

Certification in the Kairios Values Perspectives Theory and Online Survey

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OBSERVATOIRE --- DES VALEURS

Kairios

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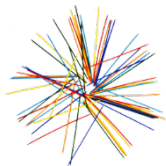
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Values Perspectives Certification

Values Perspectives comprehensively describes the dynamics of individual and group values. It is unique in its non-judgmental and culture-neutral framework. The Values Perspectives online survey facilitates individuals in the conscious prioritization of their values, and allows individual results to be anonymously aggregated. The certification will be conducted by the authors of Values Perspectives, Dr. Cheryl De Ciantis and Dr. Kenton Hyatt. The certification workshop will be conducted in English (with small group discussions in French or English as desired).

- Values Perspectives comprises an online survey which yields three reports:
 - Values Perspective Individual Report – 10-page, individually customized report. This report is automatically generated upon completion of a survey and is made available to the survey-taker. The use of this report does not require certification.
 - Values Field Report – 1-page summary report of all choices made when an individual takes the survey. This report is restricted to certified users.
 - Group Aggregated Values Field Report – 1-page aggregate of selected individual survey data, showing averaged values selections. This report is restricted to certified users.
- Certified users will be trained in the Values Perspectives theory and interpretation of reports, and in fundamentals of teaching and coaching values content.
- Certification is a one-time requirement. No further certification will be required for the use of this instrument. Certification will follow the individual certificate-holder for her or his lifetime. Candidates will receive a letter of certification upon completion of the course. Certified users will be notified of periodic, research-based changes to Values Perspectives content and technology, and receive relevant documentation, without further charge.
- Previously certified users are qualified to provide support with regard to Values Perspectives theory, survey and reports. The cost of the course will include 12 months from the date of the certification workshop of as-needed support in the use of the instrument, provided by Dr. Cheryl De Ciantis or Dr. Kenton Hyatt.
- Data generated from online surveys taken by clients of certified users will be made available for research purposes, with the requirement that the individual anonymity of survey-takers is preserved.
- Participation in the Certification course assumes agreement with non-disclosure of intellectual property.

Included in the Values Perspectives Certification

- The cost includes:
 - The Values Perspectives online survey, to be taken by the certification candidate;
 - Individually customized Values Perspective Individual Report (automatically generated upon completion of online survey);
 - Individually customized Values Field Report;
 - 1 hour individual values coaching session prior to the certification workshop;
 - The Values Perspectives online survey, to be taken by one practice subject chosen by the candidate, for the purposes of report interpretation and coaching/interviewing;
 - 102pp. Values Perspectives Certification manual (PDF);
 - Editable, annotated Powerpoint slide deck.

Cost to Attend (discounted): The cost is € 2000 HT per person. Limited to 6 participants maximum. The certification will take place in the Paris region.

Values Perspectives Certification Course Structure

The Certification course is conducted in four half-day sessions, combining plenary instruction and discussion, small group exercises, and debrief. Pework is required. Two 1-hour practica are required, and are included in the 2-day workshop agenda.

Pework (3 hours) <ul style="list-style-type: none">• Take the Values Perspectives Survey; obtain and read Values Perspective Report• Receive individual, unique 2-page summary of your Values Field Report• Receive individual coaching using Values Field Report (minimum 30 minutes)• Complete selected exercises from the Values Perspective Certification Manual• Select practice subject and schedule coaching session (1 hour; preferably conducted face-to-face or via Skype or equivalent. Guidelines will be provided in advance)
Session 1 (Day Two AM) Values Perspectives Theory and Model (3.5 hours including break) <ul style="list-style-type: none">• Introduction and review of theory with discussion and questions, brief review of survey structure• Practicum: Individual Coaching Preparation<ul style="list-style-type: none">○ Review of coaches' report for coaching assignment○ Coaching principles, formulating hypotheses, formulating questions (peer dyad and plenary)
Session 2 (Day One PM) Coaching Practicum and Debrief (4 hours including break) <ul style="list-style-type: none">• Practicum: Individual Coaching<ul style="list-style-type: none">○ Instructions and individual preparation○ Conduct 45 min coaching session with a practice partner and dyad debrief○ Practicum Debrief○ Review and debrief coaching session; discussion and questions (peer dyad/triad and plenary)
Session 3 (Day Two AM) Group Values Practicum and Debrief (3.5 hours including break) <ul style="list-style-type: none">• Practicum: Group Case Preparation<ul style="list-style-type: none">○ Introduction to group case○ Review group case, formulate hypotheses, prepare questions• Group Case Discussion and Debrief
Session 4 (Day Two PM) Values Perspectives Applications (3 hours including break) <ul style="list-style-type: none">• Uses of theory and survey; how to present Values Perspectives• Q & A

Notes

- Values Perspectives is not a psychometric instrument. Instead, it is a research-based framework for understanding values, and is useful for self-development and for group values dialogue and alignment. It avoids the cultural bias inherent in most values theory and provides a non-judgmental approach to understanding and living one's values.
- For this reason, while the theory is vital and rigorously descriptive, we take care to certify that all users of Values Perspectives experience and understand the nature and dynamics of values, beginning with their own. The Certification course is by necessity interactive and experiential. Individual coaching in advance is designed to be both a comprehensive pre-introduction to the theory and a personal and professional value-add for the participant.
- Because the theory is grounded in psychological research, the Values Perspectives is highly complementary with psychometric instrumentation describing personality and cognitive preferences (for example, the Myers-Briggs Type Indicator® and the Learning Type Measure).

Resources – Articles and a link to our book, *What's Important: Understanding and Working with Values Perspectives*, can be found at: <http://kairios.com/resources>