

LEONARD  
PERSONALITY  
INVENTORY  
CERTIFICATION  
PROGRAMME

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THREE DAY TRAINING PROGRAMME  
COURSE OUTLINE

# LEONARD PERSONALITY INVENTORY CERTIFICATION PROGRAMME

## LPI FACILITATOR/TRAINER LICENSING PROGRAMME

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### 1. INTRODUCTION

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#### **Personality**

The understanding of personality can have a significant impact on how successful we are in communicating and interacting with other people. Once we understand why people act and think the way they do and why each person approaches life and its experiences differently, we will find ourselves in a unique position of knowing how to harness those differences.

When differences of people in the way they think and act are looked at with an understanding of personality, we become more tolerant and we will find that the potential for conflict is minimized. We become aware of how each personality brings into their relationships inherent strengths that if respected will actually compliment and enhance those relationships.

This programme is designed to help participants to understand the concept and principles in personality from the trait approach. Participants are also introduced to the tool, the LEONARD Personality Inventory, a psychometric tool that is formulated based on the Five Factors Model (FFM) of human personality.

#### **The LEONARD Personality Inventory**

The LEONARD Personality Inventory is anchored under the Types & Traits Theory of classical personality theories. An individual's personality profile can be obtained from administration of the LPI. The LPI has been administered to thousands of individuals from Asia, Europe, Australia and New Zealand.

The LEONARD Personality Inventory is named after the acronym **Let's Explore our personality based on Openness, Neutral, Analytical, Relational and Decisive** behavioral tendencies. The LPI can identify a person's emotional orientation and locate a person's preferred behavioral orientations on any of the five behavioral dimensions as stated above.

The LPI yields **26 classical personality types** such as the Creative Imaginator, Neutral Expert, Analytical Thinker, Relator and Decision-Maker. An individual's personality can be profiled with the use of the LEONARD Personality Software.

The LPI Software is a user-friendly computer program that can be used to determine the exact personality profile of the individual. Based on the personality profile obtained, the individual is given suggestions and recommendations for:

- Personal Improvement – Maximizing Personal Strengths and Overcoming Weaknesses
- Helps the individual to develop and enhance teamwork with others
- Helps the individual to develop Emotional Intelligence (EQ)
- Helps the individual to develop leadership style
- Helps the individual to develop interpersonal relationships
- Helps the individual to manage stress and conflicts
- Helps the individual to enhancing learning skills

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## **2. OBJECTIVES OF THE TRAINING PROGRAMME**

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The aims and objectives of this Certification Programme, is to:

- **Familiarize** the participants with the theories, concepts and techniques of Personality and learn how to apply them in different settings using the tools.
- **License** the participants to practice in interpreting the LPI data and making the appropriate suggestion for personal and professional development.
- **Increase** the participants knowledge and understanding of a range of options at their disposal for effectively dealing with people, conflict or difficult situations

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## **3. BUSINESS BENEFITS OF THE PROGRAMME**

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The business benefit (from an organizational perspective) of understanding personality is that it can be used as a tool:

- To help create more cohesive work teams
- To enhance the effectiveness of the communication process at all levels
- In the hiring process where the matching of people with tasks is important
- To help coach others (peers) on how to build mutually beneficial relationships
- To understand how different individuals perceive and react to stress and the appropriate counseling methods

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## 4. LPI ADVANTAGE

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The LEONARD Personality Inventory (LPI) helps to identify behavioral preferences of individuals. The LPI is formulated based on the Five Factors Model (FFM) of human personality. It is anchored under the Types & Traits Theory of classical personality theories.

The LEONARD Personality Inventory is named after the acronym **Let's Explore** our personality based on **Openness, Neutral, Analytical, Relational** and **Decisive** behavioral tendencies. The LPI profile is a tangible feedback in print form.

### **BENEFITS OF USING THE LPI IN THIS TRAINING PROGRAMME**

#### **How individuals benefit?**

- Personal improvement (optimizing their strengths and overcoming their weaknesses)
- Removing emotional blind spots
- Improving leadership styles
- Enhancing their Creativity
- Enhancing their interpersonal skills
- Managing stress
- Managing disagreements/ conflicts constructively

#### **How organizations benefit?**

- Understanding individual personalities in teams and developing strategies to build effective teams.
- Short-listing candidates for employment or selection for special projects.
- Coaching candidates in personal and performance improvement.
- Identifying key elements for training in future Leadership and Management programmes.

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## 5. THE CERTIFICATION PROGRAMME

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The Certification Programme is a three (3) day programme which is conducted in the following format:

1. The Introductory and Training programme – 2 days
2. Practical – 2 months
3. Follow-up Training – 1 day

### **Part 1: Introduction to Personality (Day 1)**

- The Trait Approach to Understanding Personality
  - Personality Traits
  - Personality and Motivation
  - Personality Development in Childhood
  - The Healthy Adult Personality
- Source and Dynamic Traits in Personality:
  - The Basic Factors in Personality – Source
  - The Motivating forces – Dynamic
- Stages of Personality Development
- The Dimensions of Personality
- The Five Factor Model
- Review and Discussion

### **Part 2: The LEONARD Personality Inventory (Day 2)**

- Introduction to the LEONARD Personality Inventory
- Understanding and Interpretation of the Basic Five Dimensions (O,N, A, R,D)
- Exploring the combination of the Basic Five Dimensions – The 22 Profiles
- Case studies
- Group Interpretation and Explanatory skills
- Presentation – Role play as facilitator
- Applying the Leonard Personality Inventory
  - Organizational & Team development
  - Leadership development
  - Adult and Adolescent counseling
- The LEONARD – SOMA, PSUCHE, PNEUMA concept

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## **6. FEE**

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The fee includes all course materials, refreshments and lunch in the classroom and a certificate of completion. The Licensed LPI Trainer certificate and a LEONARD Personality Incorporated Pte Ltd authorization letter will be issued upon successful completion of the certification programme.

50% of the fee is payable upon confirmation of attending the programme. The remainder is to be paid on or before the 1st day of the programme.

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## **7. TRAINING METHODOLOGY**

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The training will be conducted based on the latest state of the art interactive training methodologies. Delegates will be exposed to a variety of case studies and expected to participate actively and learn through problem solving and role plays.

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## FACILITATOR PROFILES

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### **Professor Dr. Leonard M S Yong (Ph.D; M.ED; B.Sc)**

Professor Dr. Yong is an industrial psychologist who has gained international recognition for his research and consultancy work on creativity and emotional intelligence. Based on his pioneering work on the LEONARD Personality Inventory (LPI) and the LPI Software, and its use in helping individuals to develop their Emotional Intelligence (EQ) and creativity, Professor Yong has consulted and conducted numerous training workshops on EQ and Creative Thinking for leaders in organizations such as Kuwait Oil Company, Kuwait National Petroleum Company, British Petroleum (BP), Cathay Pacific Airlines, Thai Securities Exchange Commission, Readers Digest, Reuters, Cititel Hotel, Horwath International, Public Packages Holdings, Unilever Thailand, Syngenta, Carat Club, B Braun, Intel, Motorola, Matsushita and Petronas.

Professor Yong has addressed groups in many countries such as the United Arab Emirates (UAE), Kuwait, Oman, Saudi Arabia, Malaysia, United States of America (USA), Austria, Britain, Australia, France, New Zealand, Germany, Italy, Russia, Japan, China, India, Korea, Indonesia, Burma, Hong Kong, Singapore, Thailand and Papua New Guinea. He has undertaken creativity and EQ research in the USA, Australia, Austria, Germany, Italy, Japan and the United Kingdom. He is a member of the American Psychological Association and the Malaysian Psychological Association.