



**Keirseley**  
**CERTIFICATION**™

# Course Overview





*"To understand others, you must first know yourself."*





# TEMPERAMENT CERTIFICATION

## Course Overview

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The Temperament Certification process is structured in four phases, where you will engage the course materials on different levels. Our aim is that each of these phases will bring greater depth of knowledge, leading to deeper and wider applications of temperament theory for your enterprise.

## Register

To register, or request further information on the Temperament Certification process please email us at:

[temperament.certification@keirseych.com](mailto:temperament.certification@keirseych.com)





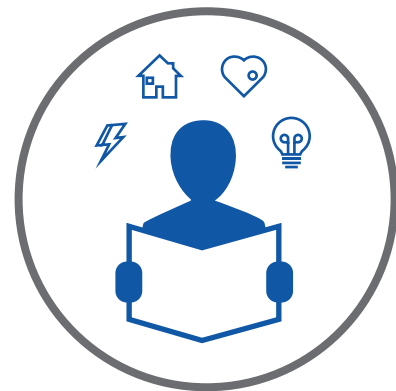
*“Keirse’s Certification Program has changed the way that I communicate with others.”*



# PHASE 1:

## Pre-Work Modules

*"...the aim is for each participant to prepare for their sessions with an instructor."*



During Phase 1, the aim is for each participant to “prepare” for their sessions with an instructor in Phase 2, by thoroughly completing the Pre-Work Modules. This preparation phase allows for the instructor-led sessions to be a much more dynamic experience where participants can engage Keirsey Temperament Theory at a significantly deeper level.

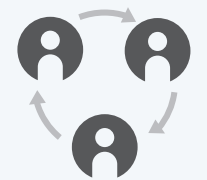
## Modules



Take the  
Keirsey Assessment



Keirsey Reports



Connection  
Questionnaire



Review  
Course Binder



People Patterns  
by Stephen Montgomery



Please Understand Me II  
by David Keirsey

## PHASE 2:

# Session Modules

*"...the aim is for each participant to "learn" by actively participating."*



During Phase 2, the aim is for each participant to "learn" by actively participating, and not simply by receiving information. Each participant is encouraged to be prepared with questions, ideas, and observations. The sessions are designed to be personalized, and so active participation is at the core of the learning experience. The following pages provide an overview of the topics covered during this phase.





# Session Modules

## Knowledge

### Module 1 The Foundation

Fundamentals of Temperament Theory; History of Temperament Theory; Modern Influences on Temperament Theory; Keirsey Temperament Theory; Personality = Temperament + Character; Inborn Forms vs. Emergent Forms; Nature via Nurture.

### Module 2 The Framework

Different Schools of Thought on Personality; Temperament and Self-Image; Temperament and Development; Temperament and Stress; Temperament and Methods of Madness; Temperament and Primitive Societies.

### Module 3 The Matrix

The Basic Dimensions of Personality; The Temperament Matrix; Observing Behavior vs. Cognitive Processes; Analyzing and Interpreting Behavior Systemically. How Keirsey is Similar/Different from other Personality Models.

### Module 4 The Complexity

Discerning Trademark Traits; Clusters of Traits; Temperament and Intelligence; Talent Configuration; Core (Natural) vs. Acquired (Learned); Self/Social Awareness; Emotional/Social Intelligence; Temperament and Culture/Gender/General Population.

### Module 5 The Configuration

Mastering Sixteen Types; Directive Roles (Preempting/Contending) vs. Informative Roles Collaborating/Accommodating); Similarity vs. Opposites; Common Misconceptions about Extraversion/Introversion, Sensation/Intuition, Thinking/Feeling, Judgment/Perception.

## Application

### Module 6 The Individual

Interpreting/Analyzing Assessment Results for an Individual; Guiding/Advising at the Individual level; Designing a Personal/Professional Growth Plan; Leveraging Strengths and Making Weaknesses Irrelevant.

### Module 7 The Group

Interpreting/Analyzing Assessment Results for a Team; Guiding/Advising at the Team level; Designing a Strategy for Team Effectiveness; Building Effective Communication Strategies; Aligning Talent for Team Objectives and Covering Blind Spots.

### Module 8 The Methods

Navigating Conflict (Resolution Factor), Relational Dynamics (Synergy Factor)—Growth and Development (Leadership Factor), Influence Strategies (Service Factor), Understanding Your Identity and Your Audience (Connection Factor); Creating Strong Organizational Cultures (Strategic Factor).

### Module 9 The Insights

Best Practice Insights for Your Industry; Case Studies; Building Your Consulting Toolbox; Attracting Prospective Clients; Engagement Proposals; Delivering on Demand; Developing Your Consulting Capabilities. (Premiere Program Only)

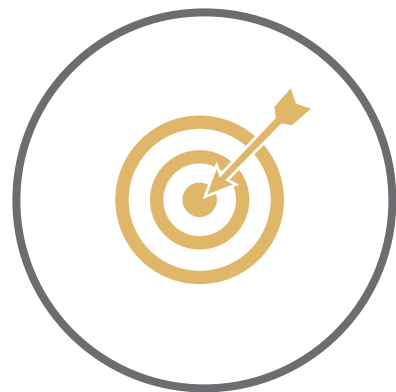
### Module 10 The Integration

Temperament and Life; Understanding Your Family Members (i.e. spouse, children, grandchildren, parents, siblings, relatives); Temperament and Romance; Temperament and Parenting; Temperament and Friendship; Everyone's Three Teams (Personal Team, Professional Team, and Psychological Team); Setting Your Future on Your Best Path (Premiere Program Only)

# PHASE 3:

## Post-Work Modules

*"...the aim is for individuals to "practice" or "apply" what they have learned."*



During Phase 3, the aim is for individuals to "practice" or "apply" what they have learned. It is the "action stage" where individuals can take what they have learned and begin utilizing the Keirse Assessment on their own in different settings so that what's been learned becomes "second nature."



**Module 1**  
Using Your Keirse  
Administrator Account



**Module 2**  
Facilitator Resources

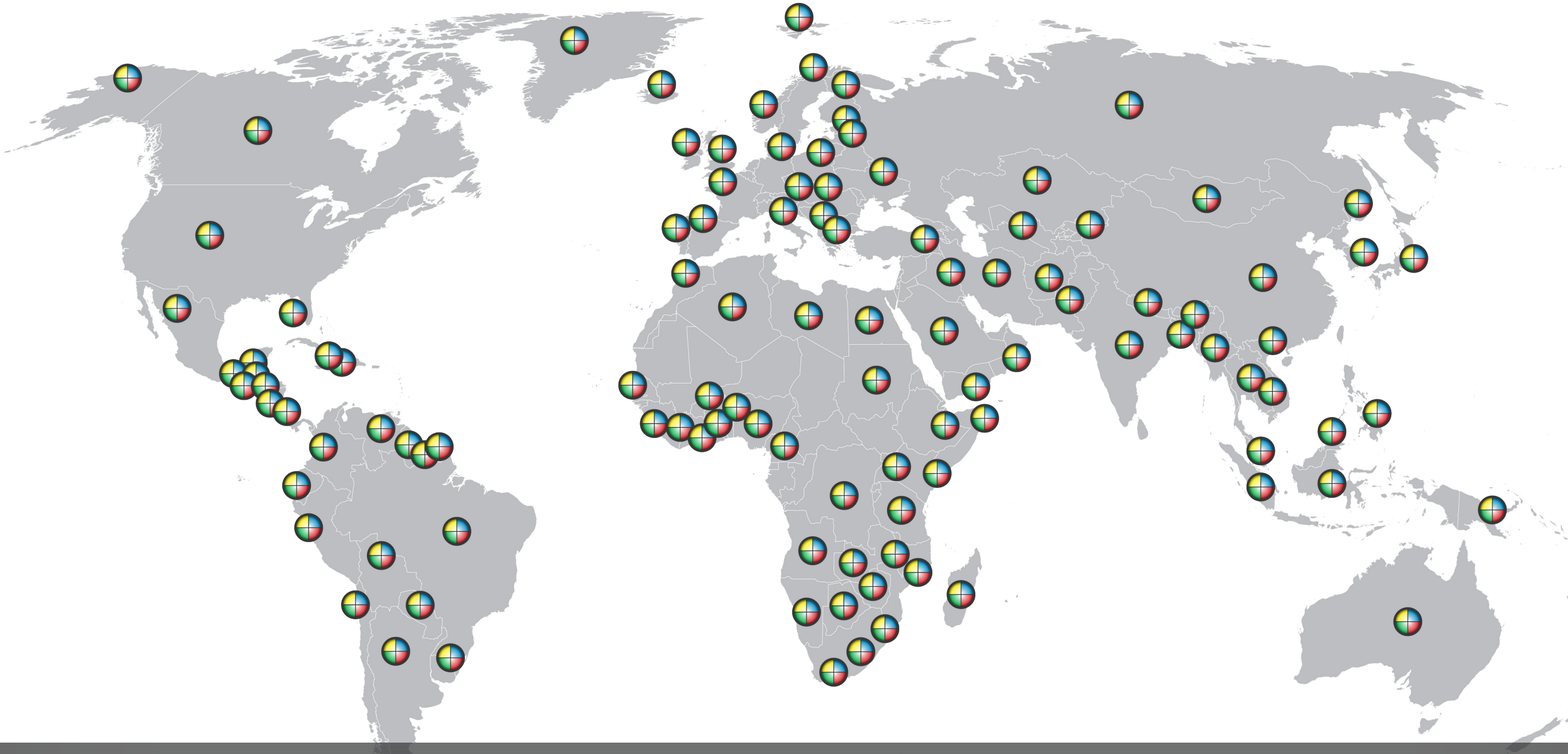


**Module 3**  
Exam Preparation



**Module 4**  
Lifelong Learning





*“Keirsey Consultants work with organizations all over the globe.”*



# PHASE 4:

## Examination

*"...the aim is for individuals to "demonstrate" what they have learned."*



During Phase 4, the aim is for individuals to "demonstrate" what they have learned.

The certification exam is part of the learning process.



## CERTIFICATION EXAMINATION

### TEMPERAMENT CONCEPTS

Knowledge of Temperament Theory

### TEMPERAMENT CASE STUDIES

Applications of Temperament Theory