

# Emergenetics Certification Program



Day 1	Emergenetics Certification - Meeting of the Minds Workshop	Class Hrs
<b>8:00 – 10:30</b>	<ul style="list-style-type: none"><li>• Introductions</li><li>• How Neurons influence thoughts</li><li>• Brain Calisthenics</li><li>• Origins of the Model</li><li>• Objectives and agenda</li><li>• Overview of the logic behind the Emergenetics model</li><li>• Behavioral Attributes</li><li>• Process: Behavioral Attribute “Where to go to lunch”</li><li>• Thinking Attributes</li><li>• Process: Most preferred thinking attribute</li><li>• WeTeam Activity to highlight cognitive and behavioral diversity</li><li>• Levering diversity within teams</li><li>• Practical application</li><li>• Handout Emergenetics profile</li></ul>	2.5 Hours
<b>10:30 – 12:30</b>	<ul style="list-style-type: none"><li>• Review and reflections: Emergenetics Profile</li><li>• Tour of Different Profiles</li><li>• Practical application for intact teams</li><li>• Leadership Profiles</li><li>• Profile Changes</li><li>• Process: Behavioral &amp; Thinking attribute spectrums</li><li>• Intent – Impact Discussion</li><li>• Practical application of Intent-Impact Discussion</li><li>• Process: Least Preferred Attribute Challenge</li><li>• Spectrum Lineup Summary Exercise</li><li>• WeTeam Summary</li></ul>	2 Hours
<b>1:30 – 5:30</b>	<ul style="list-style-type: none"><li>• Core concepts of certification</li><li>• Certification Resources</li><li>• Core Concepts</li><li>• Review of MOTM workshop</li><li>• Debrief the purpose of each process</li><li>• Discuss the learning outcomes related to each section of the MOTM</li><li>• Introductions</li><li>• Closing reflections</li></ul>	4 Hours

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## Day 2

### Emergenetics Certification

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**8:00 – 12:00**

- Brain Gym
- Thoughts in the night
- Discuss the differences between attributes, preferences and competencies
- Emergenetics Vocabulary Quiz
- Review Emergenetics Vocabulary Quiz
- Review each of the 7 Attributes
- We-Boarding – Emergenetics Attributes review and practice
- Topic: How does each attribute prefer to learn?
- Debrief We-Boarding Exercise

4 Hours

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**1:00 – 5:00**

- Music and the Brain
- Application to Learning
- Understanding the Logic behind the Emergenetics Metaphor
- Participant Spectrum: Deconstructing the data
- Applied Math – Spectrum Calculation Process
- Forming the Spectrum
- Living Spectrum: Understanding group dynamics to design workshops
- Practical application of Emergenetics concepts
- Practical application: Using the Emergenetics the data to work with intact teams
- Neuroscience of Model
- Discussion of how neuroscience supports the Emergenetics model
- Review neuroscience slides
- Homework Assignment: Prepare for Presentations
- Reflections

4 Hours

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## Day 3

### Emergenetics Certification

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**8:00 – 12:00**

- Debrief Day 2's Workshop
- Brain Gym
- Thoughts in the Night
- Deepen Understanding of Spectrum Grouping
- Use Spectrums to form WeTeams, and Like, Unlike and Mid-Dyads
- Discuss the practical application of groupings and how they are useful in workshops, team projects, brainstorming, and coaching
- Review Behavioral Spectrums and why they are important

4 Hours

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- Review how to customize the MOTM to meet your client’s needs
- Review MOTM Thinking Spectrums to anticipate the trends, biases and strengths of each group
- Discuss modifications for small and large groups
- Tip Sheets Introduction and review Emergenetics+ App and discuss potential uses in organizations
- Discuss the Origins of the Emergenetics Model
- Emergenetics Research, Validity, and Reliability – Technical Overview
- Discuss Emergenetics correlations between each Attribute

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<b>12:00 – 1:00</b>	<b>Working Lunch</b>	1 Hour
	<ul style="list-style-type: none"> <li>• Know your Emergenetics-Type Activity</li> </ul>	

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<b>1:00 – 5:00</b>	<ul style="list-style-type: none"> <li>• Know your Emergenetics-Type Presentations</li> <li>• Full Demo of Behavior Line-up Review (Spectrum use)</li> <li>• Associate Practice: Each Behavior Spectrum</li> <li>• Emergenetics Profile Presentations</li> <li>• Full Demo of all MOTM activities</li> <li>• Discussion about Shadow Preferences</li> <li>• Associate Practice: Thinking Attribute Debrief</li> <li>• Review Brainwork Made Easy Handout</li> <li>• Associate Presentations from Scripts</li> <li>• Reflections and Graduation</li> </ul>	4 Hours
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*Total Break Time: 1.25 Hours (5 - 15-Minute Breaks)*

**Total Certification In-Class Training Hours 24.25**

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