

ASSESSMENT WORKSHOPS

Focused on a strong understanding of interpersonal differences, these workshops promote business success through an awareness of self and others. Assessment programs incorporate online questionnaires, completed before the workshops, to provide data and metrics as the foundation of behavior change. Matched with experiential challenges, our assessment workshops allow your team to apply new learning immediately and receive feedback. These workshops partner well with our Team or Leadership Development programs.

Myers-Briggs Type Indicator[®]

Understanding personality type adds value for business interactions. Participants will learn about their own personality preferences as well as the differences between themselves and others. This workshop provides data to identify individual and group strengths, along with the challenges that teams may face. Participants leave the session with a greater appreciation for themselves and team members. The experiential approach to this program allows participants to gain a stronger understanding of the four dichotomies and how they impact diversity of behavior.

4 hours / 8-40 participants

Building Relationship Versatility: Social Styles at Work[™]

Identifying individual social styles has a strong impact on business results including increased efficiency, stronger relationships and reduced conflict. After being profiled by five people whom they work closely with, participants are assigned a social style, an interpersonal versatility rating and specific versatility behaviors. During the workshop, participants learn how to identify others' social styles and learn to modify their own behaviors to communicate more easily and effectively with others. This workshop builds social skills within working relationships including direct reports, peers, vendors and clients.

4 hours / 8-30 participants

FIRO-B[®]

Designed to help teams understand interpersonal dynamics, the Fundamental Interpersonal Relations Orientations–Behavior (FIRO-B) workshop builds awareness of potential conflict and maximizes the effectiveness of the business environment. Three dimensions of interpersonal relations – Inclusion, Control and Affection – are necessary to explain most human interactions. Assessment results measure how much interaction a person wants and expresses in these areas.

2 hours / 8-30 participants

Emotional Intelligence

Emotional intelligence (EQ) is the ability to use emotions effectively, build productive relationships and create healthy organizations. EQ is grounded in cutting edge neuroscience research.

Organizations committed to bringing out the best in people work to improve the people-side of performance by developing emotional intelligence. We are certified to use an online EQ assessment tool developed by Six Seconds. Adults with high EQ have better career advancement, are more effective leaders and salespeople and have better personal and professional relationships. Our experiential training on EQ competence is designed to give participants the tools and insights to improve behaviors that impact performance. The program is custom-designed to address the following areas:

- Giving and Receiving Feedback
- Decision Making
- Climate/Tone
- Problem Solving
- Coaching/Mentoring
- Team Leadership
- Conflict
- Collaboration

1–2 days / 10–25 participants

Why Choose the Kohler Experiential Learning Center?

The Kohler Experiential Learning Center promotes team building, helping your organization achieve increased success. Because our learning solutions are customized around your organization's needs, you can expect powerful results. Collaborative by nature, our world-class team-building and leadership-development programs will help you and your team discover new ways to work more effectively and efficiently together. Our talented development professionals are experts at facilitating fully inclusive and interactive experiential learning programs designed to increase engagement, improve communication and build trust.