

## DRAWSUCCESS FAQs

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**Q** What was the inspiration for DrawSuccess?

**A** DrawSuccess was created by a business person to solve a common business challenge: getting people to work better together and engaging them to solve their own problems. The founder's vision for DrawSuccess came from being a member, years ago, of two particularly challenging teams, one with a former employer and one with her EMBA study group. It was a turning point for her, because she couldn't stop until she discovered an antidote to such an unsettling and pervasive problem in companies all over the world. DrawSuccess is the solution.

**Q** What is the mission of DrawSuccess?

**A** Our mission at DrawSuccess is to "Change the World in a Fun and Profitable Way." We believe that training should be about changing behavior, that learning not only can be fun, it must be fun, and that the programs we deliver must deliver bottom-line results to both us and our clients.

**Q** Where did the name DrawSuccess come from?

**A** In Latin, the word "educare" or "to educate" means to "draw out." But if you think about it, most education is more about "putting in" than drawing out. Our process at DrawSuccess, however, is all about "drawing out" ideas and solutions to accelerate organizational results.

**Q** How is DrawSuccess different from the other programs in the marketplace?

**A** DrawSuccess is different in a lot of ways, including our "drawing out" process, the way the patent-pending DrawSuccess Game ensures 100% engagement, our focus on results, the way we leverage previous learning and experience, and many more.

**Q** How does DrawSuccess differ from other Personality/Behavioral programs?

**A** DrawSuccess differs in many ways.

First of all, the purpose of learning the Inner Genius (personality) Styles in our DrawSuccess workshops is to gain understanding and improve performance in a particular topic area. In fact, we feel strongly that understanding the Inner Genius Styles is the first and most crucial step in learning any material, because each Inner Genius Style has a different approach to each topic. For examples, each Inner Genius Style makes decisions very differently from the others. They also look at risk and management and sales and efficiency and communication and change and even diversity with a very distinctive approach from the others. So, we use this information to help delve into each topic area, whether it is our Communication class or our workshop on Diversity & Inclusion or our program on Integration & Change Management.

Secondly, DrawSuccess is different in how we focus on each participant's dominant Inner Genius Style from three dimensions: at work, at home and as perceived by others.

Third, while we believe that the first step is to know yourself, it's equally crucial to learn how to recognize other people's styles and learn how to adapt to improve

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communication and performance. After all, what good is it to know yourself if it doesn't help you get along better with others?

And, finally, DrawSuccess delivers accelerated learning of the Inner Genius Styles. Instead of the two-to-five day classes offered by other companies, our programs, the Inner Genius Style portion of the DrawSuccess workshops is completed in the first half day, with the rest of the workshop focusing on identifying opportunities to improved results.

- Q** What kinds of companies are ideal for DrawSuccess?
- A** DrawSuccess is effective in any type of company, in any industry. The key distinction to determine if DrawSuccess is right for your company is to ask your leadership: "Do you want to engage and empower your workers? Do you want to be more solution-focused than problem focused? Do you want to teach your people or learn from your people?" DrawSuccess requires an organization with this kind of open-minded, future-driven leadership. To evaluate your company's readiness for DrawSuccess, click the <http://drawsuccess.com/are-you-ready/>
- Q** Does DrawSuccess work best with entry-level employees or senior executive teams?
- A** Because of our unique "drawing out" process, DrawSuccess works at any employee level, from the mailroom to the board room. In our experience, the value of information learned and ideas generated can be just as valuable (If not more so!) from a shop worker or maintenance manager as from a group of C-Level execs.
- Q** I don't understand. How can one program work well with groups of all kinds at all levels? Don't the challenges differ too much by group or level or department?
- A** The programs are designed with a lot of flexibility that allows the facilitator to lead the group to reach the goals of the class while at the same time making sure the ideas and actions generated by the group are meaningful to the organization.
- Q** Are there any industries or types of companies where DrawSuccess doesn't fit?
- A** No. DrawSuccess is effective in any type of company, in any industry, even nonprofit organizations.
- Q** What successes can DrawSuccess claim?
- A** DrawSuccess has had successful implementations in companies and organizations large and small. See our website for some testimonials.
- Q** Can you give me a particularly meaningful success story?
- A** There are so many! One really profound experience we had was with a team where the two senior managers were viciously fighting. They didn't even want to be in the same room together! By the end of the workshop, the two literally had their heads together, working to solve a team challenge. A few weeks later one of the managers told us that DrawSuccess had made all the difference. That they were now a well-oiled machine and completely got along! It can be very moving to facilitate such a powerful transformation!

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- Q** Is DrawSuccess for intact teams only?
- A** Not necessarily. Some DrawSuccess programs work best with intact teams, and others are great to offer as open classes where anyone can attend. For example, the Leadership & Team Performance class is great to help intact teams work better together to achieve higher performance. And it's also a good workshop for a group of managers to learn how to manage better. The DrawSuccess Diversity & Inclusion program and the Communications Program also works great as an open class with people from all levels in different departments. Some of the other programs work best when delivered to a particular department. Contact us at [info@drawsuccess](mailto:info@drawsuccess) to learn more.
- Q** Is DrawSuccess affordable?
- A** Yes – very. Whether facilitated by one of our expert external facilitators or by one of your own managers, DrawSuccess is very reasonably priced. Contact us to learn more about pricing.
- Q** Does DrawSuccess offer a Train-the-Trainer program?
- A** Yes, we have both what we call T3 Level I and T3 Level II programs. Level I is more of a train-the-facilitator program, where we train people to facilitate each DrawSuccess Program. These facilitators can be managers, trainers or human resources personnel. Level II is for trainers who want to learn to train internal facilitators. Of course, to reach Level II a trainer must be certified in Level I first.
- Q** How does DrawSuccess ensure results?
- A** There are a few answers to that question. First, we make sure the focus of each program is to accelerate both individual and organizational results in that topic area. Then, we identify and remove the stumbling blocks to achieve high group performance. In addition, each program follows our 9-steps to results (<http://drawsuccess.com/9-steps-to-results/>). Then, we use a complete 30-90 day wraparound reinforcement process (<http://drawsuccess.com/process/>) to measure the results.
- Q** Does DrawSuccess offer an electronic version of the game and/or process?
- A** Because the magic of the program comes from the interaction of a group of individuals, we don't have a version of the game that's individually played. However, do offer a program for virtual teams, and we're also working on fun and unique electronic programs to reinforce the learning from the program(s).
- Q** Will DrawSuccess pursue a paperless solution?
- A** Yes! We're exploring looking into a tablet app solution that will not only save trees, it will also allow us to capture valuable data from each DrawSuccess workshop.
- Q** It's my understanding that the Inner Genius Styles in the DrawSuccess Program is align with several personality theories, including DISC. Does it work with all personality programs, and if not, can it be adapted to do so?
- A** Yes, the Inner Genius Styles are closely aligned with the DISC model, as well as several others, including Wilson/Merrill, Hippocrates, etc. We are currently adapting the program to work with some other programs.

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- Q** Does DrawSuccess have a program for students or schools?
- A** DrawSuccess has established a separate nonprofit organization called DrawSuccess4Students targeting students in middle and high school. See <http://drawsuccess4students.org/> .
- Q** What requirements are there for someone to facilitate DrawSuccess inside their company or organization?
- A** Internal facilitators may be managers or team leaders, trainers or H.R. personnel. The more experience with facilitation, leadership and training the better, although just about anyone with a strong desire to facilitate results can learn how to Draw Success.
- Q** What requirements are there for someone to become an external facilitator of DrawSuccess?
- A** External facilitators are trainers or coaches who want to deliver DrawSuccess programs and help us “change the world.” The requirements and FAQs to become a DrawSuccess Training Licensee are outlined in a separate document. See <http://drawsuccess.com/drawsuccess-facilitator/> for more information.
- Q** I just want to buy a game. Can I do that?
- A** No. Owning a copy of the DrawSuccess Game is like being given a magic kit without the instructions. Without the right training you could make a mess of things! Therefore, we make sure everyone who owns a copy of the DrawSuccess Game must be trained and certified to use it.
- Q** Can facilitators make copies of the materials from the class and share with others?
- A** Absolutely not. The materials provided are copyrighted and prohibited from duplication by law and must be purchased from the DrawSuccess Company.
- Q** If I’ve been trained in one program, am I automatically trained to deliver the other programs?
- A** No. You must get trained and certified in each program before you’re allowed to deliver it.
- Q** How many people can play at once?
- A** Up to eight people can play with one game board. To play with a larger group, you will need multiple game boards. The ideal class size is 10-16 people, although we’ve played with as few as three and as many as 150 people.
- Q** Does DrawSuccess offer customized programs?
- A** Yes; however, keep in mind that custom programs require a minimum volume commitment and are likely to have a higher per-person cost.

More questions? Contact us at [Info@DrawSuccess.com](mailto:Info@DrawSuccess.com) or call 800-890-DRAW (3729.)