



Transforming organisations by transforming people



Our solutions

We offer innovative personalised selection and development solutions for individuals, teams, and organisations.

What we do

We design and deliver cutting-edge products based on our integrated suite of digital psychometric resources.

Personality in the palm of your hand, check out our Lumina Splash app



Download to get a taster of what we can do



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About Us

At Lumina Learning we believe that meaningful personal growth helps people become more adaptable and build strong personal and workplace relationships.

Born out of a desire to offer an alternative to out-of-date, stereotyping personality tests that limit personal growth, we create humanistic and inclusive psychometrics that reveal the full depths of people's dynamic personality.

Avoiding typing, labels or boxes, our next-generation tools help you hire the right people, accelerate their personal growth and transform your organisation.



Our Solutions

Whatever your challenge, you can use our products for a whole range of practical solutions. Our innovative methodology is designed to support interventions ranging from short presentations, training courses, inspiring coaching sessions, team building, onboarding, selection, sales development, authentic leadership, organisational development, and many more.

For Individuals

Lumina Learning reveals individual potential and inspires personal and professional growth. Clients gain a deeper self-awareness and the skills to build engagement, to influence with emotional intelligence and to communicate with impact.



For Teams

As virtual teams, project groups and remote reporting increase, people need to build relationships better and faster. Our team solutions create a powerful understanding of the personalities within a team, and the culture within which a team sits, as a catalyst to enable greater team effectiveness.



For Organisations

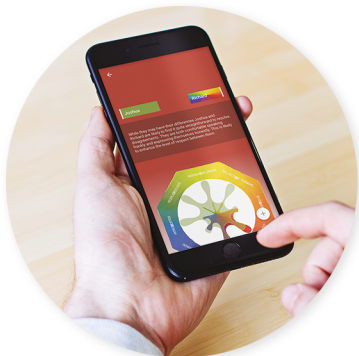
Increased organisational effectiveness is delivered through our inspirational practitioners designing our innovative products into customised solutions that deliver demonstrable benefits.



Our Products

Our products are based on an innovative methodology that blends an integrated suite of tools, models, and apps. This suite includes ground-breaking psychometrics which reveal people's dynamic personality and ignites curiosity.

Whether in selection or development, our products help organisations accelerate collaboration, increase creativity and problem-solving, and reduce costs.



Technology and psychology are at the heart of everything Lumina Learning does. Our advanced psychometrics empower people with the skills and mindset needed for organisations to succeed.

By taking a humanistic approach and viewing people as "human beings" rather than "human doings", we help organisations transform their performance by transforming their people.





Lumina Spark reveals your whole personality, providing a unique portrait of who you really are. Increase self-awareness, reveal hidden potential and cope better under pressure. Discover practical actions for improved communication, teamwork and leadership. Find your Inner Spark. Increase your potential.



- 1. Underlying Persona - Your instinctive way of being, your preferences, and your natural inclinations**
- 2. Everyday Persona - How you behave day-to-day, tuning up and down your qualities contextually**
- 3. Overextended Persona - When you do too much of a good thing, and overplay your natural strengths**
- 4. All of your personality all of the time - No labels, No boxes, No stereotypes!**

What is it for?

Lumina Spark provides an accurate, personalised reading of an individual's strengths and developmental areas. Whether you're the CEO or a new recruit, it provides rich personal insights and practical benefits for everyone.

This highly sought-after product was created by Dr Stewart Desson and is based on his revolutionary PhD research in business psychology and psychometrics, awarded by the University of Westminster. The Lumina Spark methodology avoids the bias inherent in many other popular psychometrics.

Lumina Spark embraces paradox - we can embody seemingly opposite personality traits at the same time. Nothing in life or at work is straightforward, and human nature certainly isn't. For example, we can be both extraverted and introverted in different contexts.

Lumina Spark inspires people to develop the skills most needed today and in the future - adaptability, agility, a growth mind-set, partnering, authenticity and the ability to lead self and others.

Measuring three personas gives consistent insights into your whole personality and removes the need for additional tests.

What problems does it solve?

Lumina Spark provides a personalised portrait of your whole personality. It speaks directly to people, providing a report uniquely about them as individuals - not about people who are similar to them. The model is simple to understand, yet contains great depth by directly measuring 72 personality qualities. This is why Lumina Spark is the choice of so many organisations for selection, training and development.

1. Increased self-awareness

2. People working better together, creating better results

3. Improved working relationships and productivity

4. Improved understanding of how to cope with stress





Lead the way, in your own way. Lumina Leader gives executives a deep understanding of their natural leadership style. It shows them how to lead confidently and authentically, while learning how to adapt their leadership style to meet the needs of their people and their organisation.



- 1. Understand how your personality determines your leadership style**
- 2. Have confidence in your own authentic leadership style**
- 3. Learn how to maximise your leadership strengths and remove your limitations**
- 4. Develop executives who add genuine value to your organisation**

What is it for?

Lumina Leader increases participants' awareness of their own unique leadership style and shows them how to lead naturally and with authenticity. It is focused on four balanced domains of leadership: Leading with Drive, Leading to Deliver, Leading through People and Leading with Vision. Peer feedback with the optional Lumina Leader 360 review gives leaders the opportunity to see themselves through others' eyes and observe the real impact of their leadership style.

People can be leaders in title but not display the attributes of leadership. According to research, the cost of poor people management is £84bn a year in the UK alone.* At the same time, these are challenging times for leadership. Leaders face mounting demands, a high-pressure working life and exposure to multiple stakeholder groups with wide-ranging needs.

Lumina Leader provides leaders with information that is hard to get elsewhere. It reveals an accurate view of their unique leadership style. It also points to blockers and blind spots and recommends ways to avoid them. Lumina Leader increases self-awareness, decision making capability and confidence to lead others in times of increased competition and ambiguity.

*Based on 2015 Investors in People/TBR report

What problems does it solve?

Lumina Leader, and the optional 360 review, allows leaders to tackle their career blockers, become more versatile and resilient when leading in times of change, and motivate people to become high performers.

- 1.** Being a leader in times of change and uncertainty
- 2.** Motivating and empowering others towards a shared vision
- 3.** Becoming more adaptable to address different job demands
- 4.** Increasing morale and reducing staff turnover





Work better, together. Clients refer to the Lumina Team experience as a genuine 'Aha!' moment. Easy to grasp language and impactful visuals instantly highlight the traits and behaviours within a team. The result is motivated people working in high performing teams which get better results.



- 1.** Use the Team Viewer to interactively explore the team's personality
- 2.** Quickly see how the team changes under pressure
- 3.** Learn how to communicate effectively within the team
- 4.** Immediately apply the learning to the team and yourself

What is it for?

Lumina Team investigates the team's own perspective of its character as well as how other people view it.

Participants co-create greater team awareness and understanding, learning to value each member's unique contribution.

Lumina Team is an extension of Lumina Spark (no extra questionnaires required!) and comes with the Team Viewer application which participants can use to visually explore their team's dynamics.

The key to creating a high performing team lies in really understanding each other's personality, motivation and preferred communication style. Understanding deeper values and preferences fosters the respect necessary for people to work effectively together.

The Lumina Team profile shows exactly where and how people fit in their team. The interactive team mandala allows them to see the traits and characteristics within their team as well as its potential blind spots. With this awareness, team members can then co-create a high-performing team environment.

What problems does it solve?

Every individual within a team has a personal identity, yet the group as a whole often takes on a personality of its own. Lumina Team will offer you insights into ways to get your message across, so that it will be better received by the group and ultimately result in effective outcomes.

- 1.** Communicate effectively within your team
- 2.** Know what to do when a team is not performing
- 3.** Value diversity and different styles of work
- 4.** Create high-performing teams





The ability to choose our response to a situation is a powerful one - Lumina Emotion gives people that ability. Improved emotional intelligence, adaptability and resilience are just some of the benefits organisations report.



- 1.** Uncover and fine-tune your emotional landscape
- 2.** Choose your actions - manage your responses
- 3.** Increase cooperation - reduce conflict
- 4.** Develop an emotionally intelligent organisation

What is it for?

Lumina Emotion teaches us how to manage our personality effectively to suit changing contextual demands, whatever our natural qualities may be. Lumina Emotion was created by psychologists Dr Stewart Desson and Julie Ensor (MSc) and is derived from Dr Desson's PhD research.

Lumina Emotion uses the Big5 model of personality to demonstrate that personality qualities actually underpin the majority of traditional emotional competencies. Lumina Emotion takes a holistic and balanced view, recognising that all traits can be helpful and effective in their own way. For example, both introversion and extraversion can contribute to emotional intelligence in different contexts, whereas many traditional models suggest extraversion is more important.

Lumina Emotion reveals three emotional personas - Underlying, Everyday and Overextended - and shows how socially desirable traits that are often perceived as key to emotional intelligence when overplayed can work against it. Equally, our research provides evidence that underrated traits that traditional EQ models typically do not see as driving emotional intelligence can, in fact, become sources of emotional strength. Lumina Emotion's innovative approach is fully compatible with Lumina Spark and they can be used separately or together.

What problems does it solve?

Industry leaders now see emotional intelligence as one of the top 10 competencies needed to succeed. Lumina Emotion focuses on our agility in understanding, adapting and managing our emotions day to day in order to guide effective thinking and meaningful behaviour.

1. Noticing and understanding our emotions
2. Adapting our behaviour and responding appropriately
3. Understanding the value of different emotional responses
4. Channelling our behaviour towards our goals and values





Find the right people, ask the right questions, uncover hidden potential and avoid costly recruitment errors. Lumina Select is the bespoke recruitment tool which helps you match the right people to the right jobs.



- 1.** Measures 16 job competencies
- 2.** Clear, easy to understand, one-page summary report
- 3.** Show candidates' strengths and weaknesses
- 4.** Indicate candidates' likely behaviours under stress

What is it for?

Every organisation has its own identity that will shape the requirements of its selection process. Successfully identifying and selecting strong candidates is a crucial part of growing a business.

Lumina Select takes into account the values of an organisation as well as the requirements of a specific role. This ensures that the candidate is good for the organisation, and the organisation is good for the candidate.

Lumina Select enhances communication between candidates and recruiters. Identify the best people to complement your organisation. Uncover hidden potential. Ensure expectations are understood clearly by both sides.

Lumina Select is designed to increase awareness for both the recruiter and the candidate so they can both get a better sense of the qualities needed for a particular role within the culture of an organisation.

What problems does it solve?

Lumina Select draws on Lumina Spark and Lumina Emotion to create a portrait of a candidate's preferences and traits. Knowing this, recruiters can tailor interviews to better explore a candidate's strengths and weaknesses.

- 1.** Improve company performance by recruiting the most suitable candidates
- 2.** Reduce recruitment costs and avoid expensive recruitment mistakes
- 3.** Seamlessly integrate recruitment with ongoing personal development
- 4.** Free up management time to concentrate on organisational goals





Lumina Sales enables you to develop your people and to grow your revenue. By understanding how your qualities support the sales process, and mitigating the impact of your overextensions, you land more sales. By focusing on return on relationship you simultaneously maximise return on investment.



- 1.** Stay in alignment with clients' needs and remove ego from the sales process
- 2.** Create self-awareness about how personality influences sales outcomes
- 3.** Build relationships which continue to strengthen after the contract is signed
- 4.** Give Sales Leaders the framework they need to inspire and enable performance development

What is it for?

Whether you're a front-line sales manager or a sales director, a technical specialist or a consultative seller, lead a large complex account team or a small in-house sales team, Lumina Sales will have applications for you.

The Lumina Sales Portrait assesses how an individual's personal qualities will affect the way they are likely to perform at each stage of the sales cycle. It answers the question, "Where am I in my selling process and where is my client in their buying process?"

Lumina Sales gives professionals the skills to approach a negotiation naturally by bringing a relationship lens to the sales process, and driving sales results. It shows them how to be the difference which makes the difference in the sales process.

Lumina Sales helps sales professionals continuously evaluate and improve their performance. It shows them how to adjust their approach and stay in respectful alignment with the client and their priorities. Sales Leaders now have a common language with which to coach and develop their teams.

What problems does it solve?

Lumina Sales gives professionals self-awareness. What are my preferences? Where are my bright spots and blind spots? What do I overdo and what do I not do enough of? It helps to ensure that the best day they have in sales is the one that's still ahead of them.

- 1.** Create self-awareness about how your personality influences your sales outcomes
- 2.** Gain a deeper understanding of how to meet the client's business goals challenges and needs
- 3.** Create a common language to enable Sales Leaders to become active team coaches
- 4.** Approach sales negotiations naturally, collaboratively, and with confidence





Lumina Learning
St George's House
Knoll Road
Camberley
GU15 3SY
www.luminalearning.com