



Lumina Lives

Keeping Lumina Spark alive
with 15 minute activities
between sessions

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Keeping Lumina Spark alive

“Keeping the Lumina Spark alive with 15 minute activities between sessions.”

You recently participated in a Lumina Spark session or walkthrough to introduce you to Lumina Learning and your individual Lumina Spark portrait. Our aim is to provide opportunities to leverage your investment by ensuring the learning continues over time. It is important to us to keep your learning sustainable.

Activities

This document contains 15 minute activities to keep Lumina Spark alive between sessions. The activities are designed to be performed by:

- A single person reflecting individually.
- Two individuals working together.
- A team or group who has previously experienced a Lumina Spark session and has now gathered together again.

We sincerely hope these activities encourage you to continue to work with your portrait.

The page numbers quoted in this document are based on the customized Lumina Spark Full portrait layout by Janice Parviainen, Lumina Learning Global Partner Canada, France and the Americas as described at the end of this document. Page titles are included so you can find these in your unique layout.

Facilitator preparation

For some of these activities specific worksheets and documents are required. These are located in the Extra Notes section of your Portrait.

1. Your Inner Spark - 24 Qualities Word Cluster

Review page 7. Remind participants that these are the 24 Qualities in the Lumina model. Largest font represents highest score given.

- Get participants to pop their Word Cluster out of their binder and share with a partner or the group.
- Allow each person to share if they feel this fits for them and allow feedback from partner or group

2. Your Inner Spark – Text only

Give everyone time to read page 8:

- Share one point that they feel aids to their success in their role,
- Share one point that they are not sure is true for self – they can ask partner or group for feedback or clarity

3. Your Inner Spark - Communication, Leadership & Working with Others

- Let each participant share one point from page 9 'Communication, Leadership & Working with Others' with partner or group that they feel helps them.
- Allow them to get feedback from partner or group if these behaviours are noticed.
- Participants may also like to share a point for clarity if time permits.

4. How do I see myself? – A Colour Lens / Who can I become under pressure?

Review page 10-13. These are generic pages.

- Think of one person you would like to have a better relationship with. Keep them in your mind as you read these pages. Finish-off by coming up with their personality order of colours from strongest preferred to least preferred.
- How are they similar to you?
- How are they different from you?

Discuss with your partner.

- What is your personal order of colors based on this information?

5. Archetype by persona overview

Review page 15. Remind everyone of what the 3 personas (Underlying, Everyday, Overextended) mean.

- Notice how your four colours change in each persona.
- Think of examples of this and share with your partner.

6. Your true colours in order

On page 17.

- Read each colour summary of you and write an example of each beside it.
- Share with partner/group.

7. Your strengths and possible weaknesses - Strengths

Review page 18.

- Choose one strength and share with partner/group and ask for feedback on how this has been noticed and/or appreciated.

OR

Facilitator can photocopy or reprint only the strengths points of this page.

- Each participant's page is circulated around the tables.
- Everyone initials the strengths they notice the most.
- Page returned to participant.
- Each person shares a summary of the feedback they received from group.

8. Your strengths and possible weaknesses - Weaknesses

Review page 18.

- If a group is mature enough, each participant may choose to share a possible weakness and ask the group/partner for any suggestions to help with this.
- They can then do a GROWS (page 65)

9. Your strengths and possible weaknesses - Suggestions for development

Review page 18.

- If a group is mature enough, each participant shares one suggestion for development that they would like to try and they can ask for feedback from the group on the possible effectiveness of this new behaviour.
- The team or partner may also add other suggestions for success.

10. Your use of the Four Archetypes – Key Strengths

Read the very top of pages 19-22. These are your key strengths in each colour.

- Are you utilizing these fully?
- How can you use these even more to be more effective in your role?
- Share with partner/group.
- Possibly end-off with GROWS (page 65)

11. Your use of the Four Archetypes – Sometimes you may use too much

On pages 19-22 read the 'Sometimes you may use too much...' or 'How this can be overplayed' section of all 4-colour pages (page 19-22).

- Are you aware of these possible behaviours within yourself?
- How can you protect your career from the impact of these behaviours?
- Share with partner/group.
- Possibly end-off with GROWS (page 65)

12. Your use of the Four Archetypes – You may underuse

On pages 19-22 read the 'Sometimes you may use too much...' section of all 4-colour pages.

- Are you aware of these possible weaknesses?
- How could these affect your career?
- What can you do about these?
- Possibly end-off with GROWS (page 65)

13. Recommendations to increase your 4 archetypes

Read page 23 and reflect:

- Which suggestions would you try and why?
- Share with partner/group.
- Possibly finish with GROWS (page 65)

14. Recommendations to temper your 4 colours

Read page 24 and reflect.

- Which suggestions would you try and why?
- Share with partner/group.
- Possibly finish with GROWS (page 65)

15. Welcome to the 8 Aspects

Read the generic definitions of the 8 aspects (page 25).

- Score yourself on the '8 Aspect Scores' sheet (page 26).
Each aspect is allowed 100%.
- Compare your scores to 'Your Spark Mandala' (page 28) and 'Your Archetype and Aspect Bars' (page 29).
- Where are the scores similar?
- Where are the scores different?
- Discuss with partner/group

16. Your Spark Mandala and Your Archetype and Aspects Bars

Review pages 28-29. Remind group what each aspect means. Review PPT slides.

- Get everyone to pop their pages out of their portrait and show to partner/group.
- Discuss similarities and differences.

This is great if the group can walk around and compare paint splashes. I call this the 'Gallery Walk' as they are all proud of their paint splashes.

Some prefer the paint splash and some prefer the Aspect Bars.



17. Your eight aspects on the Spark Mandala

Review page 30. Remind participants that these are the 8 Aspects in the Lumina model. Largest font represents highest score given.

- Get participants to pop their Word Cluster out of their binder and share with a partner or the group.
- Allow each person to share if they feel this fits for them.
- Allow feedback from partner or group.

18. Your 8 Aspects in order (1)

Review page 31.

- Let each participant read out their strongest aspect and when they have noticed this.
- Ask participants to reflect on how their top three aspects aid in their success.

19. Your 8 Aspects in order (2)

Review page 31.

- Let each participant read out their least preferred aspect.
- Ask feedback; only if group is mature.
- Ask participants to reflect on how their bottom three aspects may be limiting their effectiveness.

20. Two quotes to inspire you

Review page 32.

- Each participant reads both the first (who they are) and the second (who they aspire to be) quote.
- Working with a partner, discuss how the second quote may mesh with their GROWS plan.
- How can they use the information to further develop or modify their GROWS plan?

NOTE: Alternately each participant may search for their own quote to validate their personal experience with Lumina.

21. Qualities Mandala

Review page 33. Each person looks at their Qualities Mandala.

- Discuss with partner/group, how they “present” the top five qualities at their workplace.
- Ask for examples from partner/group of these 5 qualities in action.

22. Your Twenty Four Qualities in detail

Read page 34. This page is a mathematical average.

If client has invested in Lumina Spark Full Portrait, I do not spend time here and go directly to Underlying, Everyday and Overextended pages. If client has invested in Lumina Spark Mini Portrait, this activity is perfect.

- Individuals or partners can choose and reflect on one or more of the following questions:
 - 1) What surprises you?
 - 2) What do you have more of than you thought?
 - 3) What do you have less of than you thought?
 - 4) What would you like to increase to be more effective in your role?
 - 5) What would you like to decrease to be more effective in your role?
 - 6) Think of your last performance evaluation. What would your organization like to see more of? Less of?
 - 7) Do you have any paradoxes? (High in opposites)
 - 8) Can you give an example of this?
 - 9) Can you feel this pulling on you? What is the impact of this on you?
 - 10) What is the impact of this on others?
 - 11) Do you dance across the spectrum smoothly?

OR

- Have them get up and see this page of one another as an interactive and fun experience.

23. Your three persona positions

Review page 36.

- Notice how your dominant colour may change.
- Notice how the aspect that you are most attracted to may change.
- Give an example of how you change in the three personae.
- Share with partner/group.
- Gallery Walk?

24. Your Underlying Qualities (1)

Review page 38. Remind participants of what Underlying means.

- Choose from the following questions for partners/group to reflect upon and share.
 - 1) What do you have more of than you thought?
 - 2) What do you have less of than you thought?
 - 3) Do you have any paradoxes? (High in opposites)
 - Can you give an example of this?
 - Can you feel this pulling on you?
 - What is the impact of this on you?
 - What is the impact of this on others?
 - Do you dance across the spectrum smoothly?

25. Your Underlying Qualities (2)

Review page 38. Remind participants of what Underlying means.

- Have group get up and compare Underlying pages.

26. Your Underlying Qualities (3)

Review page 38. Remind participants of what Underlying means.

- Have team stand at their strongest Underlying quality on mat.
- What happens in their Everyday?
Get them to discuss what happens to this quality as they go into Everyday.
- Does it go up or down?
- Can they think of an example of this behaviour?
- End with a suppression/amplification discussion.

27. Your Everyday Qualities (1)

Review page 39. Remind participants of what Everyday means.

- Choose from the following questions for partners/group to reflect upon:
 - 1) What do you have more of than you thought?
 - 2) What do you have less of than you thought?
 - 3) What would you like to increase to be more effective in your role?
 - 4) What would you like to decrease to be more effective in your role?
 - 5) Think of your last performance evaluation. What would your organization like to see more of? Or less of?
 - 6) Do you have any paradoxes? (High in opposites)
 - Can you give an example of this?
 - Can you feel this pulling on you?
 - What is the impact of this on you?
 - What is the impact of this on others?
 - Do you dance across the spectrum smoothly?

28. Your Everyday Qualities (2)

Review page 39. Remind participants of what Everyday means.

- Have team stand on mat at their strongest Everyday Quality.
- Get team to provide examples when they have noticed these qualities in one another.
- See team strengths and weaknesses.
- Notice the collective team strengths where everyone is standing. Discuss.
- What does this quality look like in their Underlying?
- Is it the same or lower?
- If low in Underlying than an amplification.

29. Your Overextended Qualities

Review page 40. Remind participants of what Overextended means. Disregard low scores. Focus on high scores as they may cause career limiting moves.

- Any surprises?
- Choose one overextension you are aware that you get in the grip of.
- Fill out the 'Understanding Your Overextensions' worksheet or do this activity around the mat. See speaker notes in PowerPoint.

30. Your Twenty Four Qualities in detail (1)

Review page 41. Remind participants of what Underlying, Everyday and Overextended means. Low scores in Overextended mean that the quality DOES NOT become negative when Overextended. It remains healthy.

- Circle 2 or 3 qualities where a definite change occurs between the lengths of the bars as they move through the 3 personas.
- Consider an example to bring these scores to life and illustrate these changes in behaviour.
- How might an observer have witnessed the behaviour change?
- What could be the impact of this behaviour on others?
- Is this the “self” that the participant wants others to see?
- Does this give the participant more information about their strengths and challenges?
- Is there new information that will assist with the GROWS model?

Share this with their partner/group, if comfortable doing so.

31. Your Twenty Four Qualities in detail (2)

Review page 41. Remind participants of what Underlying, Everyday and Overextended means.

- Circle an example where there is a high score in Underlying and low in Everyday.
- Why are these qualities that come naturally to you, being suppressed?
- Are you aware and choosing to suppress this due to your workplace?
If so, Congratulations!
- Perhaps they do not fit at the workplace but can you let them play on the weekend?
- Could these serve you in the workplace if you brought them out more?

32. Your Twenty Four Qualities in detail (3)

Review page 41. Remind participants of what Underlying, Everyday and Overextended means.

- Circle an example where there is a low score in Underlying and high in Everyday.
- Are you aware that you have amplified these qualities? Congratulations if you have been consciously working on these.

- If you feel fatigued, it may be caused by this amplification. If so
 1. Can you reduce the use of this quality during the weekend?
Can you “put it in the trunk” over the weekend?
 2. What is this amplification costing you?

33. Your Communication Preferences (1)

Review page 46-47.

- Share with partner/group:
 1. How you prefer to be communicated with.
 2. What interests you in communication?
 3. What strengths you bring to a team.
- Allow partner/group to ask for clarity.

34. Your Communication Preferences (2)

Review page 47.

- Share a suggestion for development that you would consider trying.
- Partner for a GROWS experience.

35. Team Interaction Preferences

Review page 45.

- Create a chart by capturing the favourite points on communication from each participant. They simply fill in the ‘Team Interaction Preferences’ form and you create a summary sheet of everyone’s communication preferences.
- Print and laminate these and distribute at next meeting.
- Let each participant read aloud their data. Group is allowed to ask for clarity.
- You may adapt the information that is collected on the sheet to best serve the client.

36. Creating a High Performing Team (1)

Review pages 48-49.

- Share a favourite point on “Some ways you are effective.”
- Are you fully utilizing this?
- Ask for affirmation from the group of when they have seen this.
- Ask group if they feel it can be used more.

37. Creating a High Performing Team (2)

Review pages 48-49.

- Share relevant point for “Overplaying your strengths”
- Has this happened before?
- How can you protect your career from this possible behaviour?

38. Creating a High Performing Team (3)

Review pages 48-49.

- Share a point from blind spots.
- Are you aware of this?
- Do you want to ask partner/group for clarity or when they have noticed this?
- How can you protect your career from this behaviour?

39. Creating a High Performing Team (4)

Review pages 48-49.

- Which suggestions for improvement would you try?
- Engage in a GROWS with your partner.

40. Creating High Performing Teams

Review pages 48-49. The next time a group is setting up a team to implement a new policy or procedure direction, participants should review these questions:

CONSIDER:

- What will be the benefit of homogeneous or heterogeneous groups?
- What will be the disadvantages of homogenous or heterogeneous groups?

- Is this an opportunity for the team members to develop an archetype, aspect or quality by taking on a role that is new to them?
- Is this an opportunity to provide confident participation by staying with their strengths?
- How can individuals connect to others in the group and value each other's needs?

41. Valuing Diversity / Working with your Opposite

Review pages 50-51.

- Is there someone on the team who is your opposite type?
- Name them.

Describe a time when you and your opposite type were working on an issue.

- What were the strengths of this working relationship?
- What were the concerns and/or limitations of this working relationship?
- How were they resolved – or if not how might they be resolved given another opportunity?
- What could you do to build a more positive working relationship with someone of your opposite type?

Check with your opposite type to see if your solution would help.

NOTE: This exercise can be done individually or partnered with an individual of opposite type.

42. Seeing Yourself in Others

Review pages 52-53.

- Is there someone on the team who is similar to you?
- Name them.

Describe a time when you and your similar type were working on an issue.

- What were the strengths of this working relationship?
- What were the concerns and/or limitations of this working relationship?
- How were they resolved – or if not how might they be resolved given another opportunity?



- What could you do to build a more positive working relationship with someone of your similar type?

Check with your similar type to see if your solution would help.

NOTE: This exercise can be done individually or partnered with an individual of similar type.

43. Seeing Yourself in Others - Working with your Mirrored Self

Review pages 52-53.

- What are the advantages of working with someone who has the same dominant colour as you?
- What are the disadvantages of working with someone who has the same dominant colour as you?

44. Speed Reading

Review pages 55-58. These are generic pages.

- Please write GENERIC at the top of these pages.
- Have someone in mind.
- Read these pages and guess their colours from most-preferred colour to least-preferred colour.

45. Building rapport with 4 colours

Review pages 59-62. These are personalized pages specifically for you.

Disregard heading saying 'Things to Tune Up' / 'Things to Tone Down'.

- Have someone in your mind that you would like to have a better relationship with.
- Read these 4 pages and see if you end up with 2 or 3 new strategies to use with this person.

46. How to relate to the following colours

Review pages 63.

- Think of one person for each colour.
- Would these suggestions work?
- Share with partner/group.

Lumina Spark Full Portrait Layout

Page	Title	Source
1	Lumina Spark Portrait - Cover Page <i>Logo and Quote customizable</i>	Portrait
2-3	Spark Portrait Contents Page	Portrait
4	Welcome <i>Personalized welcome letter with your picture</i>	Portrait
5	The Lumina Model	Custom
6	Introduction	Portrait
7-9	Your Inner Spark	Portrait
10-11	How do I see myself? – A Colour Lens	Workbook
12-13	Who can I become under pressure?	Workbook
14	How you use the four archetypes	Portrait
15	Archetype by persona overview	Portrait
16	Lumina Spark and Normalized Data	Custom
17	Your true colours in order	Workbook
18	Your strengths and possible weaknesses	Portrait
19-24	Your use of the Four Archetypes <ul style="list-style-type: none"> - You primarily use your Archetype - Your Second Archetype is - Your Third Archetype is - The Archetype you use least is - Recommendation to increase your 4 archetypes - Recommendations to temper your 4 colours 	Portrait
25	Welcome to the 8 Aspects	Workbook
26	8 Aspects Scores	Workbook
27	Drawing your personalized Mandala	Workbook
28	Your Spark Mandala	Portrait
29	Your Archetype and Aspects Bar	Portrait
30	Your eight aspects on the Spark Mandala	Portrait
31	Your 8 Aspects in order	Workbook
32	Two quotes to inspire you	Portrait
33	Qualities Mandala	Portrait
34	Your Twenty Four Qualities in detail	Portrait
35	Three perspectives on who you are	Portrait
36	Your three persona positions	Portrait
37	Your Three Personas	Portrait
38	Your Underlying Qualities	Portrait
39	Your Everyday Qualities	Portrait
40	Your Overextended Qualities	Portrait
41	Your Twenty Four Qualities in detail	Portrait



Page	Title	Source
42	Your Archetypes split by Persona	Portrait
43	Your Aspects split by Persona	Portrait
44	Team Intro (Sample)	Custom
45	Team Interaction Preferences	Custom
46-47	Your Communication Preferences	Portrait
48-49	Creating a High Performing Team	Portrait
50	Valuing Diversity	Portrait
51	Working with your Opposite	Portrait
52	Seeing Yourself in Others	Portrait
53	Working with your Mirrored Self	Portrait
54	Speed Reading Exercise	Workbook
55-58	Speed Reading Yellow Energy Speed Reading Red Energy Speed Reading Blue Energy Speed Reading Green Energy	Workbook
59-62	Building rapport with Yellow energy Building rapport with Red energy Building rapport with Blue energy Building rapport with Green energy	Workbook
63	How to relate to the following colours	Workbook
64	GROWS – Co-Creating Results	Workbook
65	Lumina Learning Offerings	Custom
66	Back Page of Portrait	Portrait

GROWS



Set a clear and measurable GOAL



What are the facts about your current REALITY or situation?



What are the OPTIONS you could take?



What WILL you do to achieve your goal?



Who could SUPPORT you to achieve this goal?



Goal

What would you like to walk away from this conversation with today?
What does GOOD look like?
What does GREAT look like?
How long do you sense it will take to make this happen?
What would be undeniable proof of success?
If we met in x months from now, what story would you tell me?



Reality

What do you notice happening?
What is missing in this situation?
What is complete?
Who are the characters involved?
What is getting in the way?
What is at stake for you in this?
Tell me... Explain to me... Describe to me...



Options

What are some ideas you have had?
What if (time, power, money) were no object?
Who would be someone worth talking to?
How might they approach this?
If you did know exactly what to do - what would that be?
What else? What else? What else?



Will – Way forward

What will you do in light of this conversation?
What is your first step in this?
By when will each of these actions need to be completed?
Who needs to know what your plans are?
On a scale from 1-10, how committed are you doing this?
What prevents your commitment from being a 10?



Support

Who can you enroll to help you?
What systems or processes could support you?
What support do you need from others?
How and when are you going to get that support?
Where is the first place you would think of looking for support?
Where is the last place you would think of looking for support?