



StandOut[®] Debrief CERTIFICATION 2nd Edition



COACH PEOPLE TO TURN THEIR STANDOUT ROLES INTO PERFORMANCE.

The StandOut[®] Debrief Certification trains coaches to deliver a highly personalized StandOut Assessment results debrief, using the context of people's lives — their goals, challenges, and dreams — to expand their awareness and understanding of what they bring, and how their Top 2 StandOut Roles best serve them.

The StandOut Debrief Certification is designed to ensure that coaches have all the information and practical experience they need to guide individuals effectively through their StandOut Results and help them choose meaningful action.

Quick Facts



AUDIENCE

- Ideal for internal coaches and seasoned HR leaders who want to facilitate a highly personalized debrief of an individual's StandOut Results



DURATION

- 4 90-minute virtual sessions, plus practice coaching sessions; 16 hours total



MATERIALS

- Extensive Certification Guide including Debrief template, coaching tips, 9 Roles Cheat Sheets, FAQ, and StandOut Assessment Technical Summary
- StandOut Debrief Guide

Participants Will



Receive a 90-minute Debrief from a TMBC Mentor Coach



Participate in a detailed analysis of each part of StandOut Assessment Results



Grow their StandOut expertise by learning to address common reactions and objections to StandOut Results



Practice and receive coaching guidance on multiple StandOut Debrief deliveries



Learn deeper Role distinctions and how to be culturally responsive during Debrief coaching

Certification Overview

This dynamic learning experience provides a detailed outline of the StandOut Assessment and Debrief Guide, accompanied by instruction and guidance from a designated Mentor Coach. Each participant will have the chance to practice delivering StandOut Debriefs that explore StandOut Roles and unlock potential.

Learning Approach

FULL PARTICIPANT EXPERIENCE

Because you cannot teach what you do not know, each certification begins with participants experiencing a personal 1:1 Debrief, followed by a deep dive into the components of the StandOut Debrief.



PRACTICE COACHING

Practice coaching sessions are the primary learning method of the StandOut Debrief Certification. The best way to learn is by teaching: each participant will have multiple opportunities to practice delivering StandOut Debriefs.



PRINCIPAL COACH INSTRUCTION

The sessions are led by a Principal Coach with extensive expertise in Marcus Buckingham's work and deep knowledge of the StandOut assessment. Your instruction will be based on the experience and accumulated wisdom of numerous Debrief deliveries.



INTERACTIVE TRAINING

Our certifications are fast-paced, practical, and highly interactive. Participants are encouraged to ask questions and share personal experiences. Our Mentor Coaches are skilled at drawing insights from participants and anchoring core content.



Curriculum Outline



Certification Requirements:

1) Mandatory attendance at all four virtual sessions. One absence allowed by exception only, with advance notice to facilitator. Otherwise, participant will be placed in the next public cohort. 2) Successful completion of peer-to-peer coaching. 3) Successful completion of Mentor Coach debrief. 4) Successful completion of self-study assignments. 5) Submission of self-evaluation.