between PowerPoint and video
- Customizable—electronic format makes creating your own solutions easier than ever



Our discovery tools help organizations explore and address specific challenges. Whether you're looking to improve time management, increase the effectiveness of teams, or need training that's ready-to-go, these tools can help your organization tackle common training issues.

This collection of self-directed instruments and complete training programs are research-validated and time-tested. Many instruments are available in both paper and EPIC formats, so you can choose what works best for your organization.

- **COPING & STRESS PROFILE®**
- **DISCOVERING DIVERSITY PROFILE®**
- **PERSONAL LISTENING PROFILE®**
- **TEAM DIMENSIONS PROFILE**
- **TIME MASTERY PROFILE®**
- **WORK EXPECTATIONS PROFILE**
- **AiA CLASSIC™**

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COPING & STRESS PROFILE®

Organizations require flexible, creative, sustainable performance—the kind that comes from people who know how to balance work life and personal life, without sacrificing either.

The *Coping & Stress Profile*® is a unique assessment that provides people with valuable feedback on coping with stress in their personal and work lives. The profile provides critical insight into how stress in one area of life affects other areas and examines how coping resources in one area can be used to decrease stress in another.

This 22-page profile covers four coping resources:

- Problem solving: dealing with problems and making changes to resolve them.
- Communication: sharing thoughts and feelings with others.
- Closeness: connecting with others.
- Flexibility: responding to change with willingness and openness.

The *Coping & Stress Profile* helps people in organizations:

- Discover stressful issues in each life area and capitalize on coping strengths to manage stress.
- Learn to minimize or eliminate common daily stressors.
- Identify areas for coping-skills improvement.
- Develop flexibility in responding to change.
- Communicate more effectively to improve problem solving.
- Build mutually supportive relationships.

The *Coping & Stress Profile* is also available in paper form and is hand scored. It also includes feedback on stress in the areas of Family and Couple.



EPIC Electronic Profile Information Center

AVAILABLE IN EPIC FORMAT

DISCOVERING DIVERSITY PROFILE®



Successful organizations understand that the cultural backgrounds and experiences of their employees and customers are valuable resources and can enrich the organization. In order to reap the benefits of diversity, organizations must meet the challenges through self-awareness, understanding, and commitment.

The *Discovering Diversity Profile*® helps employees learn how they respond to workforce diversity and where they need to develop understanding. It allows employees to explore the complex issues surrounding diversity in four key areas:

- **Knowledge.** Explores diversity and where that knowledge comes from
- **Understanding.** Examines empathy and the willingness to consider another's position
- **Acceptance.** Looks at receptiveness and respect of diverse behaviors and backgrounds
- **Behavior.** Explores self-awareness of attitudes and behavior toward others

The 20-page EPIC *Discovering Diversity Profile* contains feedback about those items that need attention, suggestions for improvement, and a detailed action plan.

Available exclusively for *Discovering Diversity* on EPIC:

The *Discovering Diversity Group Report* provides a snapshot of the group in four key areas of diversity development. Facilitators can use it to focus on the needs of the participants, the group, and the organization. The information is anonymous, so the report can be used as a facilitation tool while safeguarding the confidentiality of the respondents.

The *Discovering Diversity* paper profile includes the assessment, scoring, and interpretation.



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PERSONAL LISTENING PROFILE®

Communication is vital to an organization's success. But effective communication is not only the ability to speak or write well; it hinges on the ability to listen. More than simply "hearing," listening is the ability to receive, attend to, interpret, and respond to verbal and non-verbal messages.

The *Personal Listening Profile*® helps people discover their most natural approach to listening while gaining insight into the different listening approaches of others. In addition, participants learn when and how to adopt another approach for more successful communication.

The 16-page EPIC *Personal Listening Profile* gives personalized strengths and growth areas and provides suggestions for improvement. It includes the Communication Gap Analysis, an at-a-glance look at how the respondent's listening strengths and weaknesses relate to the intended message of the speaker. An action-planning section encourages people to reflect on their listening styles and to develop strategies for improvement.

Available exclusively for *Personal Listening on EPIC:*

The *Personal Listening Profile Facilitator Report* gives a snapshot of group dynamics by showing the similarities and differences that can lead to miscommunication. It also helps to identify those individuals whose scores fall outside of group averages and who may feel isolated by the dominant listening styles of the group.

New! *Personal Listening Profile Facilitator Kit*

The *Personal Listening Profile Facilitator Kit* includes lessons with Leader's Guides, PowerPoint®, and participant handouts to support both the EPIC and paper versions of the *Personal Listening Profile*. You also get 15 minutes of contemporary video that you can use to illustrate the different listening styles.

The *Personal Listening* paper profile includes the assessment, scoring, and an action plan for continued development.



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TEAM DIMENSIONS PROFILE



As organizations strive for efficiency, teams are expected to innovate, problem solve, and execute—on a dime. Understanding and capitalizing on individual approaches to group processes is vital to creating high-performance teams.

The *Team Dimensions Profile* helps individuals work from their strengths by identifying their most natural team role: Creator, Advancer, Refiner, Executor, or Flexer. Using the Team Dimensions model, team members understand the importance of each role, increasing their appreciation of each individual's contribution.

The *Team Dimensions Profile* helps teams in your organization:

- Identify individual approaches to teamwork.
- Match individual strengths with team roles.
- Reduce team stress and conflict.
- Encourage team innovation and problem solving.
- Increase productivity and reduce project-cycle time.

The 21-page EPIC *Team Dimensions Profile* gives personalized feedback on strengths and challenges when working as part of a team, and it provides an overview of the contributions of the various team roles.

Available exclusively for *Team Dimensions* on EPIC:

The *Team Dimensions Profile Group Report* helps build a more productive and satisfying team environment. In addition to supplying a snapshot of team members' roles, the Group Report also provides the Team Dimensions Map showing the role distribution of team members, a graphic summary of the group's priorities, a discussion of the group's strengths and limitations in the context of the "Z" Process, and individual data tables listing the name of each team member and his or her primary role and secondary tendency.

The *Team Dimensions* paper profile includes the assessment, feedback on team roles, and an action plan for continued application.



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BEYOND DISC

Setting priorities and managing time are vital to enhancing individual and organizational performance. If you could reduce your staff's wasted time by just five minutes every hour, productivity would jump 8.3 percent. Efficiency levels would also rise as employees devoted more time to completing critical tasks.

The *Time Mastery Profile*® is a unique tool that provides people with a complete self-directed assessment of their current time-management effectiveness.

The instrument helps people explore time-related behavior in 12 categories:

- Attitudes
- Goals
- Priorities
- Analyzing
- Planning
- Scheduling
- Interruptions
- Meetings
- Written Communications
- Delegation
- Procrastination
- Team Time

The 32-page EPIC *Time Mastery Profile* includes the Skills Gap Analysis. This feature shows how respondents rate their skill in each category, as well as its importance to their jobs. This data helps determine where to focus time-management efforts for greater personal and professional success.

Available exclusively for *Time Mastery* on EPIC:

The *Time Mastery Facilitator Report* can be used to customize *Time Mastery Profile* training or coaching sessions based on the job importance and self-assessed skill level of participants. The Group Skills Gap Analysis shows group data, pinpointing those categories that need the most attention. Participant data is presented anonymously for discussion purposes as well as by name for facilitator use.

New! *Time Mastery Profile Facilitator Kit*

The *Time Mastery Profile Facilitator Kit* includes everything you need to conduct an engaging classroom training program: 15 classroom training lessons complete with Leader's Guides, PowerPoint®, and participant handouts that support EPIC and paper versions of the *Time Mastery Profile*.

The *Time Mastery* paper profile includes the assessment, information, and action planning for each category.



EPIC Electronic Profile Information Center

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WORK EXPECTATIONS PROFILE



Research has shown that people who have clearly defined, well-communicated expectations enjoy greater job satisfaction than people whose expectations go unspoken or unrealized. Companies that employ satisfied, successful people reap the rewards of increased productivity and reduced turnover.

While salary and job duties are clearly understood by employer and employee, other expectations are so linked to the individual's concept of work that they often go unspoken or unacknowledged.

The *Work Expectations Profile* helps people:

- Focus on their high expectations.
- Reflect on whether high expectations are met or unmet and whether they are spoken or unspoken.
- Act on what they've discovered.

The 30-page EPIC *Work Expectations Profile* makes it easier for managers and employees to talk about their work expectations. The Gap Analysis provides participants with an at-a-glance look at how important each work expectation category is to them and to what degree each is being met. This helps them quickly pinpoint which categories need the most attention.

Available exclusively for *Work Expectations* on EPIC:

The *Work Expectations Group Report* provides a group summary of Gap Analysis information, allowing managers to quickly identify possible areas of dissatisfaction within the group. In addition, the organization can use the information to better align the culture with the collective expectations of the group. The report is anonymous, so it can be used in a variety of situations without breaching confidentiality.

The *Work Expectations* paper profile includes the assessment, information, and action-planning for each category.



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For more than 50 years, participants have raved about the positive impact of *AiA Classic*™. Used by more than 5 million people, *AiA Classic* focuses on motivation from the inside out.

AiA Classic helps people understand that they can choose how to perceive and respond to events around them; that it's in their control to change a negative outlook to one that's positive. Using small-group interaction, shared personal experiences, individual and group exercises, and facilitator-led discussion, *AiA Classic* provides a remarkable process for self-discovery.

The *AiA Classic* learning system enables people to value themselves and manage relationships. It also enhances intrapersonal and interpersonal skills and competencies.

***AiA Classic* helps people:**

- Assess, identify, and understand their present strengths and limitations.
- Develop strategies and techniques that lead to the outcomes and results they desire.
- Recognize, respond, and design personal, work, group, and social accountability.
- Succeed in their relationships using leadership, compassion, and actionable attitudes.
- Identify, create, and practice the skills needed personally and professionally.

AiA Classic combines instructor facilitation and participant manuals to create truly transformative programs. Audio CDs are available to support and enhance the program.

The *AiA Classic Facilitation* has 30 hours of interactive, experiential learning content. Programs can be formatted three ways:

- 10 Sessions: Ten three-hour sessions
- 20 Sessions: Twenty 90-minute sessions
- Three full-day sessions

