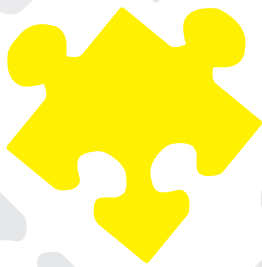


Jigsaw Discovery Tool
Information Pack



What is the Jigsaw Discovery Tool?

The Jigsaw Discovery Tool is a practical, workshop-based self-discovery programme with far-reaching applications in the workplace and in life. It not only helps participants develop in-depth self-awareness, but also an understanding and tolerance of the working styles of others. The key is in the tools and techniques they learn and are able to use immediately.

The Jigsaw Discovery Tool is a tactile, experiential way of learning and can be used to help develop individuals and teams to improve areas including:

- Communication
- Team Spirit
- Leadership
- Sales
- Customer Service
- Overall Performance

Its success lies in the fact that the psychology and neuroscience it is built upon, is validated and then delivered in an engaging non-threatening method.

There are no long questionnaires or test papers and no computer generated reports, the learning is purely organic as the participants develop and build their profiles. It provides active engagement from beginning to end.

Participants actively enjoy vibrant, interactive sessions and come away charged with energy and practical tools that they can use with a new-found motivation to develop relationships.

The Jigsaw Tool Itself

Using a unique 64-piece Jigsaw profiling tool, participants are amazed at the degree of clarity with which they recognise in themselves. Next comes the realisation of the array of strengths and competencies that they possess and most importantly, the impact of these qualities upon their communication, perceived behaviours and preferred style of working.

Bringing Behavioural Styles Alive

The Jigsaw Discovery Tool comes to life through four fictional characters who illustrate the basic behavioural styles, inject humour and avoid uncomfortable finger pointing.

Understanding Leads to Improvement

Once personal styles have been identified, immersive activities are used to illustrate how and why individuals may clash or misunderstand one another and how, by valuing the individuality of their colleagues and adapting behaviours, they can communicate effectively and work well together.

People attending Jigsaw Discovery Tool sessions are not only amazed by how much they learn about themselves, but how they learn to identify the behavioural and thinking preferences of others too.

Improving self-awareness and an understanding of others in this way, and learning practical techniques to improve their personal effectiveness in the workplace has multiple, long-lasting effects, for both the individual and the organisation.

The tool nurtures the growth of individuals, develops high performing, high-energy teams and workplaces.

However Large or Small

The Jigsaw Discovery Tool is used by individuals and teams at all levels in large and small organisations, in public, private and voluntary sectors.

Not Just for Senior Management

Many organisations use well known personality tests that are designed for and to be understood by senior management. Unfortunately, they are often perceived by the workforce to be a complicated waste of time and money. The Jigsaw Discovery Tool is designed for everyone; frontline teams, supervisors, middle management and senior management.

Accessible for All

We have worked closely with the Disability Rights Commission in the UK and have developed versions of The Jigsaw Discovery Tool that are suitable for use by people with impairments.

The 64-piece Jigsaw is available in versions with large font, Easy Read and Braille with large pieces making it easier to handle.



How can the Jigsaw Discovery Tool help?

The Jigsaw Discovery Tool gets right to the core of human nature and interaction and has powerful effects on a wide variety of areas. This programme will benefit individuals, teams, managers and ultimately organisations.

It helps Individuals:

- Be more confident and comfortable in relationships with colleagues and customers
- Be more aware of the impact of their communications and behaviours on others
- Have a better understanding of why others behave as they do and be able to anticipate the reactions of others
- Develop a flexible approach to their working styles, communication patterns and behaviour
- Manage conflict effectively and resolve issues that arise
- Accommodate and appreciate the qualities of others rather than focusing on perceived faults
- Reduce stress and pressure in the workplace

It helps Managers:

- Performance manage, coach & conduct appraisals
- Job design
- Build new teams
- Lead & motivate staff
- Manage difficult behaviour
- Value diversity

It helps Organisations:

- Improve communication & relationships
- Develop teamwork
- Improve leadership capabilities
- Re-enforce or change corporate culture
- Manage change Initiatives

All of these create positive impacts on the performance of teams and individuals, the customer service they deliver, how they sell to new and existing clients, how they manage others, all to ultimately drive profitability.

Testimonials

"Thank you for sharing the Jigsaw Discovery Tool, it is amazing and I can see it will have so many applications within our organisations."

-TECOM Group (Dubai)

"Everyone stayed involved throughout, because they were able to easily relate to the content. Understanding what drives other people has certainly made me look at my attitude towards others and will make me more understanding of our differences and empathetic of their needs."

- HBOS

"We have never received such a response to Customer Care workshops before, we need to put extra dates in the diary as all of our original workshops are already oversubscribed."

- Oxford University Library services

"The Jigsaw Discovery Tool is a versatile product that allows a non-confrontational learning experience. Each time you use The Jigsaw Discovery Tool you think of yet another angle where it could be applied - personality clashes, team building, customer service, team maintenance, assisting with implementing change - the list is endless."

The feedback from our employees is overwhelmingly positive and we look forward to running more Jigsaw sessions."

- South Oxfordshire Council

"Such a fun and interactive session! You get to create a self-profile and watch others build theirs, the results are surprising! Jigsaw is a must have tool that builds the basics for Learning & Development, we finally understand how people work and how to work with them!"

- Air Arabia

