

# Certified PRISM Practitioner

Learn via: **Classroom**

Duration: **2 Day**

## **Overview**

**PRISM** Brain Mapping is a sophisticated, online, neuroscience-based instrument specifically designed to identify the behavioural preferences that directly relate to personal relationships and work performance.

**PRISM** provides three distinct, eight dimensional, profiles, or 'maps', of a person's behaviour: how they naturally prefer to behave; the extent to which they feel it necessary to modify that behaviour on occasions to achieve key objectives, and the overall pattern of behaviour that they tend to use most of the time.

In addition to the behaviour dimension maps, **PRISM** generates up to a 60 page personalised report which identifies and measures 26 key aspects of work preference and thereby can provide an overview of predicted performance.

## **Benefits**

**PRISM** has significant benefits for both practitioners and organisations. **PRISM** is capable of producing highly detailed Neuroscience based reports, which effectively replace a whole range of other popular inventories and reports currently in the market which detail:

- Behavioural Preferences
- Intro/extroversion
- Personality type indicators (The Big 5)
- Emotional Intelligence (EQ)
- Resilience - mental toughness
- 360° (Including full competency reporting)
- Job/Role profiling selection

For practitioners, this means only the need to pay one fee and attend one **PRISM** accreditation event, in order to then be able to provide your clients with a full range of reports that can be customised to meet their specific needs. This also means that your customers only need to access one site, complete their profile questions online once, and likewise only pay once.

**PRISM** will replace most, if not all, of the most popular profiles and inventories, without the need to send staff on several costly and time consuming training and licensing events.

For companies, this means that L&D/HR professionals do not need to engage a number of different suppliers in order to run a range of often conflicting and very different inventories, thus significantly reducing cost, time and the pressure on internal resources. If a company wishes to license a whole community of practitioners, QA can easily run an on-site event at a fraction of the existing cost of having practitioners individually licensed to run such a variety of different reports.

In addition **PRISM** maintains its market leading position by developing and adding new products. **PRISM** uses scientific research to continually validate its reliability and integrity. You will be joining a community of practise that has a global reach.

## **Who will the course benefit?**

HR Business Partners, Recruitment Professionals, OD Managers, L&D Managers, Learning Consultants, Training professionals, Coaches, Mentors Executive coaches, Business Development Professionals, Leaders, Managers and Team Leaders

## **What You Will Learn**

**By the end of the course and once you have qualified as a 'Certified' PRISM Practitioner you will be able to:**

- Provide exceptionally powerful coaching & feedback sessions using **PRISM** as individual assessment and ongoing development tool
- Use **PRISM** to profile and screen candidates for assessment centers, recruitment, career progression, succession planning and role profiling using the unique PRISM benchmarking facility
- Use **PRISM** for ongoing assessment, development, appraisal and performance management
- Create fully customised PRISM 360° evaluations for both individual and team feedback / development

## **Outline**

The initial course to become a Certified PRISM Practitioner is an intensive two-day programme which includes an assessment of the candidate's understanding and application of the instrument prior to becoming an accredited user. The accreditation will enable the candidate to use **PRISM** competently and confidently.

The course content covers how the model uses the latest neuroscientific research and how it links to the Illustrations PRISM uses to graphically explain how the brain influences behavioural preferences and competency.

All applications of the **PRISM** model are demonstrated and practised during the training, enabling the practitioner to appreciate the wide range of **PRISM** applications.

## **Practitioner Programme Content**

### **Day One**

- Psychology and Neuroscience - the differences
- Brain structures and functions
- How the brain creates behaviour
- How we see the world and adapt to cope with different situations
- The **PRISM** colours and their meaning
- Perceived behaviour and overdone strengths
- The eight **PRISM** dimensions of behaviour
- Underlying, Adapted and Consistent behaviour maps
- Analysing and interpreting profile maps

### **Day Two**

- Job benchmarking and profiling
- **PRISM** for recruitment
- Interviewing techniques - observing behaviours
- Emotional Intelligence
- 360 degree feedback
- 'The Big Five' creating and measuring competencies
- Team performance diagnostics
- **PRISM** applications
- Using the **PRISM** online services
- The validity and reliability of **PRISM**
- Ethical use of the instrument