



**HRDC
CLAIMABLE**
10001254096

CERTIFIED ADVANCED BEHAVIOURAL CONSULTANT

A professional certification course that incorporates the PeopleKeys® system to provide solutions to unlock potential, increase productivity and hiring accuracy, and enhance client satisfaction.





WHAT YOU'LL LEARN

The advanced certification aims to equip you to become a "master craftsman" in the use of the DISC Personality tools and the PeopleKeys® system.

It will equip you with in-depth knowledge of DISC, TEAMS, Values, and Behavioural Attitudes Index which will help you to master the skills to handle situations, issues, and questions when consulting with individuals and teams in a business environment.



KEY TAKEAWAYS

- Learn advanced DISC graph reading techniques for greater effectiveness.
- Gain a deeper understanding of PowerDISC™ for leadership development, Radar Graph for team development, and OccupationalKeys™ for personality bench-marking and hiring.
- Gain a 4-Dimensional picture of one's personality to provide a predictive hiring analysis, forecasting an employee's future success within a given role, based on established industry standards and top performers



WHO SHOULD ATTEND

Highly recommended for professionals looking to enhance their own career prospects and individuals who wish to learn, upskill and expand the services they can offer to existing clients or to build a larger client base.

- Corporate Executives
- Job Search Trainers and Recruiter
- People and Talent Developers/Advisors
- General & Senior Managers
- Recruitment and HR Specialists
- Human Development Managers & Executives

COURSE FEE

Full Course Fee: RM6000 (Before SST)

Fully Claimable from HRDC.

Course Ref Number: 10001254096

TESTIMONIALS



"Attended a very enriching 2-day Certified Advanced Behavioural Consultant Course by Sarah Goh. Really enjoyed the learning and deep understanding of DISC, 4Ds. Great experience!"

LEOW TECK WEE
HEAD OF TRAINING, SINGAPORE POLICE FORCE



"Sarah's expertise and experience in delivering CABC were evident in how she tailored the course content, pacing, and style to the participants. Learning was a breeze as she cut to the heart of where each tool lies, using heuristics such as the iceberg model as well as her ingenious real-world illustrations and animated anecdotes."

DR. MAGDALENE ONG
SENIOR RESEARCH SPECIALIST, NCSS



"Excellent delivery of programme - Certified Advanced Behavioural Consultant. Great case studies to apply the theories. Personable instructors who are approachable with excellent knowledge and experience to impart theories. Strongly recommended for everyone!"

CANDICE CHEONG

THE 4-DIMENSIONS PERSONALITY



DISC measures the top 10% of personality; the observable and adaptable behaviours that are above the surface.

TEAMS is a measurement of an individual's thinking and task preference, something under the surface and not so easily observable

VALUES are the invisible and hidden motivators which are ingrained in a person.

Behavioural Attitudes Index (BAI) are the thoughts, feelings, and emotions that unconsciously shape every decision we make.

PERSONALITY BENCHMARKING SYSTEM

The OccupationalKeys™ System allows you to create a performance benchmark which is a set of standards or behavioural ranges for outstanding achievement within a given environment. These ranges are set based on the needs of workplace environment and behavioural requirements of the position, taking into account both daily tasks and long-term goals. The advance course equips you with the skills to support your clients in creating a personality benchmark used for hiring and performance management.



PROGRAMME OUTLINE

SECTION 1: THE CASE FOR HIRING THE RIGHT FIT

Appreciating the Strengths-Based approach
Good vs Great Managers

SECTION 2: ADVANCED DISC

Recap for the DISC Personality System
The DISC Team Wheel Activity Advanced Techniques and
Speed Reading the Graphs

SECTION 3: INTRODUCTION TO PEOPLEKEYS®

The 4-Dimensions of Personality
DISC, TEAMS, Values, and Behavioural Attitudes Indicator

SECTION 4: INTRODUCTION TO TEAMS STYLE

Characteristics of T.E.A.M.S.
Creating a Balanced Team

SECTION 5: INTRODUCTION TO VALUES STYLE

Characteristics of L.E.P.J.
Values Orientation and Areas of Growth

SECTION 6: INTRODUCTION TO BEHAVIOURAL ATTITUDES INDICATOR

Exploring Passions in the workplace
Characteristics of I.S.P.E.A.K.

SECTION 7: BRINGING IT ALL TOGETHER

Integrating the 4-Dimensions of Personality
Identifying your Personality Sweet Spot

SECTION 8: USING DISC FOR LEADERSHIP DEVELOPMENT

PowerDISC™: the 7 Elements of Leadership
Human Resource Optimisation

SECTION 9: USING DISC FOR TEAM DEVELOPMENT

Appreciating Team Dynamics
6-Steps to Radar Graph Interpretation

SECTION 10: BENCHMARKING, HIRING, AND TALENT MANAGEMENT

The OccupationalKeys™ Benchmarking System
Creating your own hiring Benchmark





PRE-PROGRAMME REQUIREMENT

- Participants must have already been DISC-certified and have acquired the basic skills of graph interpretation (completed CBC or CBCC)

CERTIFICATION REQUIREMENTS

1. Attend two full days of training conducted by our Master Accreditation Trainer
2. Pass the Post-Programme Assignment

PROGRAMME MATERIALS

- Pre-Workshop Material of online assessment
- Certified Advanced Behavioural Consultant Guide
- Observation Sheet for TEAMS Style
- DISC: Interview Questions
- Articles and Other Supplementary Materials

TRAINERS



LEE FONG CHAI

MANAGING DIRECTOR & PRINCIPAL CONSULTANT

Lee Fong is an accomplished Master Behavioral Consultant, with an exceptional track record spanning over two decades in the field of training and development. Her expertise rooted in behavioral analysis, leadership development, and cultivation of strength-based change. Her mission? Enabling her clients to uncover their true purpose and unlock their full potential for effective leadership within their communities and organizations. What sets Lee Fong apart is her rare blend of skills. In addition to her mastery in talent management development, she holds a Master's degree in counselling. This unique combination empowers her to offer her clients a distinctive and comprehensive perspective. With her guidance, Individual can confidently navigate complex challenges and achieve remarkable results in both their personal and professional lives.



KAI YUAN LAU

TALENT MANAGEMENT CONSULTANT

Kai, a Certified Advanced Behavioral Consultant, Stress Management Consultant, and Career Coach, brings over a decade of extensive expertise in Human Resources and Learning and Development to his professional portfolio. His proficiency in engaging training methodologies and exceptional listening skills make him particularly adept at connecting with diverse audiences, fostering productive relationships that drive positive outcomes. Throughout his professional journey, Kai has consistently provided invaluable insights and guidance to senior leadership on talent management strategies and has held prominent positions in various industries. He holds a Master's degree in Business Administration, further emphasizing his commitment to continuous learning and excellence in his field.



ROSEMARY WONG

TRAINER

Rosemary Wong is a certified Advanced Behavioral Consultant and Career Coach with 15 years of teaching experience and 10 years as a GMAT trainer. She holds a Master's degree in Mathematics and a Data Science Certification. Her innovative pedagogical approach and ability to simplify complex topics have proven invaluable in facilitating individuals and teams on their journeys toward realizing their fullest potential. Rosemary has successfully transitioned into corporate training, using her coaching and behavioral science skills to empower learners globally, equipping them with the tools to thrive in both their professional and personal growth.

ABOUT US

Since 1996, Lifeskills Institute has established itself as the trusted and leading authority in life skills training and development. We partner with global institutions to deliver top-class, evidence-based solutions across Asia from leadership development, personality profiling, coaching to personal mastery. To date, we have transformed over 500,000 lives in the region.



MULTI-DIMENSIONAL & HIGHLY VERSATILE TOOL

Measures 3 other personality dimensions that lie beneath the surface of an individual that are equally critical to recognise.



VALIDATED, ACCURATE AND RELIABLE

All products and assessments are research-based with international statistical analysis reports



PATHWAY LEADING TO IN-DEPTH PROFESSIONAL DEVELOPMENT

A systematic approach to build your confidence for career coaching conversations



POST-CERTIFICATION SUPPORT & COACHING

Year-long access to DISC resources and coaching support

Lifeskills Institute provides comprehensive life skills and workplace solutions such as training, certification, profiling consultancy, research and resources for both the corporate and youth segments. Our Professional Division partners with corporations to empower their executives through professional development and mastery to achieve results and growth for their organisations, while our Youth Division engages with schools, institutions and educators to develop their students into effective leaders of their own lives and communities.

CERTIFICATION & TRAINING PROGRAMMES

PROFESSIONAL CERTIFICATION

Certified Behavioural Consultant (CBC)
Certified Advanced Behavioural Consultant (CABC)
Certified Career Coach (CCC)
Certified Stress Management Consultant (CSMC)

LEADERSHIP TRAINING

The Extraordinary Leader™
The Extraordinary Coach™
The Inspiring Leader™
Elevating Feedback™
Leadership Levers™
The Extraordinary Performer™
The Inspiring Leader™
Managers as Mentors
Manager to Leader
The Leadership Challenge®

TEAM-BUILDING

The Five Behaviours of a Cohesive Team®, Team Development

PUBLIC WORKSHOPS

DIScovering The Strengths in Me (1-day public workshop)
DICovering Your Selling Strengths (1-day public workshop)
DIScovering Me, DIScovering You (1/2 or 1-day public workshop)
Managing Stress Before It Manages You (1-day public workshop)
The Five Behaviours of a Cohesive Team™, Personal Development (1-day public workshop)



For solutions on personal, team and organisational growth and development, visit: www.lifeskillsinstitute.my.

LIFESKILLS LEADERSHIP SDN BHD

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