

## Element B™ —The Next Generation of FIRO-B™

Live Online Videoconferencing and  
In-house Certifications

### Takeaways

- Certification on Element B
- Personal Element B Feedback Session and Report
- Element B Presenter's Guide with PowerPoint and exercises for using Element B with leaders and teams
- Numerous articles and handouts
- One free administration of the Element B
- Membership in a large, growing international Element B network

### Instructors

The lead instructor for these sessions is Henry L. (Dick) Thompson, Ph.D., President and CEO of High Performing Systems, Inc., and author of numerous books and articles on Emotional Intelligence, MBTI, FIRO-B/Element B™, leadership and teams. Dr. Thompson is the author of *Introduction to FIRO Element B in Organizations* and conducts cutting-edge research on the Element B.

Other HPS Element B experts will be part of the instructor team.

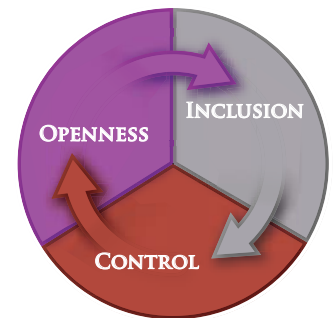
### Class Dates

Call for upcoming  
Certification dates.  
**800-535-8445**

**To Learn More About Element B Certification  
Call 800-535-8445 or Visit [www.hpsys.com](http://www.hpsys.com)**

Element B is an assessment of interpersonal behavior that provides feedback on three dimensions: Inclusion, Control and Openness. Understanding the dynamics of interpersonal behavior has tremendous value for many organizational and team applications, especially leadership development and teambuilding.

For over 25 years, High Performing Systems has used the FIRO family of assessments with thousands of participants and has been a leading provider of FIRO certification since the mid 1990s. HPS brings an innovative, live, online videoconferencing approach to certification while providing in-depth knowledge, experience and friendly service.



Element B model of progression of teams through three dimensions of behavior

### HPS Special Features

- Live Online Videoconferencing Certification or In-House Customization
- No Travel Costs—Sleep in Your Own Bed!
- Taught by a Team\* of Element B Certification Experts
- Dr. Dick Thompson, Lead Instructor
- HPS is a leader in Element B Research
- Real-World Experience and Applications of Element B, including:
  - Use of Element B to create compatible work teams
  - Leadership Assessment and Feedback for Development and Coaching
  - Relationship of Element B to Other Assessments
  - Use of Element B in Selection Models and Success Profiles

\*Team Teaching: HPS offers a dynamic and interactive training model by using a team of 4 experts, with over fifty years of combined Element B experience, to teach certification courses.

### HPS Exclusive Takeaways and Bonus Materials

- Two 30-minute personal coaching sessions
- Detailed Course Notebook
- Relationship of Element B to EQ-i, MBTI®, teams, stress and leadership
- Cutting-edge HPS research on Element B
- HPS Alumni membership
- Applications of Element B