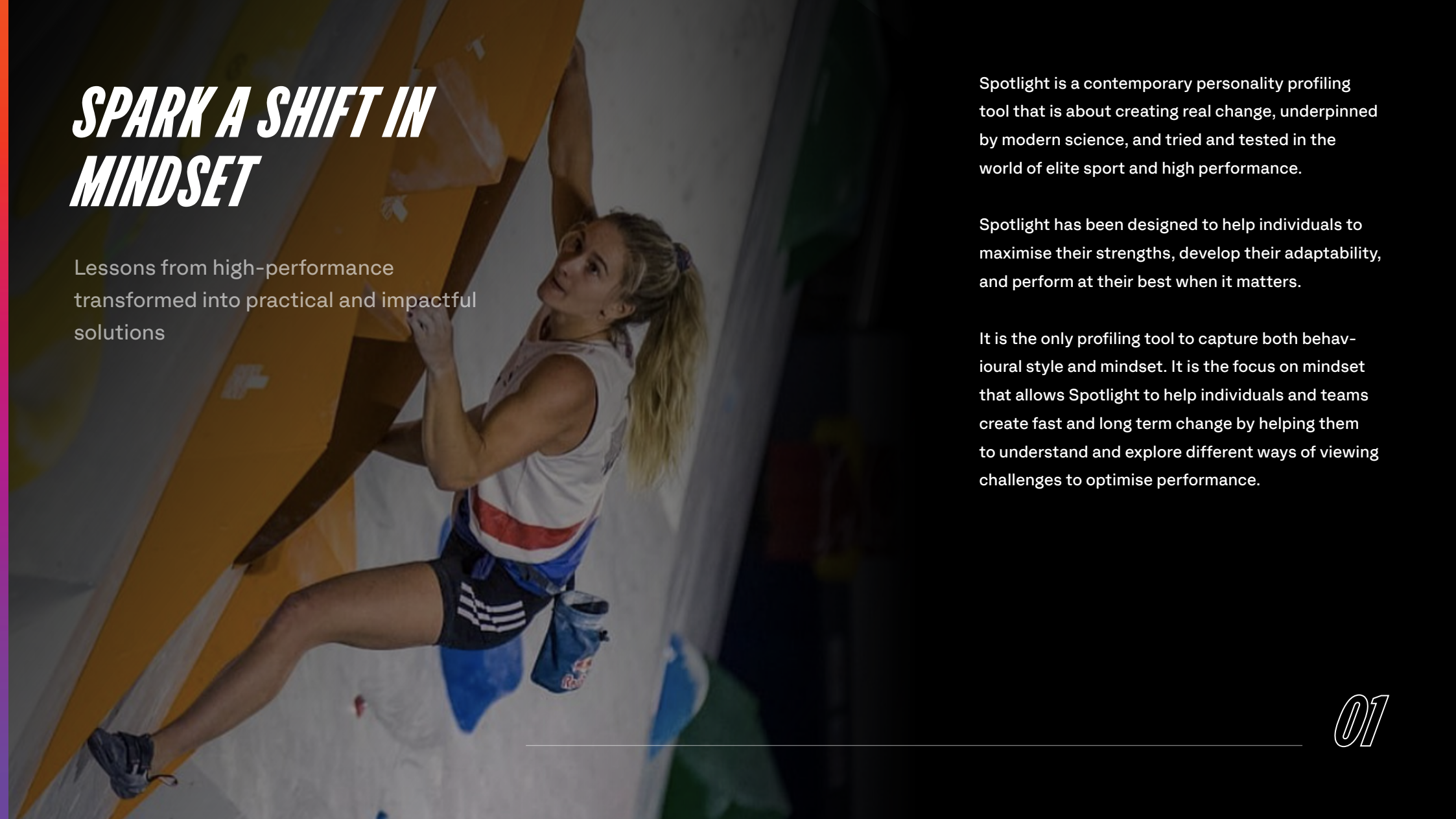


SPOTLIGHT

Accelerating conversations about performance, adaptability and teamwork with Mindflick's mindset psychometric tool, Spotlight





SPARK A SHIFT IN MINDSET

Lessons from high-performance transformed into practical and impactful solutions

Spotlight is a contemporary personality profiling tool that is about creating real change, underpinned by modern science, and tried and tested in the world of elite sport and high performance.

Spotlight has been designed to help individuals to maximise their strengths, develop their adaptability, and perform at their best when it matters.

It is the only profiling tool to capture both behavioural style and mindset. It is the focus on mindset that allows Spotlight to help individuals and teams create fast and long term change by helping them to understand and explore different ways of viewing challenges to optimise performance.

CHANGE BACKED BY SCIENCE

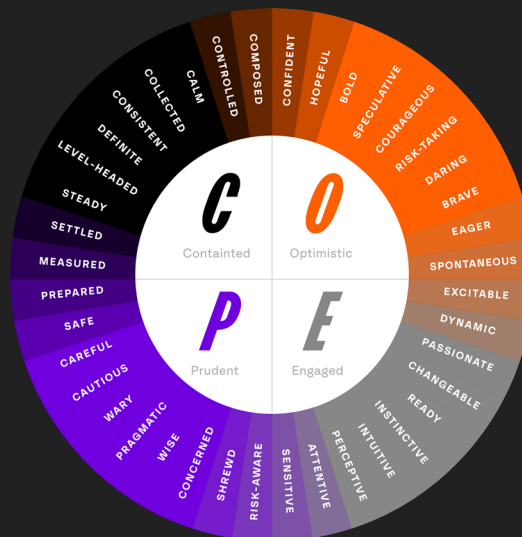
Rigorously validated using contemporary analytics and research

Spotlight grounds itself in modern personality theories which emphasize adaptability and performance. It has been meticulously validated using modern statistical analysis to demonstrate the reliability, validity, and impact of the two frameworks which Spotlight is based on.

Spotlight's Technical Manual explores the results of years of research demonstrating the construct validity, test-retest reliability, other forms of validity and reliability, as well as a series of studies exploring the performance impact of using Spotlight with individuals and teams.

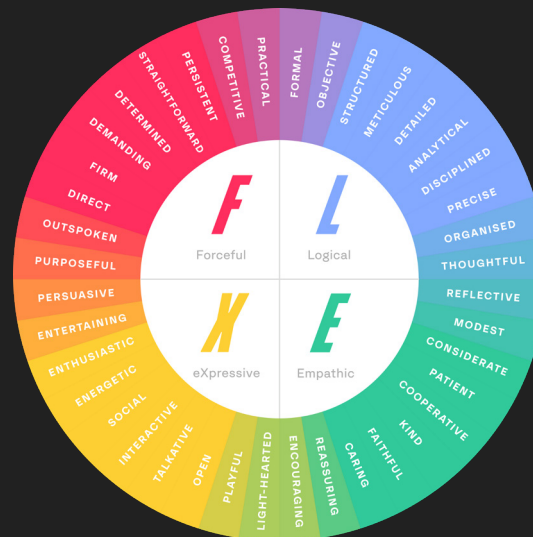
Mindset

The COPE mindset framework is underpinned by one of the only biologically-based models of personality, explained by sensitivity to threat and reward.



Behavioural Style

The FLEX behavioural style framework is based on two factors from one of the most scientifically supported models of personality, The Big 5.

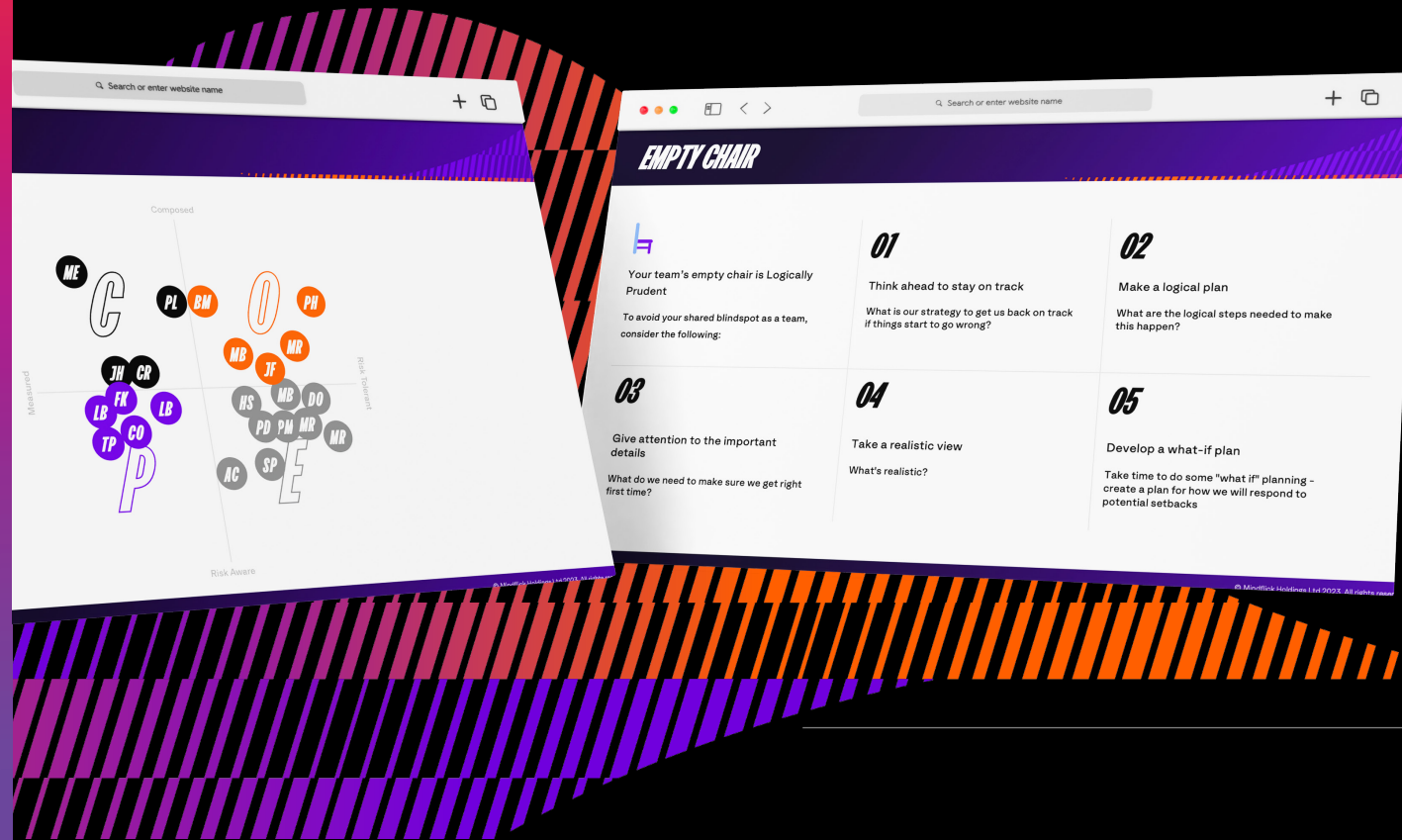


SPOTLIGHT WITH INDIVIDUALS

- **Maximise**
Accelerate self-awareness and develop strategies to maximise your performance by exploring the full anatomy of your character strengths
- **Adapt**
Explore personal strategies to develop adaptability and discover ways to flex your thinking when needed
- **Perform**
Unlock your potential by understanding what makes you tick, how you respond to setbacks and successes, and where you get your confidence from

SPOTLIGHT WITH TEAMS

- Enhance the awareness of individual and collective strengths
- Understand the different mindset and behavioural preferences of team members
- Build stronger relationships, trust and team connection
- Become aware of potential over-played strengths and team blindspots
- Develop collective adaptability by understanding your teams unique Empty Chair





M Spotlight.