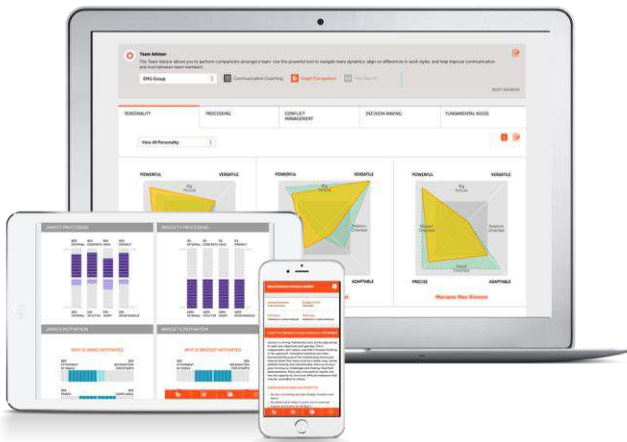


The Power of Prism®

"The Prism Portrait is a kind of '3-D view' of the whole person that I could never easily get with any other assessment."

Chris Newell, Senior Director of L&D, Boston Children's Hospital



How can I help members of my team be more productive and happy in their work?

How can I increase my odds of success when I build teams to address key business issues?

How can I reduce conflict, and increase collaboration and trust?

I don't feel like I know who my people are... how can I get to know them better so I can coach and develop them?

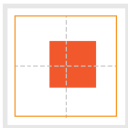
Scientifically proven and trusted for over three decades. It provides the richest, most nuanced understanding of the "whole person" by integrating six modules across 54 traits and attributes:



How people typically present themselves in stressful and non-stressful situations.



Four scales that measure how people interact with and make sense of the world.



Speed and communication one prefers when making decisions.



Primary and secondary preferences across five conflict management styles.



Seven scales that measure why and how an individual is motivated.



The degree to which an individual is driven by three core human needs.

All six Prism modules were created and backed by proprietary research and validity testing conducted over the last 30 years. As a result, Prism's insights have proven to be comprehensive, accurate, reliable and predictive.

What does Prism give you?

- **Real-time visibility** into who your people are, what they need, and how to help them succeed.
- **A clear understanding** of your team's strengths, weaknesses and how to coach them to perform.
- The ability to **help your employees** focus on what is most important for their personal and professional development.
- **Data-based insights** to reduce conflict, and increase collaboration, trust, productivity and innovation.

What makes Prism unique?

Prism shares its roots with several popular theoretical frameworks in psychology such as the Big Five Personality Theory, the DISC assessment, the Myers-Briggs Type Inventory, the Thomas-Kilmann Conflict Inventory, McClelland's Human Motivation Theory, and Maslow's Five Stage model.

Comprehensive:

Prism is an all-in-one psychometric solution. It includes modules on personality, processing, decision-making, conflict, and more. Prism aggregates deep insights across key measurements and provides all the data in one report.

Familiar:

Because Prism shares common ground with several popular frameworks, it is immediately recognizable to practitioners which makes it both dynamic but also accessible and easy to read.

Pair and Team Insights:

Prism is a powerful intervention for pairs and teams. Prism portraits are comparable side-by-side or in aggregate as a team roll-up for gaining insights on team culture, communication, conflict, and more.

Interpretive:

Prism integrates six modules to create a dynamic snapshot of a person. The multi-layered and interpretive nature of the tool allows for the complexity and, at times, conflicting aspects of human personality.

Multiple lenses:

Because Prism is a multi-layered combination of modules, it provides individuals with a series of lenses for self-awareness that may be more or less of a priority depending on where they are at, and what they are going through, at that particular moment in time.

