

Spotlight.

Spotlight is a personality profiling tool, designed with performance in mind.

Based on the science of psychology, along with decades worth of experience in elite sport, Spotlight was built to be practical, memorable and relevant to the modern world.

In this fast moving world, it is easy to see that people change when there's something to be won and lost and it is this fact that is why Spotlight doesn't just look to understand 'Behavioural Style', but also considers 'Mindset'. Put simply, some people try to win, whilst others try not to lose - with both proving to be successful strategies when applied skilfully.

Spotlight has been applied with organisations and teams from a wide range of fields, from elite sport to the financial sector. The aim was to design a tool that could be applied in any context, to help people move forwards.

How it works.

Spotlight can be used by anyone who is interested in getting the best out of themselves and others.

Using a combination of workshops, coaching, and personal development, Spotlight can be used by organisations to embed a new way of thinking about performance and people.

Clients begin by completing the simple and intuitive online questionnaire - a quick, 15 minute process.

The in-depth Spotlight reports are then generated along with corresponding team maps.

The core principles of Spotlight are:

- People change when there's something to be won or lost (and there's increasingly something to be won or lost in our daily interactions).
- Modern personality theory shows that we change across contexts, and with volitional effort - it's important to recognise and understand this shift.
- To connect and thrive in the modern workplace, it's important to be able to FLEX our behavioural style and COPE in a variety of ways, depending upon the mindset that we need.
- It's therefore less about "where you are" (on the profile) and much more about "where you can get to".
- Our weaknesses are often our strengths overplayed - anything to excess becomes toxic.

So with Spotlight, whilst we begin with understanding your natural preferences, we quickly move onto how you might FLEX to connect with others, and COPE in order to thrive.

