



Target Personalities Team Day



About this Course

Target Personalities Team Day

This highly interactive team development day uses the Target Personalities profile to help participants better understand themselves and each other. Through a mix of guided exploration, team challenges, and practical activities, participants will explore how personality dynamics shape the way they work, communicate, and collaborate as a team.

The day focuses on turning insights into action—equipping teams with a shared language to boost performance, reduce friction, and improve collaboration.

Aims & Objectives

Here is what you will learn on our Target Personalities Team Day

Course Aim

To build deeper self-awareness, mutual understanding, and team cohesion using the Target Personalities profile.

Course Objectives

By attending this Target Personalities Team Day, you and your team will :

- Understand their personal Target Personalities profile and how it influences their work and communication style
- Recognise the strengths and overextensions in their profile
- Explore the collective personality dynamic of the team
- Identify how personality differences can be a source of both friction and strength
- Practice adapting behaviour and communication to work more effectively with others
- Create team agreements to improve collaboration and communication

Course Content

Here is what we cover in our Target Personalities Team Day

Welcome and Introduction

- Setting expectations and ground rules for the day
- Introduction to the Target Personalities framework
- Icebreaker activity: “What Makes Me Tick”

Exploring Your Profile

- Understanding your personal dynamics: Colour dynamics and leadership traits
- Breakout activity: “Walk Your Profile” – a physical mapping of each participant’s dynamic on the floor
- Pairs/triads activity: Sharing and discussing key profile takeaways

Working with Others

- How different personality dynamics influence communication, decision-making, and conflict
- Activity: “Opposite Pairs” – how to collaborate with someone very different to you
- Group discussion: Recognising and valuing different strengths

The Team Profile

- Visual reveal and interpretation of the team’s combined profile
- Exploring dominant styles, blind spots, and balance (or imbalance)
- Activity: “Team Map” – participants place themselves on a team grid to visualise strengths and gaps

Collaboration in Practice

- Team challenge: Personality-based problem-solving activity
- Observation and reflection: How did different dynamics show up in the task?
- Debrief: What works well? What could improve?

Communication and Feedback

- Understanding communication styles linked to personality
- Activity: “Style Switch” – practice giving/receiving feedback in different ways
- Group discussion: What each profile needs and struggles with in communication

Action Planning and Team Commitments

- Personal reflection: What will I do differently based on what I’ve learned?
- Team exercise: Creating shared agreements or “team norms” based on personality insights
- Closing round: Final takeaways and acknowledgements

Delivery Options

How we deliver our Target Personalities Team Day



In-House

Delivered at your business location or a location of your choice anywhere in the UK, Ireland, across Europe or online.

We can adapt the course content to meet your specific needs and those of your team.

Contact us for a quote.

In-House Delivery

Train your team. Train your entire company.

We can deliver our Target Personalities team day just for your team or organisation.

1

Start with an off-the shelf course

We'll use the content in the overview as a starting point

2

Understanding your needs

We'll work with you to agree what outcomes you want from the course

3

Making it yours

We will shape the content to ensure the course meets your requirements

4

Delivering the skills

We then deliver the course that we've agreed either in-person or online

Make it even more bespoke

We can completely redesign the course to meet your needs. Just tell us what you need, and we can put a no obligation proposal together for you.

About Target Personalities

A little more about the target personalities tool

Our Target Personalities profiling tool is a free to access tool developed by Revolution Learning and Development.

Our work is based on that of Dr. Karl Jung – using Jungian Preferences to build personality traits.

Then, we use the work of William Moulton Marston who created the DISC profiling system. From these, we use 4 colours to describe personality traits. We call these Dynamics.

Your personality is a combination of all four Dynamics. We aim not to put you in a box (like many of the free versions). Instead, we'll show you the strength of each Dynamic and how that manifests itself in behaviour.



About Us

A bit about who we are and what we do

We are Revolution Learning and Development

We are a leading learning and development consultancy based in the UK. We provide our services across the UK, Ireland and Europe.

- ✓ We deliver fun, engaging and down to earth training courses in-person and online
- ✓ Over 20 years of training experience
- ✓ Incredibly cost effective and a real focus on return on investment
- ✓ 92% of our clients rebook us for further training and development
- ✓ Flexible training and development solutions



Let's Talk

We are here to help



REVOLUTION

- LEARNING & DEVELOPMENT -

If you have any questions about our Target Personalities team day or would like a quote for an in-house course, then just get in touch.

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