



# Flying By Instruments™

## Developing Your In-House Expertise

Flying By Instruments™ I (FBI™ I) is the first course in our specialized group of courses that lead to Orgopathy Certification. FBI I features 4 days of intensive, hands-on instruction in mastering the basics of assessment interpretation for the standard battery of Bartell Assessment Instruments. You'll enjoy this advanced training session designed to transfer to you the subtleties of purpose and practical application for each of the instruments you've become familiar with through Know Thy Self™, ASAP™ (Assessment Selection Assistance Profiling) and assessments we've conducted for you in developing your leaders and teams.

You'll graduate with the competence and confidence to...

- Serve as your organization's internal expert and resource for interpreting Bartell assessment data.
- Strategically sort through candidate profiles for selection and promotion.
- Objectively measure employee strengths and weaknesses to coach them in unleashing their full potential.
- Craft development plans for employees to meet your succession planning needs.
- Significantly reduce the need for Bartell services due to your developing in-house expertise.

## Advanced Interpretive Instruction

Our core Bartell Assessment Instruments are organizationally-based and represent the key components of effective leadership. Measuring 83 dimensions creates a comprehensive, multi-dimensional view to assess an individual's temperament, personality, communication, vector/valence, stress reaction, leadership style, conflict management and organizational alignment. These Bartell Assessment Instruments are the keys to selecting, addressing and developing your people.

You'll receive in-depth instruction in...

- Bartell DISCRIPTION Temperament Inventory
- The Profile
- Personality Vector Analysis (PVA)
- AMP / Stress Source Profile (SSP)
- Interpersonal Measurement And Group Effectiveness (IMAGE)
- Leadership Alignment Index (LAI)
- Conflict Management
- Orgfolio- your organization's assessment database

As you've experienced, the uniqueness, depth, and accuracy of Bartell profiling comes from the interpretation across instruments. This advanced training session will not only teach you to interpret each instrument individually, but will also delve into the richness of inter-instrument correlations through interpretive case studies to help you develop skill in reading a comprehensive profile to truly understand "the whole person". To help lock in learning, we use a unique approach that reinforces instruction with both individual and paired exercises, as well as cases you'll solve with your 3-4 person "Delta Team". The Bartell senior staff will coach you through these exercises, sharing more than 80 years of organizational application and experience in interpreting more than tens of thousands assessments.

## Certification

At the end of Flying By Instruments I, you will have the option to take the Bartell Assessment Instruments Certification test. This exam will test you on all of the instruction you receive throughout the week and is the first critical step toward becoming a Certified Orgopathist.

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