



Team Focus Update



Thoughts from Roy Childs...

Strong relationships are one of the key factors that create extraordinary motivation and which can drive a successful business. Understanding how relationships form, how they are maintained and how they are derailed are key elements of our work. However, taking Carl Jung's ideas of opposite, contrast and paradox I wanted to read Anthony Storr's book on "Solitude" where he attempts to re-balance what he sees as an over-emphasis on Relationships. As ever, I found his ideas stimulating. Perhaps he is countering the concept of intimate rather than a more 'multi-level' concept of relationships, but he does not, in my mind, dethrone the importance of relationships in most people's (if not everybody's) lives. However, he argues with eloquence and passion the value of imagination, creativity and reflection - things which we also value and promote in our work on self-awareness, authenticity and leadership. Those interested in these topics will find much to reflect on in this book.

("Solitude" by Anthony Storr; published by Harper Collins)

Roy Childs

First of all: Professional toolkit...

'Lost talent'

Most employers have little faith in their ability to hang on to talent, according to a recent survey by the Hay Group. Less than one in four companies thought that they had the know-how to identify high potential individuals so that they could spot future leaders. Gloomily, most also thought that their career management processes were not up to scratch and that the question was not just about uncovering potential, but potential for what.

Team Focus provides a range of products and services aimed squarely at this problem. Our assessment and 360° systems get to the heart of the 'potential for what' question; our relational health audit, the drivers of organisational culture. And if it's a good review of potential for promotion that you're after, our individual audit programme fits the bill. So why not give us a call so that we can discuss how to find and keep your 'lost' talent?

NOW AVAILABLE
TDI® online in Dutch, Spanish,
French, German...
and English of course!

5 SIMPLE QUESTIONS... (OR ARE THEY?)

- What is the only bird that is capable of seeing the colour blue?
- What is metathesiophobia the fear of?
- How many eyes does a bee have?
- What is the only African country never to have been occupied by a foreign power?
- What do the letters stand for in the superbug M.R.S.A.?

New 'Training Guide' for 2008 enclosed!

Our course planner has been revamped and contains valuable information and guidance including:

- *learning* about people's skills, capabilities, character, style and behaviour
- useful advice as to *why* to train in psychometrics and the benefits
- an outline of *who* should attend each course
- *where* the courses fit in the British Psychology Society (BPS) Certification route
- *what's* involved in each course
- an overview of the *products* that you will have access to after the training (including the TDI®, LSI, MTR-i™, ITPQ, FIRO®, 15FQ+™, Hogan™ HDS, Hogan™ HPI, Hogan™ MVPI, NEO PI-R™, VbIM, EIQ^{3D} and RHA)
- dates, costs and much more!!

Please take a look as soon as you have an opportunity and let us know how we can help *you* to achieve your training goals and product requirements for the coming year....

Special offer...

15% off any 2008 courses
when booked before 21st December 2007*

Remember *your* training (and CPD)...you may be looking after your staff's training but who's looking after yours?

*Offer not applicable to in-house courses or in conjunction with any other offers

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01628 637338
www.teamfocus.co.uk





More...



TDI® is launched in Benelux

The Type Dynamics Indicator (TDI®) is now available in English, French, Dutch, Spanish and German. As part of our growing internationalisation we have been developing relationships with key partners and last month saw the launch of the TDI® in Benelux (Belgium, Netherlands, Luxembourg). Our partner and distributor is Amelior, a very interesting 'company' (i.e. they are unusual since they are also an Institute with 1,000 members) who have developed an excellent reputation in the management development market. One of their specialities is introducing quality and promoting Investors in People (IIP).

Roy went to Belgium this summer and trained some of Amelior's key consultants in the use of the TDI®. He has now, also, presented at two launch events. The first was in Holland near Utrecht on 20th September and the second in Belgium near Antwerp on 21st September. Both events were well attended and the response to the TDI® was extremely positive. Many of those already familiar with Type theory responded positively to the way TDI® allows people to express different elements of "preference" captured using "the way it is" and "the way I want" option. In fact, several were so enthused by this aspect of the TDI® that they became immediate users. They were able to start using the Dutch and French pencil and paper versions of the TDI® immediately.

Amelior and Team Focus were delighted with the response and look forward to continuing to bring Jung's ideas to a wider audience. Anyone interested in more information on the TDI® is welcome to ring us to discuss further.

"Everything that irritates us about others can lead us to an understanding of ourselves."

Carl Jung

ANSWERS TO 5 SIMPLE QUESTIONS...

- The owl
- Changes
- 5
- Liberia
- Methicillin-Resistant Staphylococcus Aureus

Test Administration

In response to the recognition that many test users are required to administer tests but not interpret them, the British Psychological Society launched the Test Administration course a few years ago. Demand for this course has grown steadily and it is frequently used as a stepping stone to the more extensive Level A qualification.

Team Focus now offers a **1-day Test Administration course** (instead of the previous 2-day course). Attend a public or in-house course and by using a combination of distance learning and focussed practical experience, the course meets the same rigorous standards we have come to be recognised for.

To find out more about how we can train your next generation of Test Administrators contact gillian.cross@teamfocus.co.uk.

Did you know that...

- the majority of job-hunters search online first. And if you look at figures from the main job boards, such as Totaljobs, about 50 per cent of surfers are at managerial level and above. The upshot is that most executives look for jobs on the net and trust what it tells them. Alongside this increase in web-based job hunting there has been a similar rise in online assessment - which from the job-hunter's point of view makes perfect sense because it provides a fast, accurate and flexible way of being assessed. It also makes sense from the employer's perspective as it allows for the efficient management of high-volume recruitment campaigns, in particular a cost-effective and fair way of sifting applicants: not least because they invest their own time in being assessed. Team Focus is pleased to announce that the latest version of its Profiling for Success (PFS) system makes the whole process of managing psychometrics in the recruitment process even simpler. Lots of new features now make PFS the system of choice. Talk to us about a free test drive.
- we'll switch your existing tests and questionnaires for any within the PFS range...**without any cost to you!** Get Switching today, call us!

And finally...

- did you know that there are something like 5,000 ability tests and 2,000 personality (or behavioural) questionnaires on the market? It's a bewildering thought and a good reason to do a Level A or Level B course. They help you to sort the reputable tests and questionnaires from the rest.



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