

Creating work environments where talent, energy, and commitment merge.

PATHWAYS TO PERFORMANCE, INC.

13911 Ridgedale Drive, Suite 404C  
Minneapolis MN 55305

Phone: 800-661-876  
or 763-745-7907  
Fax: 763-473-0083  
E-mail: info@pathways-to-performance.com

**You're Invited  
FREE Tele-Showcases!**

Postmaster: Return Service Requested

FREE Tele-Showcase Registration Form

- Sept. 1 —4:00 p.m. EDT— DiSC Classic 2.0
- Sept. 2 —Noon EDT — DiSC Classic 2.0
- Sept. 8 — 4:00 p.m. EDT— Work Expectations
- Sept. 9 — Noon EDT— Work Expectations
- Sept. 15 — 4:00 p.m. EDT— Personal Listening
- Sept. 16 — Noon EDT— Personal Listening
- Sept. 22 —4:00 p.m. EDT— DiSC PPSS
- Sept. 23 —Noon EDT — DiSC PPSS
- October 20 — 4:00 p.m. EDT — Time Mastery
- October 21 — Noon EDT— Time Mastery
- November 17- 4:00 p.m. EDT- Team Development
- November 18 - Noon EDT - Team Development

**Name:** \_\_\_\_\_

**Company:** \_\_\_\_\_

**Telephone:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Please fax this form to:**  
**763-473-0083**  
**Thanks!**

Or, register online at [www.pathways-to-performance.com](http://www.pathways-to-performance.com)

# FREE TELE-SHOWCASES!

Invest 60-Minutes and Experience a new Inscape EPIC Profile.



## PATHWAYS TO PERFORMANCE, INC.

Directions  
for Business  
Success

Creating work environments where talent,  
energy, and commitment merge.

### Experience the new online Profiles available through Inscape EPIC

We invite you to experience the new electronic assessments available through Inscape EPIC!

Each of the 60-minute tele-showcase sessions listed to the right is free, and you are invited to attend as many as you'd like.

We know that the best way for you to evaluate a profile and determine how it has application for you and your organization is for you to experience it yourself firsthand.

So be our guest—we hope to see you at all of them!

### What is EPIC?

EPIC is the new 'Electronic Profile Information Center' that is Inscape Publishing's electronic learning management system.

Profiles are available in an electronic 'warehouse' on the web, making for easy distribution and administration anywhere in the

world. EPIC's electronic format also allows more personalized interpretation to be included in each participant's profile and aggregates data into a 'Group Report' for the facilitator to view 'at a glance' the profile make-up of the participant audience.

To learn more, visit our website at  
[www.pathways-to-performance.com](http://www.pathways-to-performance.com) !

### For each tele-showcase, you will receive:

- FREE access code to complete your own personalized profile assessment (a \$25 to \$100 value!)
- FREE 60-minute tele-showcase to learn more about the learning profile and uncover application ideas.
- FREE handout with valuable additional resource and reference materials.

### 2004 Schedule

- Sept. 1—4:00 p.m. EDT  
**DiSC Classic 2.0**
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## DiSC Classic 2.0

Truly successful people understand themselves and how their behavior affects others, understand their reactions to other people, know how to maximize what they do well, have a positive attitude about themselves and others, and know how to understand and respect the differences of others.

DiSC Classic 2.0 helps individuals develop a plan to understand themselves and others as well as gain specific skills to remove the guesswork from effective communications that will transform the workplace into an environment where understanding, trust, respect, and cohesiveness exists.

### Key Insights:

- Understand individual work style needs and how to create a motivational environment most conducive to productivity and greater job satisfaction.
- Anticipate and minimize potential conflicts with others.

## Work Expectations

Whether spoken or unspoken, met or unmet, employee work expectations have a profound impact on their thoughts, feelings, and behaviors at work. They play a key role in driving employee attitudes and motivation, which ultimately influence workforce productivity, workplace satisfaction, and ultimately, employee retention.

This profile helps individuals assess the personal importance of 10 key workplace motivation areas. Armed with that knowledge, they can then communicate their expectations in language that others can hear and act upon (without mandates or negative emotional intensity.) From this dialog, managers and employees can initiate activities to ensure that more of these expectations are met and in some instances, can take steps to adjust their expectations downward without feeling like they are 'giving in' or 'giving up.'

### Key Insights

- Learn what motivates individuals in the workplace.
- Determine how to take ownership and create action to insure expectations are met or make appropriate adjustments to lower expectations if needed.

## Listening

If you are a 50-person organization and each employee makes \$25.00 in mistakes per week due to poor listening (misunderstood customer, rework, missed deadlines, team conflict, etc.), **\$65,000** has just been erased from your bottom line!

An organization's success depends on effective communications that contribute not only to the bottom line but to positive work environments as well. It is estimated that people screen out or change the intended purpose of what they hear in over 70% of all communications. The strongest influence on the quality and outcome of all communications is the ability to listen effectively.

The Personal Listening Profile helps us discover our own natural listening approach, gain insight into the different listening approaches of others, and determine when and how to use the listening approach most appropriate to a given situation.

### Key Insights:

- Understand what you naturally 'tune in' and 'tune out.'
- Improve communications quality and reduce mistakes and conflict.



**A simple awareness of and discussion about work expectations clearly links to reduced turnover, increased productivity, and higher employee satisfaction.**

## DiSC PPSS Advanced Reports

Once participants are introduced to DiSC, they invariably want more—and the in-depth feedback in the DiSC PPSS advanced reports is just the ticket to unlock additional knowledge about their specific work style.

After a 12-page General Characteristics report is generated, participants can also receive additional in-depth feedback in optional reports that focus on team building, management and sales applications. (Attendees will receive one of each of these reports as a part of their Tele-Showcase registration for this event—a \$100 value!)

### Key Insights:

- Learn more about your behavioral responses in given settings, whether management, teams, or sales/service.
- Use the "Team Comparisons" as a way to understand how a whole group can interact with each other more effectively.

## Time Mastery

If you could reduce wasted time by just 5 minutes every hour, productivity would jump 8.3%! Time management is not just a single issue—it is multi-dimensional. Through the Time Mastery Profile, participants can assess habitual time usage behaviors and effectiveness in 12 critical areas: Attitudes, Priorities, Planning, Interruptions, Written Communications, Procrastination, Goals, Analyzing, Scheduling, Meetings, Delegation, and Team Time.

The pressure to find innovative ways to achieve goals, pay attention to the competition, respond quickly to customer needs, and enjoy life outside of work is even more intense in today's less structured, information-driven workplace. The Time Mastery Profile helps individuals gain insights into key concepts and develop a personalized Action Plan for improvement in these 12 critical areas.

### Key Insights:

- Identify and utilize key time usage strengths while also identifying and minimizing time robbers that erode efficiency and effectiveness.
- Understand a simple time planning process that works with any paper or electronic planners in use today.

## Team Development

Successful team members don't do the same thing at the same time. They do the right thing at the right time. On a successful team, individuals perform problem-solving roles and interact with one another to maximize their strengths. Tasks are defined and handed off from one role to another at the right time, allowing each to focus on their strengths. The utilization of this process creates efficiency and breakthrough performance. As organizations rely more on team innovation to create, problem solve, produce, and compete at the speed of change, clearly understanding and capitalizing on an individual's key contributions to product design or project development is critical to thriving in a tough economy.

### Key Insights:

- Identify individual strengths and how to assign team tasks effectively.
- Reduce cycle times and use an innovative model to get teams 'unstuck.'

**In today's workplace, if knowledge is wealth, then investing in learning is the only growth strategy.**

