



Lumina Spark reveals your whole personality, providing a unique portrait of who you really are. Increase self-awareness, reveal hidden potential and cope better under pressure.

Discover practical actions for improved communication, teamwork and leadership. Find your Inner Spark. Increase your potential.



1

Underlying Persona - Your instinctive way of being, your preferences and your natural inclinations

2

Everyday Persona - How you behave day-to-day, tuning up and down your qualities contextually

3

Overextended Persona - When you do too much of a good thing and overplay your natural strengths

4

All of your personality all of the time - No labels, No boxes, No stereotypes

What is it for?

Lumina Spark provides an accurate, personalized reading of an individual's strengths and developmental areas. Whether you're a CEO or a new recruit, it provides rich personal insights and practical benefits for everyone.

This highly sought-after product was created by Dr. Stewart Desson and is based on his revolutionary PhD research in business psychology and psychometrics, awarded by the University of Westminster. The Lumina Spark methodology avoids the bias inherent in many other popular psychometrics.

Lumina Spark embraces paradox -we can embody seemingly opposite personality traits at the same time! Nothing in life or at work is straightforward, and human nature certainly isn't either. For example, we can be both extraverted and introverted in different contexts.

Lumina Spark inspires people to develop skills most needed in the workplace - adaptability, agility, a growth mindset, partnering, authenticity and the ability to lead self and others. In one tool it provides three lenses that assess your underlying persona, your everyday persona and your overextended persona, to give you consistent insights into your whole personality and remove the need for additional tests.

What are the benefits?

Lumina Spark provides a personalized portrait of your whole personality. It speaks directly to people, providing a report uniquely about them as individuals - not about people who are similar to them. The model is simple to understand, yet contains great depth by directly measuring 72 personality qualities. This is why Lumina Spark is the choice of so many organizations for selection, training and development.

1. Increased self-awareness

2. Work better together and create better results

3. Improved working relationships and productivity

4. Cope better with stress by understanding your overextensions -

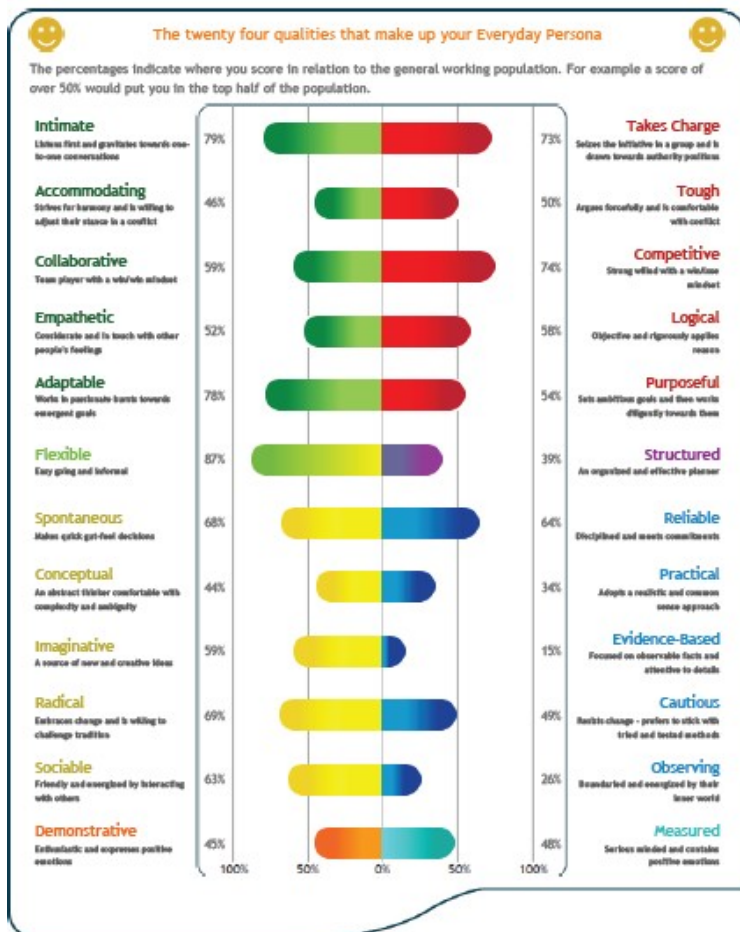
Find your unique strengths to regain composure





Lumina Spark is the next generation of professional development tools supporting individuals, teams and organizations to work more effectively and improve the bottom line. It is unique amongst psychometric tools because it avoids any stereotyping. It provides a highly interactive colourful framework for better self-understanding and helps people identify strengths to improve their working relationships with others. By applying the Lumina Spark model, learners unlock hidden talents within self and others.

Your Everyday Qualities



Questions Lumina Spark addresses

How can I raise everyone's self-awareness and improve the quality of work and relationships?

What can I do to maximize the engagement of our people?

How can I fire people up to embrace their personal and professional development?
How can I ensure everyone is skilled at speed reading others so they can better meet communication needs?

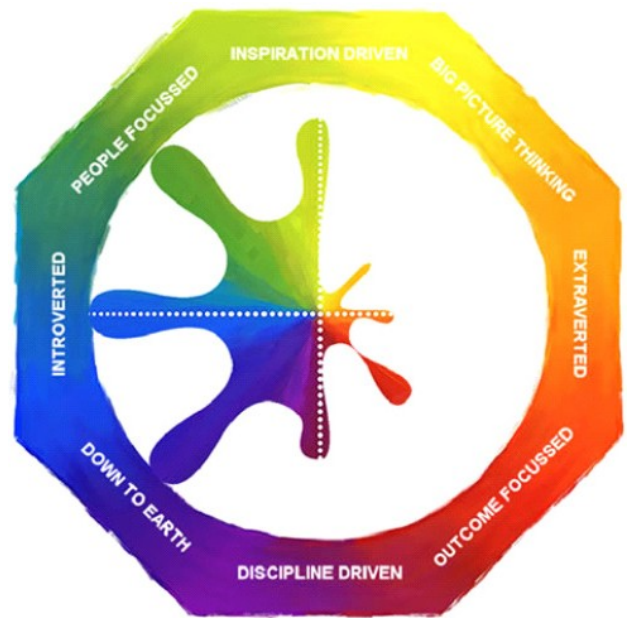
How can I develop effective leaders and managers? I would like to create a strength based performance plan with my people?

Typical agenda

- Understanding your personae and change
- Building awareness of strengths of self and others
- Overcoming differences by valuing diversity
- Speed reading others and adapting behaviours
- Strengths based performance
- Action Planning using GROWS model

Common Applications

- Co-creating of strengths based performance plans
- Career path planning by defining strengths needed per specific job roles
- Enhanced recruiting allowing input from stakeholders when needed
- Team effectiveness using the Team Wheel visuals
- Building on strengths within a team and balancing the gaps
- Team cohesion with improved communication and respecting diversity
- Self-awareness of individuals to become aware of their strengths and impact
- A common language to understand behaviours within an organization
- Increased understanding to bridge silos and increase morale
- Giving constructive feedback
- Understanding organizational and team cultures and how to work effectively in them
- Goal Setting and Action Planning
- Effective Communication
- Effective and Productive Relationships and teams
- Conflict Management
- Learning Styles
- Resilience to Stress
- Understanding Blind Spots - The Johari Window
- Assertiveness and Authenticity
- Employee Engagement and the Lumina Three Personae
- Active Listening
- Mentoring



A Client Perspective

This is exactly what a multi-national travel client did when they needed to improve employee engagement and inject the passion back into customer service. A

two-day Lumina Spark program was run cross-departmentally and the Commercial Director said:

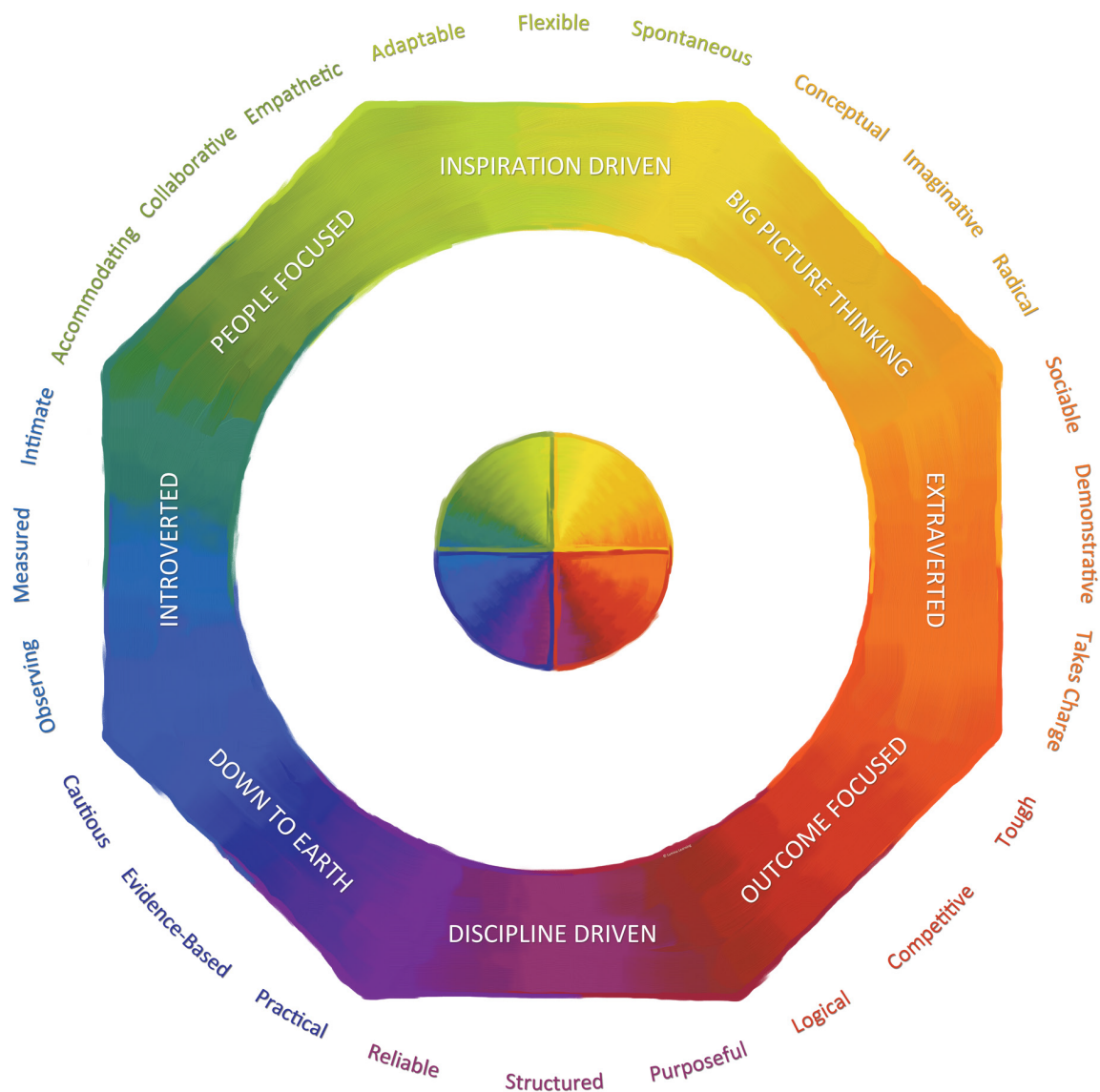
"This is the most practical and inspirational method for raising our staff's self-awareness and improving communication that I have ever experienced."

Another client in the banking industry commented that:

"Having experienced a Lumina Spark workshop, I have become more effective in my ability to run projects and handle the people side of things. My teams are experiencing less conflict and I feel great gratitude to the facilitators that helped me learn and grow in such a powerful way."



Lumina Spark Model Underlying/Everyday



Lumina Spark Model Overextended

