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Motivation Dynamics

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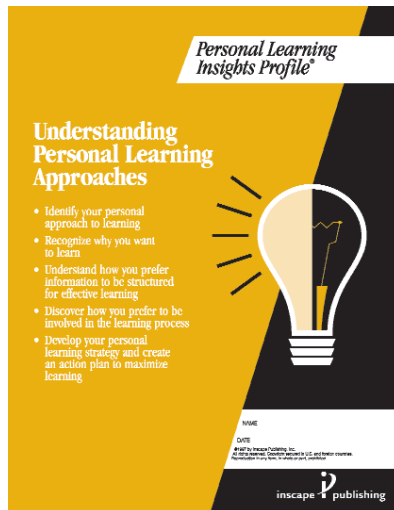
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Personal Learning Insights Profile®

Maximize Every Learning Opportunity



Support lifelong learning at all levels of your organization.

To be successful in today's dynamic, information-intensive world, organizations know they must encourage and support effective, lifelong learning at all levels of the organization. The *Personal Learning Insights Profile*® is the reliable, easy-to-use learning strategy you need. It's designed to help people identify their personal learning approach, communicate their learning needs, and access more effective learning resources. The result? Enthusiastic learners who are able to more quickly develop new capacities, discover new ways of thinking, and achieve new levels of innovative performance.

Explore Three Key Aspects of Learning

The *Personal Learning Insights Profile* is a self-directed learning instrument that helps people identify and understand how they experience, process, organize, store, and retrieve information. The profile provides a valid, reliable framework for exploring three important components of cognitive learning.

Learning Purpose refers to why people want to learn. Some people have more of a desire to learn when the information is practical and can be put to use immediately. Others are more interested in learning when the information is new and informative, but not necessarily useful at that time.

Learning Structure refers to how new information is structured and organized. Some people prefer to have information presented in a specific format so they can easily make connections and see what's coming next. Others prefer a more general format so they can create their own structure for the information and organize it so it makes sense to them.

Learning Activity identifies how active people like to be in the learning process. Some people prefer to actively participate with others when learning. They enjoy discussion and participating in a variety of learning activities. Others are more reflective in their learning. After taking in new information, they prefer to take some time to consider it before reacting.

Personal Learning Insights Profile® (continued)

Invest in Learning Today for Tomorrow's Success

The *Personal Learning Insights Profile*® is a flexible, multipurpose tool that helps individuals and facilitators clearly understand and communicate different learning needs, develop effective formal learning opportunities, and capitalize on informal learning across a wide range of applications:

- personal and career development
- management and leadership development
- communication skills
- team-building
- coaching and mentoring
- performance improvement
- group facilitation skills

Light the Way to Individual, Team, and Organizational Learning

Organizations like yours use the *Personal Learning Insights Profile* to help people:

- understand what motivates them to learn
- recognize how they prefer information to be presented
- discover activities that enhance learning effectiveness
- develop action plans to maximize learning
- design learning resources and experiences that meet diverse needs

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 *Personal Learning Insights Profile* Facilitator's Kit provides everything trainers need to administer the *Personal Learning Insights Profile* in facilitated sessions. The kit includes research and technical background, a fully scripted seminar, presentation materials on CD-ROM, and two profiles. Contact your Inscape Publishing Authorized Distributor for details.