



Assignment #1

Practice Facilitating The Assessment

The Four Lenses Assessment has been designed to evaluate the four temperament preferences of an individual. This information can be applied to your organization in countless ways. Curriculum has been developed to use the Four Lenses for Customer Service, Sales, Leadership Training, Personal Awareness, Transition Programs, Deployment Readiness, Family Understanding, Team Building, Communication, and many more are custom designed for client's needs. The root of any application begins with correctly administering the Four Lenses Assessment.

Assignment:

You have already taken the Four Lenses Temperament Discovery Assessment. You may have done this online, or in person with The Kit. Now that you have attended training to become a facilitator you will be the one helping others through the assessment process. Ask a close friend or family member to take the assessment to help you practice your facilitation skills.

1. Arrange a time and meeting place for your participant to take the assessment.
2. Prior to your meeting read pages 3 and 4 of your Four Lenses Facilitator Guide.
3. Do not tell your participant the color preferences you think or hope they are. You may be surprised at what you learn.
4. Facilitate the assessment process, starting with the hook activity, pictures, descriptions, and survey.
5. Show them how to calculate their final score.



Reflection:

After the assessment you should discuss with your participant the meaning of their preference scores. Talk about the meaning of the Four Lenses. "All of us think we see the world as it is: when in reality we see the world as we are." *Stephen Covey*. Ask them to help you reflect on the following points:

1. How did your color preference influence the way you facilitated the assessment? What were your strengths and weaknesses?
2. How did your participant's color preferences influence the way you facilitated the assessment?
3. What can you do to improve your facilitation skills?

Test Yourself True/False:

1. The Four Lenses Assessment should be taken with a particular role in mind. If I am an officer I should take the test as if I am at work.
2. Prior to the assessment I should not offer any suggestions as to what scores I believe my participants will receive.
3. Only the top two color preference scores are meaningful.
4. A person with a high green preference will usually complete the assessment very quickly.
5. A person with a high orange preference may be eager to immediately jump into the assessment before listening to the entire process.

To ask questions or to receive answers for the previous Test Yourself quiz please email assignments@shipleycorcommunication.com . We welcome your comments.