

ITI™ FACT SHEET

We each have a very specific outlook toward the world, a unique inner theatre. The thematic imagery in our inner theatre – the scripts – determines our way of interpreting the world and influences our behaviour and actions. These scripts explain why we do what we do and why we behave in certain ways. They give meaning to our experiences and our lives.

The ITI™ is a 360° personal development instrument designed by Manfred F. R. Kets de Vries to help you identify the major life anchors – or drivers – in your life. Feedback from ITI™ will help you understand what motivates you, identify ways of getting what you want out of life and improve your relationships by opening up opportunities for reflection and meaningful dialogue.

Objectives and Dimensions

Through self-exploration and self-analysis, we can create greater awareness of our values, beliefs and attitudes. This is rarely a journey we can take on our own, however. We are not always aware of blind spots that may hamper us in our effectiveness. The ITI™ is designed to help leaders and others in their personal growth and development. The insights provided by the Inventory will help leaders understand the drivers in their inner theatre – the values, beliefs and attitudes that guide their behaviour.

The responses to the 22 statements in the ITI™ have been clustered into the most frequently encountered life anchors in our inner theatre (these anchors have been listed alphabetically):

- Achievement
- Aesthetics
- Attachment/Affiliation
- Autonomy/Independence
- Care
- Exploration/Learning
- Food/Eating
- Health/Well-being
- Honour/Integrity
- Lifestyle Quality
- Meaning
- Money
- Order
- Power
- Pride
- Recognition
- Revenge
- Security
- Sensuality/Sexuality
- Spirituality
- Status/Rank
- Voice

Who is the ITI™ designed for?

The ITI™ is designed for a broad range of individuals seeking a better understanding of themselves, and also for leaders, including CEOs and top executives, junior executives, mid-level managers, and organisational directors working in profit and non-profit organisations.

Questionnaire structure

- Ranking question, including a comments section for observers
- Takes 10 minutes to complete
- 360° feedback from between 3-7 observers (including a spouse or significant other, and people at work who know you well)

What outcomes can I expect after taking the ITI™?

An ideal tool for self-exploration and self-analysis, the ITI™ is an essential resource on your leadership and personal development journey. It helps you to look beneath the surface and to identify your major life drivers to see what makes you tick.

As a result of the ITI™ feedback process you will be able to:

- Understand the 22 most common life anchors
- Develop greater self-awareness
- Identify your primary life anchors, or drivers
- Explore gaps in perceptions between the Self and Observers' scores in order to determine "blind spots"
- Develop a lifestyle congruent with your values and belief systems

How can I interpret the outcomes?

For any 360° feedback system to be successful, it is advisable that KDVI instruments be used only for developmental purposes, not for making administrative decisions about promotions and remuneration. The focus is not to impose a judgement on individuals, but to open up possibilities for development and change. We also strongly recommend that the ITI™ be used in conjunction with a coaching intervention with a professional executive coach, with a formalised action plan and follow-up as an outcome.

When the ITI™ is undertaken by a leadership team, the debriefing is typically facilitated by the qualified coach in small subgroups enabling a mutual exchange and support process going forward and providing a collective team overview that is not available otherwise.

KDVI also offers an advisory service should assistance be required in the use of the instruments, understanding the reports and any other related questions that may arise. For more information, please send an e-mail to tools@kdvi.com.

Non anonymous feedback and confidentiality

The ITI™ is designed so that Observers are *not anonymous*.

Keeping names attached to scores helps individuals recognise and understand differences in perceptions. Of particular interest is the potential divergence in the perceptions of behaviour in the private and public spheres. Individuals can also go back to the observers to follow up on specific areas for improvement.

All information and data is treated confidentially. Results are not given to anyone without the participant's permission, except the participant and/or coach.



Pricing

ITI™ - FULLY ADMINISTERED SURVEY

Fully administered service per participant	£170.00
Participant Workbook	£30.00
Facilitator's Guidebook	£100.00

For our customers who wish to purchase a large number of Development Tools we can offer volume discounts.

All our reports are now delivered as PDFs exclusively. However, if you require hard copies, we can accommodate your needs. Printing and shipping solutions can be priced upon request.

Available Languages

The ITI™ is available in English, French and Russian.

What services are available if I choose the ITI™?

- Full administration of the entire survey process from start to finish, including weekly progress reports and reminders to participants and observers at regular intervals.
- Helpdesk for participant queries by email to support@kdvi.com. There is normally a same day response to queries.
- Private and confidential dispatch of PDFs of reports by email at the end of the survey, or one set of printed reports and participant workbooks sent by DHL tracked delivery (at additional cost).
- Analysis and feedback on the report results on request.

Any other questions? Contact one of our advisors at tools@kdvi.com or the ITI™ webpage at <https://www.kdvi.com/tools/18-inner-theatre-inventory>.

www.kdvi.com