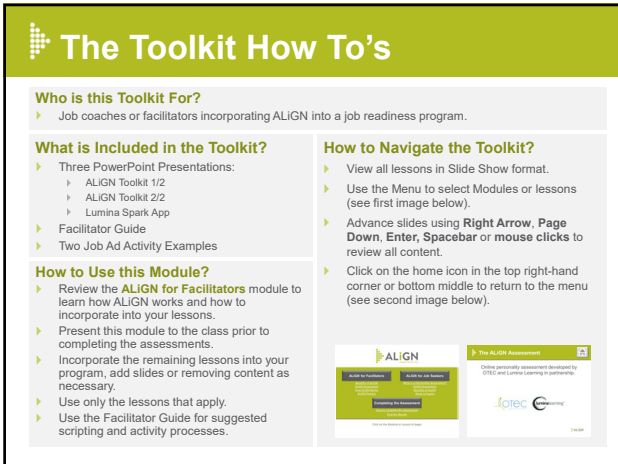




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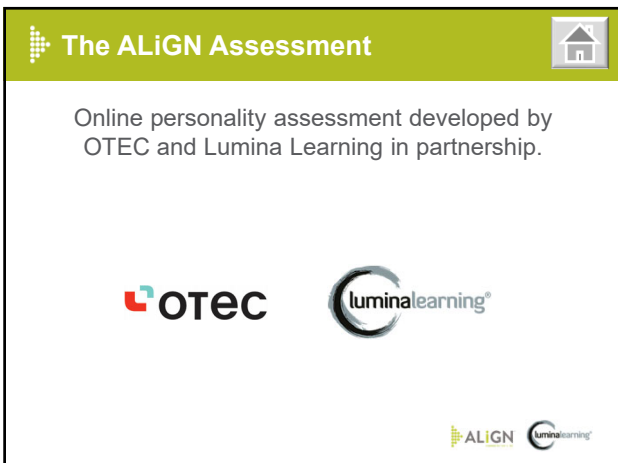
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Personality Traits

The ALiGN assessment provides:

<p>A word cluster provides a visual of your 24 Qualities.</p>	<p>A list of your Colours in order.</p>	<p>The 8 Aspects ranked in order of highest to lowest scores</p>	<p>A Spark Mandala provides a visual of your assessment.</p>
<p>Apply to your LinkedIn profile, resume, cover letter and job interviews.</p>	<p>Create your story for your cover letters, LinkedIn profile and interviews</p>	<p>Apply to your resume, cover letter and linked profile.</p>	<p>Understand yourself and apply to your resume, cover letter and linked profile.</p>

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What Makes Lumina Assessment Different?

<p>R wktu#D vhwvp hqw</p> <p>Vnlw#Ed vhg</p> <p>Odeh#lgg lyxdov#l #l #s h</p> <p>Trufhg# kr Ifh# #Shhuhqf hv# h j #gwr yhu# u# {wd yhu,</p> <p>Shur:qdd# #hp d lq#wdwf</p>	<p>Oxp lqd#D vhwvp hqw</p> <p>Ehkdy l: xid #Ed vhg</p> <p>Ir f xv h# g #gg lyxd #ulw# u wkh#kdg#l #s hv</p> <p>Hp eud f hv# r qw dg If ru# r s e r v h# #h j # e h h j # r k # l w r y h u # l q g # i { w d y h u,</p> <p>Ehkdy l: x u # i g d s # k e # l x d v r q v</p>
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ALiGN Lumina Learning

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Competencies

- For job matching purposes, each colour was assigned 4 competencies (16 in total).
- For example, someone who is **Empowering Green** probably **works well with** and **supports others**, enjoys **coaching and developing others** and is **interpersonally astute**.

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ALiGN Lumina Learning

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ALiGN Process

- **Receive and provide results** (Covered in the following presentations)
 - Register in ALiGN as jobseeker.
 - **ALiGN For Jobseekers**
 - Complete the assessment of 144 questions in 30-35 minutes
 - Use **Lumina and Your Job Application** presentation provided in a one-on-one or class session. The results are emailed about 30 minutes later.
 - Send the link provided to your participant
 - If completed in learning environment, facilitator can help participants understand questions without influencing any answers.

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Assessment Results

Job Coach

- ▶ Available through your ALiGN Jobseeker Dashboard
- ▶ Click on the image to learn more about the dashboard.

Job Seeker

- ▶ Emailed directly job seeker.

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ALiGN For Jobseekers

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ALIGN For Jobseekers

- ▶ Personality traits
- ▶ Career compatibility
- ▶ Job Matching

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ALIGN Lumina Learning

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What is a Personality Assessment?

Questionnaire

- No right or wrong answer
- Some may be more appropriate for given situations
- Some may be less suitable

Measures Personal Characteristics

- Analyze your behaviors
- Determines your strengths & weaknesses
- Determines your motivations driving you
- Determines your values & interests

Determine job fit

- Analyze if you are a good fit for a role, job or career
- Compare personality characteristics with those ideal for role
- Determine if motivational drivers fit with role characteristics

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ALIGN Lumina Learning

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ALIGN Assessment


The Lumina assessment identifies:

- 4 Colours
- 8 Aspects
- 24 Qualities

Each Aspect contains 3 Qualities

Each person has 24 qualities exhibited in different proportions.

Your focus	People versus outcome
Your drive	Inspiration versus discipline
Your thinking style	Big picture versus down to earth
Your social style	Extraverted vs introverted



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ALIGN Lumina Learning

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ALiGN Assessment

The ALiGN assessment provides:

<p>A word cluster provides a visual of your 24 Qualities.</p>	<p>A list of your Colours in order.</p>	<p>The 8 Aspects ranked in order of highest to lowest scores</p>	<p>A Spark Mandala provides a visual of your assessment.</p>
<p>Apply to your LinkedIn profile, resume, cover letter and job interviews.</p>	<p>Create your story for your cover letters, LinkedIn profile and interviews</p>	<p>Apply to your resume, cover letter and linked profile.</p>	<p>Understand yourself and apply to your resume, cover letter and linked profile.</p>

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Benefits of ALiGN

<p>Learn About Yourself</p>	<p>Help Your Job Search</p>	<p>Help Your Job Applications</p>
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ALiGN luminalearning

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Benefits of ALiGN

<p>Learn About Yourself</p> <p>• Ig hqvã #huzr qdãv # vwhqj wkv/#z hdnqhwhvãqg # wk j v#kz #z r un# q</p> <p>• Ch dvg#kz #ãp sã #ãqg z r u# vx s s u h wãud lw#h g h g g j j # r q #ããd wã r qd ð# r qg ã r qv </p>	<p>Help</p> <p>Z ãk #ãqv j kw#r p hvãk h.#ãe ãw #kz #ãg d s v </p>
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Benefits of ALiGN

Help Your Job Search

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Benefits of ALiGN

Learn About Yourself

Help Your Job Search

Help Your Job Applications

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•V x s r r w #k h #a i m #i g #k h #h w p h l

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n e #i g h y h z l

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x v g #g #i g h y h z v l

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d g g #h d g h u k b #w | d v #i g g # z r u #
h (d p s d v #k d w #e d q #e h #k d h g l

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What to Expect

Communicate

Assessment

Assessment Review

Application

Feedback

1. Learn about Align in today's presentation.
2. Create an ALiGN account using the link provided by your coach and complete the Align Assessment
3. Learn how to read your ALiGN Assessment and discuss possible career options with your job coach/councillor.
4. Practice applying the profile content to Resumes, LinkedIn Profiles, Cover Letters, Job Search and interviews
5. Complete a survey using the link provided to give feedback on your experience.

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Completing the Assessment ALIGN luminalearning

a) Select your language
b) Click on Create a Lumina Account

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Completing the Assessment ALIGN luminalearning

c) Enter your email address
d) Create a password
e) Agree to policies and terms of use
f) Click on Register

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Completing the Assessment ALIGN luminalearning

g) Check your email for a verification email from support@luminalearning.com
h) Click on confirm my account.

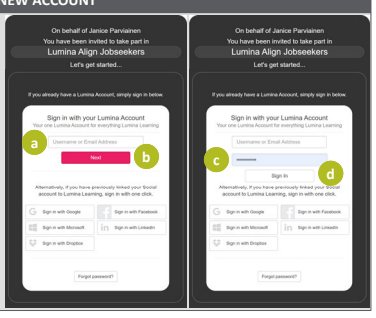
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Completing the Assessment ALIGN 


STEP 2 – SIGN INTO YOUR NEW ACCOUNT

a) Enter your email
b) Click on Next
c) Enter your password
d) Click on Sign in



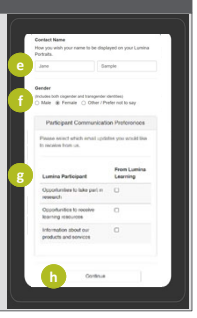
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Completing the Assessment ALIGN 


STEP 2 - CONSENT AND PERSONALITY ASSESSMENT

e) Enter your first and last name
f) Select your preferred gender
g) Select your communication preferences
h) Click on Continue




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Completing the Assessment ALIGN 


STEP 2 - CONSENT AND PERSONALITY ASSESSMENT

i) Select your organization or not applicable
j) Click on OK



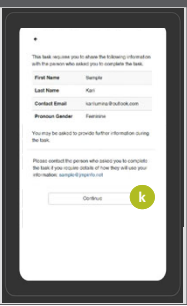
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Completing the Assessment ALIGN 


STEP 2 - CONSENT AND PERSONALITY ASSESSMENT

k) Click on Continue

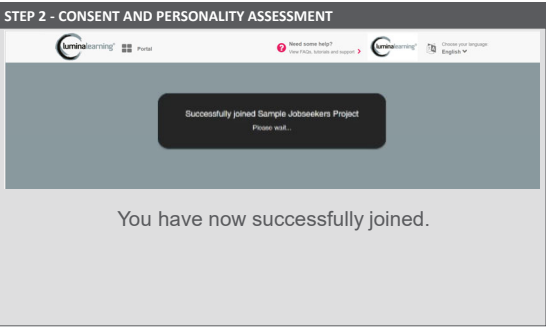


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Completing the Assessment ALIGN 

STEP 2 - CONSENT AND PERSONALITY ASSESSMENT



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Completing the Assessment ALIGN 

STEP 3 - COMPLETE THE ASSESSMENT

Language selection

Please select the language that you intend for the questionnaire to be displayed in


a Language:

b Continue

a) Select your language
b) Click on Continue

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Completing the Assessment ALIGN 


STEP 3 – COMPLETE THE ASSESSMENT

An Introduction from your practitioner


Welcome to the Lumina Spark questionnaire. You can see questionnaire instructions back here for participants to see at their questionnaire starting page. This can be customized for each project created. Thank you.

c) Read any instructions:

- ▶ Find a quiet place to complete the questionnaire
- ▶ Answer honestly and on first instinct
- ▶ Use the full 1-5 rating.
- ▶ Answer 144 questions with a scale like the one to the left.
- ▶ Click back or next to move through questions.

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Completing the Assessment ALIGN 

STEP 3 – COMPLETE THE ASSESSMENT

Questionnaire Language: English UK vs 1.0. Click here to start again in a different language

0% Complete

1. Strongly Disagree 2. Disagree 3. In-between 4. Agree 5. Strongly Agree

My natural inclination is to analyze things meticulously **d**


I find it easy to cooperate with others

I am naturally full of energy **e**


Back Continue

d) Use the slider to rate each question from 1 (strongly disagree) to 5 (strongly agree).

e) Click on Continue

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Completing the Assessment ALIGN 

STEP 3 – COMPLETE THE ASSESSMENT

0% Complete

My desire to be practical is so strong that I don't consider all the possibilities

Others consider my ideas challenging and radical


I am known as somebody who gets things done on time

I respond with empathy when others are struggling **g**


Back Submit

f) Continue until you reach the last question.

g) Click on Submit.

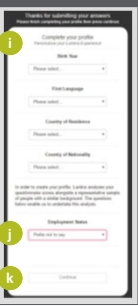
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Completing the Assessment ALIGN 


STEP 3 – COMPLETE THE ASSESSMENT

- i) Answer any demographic questions about yourself (e.g., age, language, country, employment status and experience) you are comfortable answering.
- j) Answer Prefer not to say where applicable.
- k) Click on Continue.

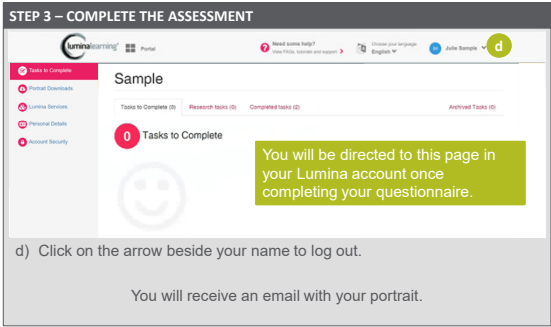


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Completing the Assessment ALIGN 

STEP 3 – COMPLETE THE ASSESSMENT



- d) Click on the arrow beside your name to log out.

You will receive an email with your portrait.

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