



Lumina Spark

sparkemotionsalesleaderculturetalent

Helps organizations
transform their
performance by
transforming their people



Global talent development organization with offices
and strategic alliances in over 40 countries

Lumina materials: 24 languages

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All Lumina Learning's instruments are informed by the Big 5 and designed to work together



Why do people love Spark so much?

- There are three distinct differences between the Lumina Spark Portrait and other psychometric tests:
 - Lumina doesn't label people or put them in a box, we call this trait, not type.
 - Lumina doesn't force choice of preferences, we call this "embracing paradox".
 - We measure the level to which each individual uses competing and contradictory qualities i.e. their level of introversion and extraversion.
- Lumina measures what you do naturally, every day and under pressure, we call this the "Three Personas".

Science in Action

While Spark utilizes the latest Big5 research to provide a solid empirical base for its Portraits, it also maps directly onto the Jungian preferences at the eight aspects measured by many popular tools (such as MBTI™). This enables users of these reports to instantly identify and appreciate the extra depth that the accurate measurement gives.

A Next Generation Psychometric

- Lumina Spark is an exceptional professional development tool that supports individuals and teams to work more effectively.
- It is unique amongst psychometric tools because it avoids stereotyping, while enabling clear communication around personal preferences using memorable colors.
- Clients use it because it provides clear insight into how individuals can work more effectively with others. Individuals use it because it gives a clear, jargon-free insight into their personality.

Simple Questionnaire; Deep Insights

- The starting point of your Lumina Spark professional development experience is a simple online questionnaire which enables you to receive a highly personalized Lumina Portrait.
- The results uniquely describe you, your behaviors and your personality. The Portrait is used as the basis for your ongoing development program.

24 Qualities

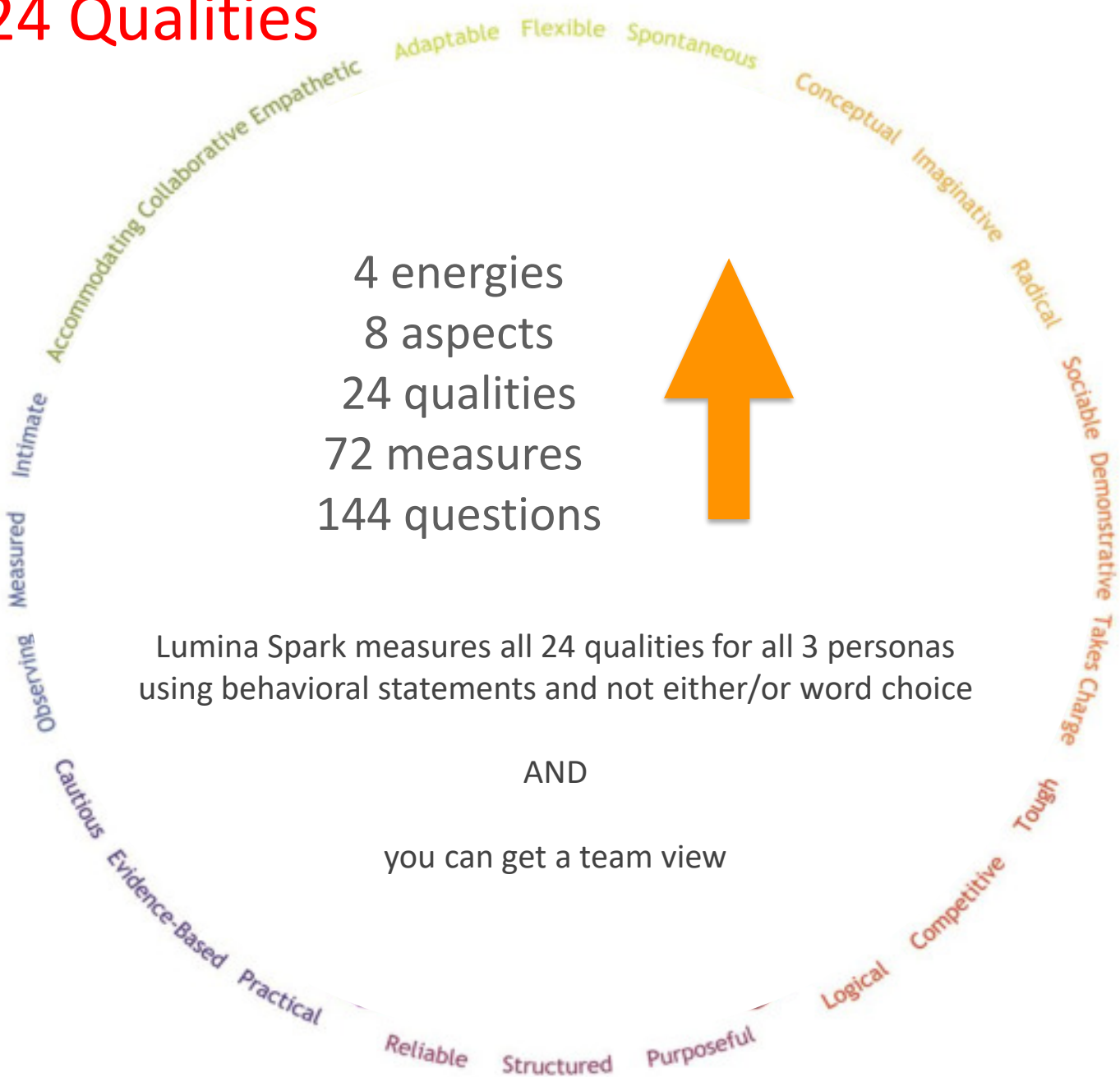
4 energies
8 aspects
24 qualities
72 measures
144 questions

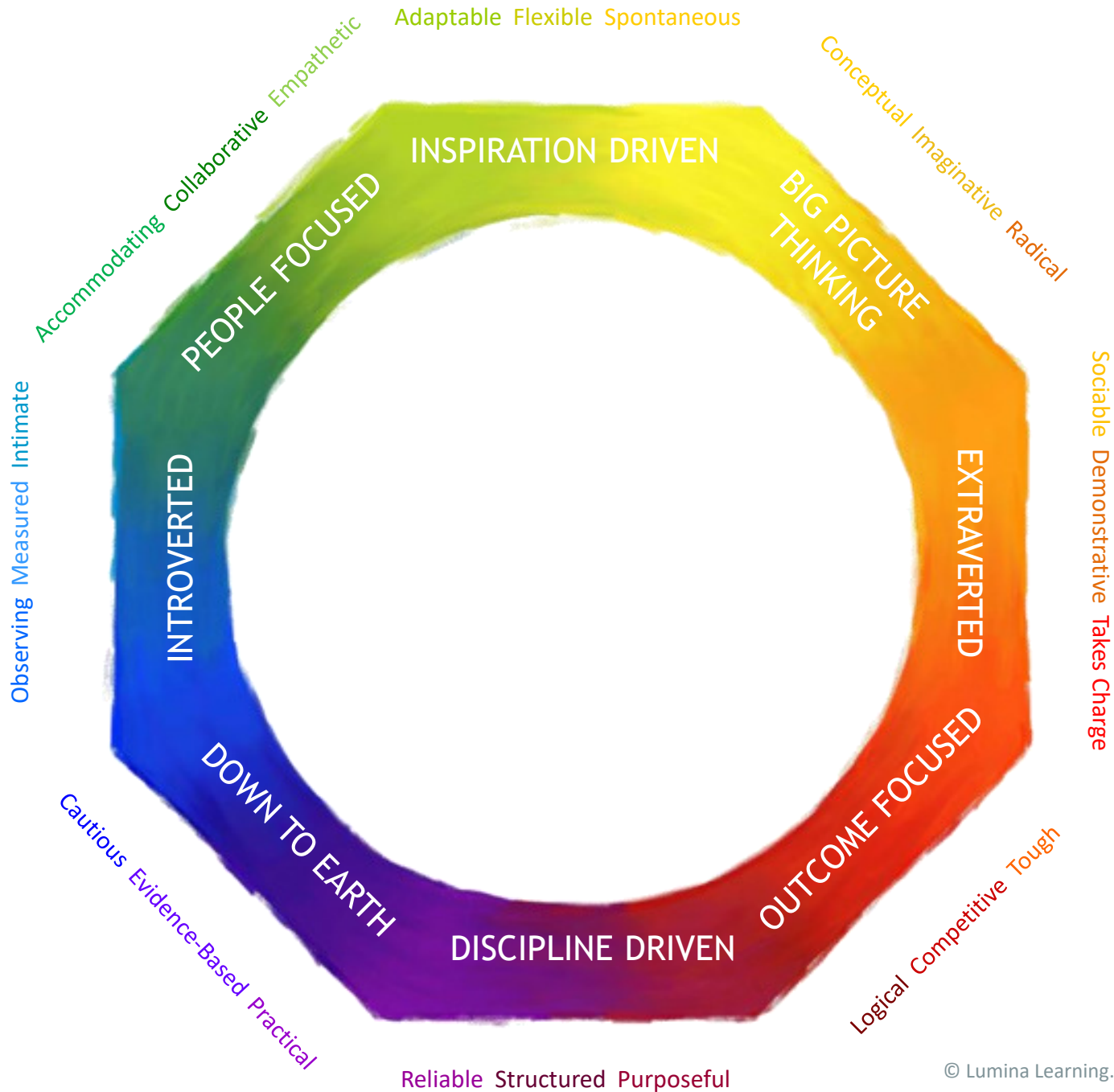


Lumina Spark measures all 24 qualities for all 3 personas
using behavioral statements and not either/or word choice

AND

you can get a team view





Output... 20-40 Page “Inner Spark”

Your Inner Spark

You make new friends easily and very much enjoy the process! Talking to new and different people energises you. You sometimes find yourself dominating the conversation. There is an excitement involved in making new contacts and sharing information and ideas with them.

Your ability to connect rapidly with people in a networking. In a work context gathering a large group of people will do favours for you just because it is

Your Inner Spark

You see some conflict as a good thing, knowing it can clear the air and bring awareness to things previously left unspoken. You think any reservations the group are holding about a course of action are better brought out. You are easily annoyed with those you feel are not pleased to please them. You are

Colleagues who prefer a more aggressive and power seeking style. You do not normally respond to your direct manner. There was a quicker way of doing things. ‘sugar-coating’ and small talk

Even the best laid plans can go wrong. The whole team can lose momentum. Plans impose structure and when that structure disappears what really needs to be done is not clear. It is a way to patch up the old on the new regardless.

You strongly value people over procedure, but in clashes like this you put the system above the needs of people. Your highest value may vary

Your flexibility makes you difficult to take things in your stride

Your Inner Spark

Communication

You enjoy sharing your accomplishments with others. It helps them to understand you better and realise you are successful. You feel modesty stands in the way of success as it does not allow you to appreciate yourself.

You are forthright in your beliefs and you do not allow fear of derision prevent you from speaking out.

You convey a lot of your meaning when communicating through your body language and gestures.

Leadership & Working With Others

Micole, you maintain a quite detached leadership style. You don't tend to give out too many day to instructions, you prefer to keep some distance. This allows you to think things over before you speak in order to make sure that your words have the greatest impact. You work best with small groups of dedicated people whose strengths and weaknesses you know well. These people know they can count on you for well-thought through input and that besides that you will leave them to work with a high degree of autonomy.

Accomplished
Spontaneous
Tough
Measured
Conceptual
Collaborative
Competitive
Takes Charge
Purposeful
Structured
Social
Democratic
Relaxed

Your Four Colors

Your true colors in order



Your most used colour energy is Inspiring Yellow. Your Yellow energy can be seen when you have a surge of creativity and start coming up with lots of new ideas. Think about what sparks your imagination and gets you thinking about things in a different light. This is the mindset most conducive to innovative ideas.



Your second colour energy is Commanding Red. One example of your Red energy is your willingness to argue your point of view. This is a quality that can help you stand up in the face of opposition. However it can also make you stubborn when you feel strongly about something.



Your third colour energy is Empowering Green. One way you might recognize your Green energy is your ability to think in terms of open ended targets. When you use this talent it allows you to change your plans to suit unexpected circumstances.

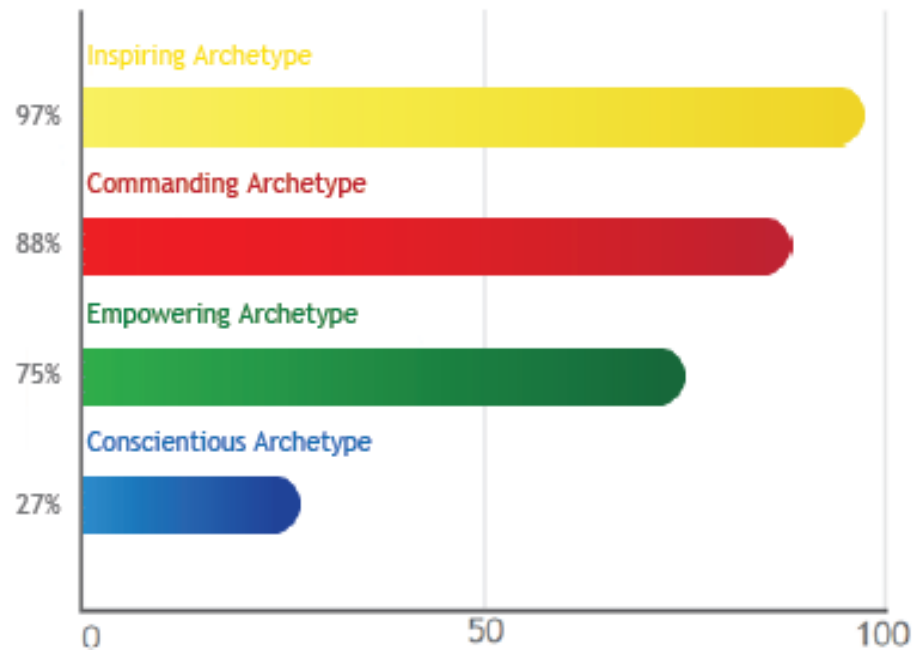


Your least used colour energy is Conscientious Blue, but this does not mean that you never use these qualities. Others might see your Blue energy in the way that you consider things very carefully before making any decisions which lead to permanent change. This can be indicative of a person who sees the value in tradition.

Is this similar or different to how you see yourself?

How you use the four archetypes

Your four archetypes:



Key Outcomes from Lumina Spark



Valuing Diversity

Working with your Psychological Opposite

Your Communication Preferences

How you prefer to communicate with others:

- You convey a lot of your meaning when communicating through your body language and gestures.
- You enjoy taking the initiative in conversations. You relish every opportunity to talk.
- You are always frank and honest. You do not do this out of a lack of respect, but to convey your meaning clearly and directly without confusion.
- In a discussion you will delegate and designate tasks to individuals. You enjoy everyone having clear roles in order to avoid ambiguity. This also makes it easier for you to know who to communicate with.

How you like others to communicate with you:

- You like interactions where the other person is optimistic and full of positive energy.
- You like it when people let the conversation continue, even after all the necessary subjects have been covered. Simply put, you enjoy the small talk.
- You prefer arguments to happen rather than people bottling up their feelings. You feel that conflict is a healthy and necessary way for people to overcome their underlying issues.
- The people you most enjoy communicating with are those that are to the point. You appreciate it when they are positive and direct in getting their message across.



Communication Preferences

Working with your Psychological Opposite

How I like to communicate with others

How I like others to communicate with me

Your Persona:



Psychological opposite persona:



Working with your Mirrored Self

Your Persona:






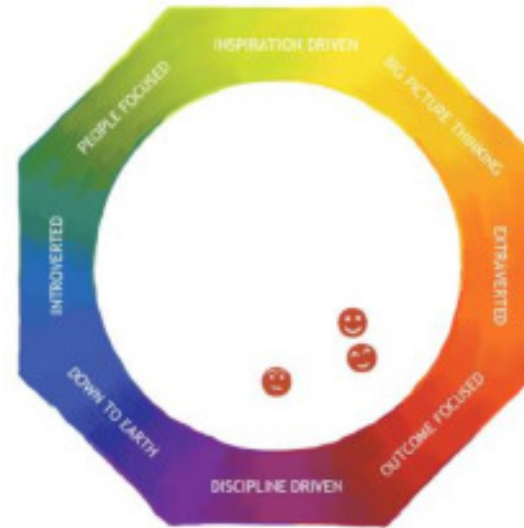
Your Persona:



Key Outcomes from Lumina Spark

Your Three Personas

-  Your Underlying Persona
-  Your Everyday Persona
-  Your Overextended Persona



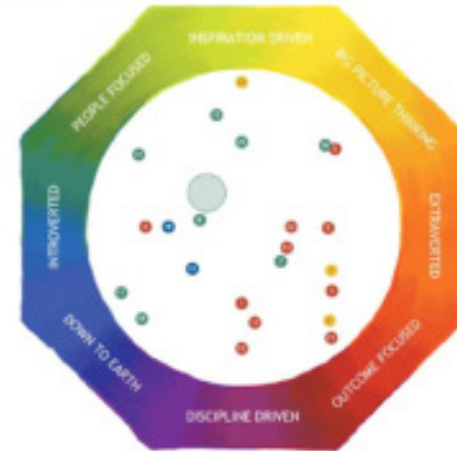
Creating a High Performing Team

Creating a High Performing Team

Here are some ways you can be effective in building high performing teams:

- You involve all members of a team in strategy and decision-making. This allows everyone to fully engage in the process, feel responsible for its success and be accountable. It leads to a strong team identity and high performance with lots of camaraderie.
- You are known for saying what needs to be said. This can be an important skill when a team is faced with a difficult situation where others may try and steer away from contentious issues.

Everyday Persona - M. Grigoris



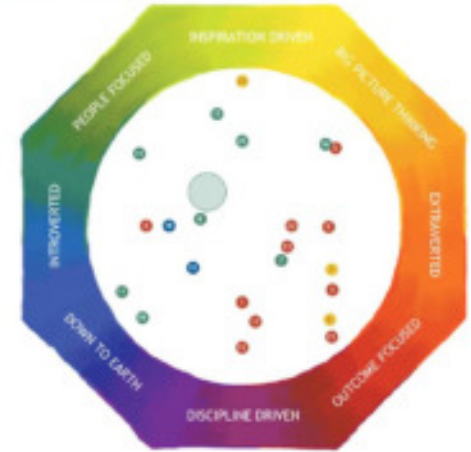
Visuals



Accommodating	Underlying 79%	Overstated 12%	21%	Underlying 79%	Overstated 12%	Tough
Collaborative	Underlying 91%	Overstated 11%	45%	Underlying 91%	Overstated 11%	Competitive
Empathetic	Underlying 12%	Overstated 25%	91%	Underlying 12%	Overstated 25%	Logical
Adaptable	Underlying 84%	Overstated 18%	7%	Underlying 84%	Overstated 18%	Purposeful
Flexible	Underlying 18%	Overstated 7%	87%	Underlying 18%	Overstated 7%	Structured
Spontaneous	Underlying 4%	Overstated 42%	14%	Underlying 4%	Overstated 42%	Reliable
Conceptual	Underlying 96%	Overstated 3%	8%	Underlying 96%	Overstated 3%	Practical



Everyday Persons - M Origins



Demonstrative
 Spontaneous
 Empathetic Cautious
 Practical Adaptable
Sociable Conceptual
Reliable Measured
Collaborative
 Tough Takes Charge
 Competitive
 Structured
 Logical Flexible
 Radical
 Accommodating
 Intimate
 Evidence-Based



Client Summary





Thanks

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