

Certifications

*Join the Fastest Growing Network of
Certified Personality Style Trainers*



Take Flight Learning

Join the Take Flight Learning Certified Network of DISC Trainers

If you're like most facilitators, you want to immediately capture the participants' attention...and you want to keep it! You want your programs to be dynamic, informative, and so transformative they change mindset and behavior. If so, the Take Flight Learning certifications were designed with you in mind.

In each of our certification programs, you will go beyond learning how to interpret a **DISC report**. You will discover how to lead interactive DISC training programs in which the content goes viral in your organization. You will learn how to facilitate the session that was recognized as the **Best Personality Styles Training Program in the United States**.

You will:

- Discover why most DISC training creates only short-term fascination, not long-term application
- Learn how to apply the metaphor of the birds to make the styles "stickier"
- Find out how to turn the personality styles into a process not an event
- Reimagine your approach to teaching the styles, and take DISC training to the next level
- Gain insight about how to turn classroom-based DISC training into culture change

Multiple certifications

Certifications are available for the entire ecosystem of personality-based training programs, including: *Taking Flight with DISC*, *Chameleon Leadership*, *Chameleon Selling*, *ReDISCovering Conflict* and *Innovating IDEAs*. Sessions are scheduled throughout the year and are delivered in the classroom and virtually. All certifications are instructor-led and are filled with exercises to bring the styles to life. You can even earn SHRM and HRCI credits for the *Taking Flight with DISC* certification.

Each of the certifications includes variations of activities so you can compress or expand session timing from a few hours to a full-day. You will experience the full program - just like your participants - so you will understand what it feels like to go through the session. Throughout the certification, we will "pull back the curtain" to share insights about the styles, concepts, activities, and skills. For example, how to lead the various exercises for small versus large groups, how to shorten an activity for a half-day versus full-day program, and how to best facilitate classes in which there is only one style represented or several styles are missing in the group.



Who are the certifications designed for?

When Take Flight Learning began certifying trainers to deliver the content that we had honed for nearly 20 years, we believed most of the attendees would be new to DISC. We were wrong. While some individuals were discovering the styles for the first time, most were previously certified by another organization and had been leading DISC training for many years.

However, these long-time DISC trainers felt something was missing. These trainers wanted to learn how to deliver more engaging and impactful training programs. They wanted to go beyond DISC training events and sought to build DISC into the organizational culture. They wanted more than a stand-alone DISC event. They wanted to reinforce the styles with additional programs. Essentially, they wanted more than just a profile and a classic model.

What differentiates this DISC certification from others?

Most personality styles training sessions generate a high level of engagement because they teach people about the most interesting topic of all - themselves. But the big question is - Did the training create lasting change in people's behaviors? And to take it one step further - Did the training impact the company as a whole by creating a common language for communicating, working together and leading others?

The Take Flight Learning certifications focus on delivering transformative training programs, not just on understanding graphs. The training content was designed by people with a team building background, not by psychometrician assessment publishers. The experiential activities create emotional experiences that drive long-term retention. Rather than spending the majority of the certification on understanding the DISC model, you will learn how to increase self-awareness, link the styles to core skills that are needed every day and how to integrate Eagles, Parrots, Doves and Owls into the cultural DNA.

Most DISC training teaches how to lead a single, stand-alone training program. After that, the participants are on their own. In the *Taking Flight with DISC* certification, you will learn to extend the learning beyond the original certification. You will learn how to use Merrick Rosenberg's book, *The Chameleon*, to deepen participants' knowledge of the styles. You will discover the power of using Desktop Birds to keep the styles front-and-center in the work environment. You will also gain the skills to use the *DISC Reinforcement Kit* and *The User's Guide for Working with Me* to help participants apply the styles as soon as they return to the workplace.



The certifications provide you with all of the materials you need:

- Fully-scripted Facilitator Guides that tell you everything you need to Say, Do and Ask
- Beautifully designed PowerPoint presentations
- Participant workbooks, handouts and training materials
- Activities that allow participants to experience the styles in action
- Tips on how to facilitate engaging style-based training that gets results
- Answers to commonly asked questions about the styles and their application
- Profile reports branded with your organization logo and name
- Access to Flight System, our online profile management dashboard

What are the benefits of getting certified?

Stop printing self-created workbooks and using home-grown PowerPoint presentations	Start using world-class training materials
Stop teaching letters and models and focusing on a report	Start delivering engaging training programs that change people and organizations
Stop administering the assessment process... you've got better things to do	Start allowing the Take Flight Learning Flight Support Team to run your profiles
Change your paradigm that DISC is an event Deliver a series of training programs that reinforce the styles and embed them into an individual's behaviors	Continue your learning about the styles Tune into BirdTalk with Merrick webinar series exclusively for members of the Take Flight Learning Certified Network



Take Flight Learning

www.TakeFlightLearning.com

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