

TTI SUCCESS INSIGHTS®

# CONVERGE

*On the Road*

## Be Different: How to Stand Out and Create Clients Who Stick with You

Presented by: Suzie Price, Priceless Professional Development



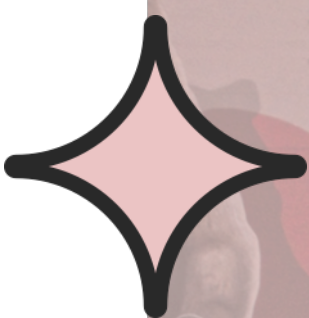
# Advice to My Younger Self



2004



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2004  
Priceless  
Professional  
Development

2004  
Priceless <sup>>Personal &</sup>  
Professional  
Development

2008  
priceless  
PROFESSIONAL DEVELOPMENT

2008  
WAKE UP  
EAGER  
HABITS FOR LEADERS AND SALES PROS

2013  
priceless  
PROFESSIONAL DEVELOPMENT

2015  
wue  
WAKE UP EAGER  
WORKFORCE

Since 2020  
priceless  
PROFESSIONAL DEVELOPMENT

TRAINING  
priceless

CERTIFICATIONS  
priceless

HIRING  
priceless

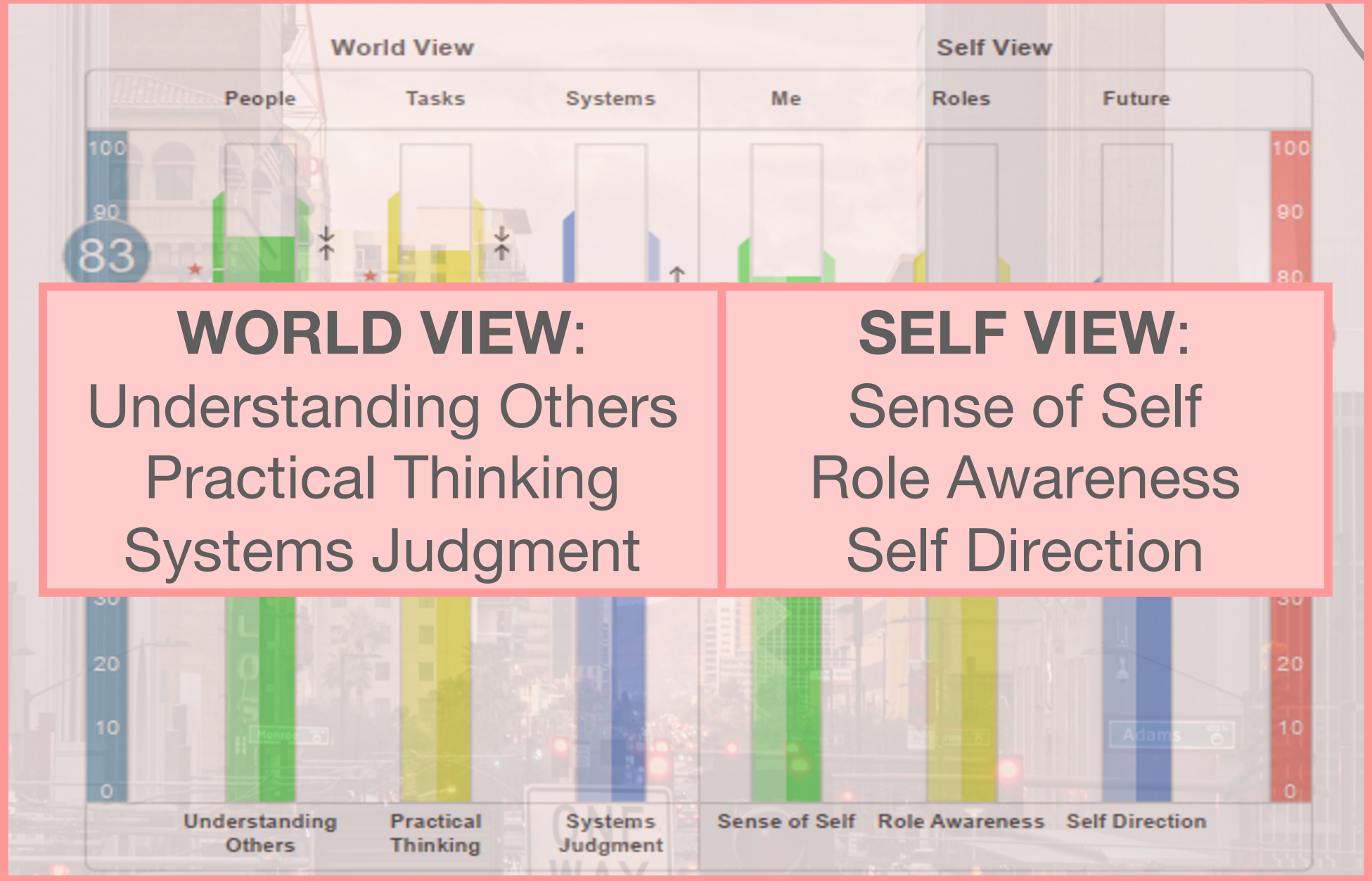
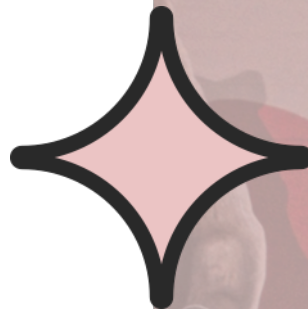
COACHING  
priceless

WAKE  
UP  
EAGER  
WITH SUZIE PRICE  
priceless wue



# Advice to My Younger Self

1. MAKE LISTENING AND SEEKING FIRST TO UNDERSTAND - YOUR SUPERPOWERS.

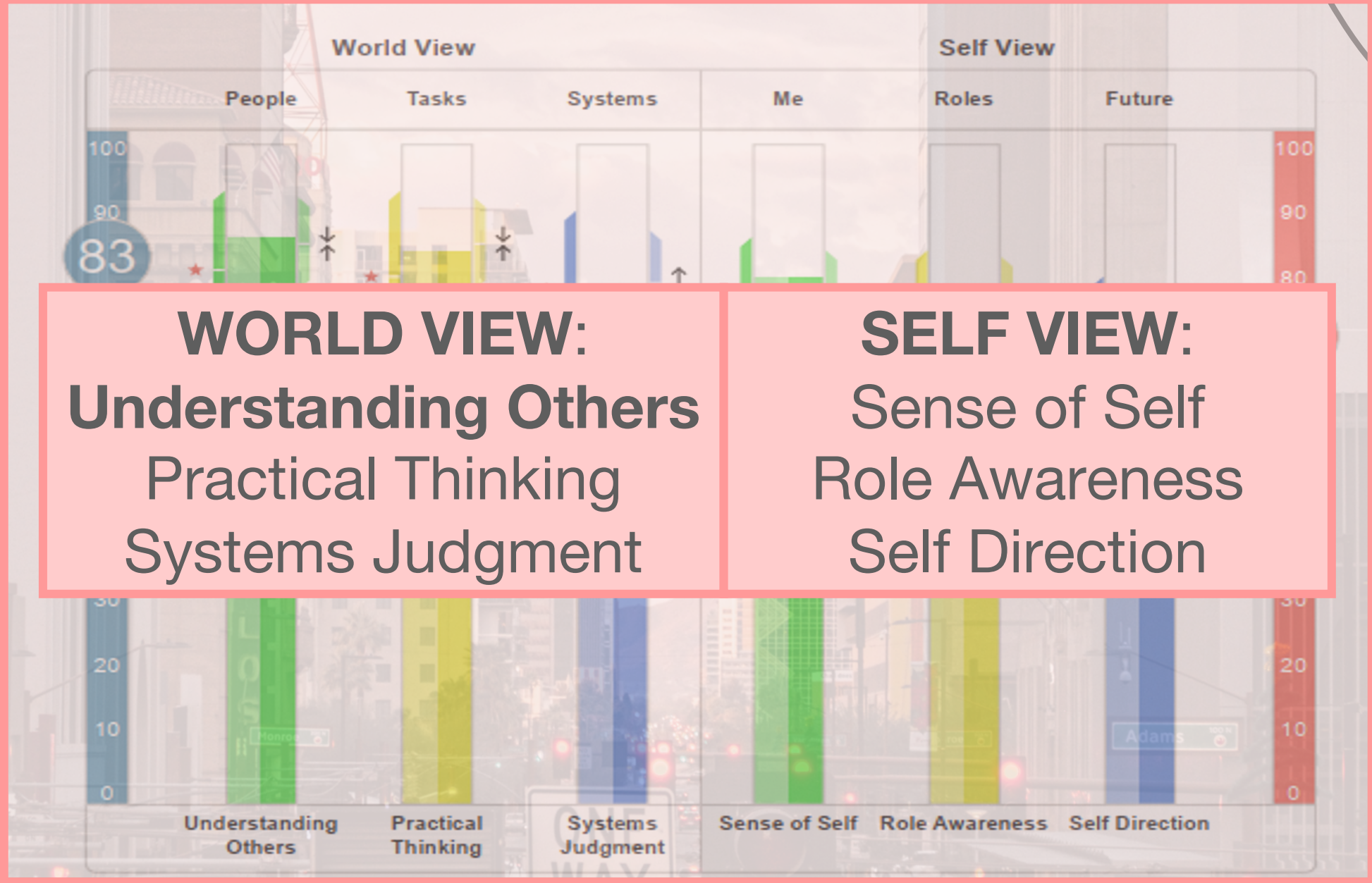
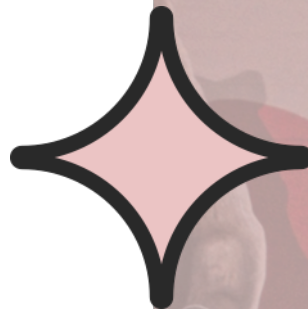


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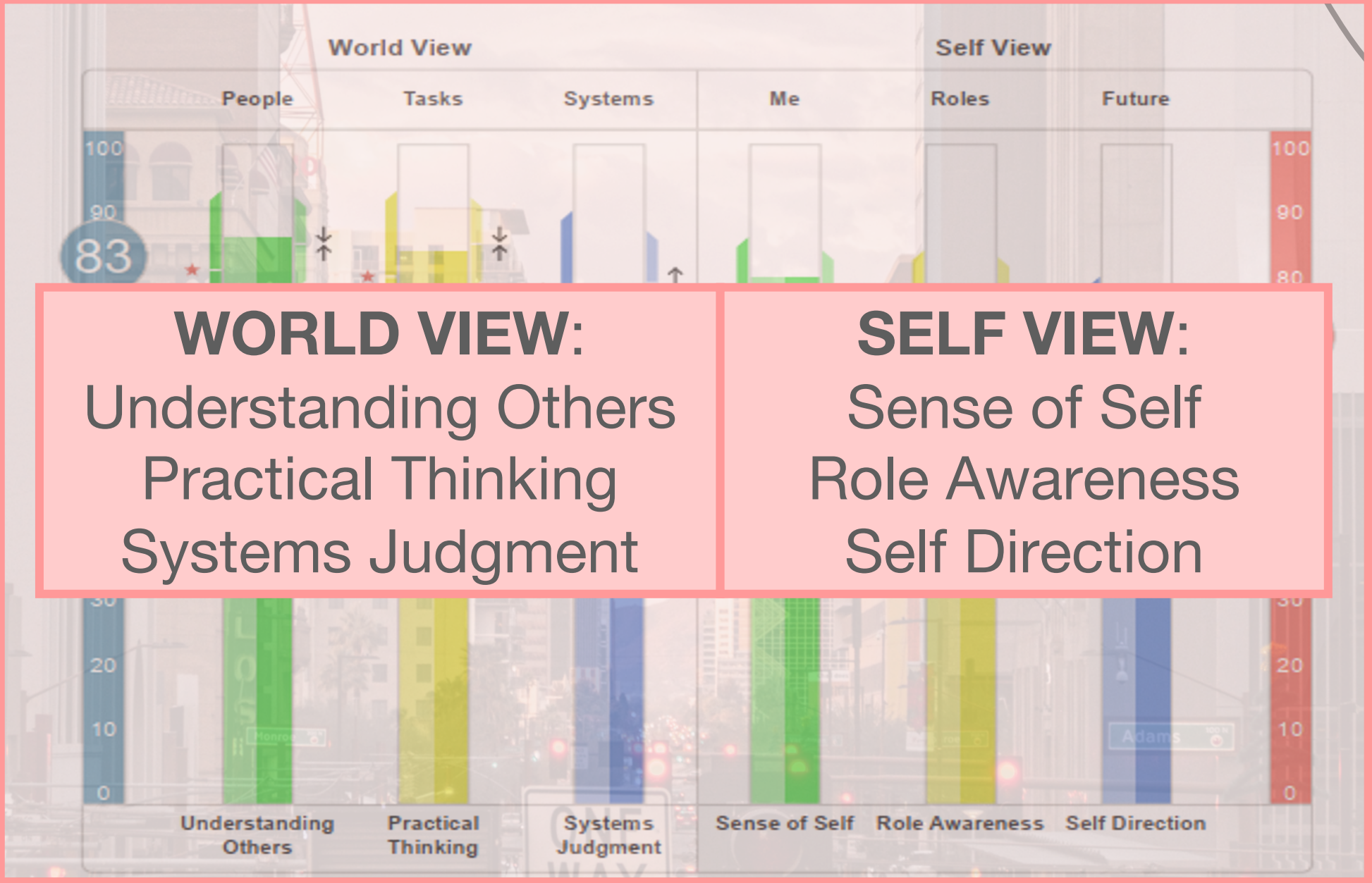


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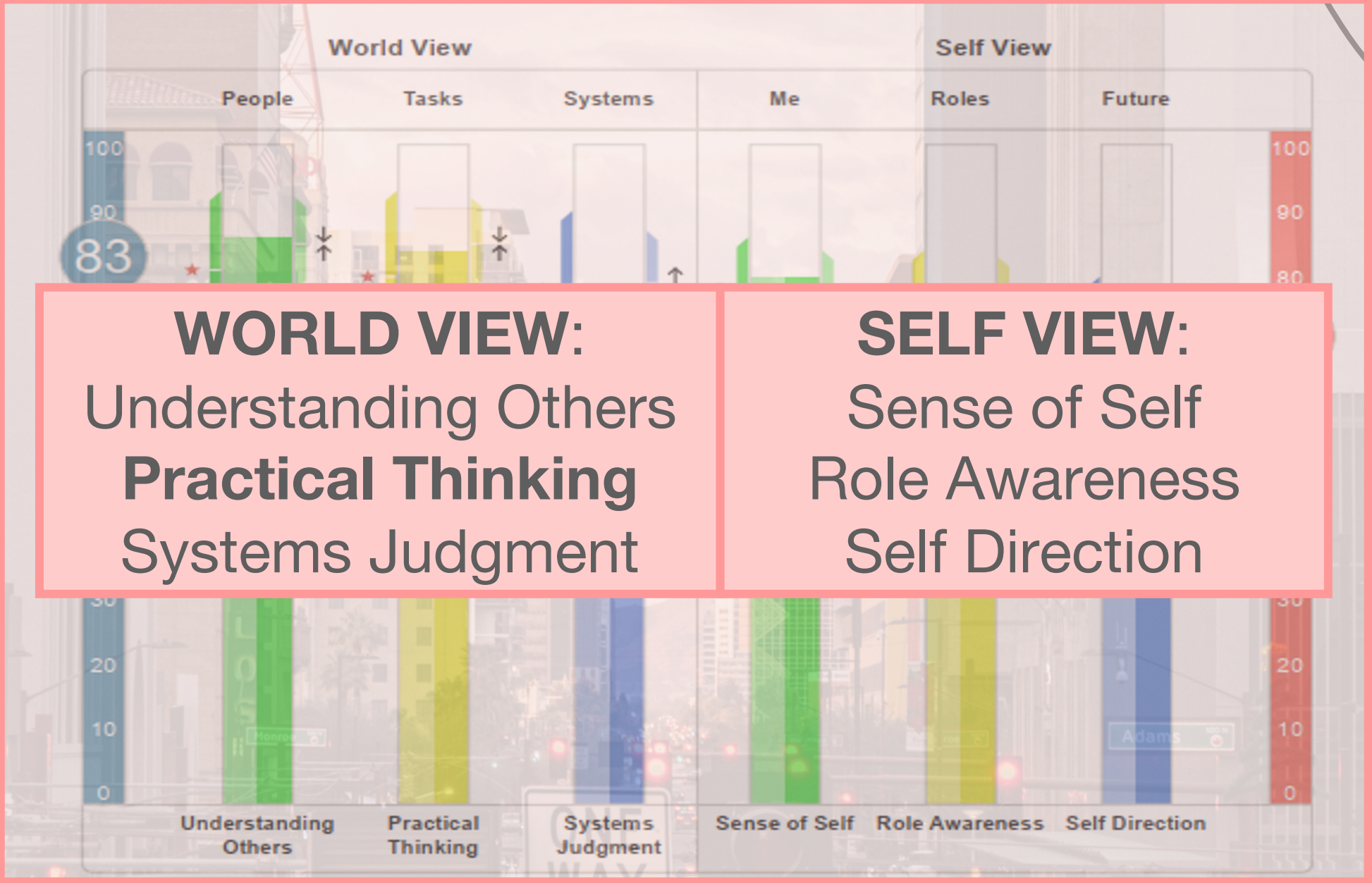


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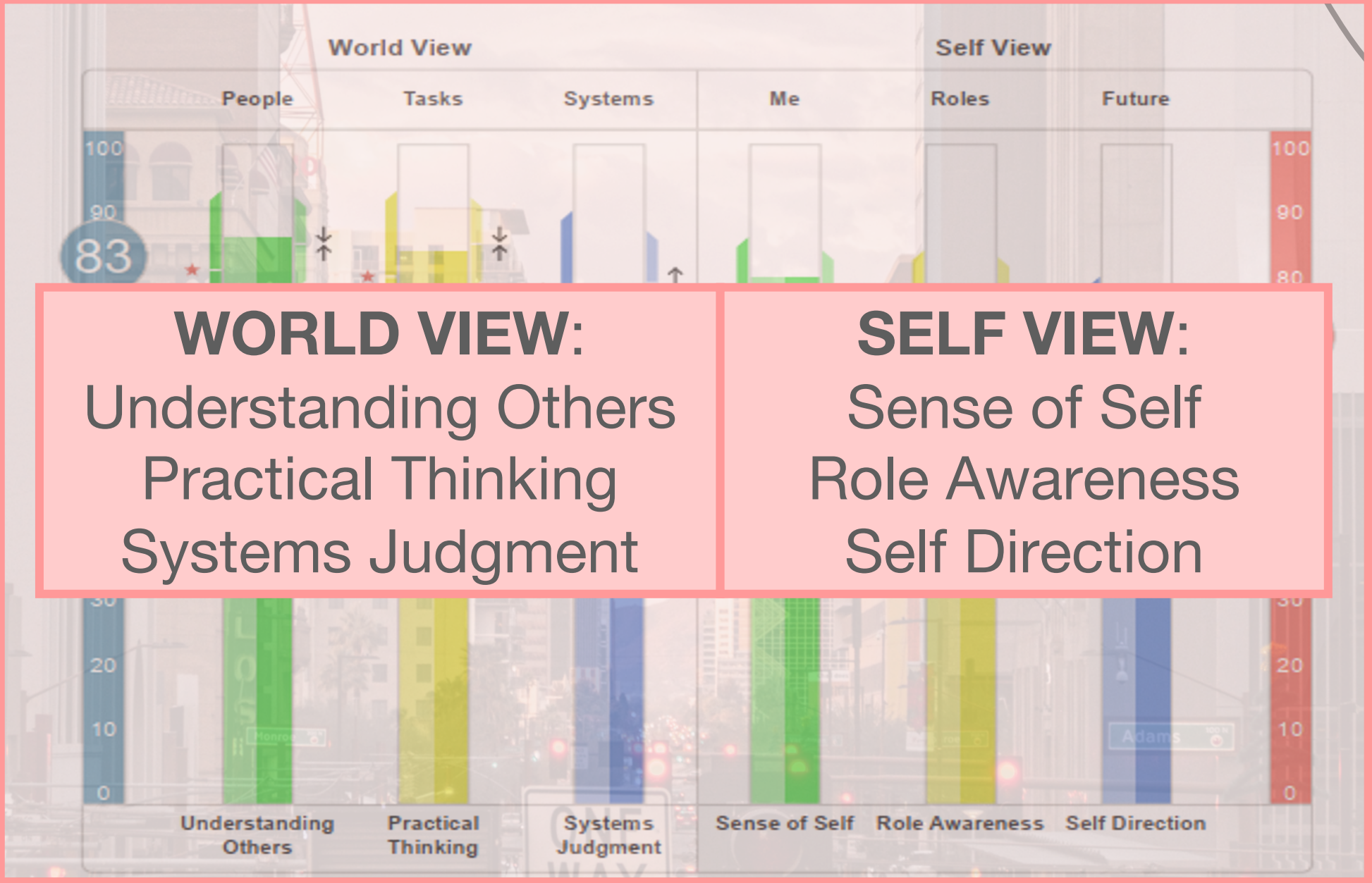


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# Advice to My Younger Self

- 1. MAKE LISTENING AND SEEKING FIRST TO UNDERSTAND - YOUR SUPERPOWERS.
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- 3. LEARN FROM OTHERS BUT LISTEN TO YOUR INNER KNOWING MORE.

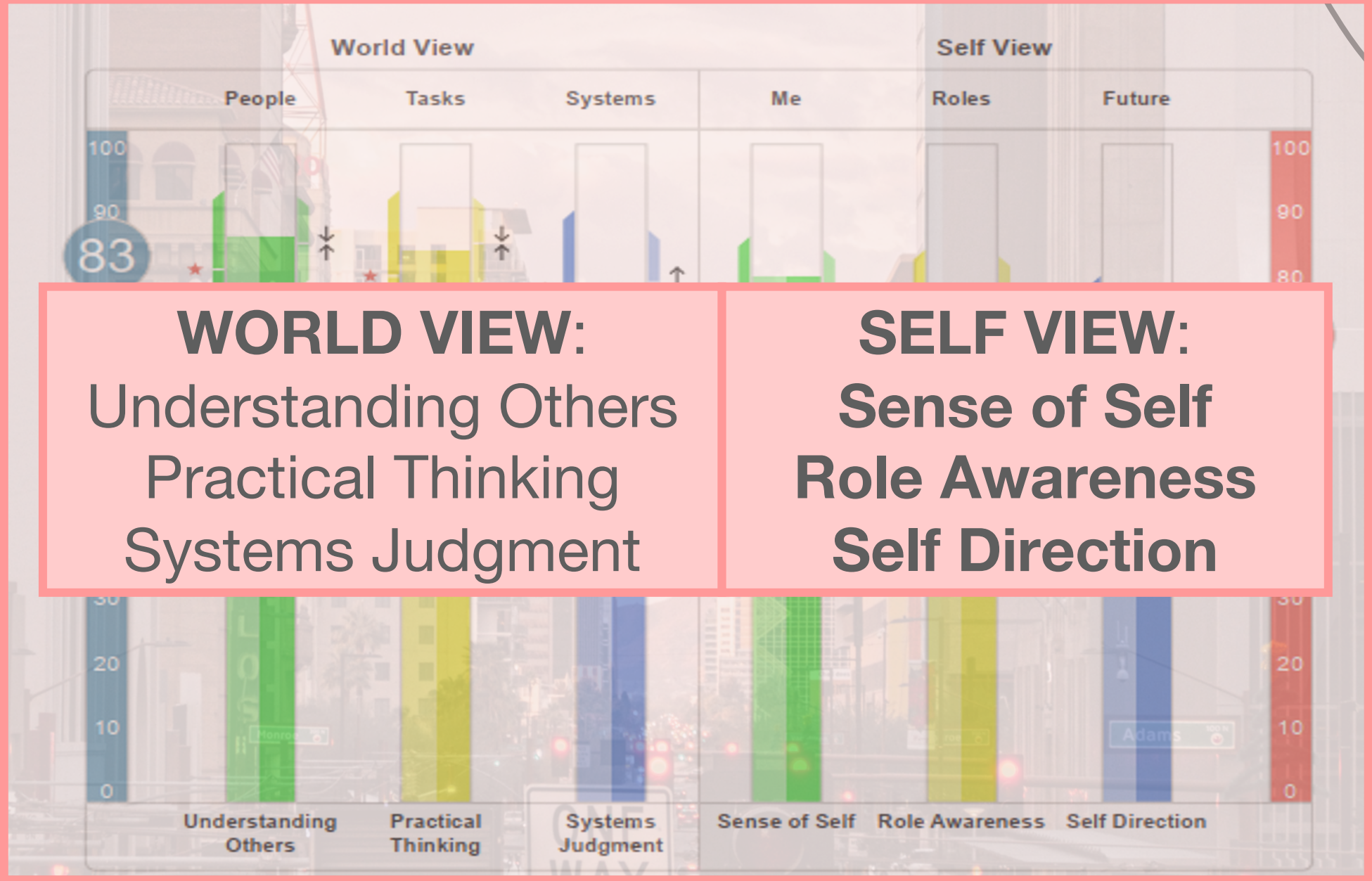
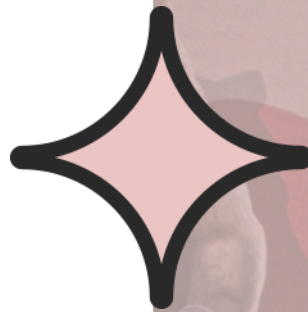


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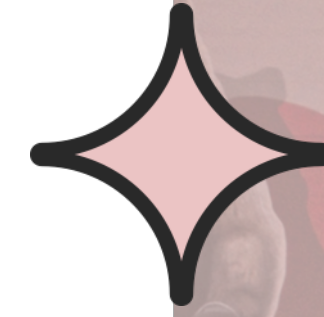


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2004



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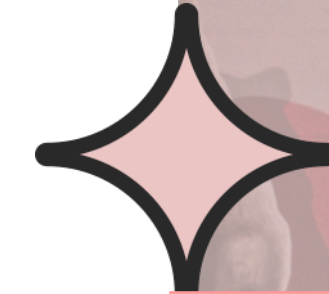


# MAKE LISTENING AND SEEKING FIRST TO UNDERSTAND - YOUR SUPERPOWERS

- **Talk less, listen more.**



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## Acumen > Drivers > DISC



### The Weaponizing of the DISC Assessment

#### WHAT WE COVER IN THIS EPISODE:

- Maslow's law of the hammer.
- What DISC is and specific examples of how it can be weaponized.
- Using the car analogy, the 5 areas of job fit and performance and TriMetrix.
- The power of acceptance and being a great teacher and leader.

**WUE**

WAKE UP EAGER WORKFORCE  
PODCAST WITH SUZIE PRICE



EPISODE  
**55**

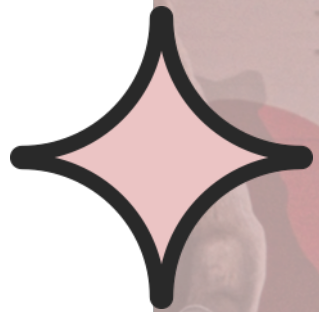


[www.pricelessprofessional.com/weapon](http://www.pricelessprofessional.com/weapon)



# MAKE LISTENING AND SEEKING FIRST TO UNDERSTAND - YOUR SUPERPOWERS

- Talk less, listen more.
- **Get the Five P's++ before moving forward.**



<b><u>Purpose</u></b>	<i>Why are you holding this session? What are the key objectives? Why does this matter now?</i>
<b><u>Product</u></b>	<i>What do you want to have produced once we are done? How will we know that we are successful? (Measures of Success)</i>
<b><u>Participants</u></b>	<i>Who needs to be involved, and what are their perspectives?</i>
<b><u>Probable Issues</u></b>	<i>What are concerns that will likely arise? What are the gotcha's that could prevent us from achieving the purpose?</i>
<b><u>Process</u></b>	<i>What steps should we take to achieve the purpose and desired outcome? How do we overcome some of the probable issues we will face?</i>

## **++ALSO ASK++**

- **What is your budget for this project?**
  - When do you want to start?
- **What are your key decision-making criteria?**
  - What could stop us from working together?
  - Are you talking to anyone else?

*Michael Wilkinson, Secrets of Facilitation  
Alan Weiss, Million Dollar Consulting*



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# MAKE LISTENING AND SEEKING FIRST TO UNDERSTAND - YOUR SUPERPOWERS

- Talk less, listen more.
- Get the Five P's+ before moving forward.
- **In your proposal, share their answers back with them.**

## YOUR PROPOSALS SHOULD INCLUDE:

- Objectives, Measures of Success, Value to the Company.
  - Short Methodology. Timing.
- Good, Better, Best Options to select.
- Joint and Individual Accountabilities.
- Ask them to select their best option, sign and pay 50% upfront.
- Bundle consulting, coaching, and assessments into one fee.



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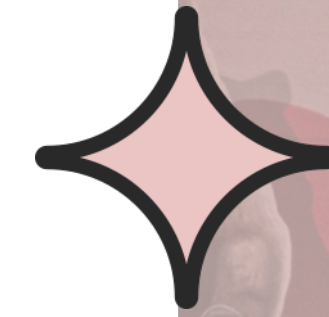


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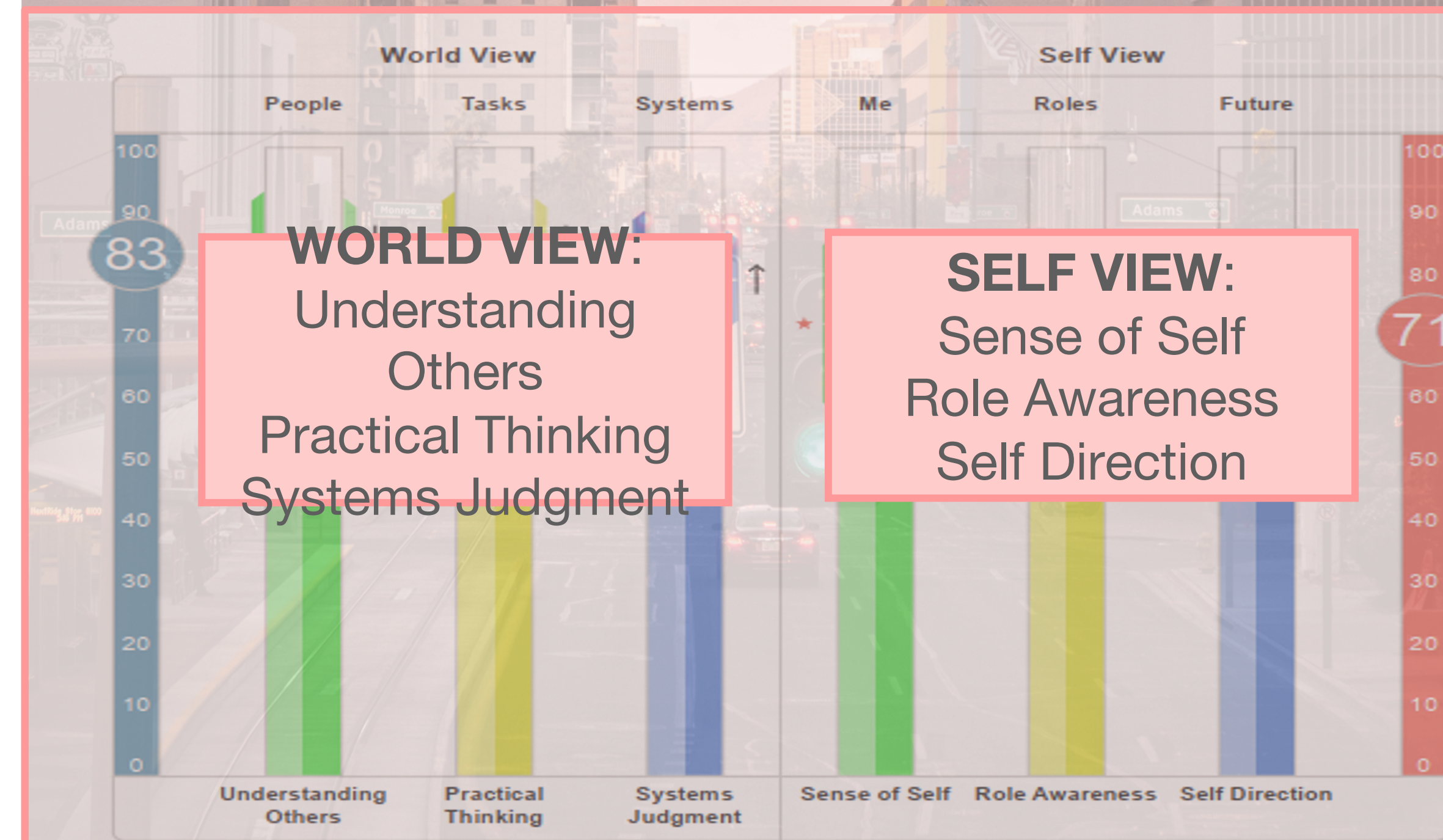
- Talk less, listen more.
- Get the Five P's+ before moving forward.
- In your proposal, share their answers back with them.
- **Grow all three but keep things in the right order.**



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I > E > S  
People > Doing > Ideas  
Connection  
before precision.





# MAKE LISTENING AND SEEKING FIRST TO UNDERSTAND - YOUR SUPERPOWERS

- Talk less, listen more.
- Get the Five P's+ before moving forward...
- In your proposal, share their answers back with them
- Grow all three but keep things in the right order.



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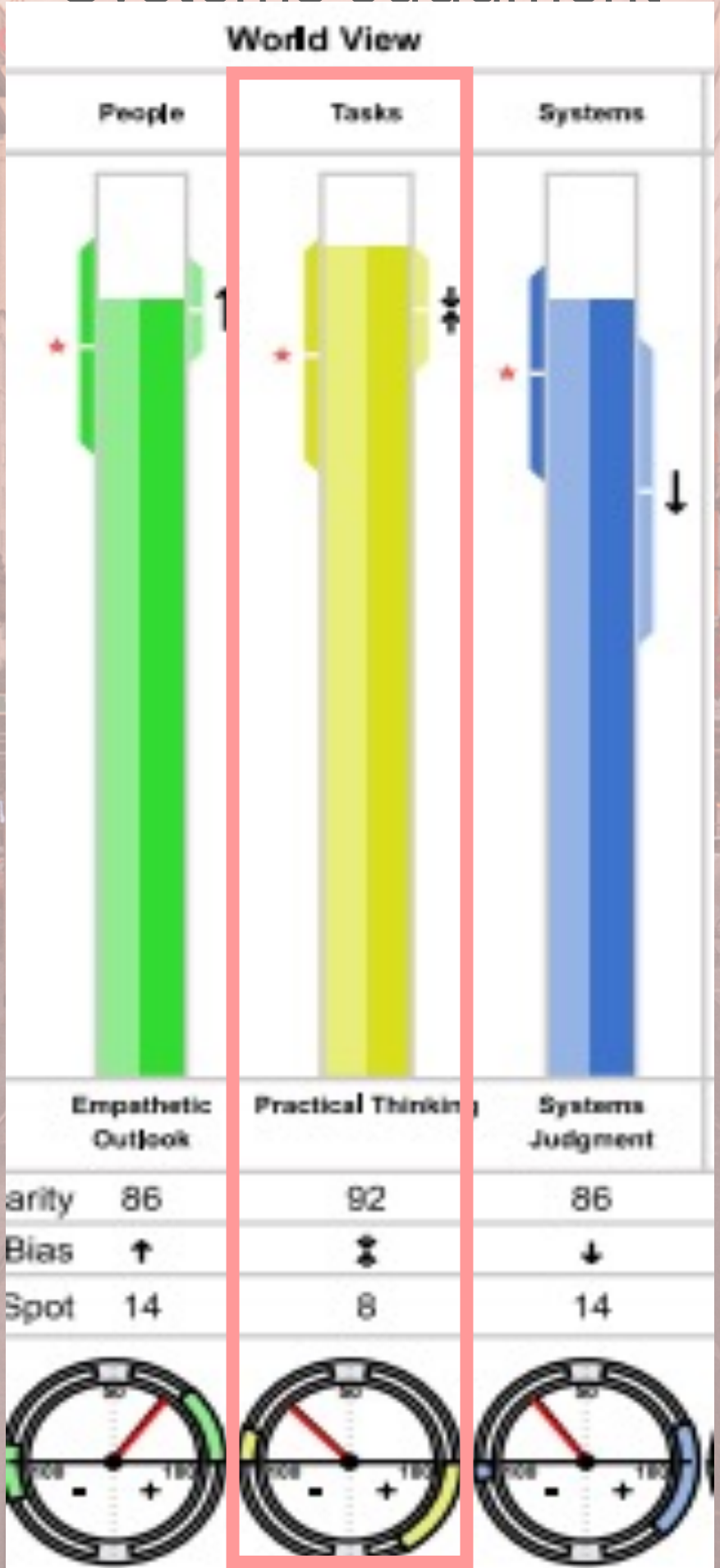




# Advice to My Younger Self

- 1. MAKE LISTENING AND SEEKING FIRST TO UNDERSTAND - YOUR SUPERPOWERS.
- 2. FIGURE OUT HOW TO GET THINGS DONE.
- 3. LEARN FROM OTHERS BUT LISTEN TO YOUR INNER KNOWING MORE.

**WORLD VIEW:**  
Understanding Others  
**Practical Thinking**  
Systems Judgment

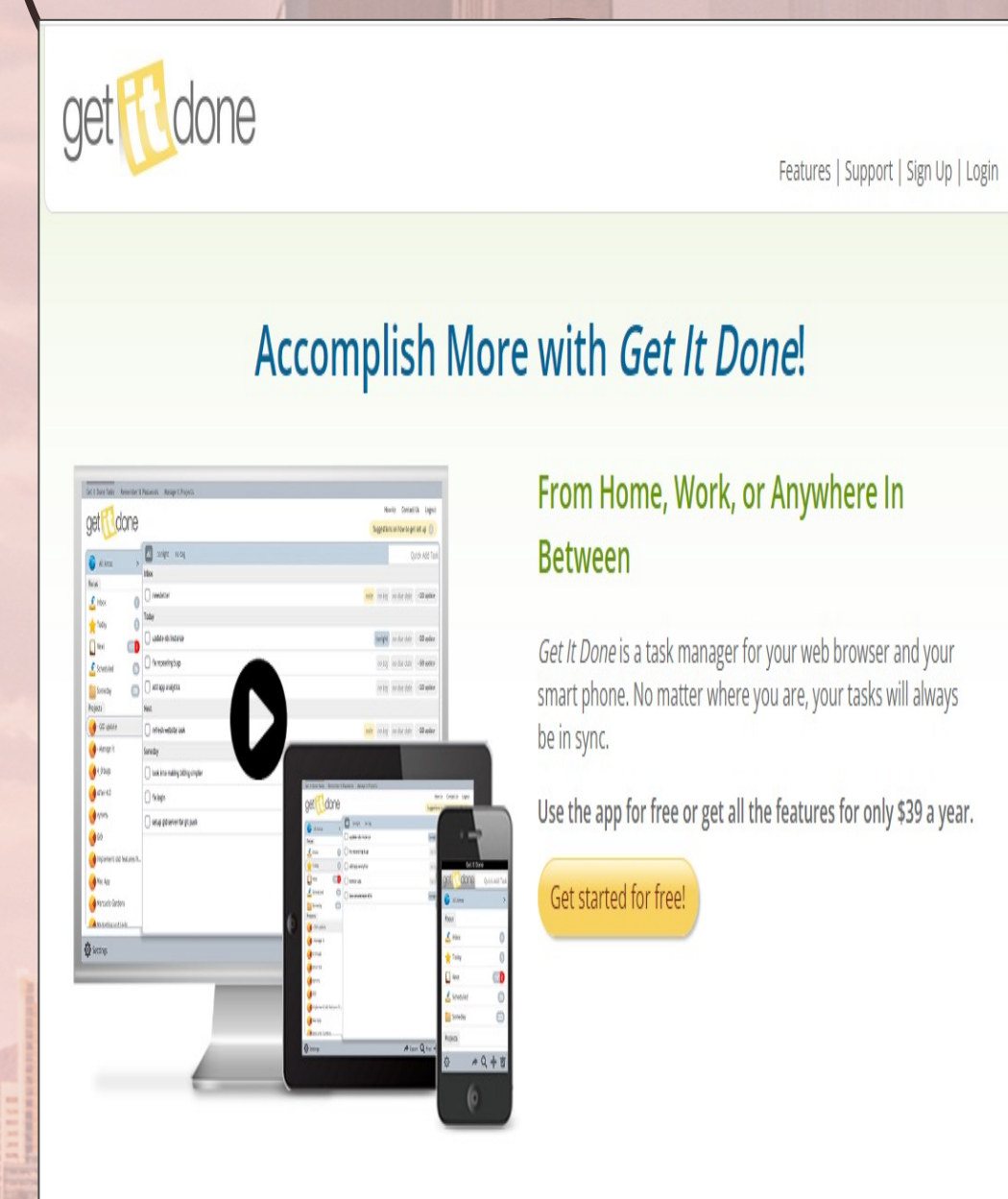
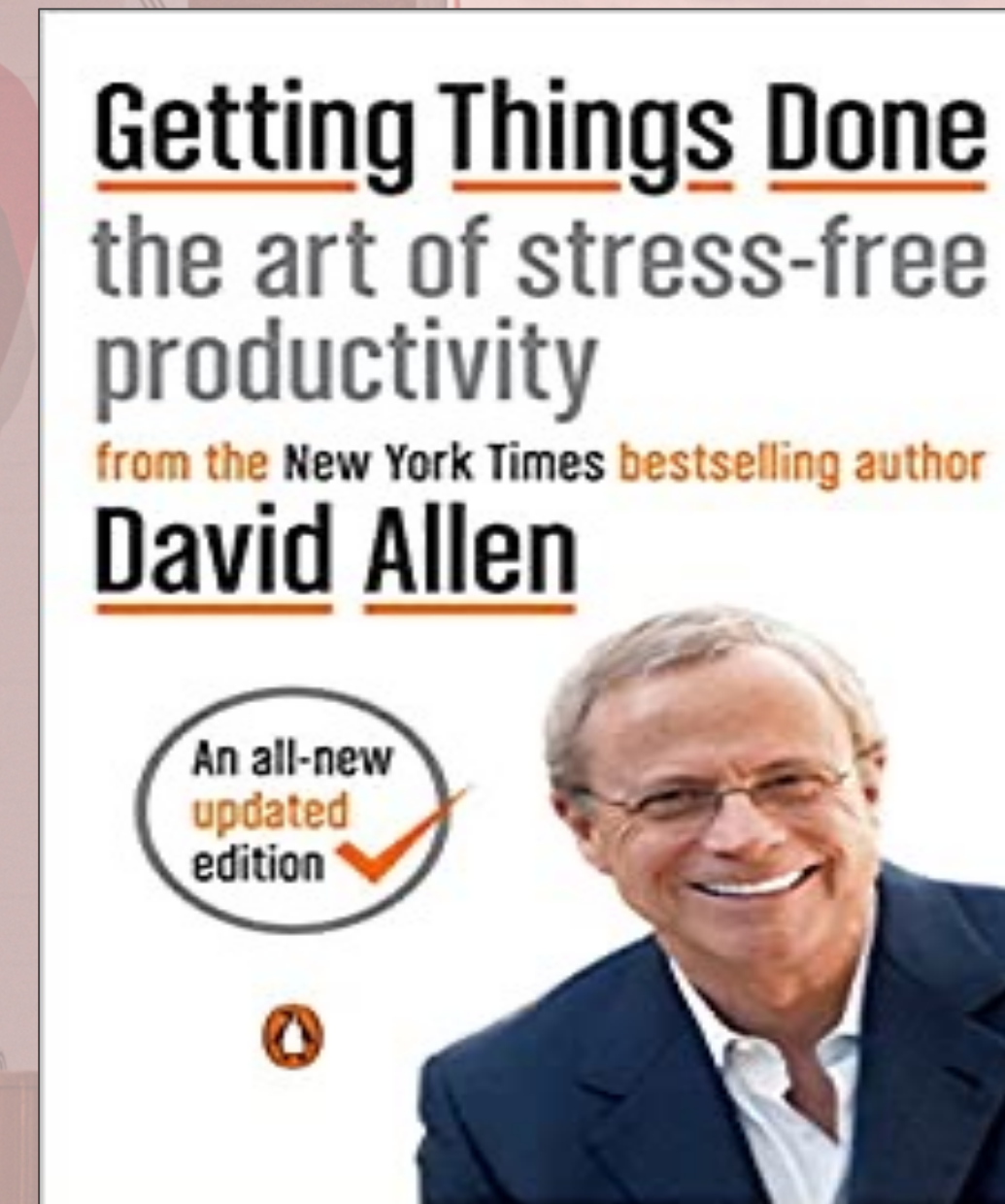
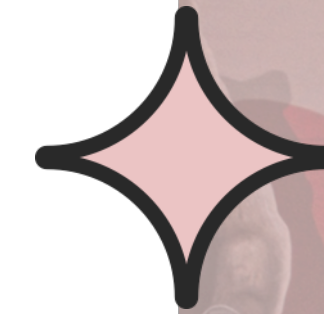


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# FIGURE OUT HOW TO GET THINGS DONE.

- I get things done immediately, thoroughly, and cheerfully.



## My Daily List of Six...



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## FIGURE HOW TO GET THINGS DONE.

- I get things done immediately, thoroughly, and cheerfully.
- **Become a great Facilitator.**

### Give Masterful Directions P.e.D.e.Q.s.

- P.** Purpose of the activity
- e.** Share a simple example outside the topic area that helps participants understand how to complete the activity.
- D.** Give general directions using verbal pictures and gestures
- e.** Explain specific exceptions
- Q.** “Are there any questions?”
- s.** Ask a starting question that gets them visualizing the answers

*Michael Wilkinson, Secrets of Facilitation*



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# FIGURE OUT HOW TO GET THINGS DONE.

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## Ask Amazing Starting Questions:

*“The first thing we want to talk about is inputs. What are the inputs to the scheduling process?”*

OR

*“If you were to develop the school schedule, what information would you need to have close by?”*

- Build an image... “Think about...”

“Imagine...” “Consider...”

- Extend the image... set up an image that encourages participants to visualize

- Ask the question

*Michael Wilkinson, Secrets of Facilitation*



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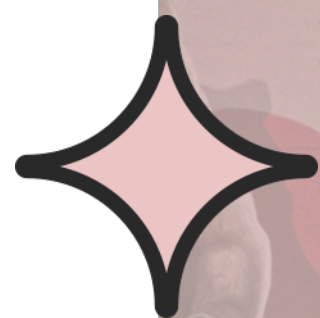


# FIGURE OUT HOW TO GET THINGS DONE.

- I get things done immediately, thoroughly, and cheerfully.
- Become a great Facilitator.
- Give them more than they expect.



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## ADVanced Insights Profile Expert - Interview and Debriefing Resources

These resources are for you the UHY Consulting Leader. Here are the tools and resources you need to confidently debrief and use the ADVanced Insights Profile in all of your hiring, development and retention programs.

Jump To: [Hiring Process Timesaver Summary Document](#)


Jump To: [Hiring Workshop PowerPoint](#)

Jump To: [Individual Links to Hiring Tools](#)

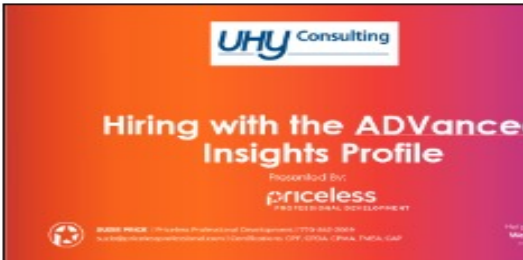
Jump To: [Coaching and Development Resources](#)

### Priceless Hiring Process Resources for UHY

**ESSENTIAL TOOL:**  
[Hiring Process Timesaver Summary Document](#)



**WORKSHOP POWERPOINT:**  
[FOR TAKING NOTES ONLINE](#)  
[ACTUAL POWERPOINT](#)



### Individual Assessment-Related Tools for Hiring Managers:

- CHECKLIST AND WORKSHEET: [Hiring Process Checklist and S.P.A. Worksheet](#)
- PROFILE INTERVIEW QUESTIONS: [Attributes, Values and DISC Interview Questions](#)
- GRAPH INTERVIEW QUESTIONS: ["Horsepower" Dimensional Balance Graph Interview Questions](#)
- DEBRIEF WORKSHEET: [SPA Benchmark and Candidate Debriefing Worksheet](#)
- [Definition of Core Skills](#) on the last page of the Profile.
- Guide for Sharing the Results: [How to Facilitate a Great Discussion About Each Candidate's Results](#)
- DISC [Memory Jogger Card for Debriefing](#)
- DISC [Memory Jogger Card for Coaching](#)
- Motivators and Values [Memory Jogger Card](#)
- Dimensional Balance Page [Graph Memory Jogger Card](#)

The Profile is **TRI-MODAL**, and it Measures:

**< 30%**

**LOW WT. DRIVE - DISC**  
Communication & Interaction Style

**GAS IN TANK - FIAY**  
Motivation, Values and Interest in the Work

**HORSEPOWER/UNDER THE HOOD - ACUMEN**  
Personal Skills

The Profile is Tri-Modal. It measures three views with three different sciences. Assessments should be considered as less than 30% of any management decision.



# FIGURE OUT HOW TO GET THINGS DONE.

- I get things done immediately, thoroughly, and cheerfully.
- Become a great Facilitator.
- Give them more than they expect.
- **There is beauty in every graph. Look for it.**

People > Action > Ideas



This is someone's life.  
Do no harm.



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**People > Action > Ideas**

①

## Video - Understanding My Assessment

Watch this video to begin to understand your assessment results:

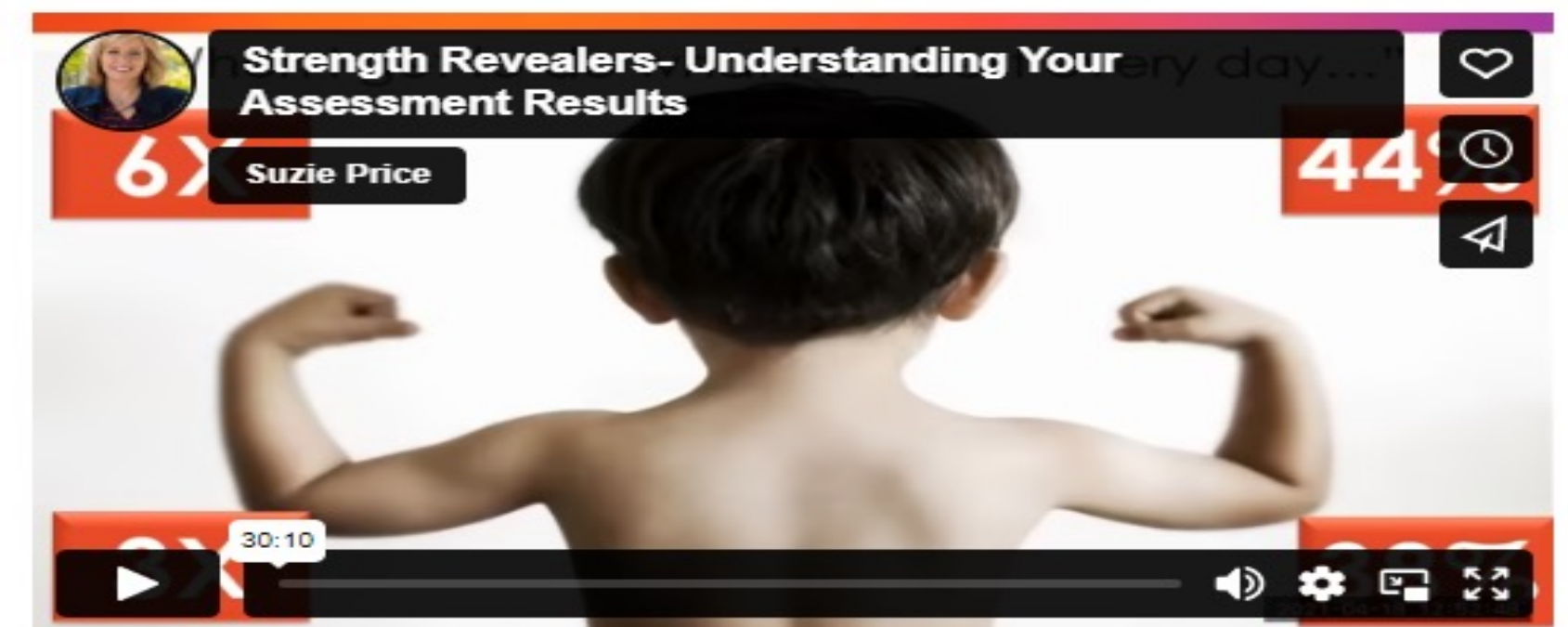




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## Acumen > Drivers > DISC

### Coaching Debrief Conversation Process:

#### **START:**

1. Tell me about how you got where you are today.
2. What do people tell you are your greatest strengths?
3. What are one or two growth edges important to you now?

#### **REVIEW ASSESSMENT**

Answer questions. Point out strengths. Review insights that relate to the “growth edge” they shared.

#### **PROVIDE DEVELOPMENT RESOURCES:**

Determine the next steps.



# FIGURE OUT HOW TO GET THINGS DONE.

- I get things done immediately, thoroughly, and cheerfully.
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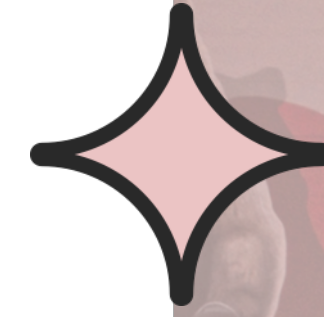


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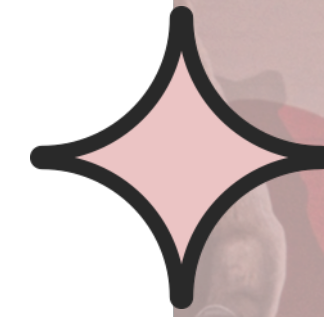
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LEARN FROM OTHERS BUT LISTEN  
TO YOUR INNER KNOWING MORE.

- **Consultants have many opinions!**



Loyalty to petrified  
opinion never yet  
broke a chain or  
freed a human soul.

Mark Twain



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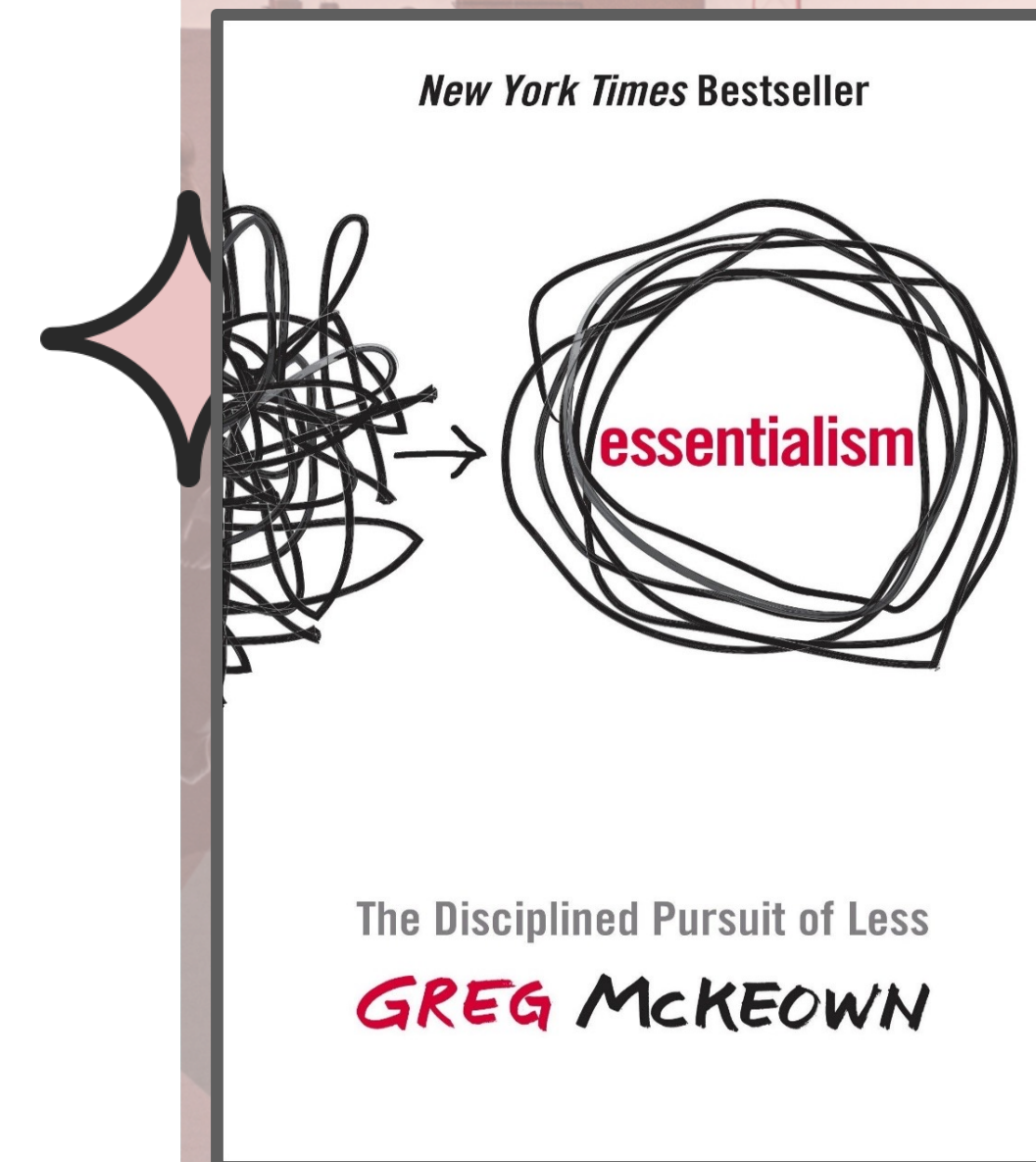


# LEARN FROM OTHERS BUT LISTEN TO YOUR INNER KNOWING MORE

- Consultants have many opinions!
- **Learn to say no to everything but the essential.**



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*1) If I could be truly excellent at one thing, what would it be?*

*2) Is this the most important thing I should do with my time and resources right now?*

## Wake Up Eager Mind Tip: Essentialism

A Discussion with Brand Strategist and Creative Director Catherine Blakemore



**wue** WAKE UP EAGER WORKFORCE  
PODCAST WITH SUZIE PRICE



EPISODE  
**66**

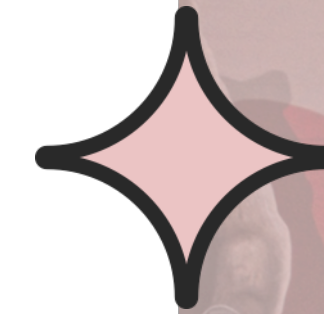


[www.pricelessprofessional.com/essentialism](http://www.pricelessprofessional.com/essentialism)



# LEARN FROM OTHERS BUT LISTEN TO YOUR INNER KNOWING MORE.

- Consultants have many opinions!
- Learn to say no to everything but the essential.
- **Grow your Self View.**



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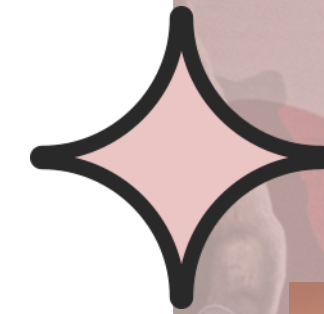


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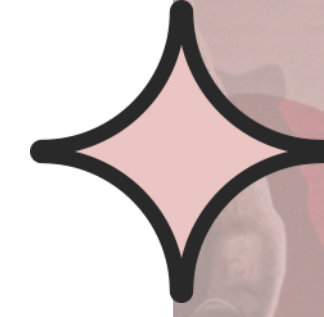


**DAILY TUNE-IN TIME:**  
**1% a day = 15 minutes a day**  
**1 hour and 45 minutes a week**  
**91 hours in a year**



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2004



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"When the time comes, and all eyes and ears turn my way, I will...

**LEVERAGE** my strengths and manage my blind spots.

**LISTEN** deeply and deliberately.

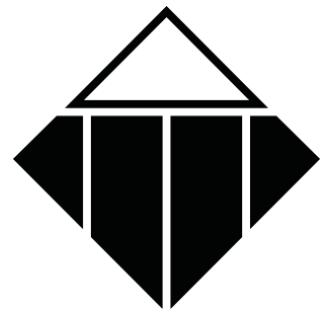
**BE** prepared, present, and tuned in.

**ASK** helpful probing questions to better understand.

**SEEK** to offer meaningful insight to help those who want to move forward, do so.

Let the 'Light of Wisdom and Empowerment' flow through me."





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## Be Different: How to Stand Out and Create Clients Who Stick with You

Presented by: Suzie Price, Priceless Professional Development