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Motivation Dynamics

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# Focus Point®

## Develop Emotional Intelligence

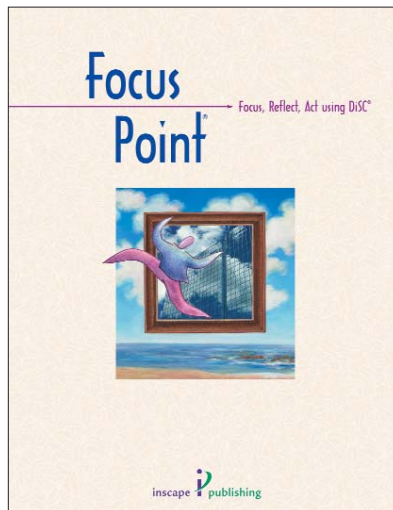
### Develop Emotional Intelligence

Emotional Intelligence (EQ) refers to a person's ability to understand their own feelings and emotions and then use that information to direct their thoughts and actions. Some behavioral characteristics of Emotional Intelligence are self-awareness, self-regulation, motivation, empathy, and social skills. *Focus Point* strengthens Emotional Intelligence by providing insights into people's thoughts, feelings, and behavior — not as personality traits, but as changeable responses to various situations. *Focus Point* helps individuals become more aware of their patterns of emotional reaction and learn how to make more conscious, controlled, and productive responses.

### A Framework for Creating Positive Change

By understanding how thoughts and feelings drive behavior, people can learn to manage their emotions and achieve the results they want. *Focus Point* is a self-directed learning instrument that:

- is based on DiSC, a proven approach to understanding emotions and behavior in changing situations
- provides a framework for focusing on a specific situation, reflecting on emotional responses, and choosing to act in ways that will bring about positive relationships and results
- guides users through three levels of interpretation for personal insights and action planning



Each situation you encounter brings new opportunities for learning, growth, and success. Make the most of every one with *Focus Point*®, a DiSC®-based assessment backed by nearly 30 years of solid research. *Focus Point* helps people bring their thoughts and emotions into clearer focus, reflect on their personalized feedback, and develop a personal action plan toward more positive results.

Help people  
manage their  
behavior and  
achieve the  
results they want.

## Focus/Reflect/Act Model Delivers a Memorable Learning Experience

Designed around a unique Focus/Reflect/Act learning model, *Focus Point*<sup>®</sup> offers people a powerful way to gain insight into their behavior in different situations.

**Focus** on a situation. Identify the unique aspects of the DiSC<sup>®</sup> dimension being emphasized in the situation.

**Reflect** on the personalized feedback provided by the profile. Gain a better understanding of how behavior may be helping or hindering progress toward goals.

**Act** on gained insights to bring about more positive outcomes, better relationships, and greater personal satisfaction.

Focus/Reflect/Act is a comprehensive, productive way to overcome concerns and capitalize on opportunities, a process people can use again and again to increase self-awareness and improve performance.

## Two Response Forms Provide Added Insight

*Focus Point* contains two response forms to give people insight into their thoughts, feelings, and behavior in various situations. Use it to compare and contrast behaviors and emotions in different or changing situations, such as:

- working with a supervisor; working with a peer
- working on Team A; working on Team B
- a previous job; a current job
- a relationship at home; a relationship at work

## Common Workplace Issues. Uncommon Results.

Individual differences are key to the success of your organization. Yet these vital differences can also lead to common workplace issues. Stress. Conflict. Low productivity. Ineffective leadership. Resistance to change.

So how do you solve common problems among unique individuals? With Inscape Publishing's self-directed learning instruments. Our tools are based on the belief that individual awareness is key to organizational success. Organizations like yours use Inscape's resources to provide a common language, helping people capitalize on differences to achieve uncommon results.

## Related Products

The *Focus Point* Facilitator's Sourcebook offers everything trainers and facilitators need to administer *Focus Point* in facilitated sessions. The sourcebook includes background information, administration details, application options, activities, case studies, and presentation materials. Contact your Inscape Publishing Authorized Distributor for details.