



SPOTLIGHT ACCREDITATION

Everything you need to know to become
a Spotlight accredited practitioner.



the british
psychological society
registered test

UNLOCK THE POWER OF PEOPLE AND TEAMS

Improve performance and grow stronger relationships with the industry leading psychometric tool designed to enhance adaptability

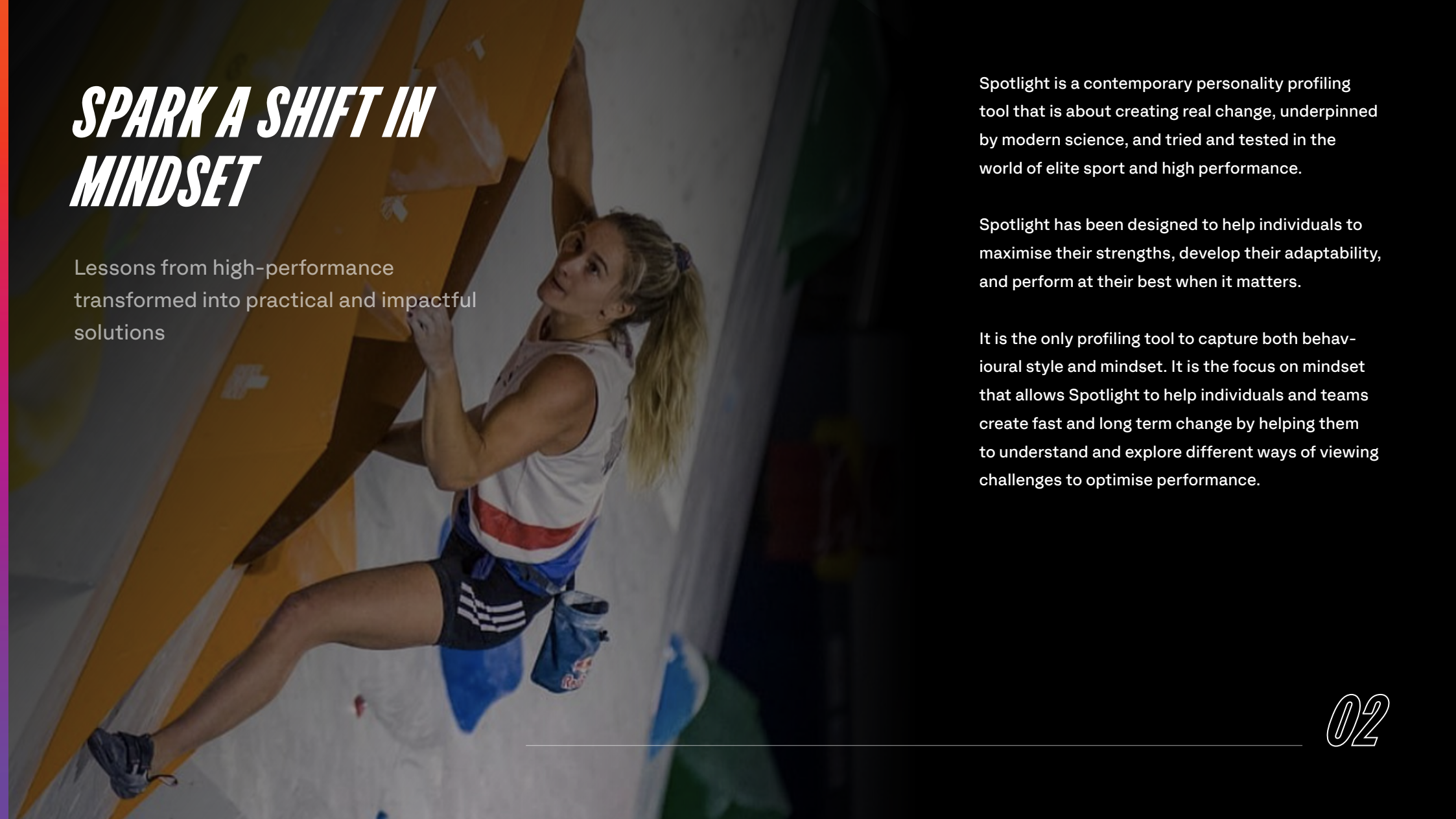
The need for adaptability has perhaps never been greater than it is now. The ability for people and teams to adapt to changes in their environment has become a real competitive advantage.

Spotlight is a powerful personality profiling tool designed to help individuals and teams develop adaptability. Bridging the gap between self-awareness and action, it goes beyond

providing insight into personality preferences by supercharging coaching conversations about performance, growth and collaboration.

Spotlight recognises people are multi-faceted and their behaviour changes in different contexts. It expands into an intuitive framework for developing adaptable mindsets and flexible approaches to face any challenge head-on.





SPARK A SHIFT IN MINDSET

Lessons from high-performance transformed into practical and impactful solutions

Spotlight is a contemporary personality profiling tool that is about creating real change, underpinned by modern science, and tried and tested in the world of elite sport and high performance.

Spotlight has been designed to help individuals to maximise their strengths, develop their adaptability, and perform at their best when it matters.

It is the only profiling tool to capture both behavioural style and mindset. It is the focus on mindset that allows Spotlight to help individuals and teams create fast and long term change by helping them to understand and explore different ways of viewing challenges to optimise performance.

CHANGE BACKED BY SCIENCE

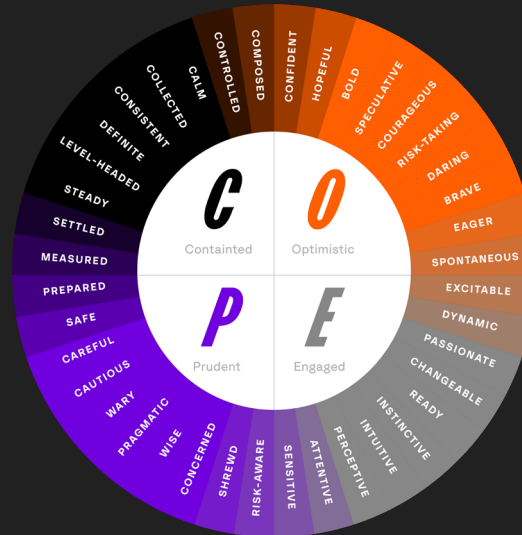
Rigorously validated using contemporary analytics and research

Spotlight grounds itself in modern personality theories which emphasize adaptability and performance. It has been meticulously validated using modern statistical analysis to demonstrate the reliability, validity, and impact of the two frameworks which Spotlight is based on.

Spotlight's Technical Manual explores the results of years of research demonstrating the construct validity, test-retest reliability, other forms of validity and reliability, as well as a series of studies exploring the performance impact of using Spotlight with individuals and teams.

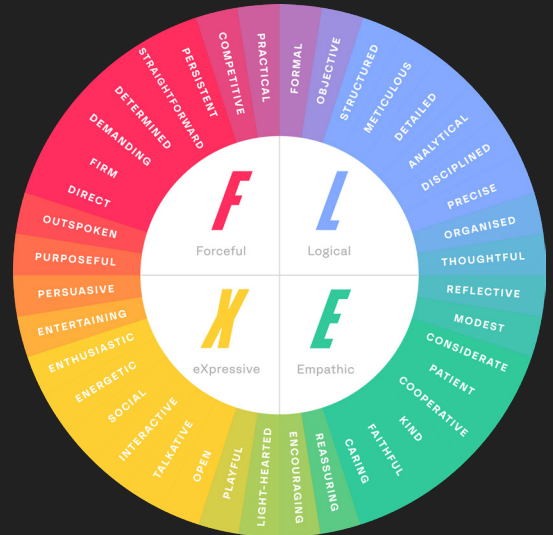
Mindset

The COPE mindset framework is underpinned by one of the only biologically-based models of personality, explained by sensitivity to threat and reward.



Behavioural Style

The FLEX behavioural style framework is based on two factors from one of the most scientifically supported models of personality, The Big 5.





FROM COACHING TO CULTURE

Spotlight as a coaching tool

Spotlight can be used as a coaching tool to help develop individuals personally and in the workplace. It allows people to understand and maximise their strengths, and develop a more adaptable mindset and flexible approach to interacting with others.

Spotlight with teams

Spotlight can help teams grow stronger relationships and provide them with a greater appreciation of each other's strengths. It provides a way of supporting teams to develop greater psychological safety, and ways to develop diverse thinking and collective adaptability within a group.

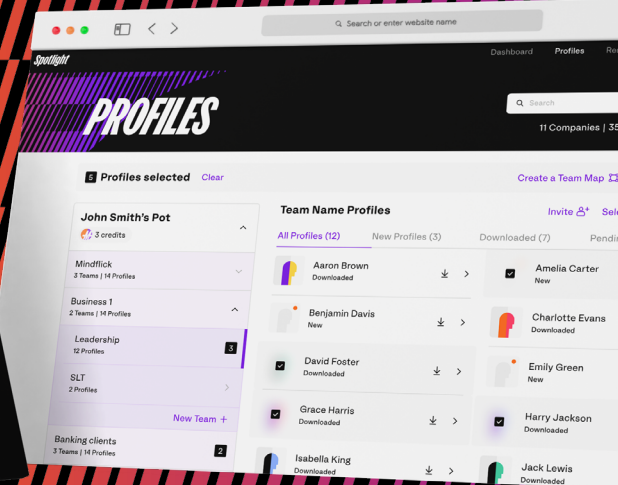
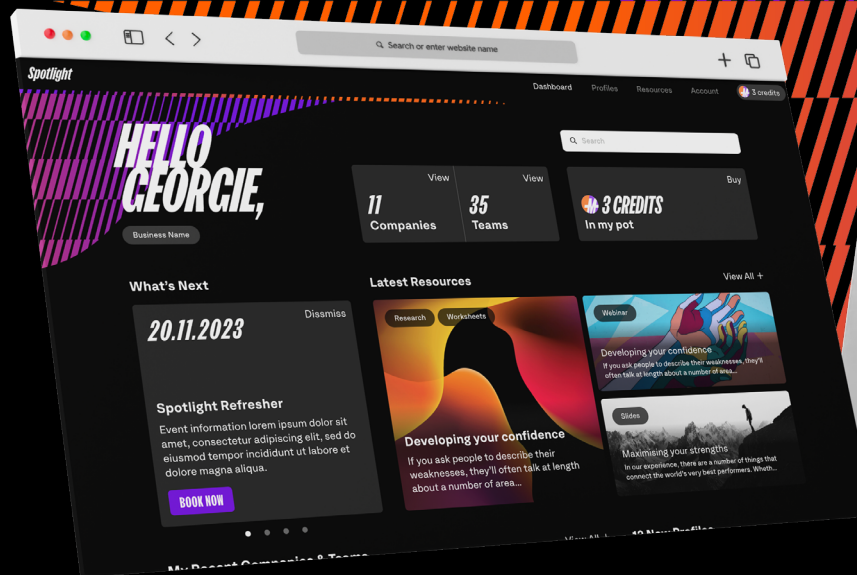
Spotlight in your organisation

Spotlight can be used to develop agile leaders and create a shared language in an organisation. It can be used to develop a culture that is truly strengths-focused and leverages difference.

YOUR SPOTLIGHT PRACTITIONER ACCOUNT

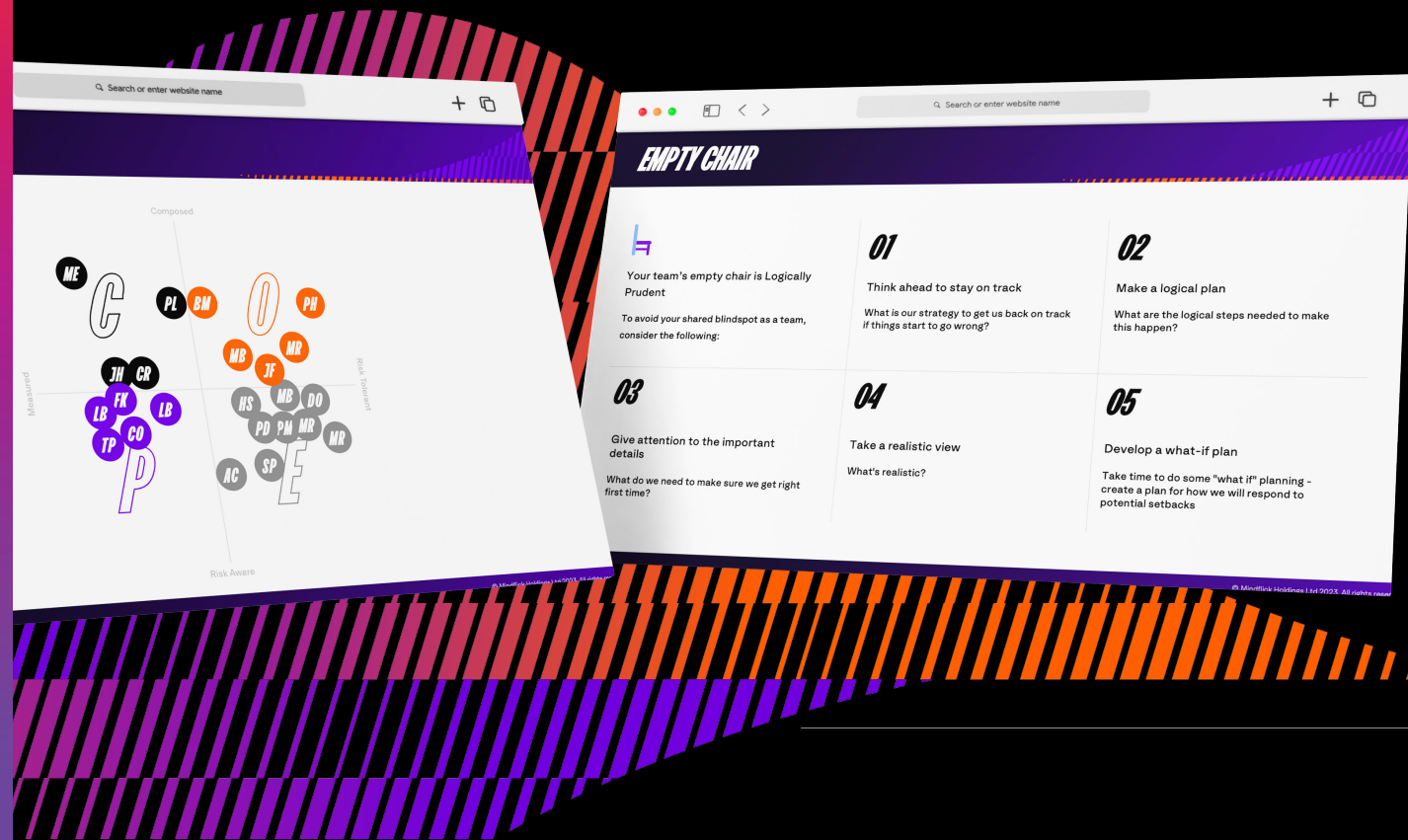
Exceptionally high quality, modern and practical approaches to support a range of client and organisational needs

Spotlight makes performance psychology accessible and impactful. By becoming a practitioner, you will get access to a huge range of resources and coaching tools to help bring adaptability to life.



ADDITIONAL FEATURES

- Generate team maps
- Give insight into team strengths
- Give a unique take on team adaptability with the Empty Chair
- Become part of the Spotlight practitioner community
- Regular refresher events and webinars
- The Spotlight Technical Manual
- Individual and team coaching resources



ACCREDITATION

Two days at the Melbourne Cricket Ground (MCG), 9am to 5pm each day. We break for lunch around 12:30pm, with a morning and afternoon break either side, so everyone stays fuelled through the sessions.

4.83★

**Outstanding individual webinar
ratings of 4.83 stars**

Across the two days you'll get

- The Mindflick models - what sits behind the profile, including the COPE and FLEX maps, and how Spotlight puts them to work in a live debrief
- The individual debrief - how to walk someone through their profile step by step: their COPE and FLEX preferences, their Strengths and Take Cares, and a closing Wriggle-room conversation they can take straight back to their team
- Running team sessions - mapping a group across COPE and FLEX, surfacing Team Strengths and Team Take Cares, and using the Empty Chair exercise to bring a missing perspective into the room
- Using the Mindflick cards - hands-on practice to open up conversation and get a team talking to each other
- Coaching through Adapt - spotting Stressors and Pressure points, sharpening Decision-Making, and using Empty Chair Thinking
- Coaching through Perform - building Confidence, Resilience, Energisers and Drivers, so new behaviour actually sticks
- Live practice throughout - debriefing real Spotlight profiles with your fellow attendees, not just theory
- Your own system access - to generate Spotlight profiles going forward
- Expert facilitation - with plenty of time for questions across both days



Overall, there is so much to it. It is actionable right from the get go. I can see how it will resonate with individuals and teams. For me, I loved the wriggle room, empty chair and counter-weights pieces. Plenty to consider.



Thank you for the great sessions, the team is fantastic and made the whole experience as personable as possible. We really do feel part of a community of support which is lovely!



The layout, the ease of use to prompt discussion and how COPE and FLEX provide a brilliant framework for supporting people to develop.



A fantastic delivery of such a useful tool that can adapt our way of thinking in so many different contexts.



I want to say how fantastic the online training has been; the Mindflick team worked seamlessly together and has been, hands down, the best online training I've been on.

+92NPS

Spotlight accreditation scores an average of +92 on NPS ratings

ICF APPROVED

ICF: Setting the gold standard for professional coaching certification

The ICF is the world's largest organisation of professionally trained coaches, who provide certification to coaches who meet the gold standard of professional coaching. The programme has been approved for 17.25 hours towards core competency training and 11.5 towards resource development.





the british
psychological society
registered test

Spotlight is a BPS-Registered Psychometric. This 'gold standard' reinforces the usability and validity of Spotlight, giving our clients and practitioners even more confidence in its impact.

and tested in the world of elite
/p you understand your mindset and
can put these into action to get the
simple chapters.

03

Perform
...full potential by

YOUR SPOTLIGHTS



Your lead performance preference is Forcefully Proident
Your lead performance preference identifies your preferred way of
viewing and interacting with the world. Understanding your unique
blend of preferences is what helps you adapt and perform.



10

Spotlight Accreditation

A\$ 5000

Included in the Spotlight Accreditation is the following training, resources and support:

- FLEX/ COPE coaching mat
- Spotlight cards
- E-learning modules
- 3 free trial Spotlight profiles
- Spotlight practitioner account
- Access to our practitioner community
- Free refresher courses and live online webinars
- Practitioner support from our team

Spotlight Profile Costs

A\$ 166

After accreditation you'll use credits to pay for Spotlight profiles (1 credit = 1 profile). You can purchase credits individually or in bulk . Here is a breakdown of prices:

5 credits		A\$110	per credit
20 credits		A\$97	per credit
60 credits		A\$86	per credit

Annual Renewal Costs

A\$ 380

The annual fee is **A\$380**. This will maintain accreditation and status to practice Spotlight. Included is:

- Access to our Spotlight system
- Ongoing practitioner support, refreshers, webinars and resources.

Prices for additional Spotlight profiles and annual renewal costs are displayed in A\$ for guidance only as you will be charged in GBP. The equivalent amount in your currency depends on your bank's exchange rate on the day and may include conversion fees.

Ready to join the Spotlight community?

Scan to register to the first
Spotlight accreditation course
in Australia



M//Spotlight.