



**Discovering the Best in Each Student ...**

# Overview – Building a Foundation:

The Discovery Report school program enables students, parents and teachers to connect through the use of 3 main foundational building blocks.



**The foundation of our programs is to provide each participant with a simple and positive way to understand his or her behavioral style.** We use a computer-based behavioral style assessment. An easy-to-understand, customized computer report is provided for each person. The report reveals such things as individual strengths, motivational preferences, communication style, decision-making style, learning style, and potential blindspots in relating to others. Participants gain insights into their own personal tendencies that would normally take many years to identify. Our reports are amazingly accurate, and, more importantly, the reports are designed to be positive and uplifting.

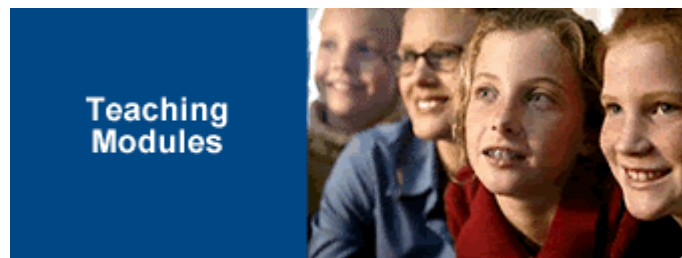
**Secondly, we provide a way for each participant to understand the behavioral style of others.** We teach each participant a simple model of human behavior that they are able to quickly understand and apply. Unlike many complex methods of explaining behavioral preferences, our method can be taught to children as well as adults. Participants not only gain an understanding of others, but they also gain a greater appreciation and acceptance of behavioral styles that differ from their own. For example, a shy, quiet student who always sits in the back of the class can learn to better understand why another classmate is talkative and loves to be the center of attention. Likewise, teachers and parents will understand why their students and children are so different. People and relationships begin to make sense rather than being a continual source of confusion.

**Thirdly, we provide practical ways for each participant to adapt to the needs of others to improve the way that they relate to and view other people.** All of our reports and all of our instructional modules are designed to be very practical for everyday use in the classroom and at home. Each person is equipped with a simple way to better communicate with others by understanding how to connect with them. Most people who go through our programs feel like they are able to see relationships in a whole new light. Many parents and teachers tell us that our program opens the door for them to connect with the children they work with. We strive to enable you to create an atmosphere of harmony and understanding where everyone is motivated to learn and grow together.

## Details:

The Discovery Report school program consists of 3 major components:

### #1: Teaching Modules



**Teaching Modules** are offered on-site. We use a fun and entertaining approach in order to teach the concepts of behavioral styles. A local certified consultant will be available to facilitate the training. We offer teaching modules according to each audience:

- Younger Students (ages 4-12)
- Older Students (ages 12-18)
- Teachers of Younger Students
- Teachers of Older Students
- Parents of Younger Students
- Parents of Older Students

### #2: Behavioral Assessments



**Behavioral Assessments** are not tests that can be passed or failed. There are no right or wrong answers to be chosen. Each person simply makes individual choices based on their personal preferences. Assessments are mainly conducted in groups using computers for purposes of efficiency. Assessments may be taken by using small booklets instead of using

computers. Either method is fine, and each school can decide which approach will work best for their situation.

Assessments for children, teens and adults are available. Assessments for elementary age students are based on a series of fun stories. Each child makes selections based on his or her personal preferences for each story. Older students and adults choose from sets of words that are presented to them. Assessments take between 20 minutes to 1 hour (note: younger children may take longer).

Personalized reports are provided to each child or teen based on his or her individual assessment selections. Each report is divided into 3 sections: one section for the student, one section for the parents and one section for the teachers. The length of the report ranges from 41 pages to 56 pages depending on the report type, and each report is packed with great information that is practical, positive and easy to understand.

## #3: Personal Application



**Personal Application** involves applying the knowledge gained from the teaching modules and the personalized reports. We recommend that the students, parents and teachers who participate go over each section of the students' reports. We also suggest that teachers and parents meet in person to discuss the reports. This is a great time to review each child's strengths and motivational preferences.

Your local consultant will provide support as your school participates in the program. You may select from a number of application teaching sessions that are offered by your consultant. The response of such sessions from parents and PTA organizations has been extremely positive.

# Success Story: Smith Elementary

In 2004, Noel A. Smith Elementary participated in the Discovery Report School Program. The program was a big hit! The administration of the school wholeheartedly embraced the concept. It was their attitude and expectation that set the tone for everyone. The program really created a buzz in the school. Parents, teachers and students were all talking about what they were learning. It was amazing to see 5 year olds in kindergarten begin to understand their classmates. It was also wonderful to see how the school staff began to appreciate each other more by understanding each other's behavioral styles. **When an introductory session for the parents was offered, Smith Elementary had the largest turnout ever!** - Approximately five times the regular number of parents came that night! It was obvious that the program was of interest to everyone. The evening went great. People laughed, learned and took notes. The feedback was, without exception, positive. Everyone was equipped to being understanding behavioral styles in order to bring out the best in each student. That was the goal! We look forward to working with Smith Elementary again this year!



**"This program gives us a common language that is non-judgmental and objective. It is another tool for us to help our students. This innovative program has led to higher productivity, fewer discipline problems, and outstanding collaboration with parents."**  
Matt Kimball – Principal, Smith Elementary in Frisco, Texas

**"The teachers are so excited about this. This has made a huge difference in being able to really communicate with parents about their child's strengths and motivation."**  
Stevie Early Pudik– Assistant Principal, Smith Elementary in Frisco, Texas

# Programs & Options:

## Basic Program:

- Teacher manuals
- On-site training
- Discounted educational pricing for the Discovery Reports (minimum quantity = 100)

## Options:

Offered by Certified Consultants (please request a quote from your local consultant)

- Team-Building
- Conflict Resolution
- Strengths and Blind Spots
- Leadership Development
- Learning Styles
- Communication and Expectations
- Time Management
- Custom sessions

**You may refer to the "Program Planning Worksheet" located on page 12 of this brochure as a guide to create the best program for your school's situation.**

# Reference Material

# Discovery Report for Children:

- Assessment results in a 48-page computer-generated report
- Personalized for the child based on the scores from an online assessment
- Identifies the child's specific behavioral style, and goes into detail based on his or her particular behavioral blend
- The assessment is based on pictures and stories - which allows children as young as 4 years old to take it. There are no right or wrong answers, just individual preferences or choices
- The Discovery Report is segmented into 3 sections:
  - Child's section
  - Parent's section
  - Teacher's section
- This is the only assessment of its kind designed specifically for children.
- The Discovery Report provides specific, helpful, positive feedback for the **child** such as :
  - Child's strengths and how to be his or her best
  - Communication style
  - Descriptive phrases
  - Motivational statements which encourage the child to listen to his or her parents and teachers
- The Discovery Report provides practical feedback for the **Parent**:
  - The **strengths** of how the parent and child interact based on the compatibility of behavioral styles
  - The **struggles** of how the parent and child interact based on the innate sources of conflict found in their behavioral styles
  - The **strategies** of how the parent and child can work together to address their struggles and leverage their strengths
  - How to understand, accept and affirm the child
  - How to help the child grow
- The Discovery Report provides practical feedback for the **Teacher**:
  - Explains the child's style of communication
  - Reveals the child's key to motivation
  - Gives teaching insights on how to better understand the child's needs and preferences in relating
  - Includes a guide to the 4 basic learning styles which correlates directly with the 4 main behavioral types (great for encouraging all students)
- Written in easy-to-understand terms (unlike most behavioral assessments)
- Extremely well-received by teachers and parents alike - it brings everyone together like a team, understanding each player's strengths and weaknesses

# Discovery Report for Teens:

- Assessment results in a 58-page computer-generated report
- Personalized for the teen based on the scores from an online assessment
- Identifies the teen's specific behavioral style, and goes into detail based on his or her particular behavioral blend
- The assessment is based on 24 groups of word choices which allow teens to make multiple choice selections. There are no right or wrong answers, just individual preferences or choices
- The Teen Discovery Report is divided into 4 sections:
  - Teen's section
  - Parent's section
  - Teacher's section
  - Vocational Information section
- This is the only assessment of its kind specifically designed for teenagers
- The Discovery Report provides specific, helpful, positive feedback for the **Teen** such as :
  - Teen's strengths and how be his or her best
  - Communication style
  - Motivational tips
  - How decisions are made
  - How the teen can work best with others
  - How others can work best with the teen
  - Specific behavioral traits
  - Insights into vocational choices (very important)
- The Discovery Report provides practical feedback for the **Parent**:
  - The **strengths** of how the parent and teen interact based on the compatibility of behavioral styles
  - The **struggles** of how the parent and teen interact based on the innate sources of conflict found in their behavioral styles
  - The **strategies** of how the parent and teen can work together to address their struggles and leverage their strengths
- The Discovery Report provides practical feedback for the **Teacher**:
  - Explains the teen's style of communication
  - Reveals the teen's key to motivation
  - Gives teaching insights on how to better understand the teen's needs and preferences in relating
  - Includes a guide to the 4 basic learning styles which correlates directly with the 4 main behavioral types (great for encouraging all students)
- Written in easy-to-understand terms (unlike most behavioral assessments)
- Extremely well received by teachers and parents alike - it brings everyone together, like a team, understanding each player's strengths and weaknesses

# Discovery Report for Adults:

- Assessment results in a 41-page computer-generated report
- Personalized based on the scores from an online assessment
- Identifies the person's specific behavioral style, and goes into detail based on his or her particular behavioral blend
- The assessment is based on 24 groups of word choices which allows adults to make multiple choice selections. There are no right or wrong answers, just individual preferences or choices
- The Discovery Report provides specific, helpful, positive feedback such as :
  - Basic Behavioral Style
  - Words that Describe
  - Communication Style
  - Decision-Making Style
  - Priorities
  - Strengths
  - Environment Needs
  - Charts
  - Team Member Contribution
  - Presentation Skills
  - Relating Skills
- Written in easy-to-understand terms (unlike most behavioral assessments)

# Dallas Morning News Article

**DallasNews.com**  
The Dallas Morning News

## **The Ultimate Test: Everyone passes this school exam, and it may help teachers teach**

**09:51 PM CDT on Saturday, May 28, 2005**

Your third-grader goes off to school to take the Big Test. The grade comes home the next day: She got a "D." And you're perfectly happy, only a little surprised. You were sure she would either score a "C" – or even an "S."

This strange new world of testing is a reality in Frisco's Noel A. Smith Elementary School. It's giving teachers and students a taste of today's corporate world – personality tests to understand differences in the way people behave and interact. Tailor-made for school purposes, these tests appear to be a useful tool for educators – perhaps even a breakthrough in the way that students are labeled, understood and, most important, accepted.

Here's how it works: At the beginning of this school year, staff at Smith tested 370 students by showing each a series of illustrations and asking pertinent questions. Test time averaged about 35 minutes per student.

Based on their answers, students received one of four "grades": D, for Dominant (outgoing and task-oriented); I, for Inspiring (outgoing and people-oriented); C, for Cautious (reserved and task-oriented); and S, for Supportive (reserved and people-oriented).

While probing personality types is familiar to the business world, it was an eye-opener in the school atmosphere. Think of the students with reputations as unduly bossy, shy, fidgety, bookish, rambunctious, chatty, show-offy, passive, demanding, distracted, bigheaded, mouthy or mousy. What a wonder when they fell into different categories resembling kids, not just problems awaiting solutions.

The testing provided parents with new insight on their children and how they fit in the big swirl of pint-sized humanity at school. And the testing provided teachers with sometimes new and important information. Even without the test, many veteran teachers certainly know how to size up a child and find ingenious ways to individually guide, prod, reassure, calm or inspire every person in the classroom. But the personality test is a potentially invaluable addition to any teacher's toolbox, something to use when other approaches seem to fall short.

The Smith testing program is just a test in itself, a pilot that started off the school year that just ended in Frisco on Friday. The school administration hasn't decided yet whether to give it another year. Regardless, the very approach is something every educator and parent can tuck away when groping for insight into the little enigmas otherwise known as kids.

# Program Planning Worksheet

**School Name:** \_\_\_\_\_

**School Address:** \_\_\_\_\_

**School Contact(s):** \_\_\_\_\_

**Grade(s) Involved:** \_\_\_\_\_

**Consultant Name:** \_\_\_\_\_

Note: Please call Personality Insights at 770-509-7113, if you need to be assigned a local certified consultant.

<p><b>Step 1) Determine how many Discovery Reports (assessments) will be needed for each age group.</b> Note: Scores from booklets must be manually entered online after they are completed to obtain full reports.</p>	<p><b>Ages 4-12</b>                  Online: ____                  Booklets: ____</p>	<p><b>Teens</b>                  Online: ____                  Booklets: ____</p>	<p><b>Adults</b>                  Online: ____                  Booklets: ____</p>
<p><b>Step 2) Add the total number of Discovery Reports needed</b> (total of all online assessments and booklets needed from step 1 above): <b>Total:</b> _____</p>			
<p><b>Step 3) Place your order with a your local certified consultant.</b> If you do not know one, please call Personality Insights at 800-509-3472 to be assigned a consultant. Your local consultant can offer training options that will best meet the needs of your situation.</p>			
<p><b>Step 4) Schedule an introductory training session with a consultant</b> to learn about the program and the behavioral model. This session can be for just the staff of the school or it can include parents and students as well.</p>	<p>Date:                  Time:                  Location:</p>		
<p><b>Step 5) Schedule a time frame to administer the assessments.</b> This will help to keep things moving and on track. Everyone who takes an assessment will obtain a customized Discovery Report. Each student's report should be shared with his or her parents and teachers. We recommend that the assessments be given prior to any introductory training to help ensure the accuracy of the assessments.</p>	<p>From:                  To:</p>		
<p><b>6) Schedule other sessions to help apply the information that you are learning.</b> Our focus is not just to learn some information, but to be able to apply the material to have better relationships with others.</p>	<p>Date:                  Time:                  Location:</p>		
<p>Notes:</p>			

## For More Information:

**Please contact your local consultant if at all possible. We recommend that you work with a certified consultant that is local to your area in order to receive the best possible service.**

**If you do not have a local consultant to work with, we can recommend one.** Please call our office if you need assistance:

Personality Insights, Inc.  
770-509-7113 or  
800-509-3472

For more information about the Discovery Report School Program online, please visit [www.discoveryreport.com/school.htm](http://www.discoveryreport.com/school.htm)

For more information about Personality Insights, Inc., please visit: [www.personality-insights.com](http://www.personality-insights.com)

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