



## Invisionit for At-Risk Young Adults

Invisionit is a service company, conducting personality assessments for young adults in their teens and twenties to determine natural strengths, personality traits and passions. Invisionit's goal is to help young adults gain insight into who they are so they can make decisions that help them to achieve personal and professional success.

Invisionit has created a dynamic program for students who are at risk of not graduating. The program includes personality assessments to uncover strengths and talents, interactive coaching sessions, one-on-one personal coaching, roundtable discussions with community and business leaders and field trips to area businesses for tours and lunch with business executives and employees.

### The Invisionit Experience for Young Adults at Risk

- We provide two, half day interactive sessions in which trained facilitators walk young adults – in small group settings - through results of assessments taken online prior to the session.
- The session takes place off-site and we often use the Larkin Building Conference Center on Exchange Street in Buffalo, New York. Our goal is to create a dynamic, respectful and professional setting to boost self esteem. The program can also be delivered in a school environment.
- The assessments and day sessions help young adults discover their innate strengths, personality traits, passions, and natural career fits.
- Young adults also learn of the "derailers" that can take them off track based on their personality profile and learn to use "compensators" to keep them on track.
- The assessments are validated and respected tools that reveal inherent traits (those you are born with) which allows the information to become a resource throughout one's life.
- Business and community leaders join students at their school in a roundtable discussion where they share their life experiences and the paths they took to achieve success. The leaders then host the students at their place of work where students will take a tour and be hosted for lunch. Employees join the students for lunch and talk about their job responsibility and the opportunities there are to pursue individual passions and careers. Total number of field trips per program: 3.

- One-on-one coaching. A trained coach works with each student throughout the year and assists each student in understanding and maximizing their strengths and talents to reach their goals and dreams. Three coaching sessions lasting 40 minutes each, are provided.

## Assessments Used

**Signature Themes.** A report that reveals a person's five most dominant gifts and how to translate those gifts into talents.

**School Place Big Five Profile.** Provides an understanding of individual personality, skills and preferences so that young adults can channel their energy effectively. The assessment also reveals compatible career matches.

**The Passion Test.** A process that helps individuals discover their passions and provides them with a system for living a passionate life.

## Outcomes

What young adults can expect to gain from participating in an Invisionit program:

- Greater sense of self and self-esteem
- Deeper insight into, and knowledge about, unique skills and strengths
- Clearer direction for future school and career pursuits
- A successful high school experience leading to graduation – by honing in on academic pursuits that match natural abilities, strengths and learning styles
- Ability to effectively communicate personality strengths for school and career interviews
- Expanded world of possibilities through alignment of skills with logical, natural career aspirations

## Experience

Invisionit has more than 150 years of collective experience in executive coaching, organizational development and communications. We have transformed this knowledge into helping young adults tap into their strengths and reveal the career that will lead to a happy, successful future.

## More Information

To discuss the program, please contact Gretchen Fierle at 716-845-5588 or e-mail [gfierle@invisionitllc.com](mailto:gfierle@invisionitllc.com).