



Lumina Learning

Transforming organizations
by celebrating people, one
human at a time



Our solutions

We offer innovative personalized selection and development solutions for individuals, teams, and organizations.

What we do

We design and deliver cutting-edge products based on our integrated suite of digital psychometric resources.

Personality in the palm of your hand, check out our Lumina Splash app



Download our free Lumina Splash app
to get a taste of what we can do



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About Us

At Lumina Learning we believe that meaningful personal growth helps people become more adaptable and build strong personal and workplace relationships.

Born out of a desire to offer an alternative to out-of-date, stereotyping personality tests that limit personal growth, we create humanistic and inclusive psychometrics that reveal the full depths of people's dynamic personality.

Avoiding typing, labels or boxes, our next-generation tools help you hire the right people, accelerate their personal growth and transform your organization.



Our Solutions

Whatever your challenge, you can use our products for a whole range of practical solutions. Our innovative methodology is designed to support interventions ranging from short presentations, training courses, inspiring coaching sessions, team building, onboarding, selection, sales development, authentic leadership, organizational development, and many more.

For Individuals

Lumina Learning reveals individual potential and inspires personal and professional growth. Clients gain a deeper self-awareness and the skills to influence with emotional intelligence and communicate with impact.



For Teams

As virtual teams, project groups and remote reporting increase, people need to build relationships better and faster. Our team solutions create a powerful understanding of the personalities within a team, and the culture within which a team sits, as a catalyst to enable greater team effectiveness.



For Organizations

Increased organizational effectiveness is delivered through our inspirational practitioners designing our innovative products into customized solutions that deliver demonstrable benefits.



Our Products

Our products are based on a unique methodology that blends an integrated suite of tools, models, and apps. This suite includes ground-breaking psychometrics which reveal people's dynamic personality and ignites curiosity.

Whether in selection or development, our products help organizations accelerate collaboration, increase creativity and problem-solving, and reduce costs.



Technology and psychology are at the heart of everything Lumina Learning does. Our advanced psychometrics empower people with the skills and mindset needed for organizations to succeed.

By taking a humanistic approach and viewing people as “human beings” rather than “human doings”, we help organizations transform their performance by transforming their people.





Lumina Spark reveals your whole personality, providing a unique portrait of who you really are. Increase self-awareness, reveal hidden potential and cope better under pressure. Discover practical actions for improved communication, teamwork and leadership. Find your Inner Spark. Increase your potential.



- 1. Underlying Persona - Your instinctive way of being, your preferences, and your natural inclinations**
- 2. Everyday Persona - How you behave day-to-day, tuning up and down your qualities contextually**
- 3. Overextended Persona - When you do too much of a good thing, and overplay your natural strengths**
- 4. All of your personality all of the time - No labels, No boxes, No stereotypes!**



What is it for?

Lumina Spark provides an accurate, personalized reading of an individual's strengths and developmental areas. Whether you're the CEO or a new recruit, it provides rich personal insights and practical benefits for everyone.

This highly sought-after product was created by Dr Stewart Desson and is based on his revolutionary PhD research in business psychology and psychometrics, awarded by the University of Westminster. The Lumina Spark methodology avoids the bias inherent in many other popular psychometrics

Lumina Spark embraces paradox - we can embody seemingly opposite personality traits at the same time! Nothing in life or at work is straightforward, and human nature certainly isn't. For example, we can be both extraverted and introverted in different contexts.

Lumina Spark inspires people to develop skills most needed in the workplace - adaptability, agility, a growth mind-set, partnering, authenticity and the ability to lead self and others. In one tool it provides three lenses that assess your underlying persona, your everyday persona, and your overextended persona, to give you consistent insights into your whole personality and remove the need for additional tests.

What are the benefits?

Lumina Spark provides a personalized portrait of your whole personality. It speaks directly to people, providing a report uniquely about them as individuals - not about people who are similar to them. The model is simple to understand, yet contains great depth by directly measuring 72 personality qualities. This is why Lumina Spark is the choice of so many organizations for selection, training and development.

1. Increased self-awareness
2. Work better together and create better results
3. Improved working relationships and productivity
4. Cope better with stress





Lead the way, in your own way. Lumina Leader gives executives a deep understanding of their natural leadership style. It shows them how to lead with confidence and authenticity, while learning how to adapt their leadership style to meet the needs of their people and of their organization.



- 1.** Understand how your personality determines your leadership style
- 2.** Have confidence in your own authentic leadership style
- 3.** Learn how to maximize your leadership strengths and remove your limitations
- 4.** Develop executives who add genuine value to your organization



What is it for?

Lumina Leader increases participants' awareness of their own unique leadership style and shows them how to lead naturally and with authenticity. It is focused on four balanced domains of leadership: Leading with Drive, Leading to Deliver, Leading through People and Leading with Vision. Peer feedback with the optional Lumina Leader 360 review gives leaders the opportunity to see themselves through others' eyes and observe the real impact of their leadership style.

People can be leaders in title but not display the attributes of leadership. According to the 2015 Investors in People/TBR report, the cost of poor people management is £84bn a year in the UK alone. At the same time, these are challenging times for leadership. Leaders face mounting demands, a high-pressure working life and exposure to multiple stakeholder groups with wide-ranging needs.

Lumina Leader provides leaders with information that is hard to get elsewhere. It reveals an accurate view of their unique leadership style. It also points to blockers and blind spots and recommends ways to avoid them. Lumina Leader increases self-awareness, decision making capability and confidence to lead others in times of increased competition and ambiguity.

What are the benefits?

Lumina Leader, and the optional 360 review, allows leaders to tackle their career blockers, become more versatile and resilient when leading in times of change, and motivate people to become high performers.

1. Increased resilience in times of change and uncertainty
2. Motivating and empowering others towards a shared vision
3. Becoming more adaptable to address different job demands
4. Increasing morale and reducing staff turnover





Work better, together. Clients refer to the Lumina Team experience as a genuine 'Aha!' moment. Easy to grasp language and impactful visuals instantly highlight the traits and behaviours within a team. The result is motivated people working in high performing teams which get better results.



- 1.** Use the Team Viewer to interactively explore the team's personality
- 2.** Quickly see how the team changes under pressure
- 3.** Learn how to communicate effectively within the team
- 4.** Immediately apply the learning to the team and yourself

What is it for?

Lumina Team investigates the team's own perspective of its character as well as how other people view it. Participants co-create greater team awareness and understanding, learning to value each member's unique contribution.

Lumina Team is an extension of Lumina Spark (no extra questionnaires required!) and comes with the Team Viewer application which participants can use to visually explore their team's dynamics.

The key to creating a high performing team lies in really understanding each other's personality, motivation and preferred communication style. Understanding deeper values and preferences fosters the respect necessary for people to work effectively together.

The Lumina Team profile shows exactly where and how people fit in their team. The interactive team mandala allows them to see the traits and characteristics within their team as well as its potential blind spots. With this awareness, team members can then co-create a high-performing team environment.

What are the benefits?

Every individual within a team has a personal identity, yet the group as a whole often takes on a personality of its own. Lumina Team will offer you insights into ways to get your message across, so that it will be better received by the group and ultimately result in effective outcomes.

1. Communicate effectively within your team
2. Know what to do when a team is not performing
3. Value diversity and different styles of working
4. Create high performing teams





The ability to choose our response to a situation is a powerful one - Lumina Emotion gives people that ability. Improved emotional intelligence, adaptability and resilience are just some of the benefits organizations report.



- 1.** Uncover and fine-tune your emotional landscape
- 2.** Choose your actions - manage your responses
- 3.** Increase cooperation - reduce conflict
- 4.** Develop an emotionally intelligent organization

What is it for?

Lumina Emotion teaches us how to manage our personality effectively to suit changing contextual demands, whatever our traits may be.

Lumina Emotion was created by psychologists Dr Stewart Desson (PhD) and Julie Ensor (MSc) and is derived from Dr Desson's PhD research.

Lumina Emotion uses the Big5 model of personality to demonstrate that personality traits actually cover the majority of traditional emotional competencies. Lumina Emotion takes a holistic and balanced view, recognizing that all traits can be helpful and effective in their own way.

Lumina Emotion reveals three emotional personas - Underlying, Everyday and Overextended - and shows how socially desirable traits can work against us, while underrated traits can become sources of emotional strength. It is fully compatible with Lumina Spark and they can be used separately or together.

What are the benefits?

Industry leaders now see emotional intelligence as one of the top 10 competencies needed to succeed. Lumina Emotion focuses on our agility in understanding, adapting and managing our emotions day to day in order to guide effective thinking and meaningful behavior.

1. Noticing and understanding your emotions
2. Adapting your behavior and responding appropriately
3. Understanding the value of different emotional responses
4. Channeling your behavior towards our goals and values





Find the right people, ask the right questions, uncover hidden potential and avoid costly recruitment errors. Lumina Select is the bespoke recruitment tool which helps you match the right people to the right jobs.



- 1.** Measures 16 job competencies
- 2.** Clear, easy to understand, one-page summary report
- 3.** Show candidates' strengths and weaknesses
- 4.** Indicate candidates' likely behaviors under stress

What is it for?

Every organization has its own identity that will shape the requirements of its selection process. Successfully identifying and selecting strong candidates is a crucial part of growing a business.

Lumina Select takes into account the values of an organization as well as the requirements of a specific role. This ensures that the candidate is good for the organization, and the organization is good for the candidate.

Lumina Select enhances communication between candidates and recruiters. Identify the best people to complement your organization. Uncover hidden potential. Ensure expectations are understood clearly by both sides.

Lumina Select is designed to increase awareness for both the recruiter and the candidate so they can both get a better sense of the qualities needed for a particular role within the culture of an organization.

What are the benefits?

Lumina Select draws on Lumina Spark and Lumina Emotion to create a portrait of a candidate's preferences and traits. Knowing this, recruiters can tailor interviews to better explore a candidate's strengths and weaknesses.

- 1.** Improve your organization's performance by recruiting the candidates with maximum potential
- 2.** Reduce recruitment costs and avoid expensive recruitment mistakes
- 3.** Seamlessly integrate recruitment with ongoing personal development
- 4.** Free up management time to concentrate on organizational goals





How does it work?

Lumina Select uses personality to predict ‘competency potential’. Competency potential is the degree to which an individual is naturally inclined to demonstrate the behaviors associated with a specific competency. This approach helps make your recruitment process more scientific. It also identifies talented candidates who might be overlooked in more traditional selection approaches.

Years of research show that personality can be used to predict patterns of behavior. A well-suited personality can contribute to a person’s success in a role, while a poorly-suited personality can be a blocker to success. Our research shows that personality can account for up to 18% of the variance in job performance.

Lumina Select Competencies

This comprehensive set of 16 competencies was designed to reflect the complexities of many different work environments.

Performing Through People

- Being Interpersonally Astute
- Working Together
- Coaching & Developing Others
- Supporting Others

Performing Through Pioneering

- Adapting to Change
- Agile Learning
- Conceptualizing Strategies
- Fostering Creativity

Performing Through Delivery

- Gathering & Analyzing Information
- Ensuring Accountability
- Planning & Organizing
- Pursuing & Achieving Goals

Performing Through Influence

- Working Under Pressure
- Engaging & Energizing
- Providing Direction
- Purposeful Argumentation

What is included?

Our comprehensive digital Lumina Select offering features the Lumina Job Profiler, the Lumina Select Portrait Walkthrough, and the Lumina Select Interview Guide. This is all presented in Lumina Learning's very own Applicant Tracking System (ATS).

Applicant Tracking System

Sort, filter, and track applicants

The Lumina Applicant Tracker allows you to sort, filter, and track applicants for multiple roles and to quickly and easily move candidates through the application process.



Lumina Job Profiler

Identify the key competencies for success

The Lumina Job Profiler allows you to tailor your digital Select profile to focus on the most relevant competencies for each role you are hiring for. You can also use our helpful job specific competency templates based on real data to help guide your competency selection.



Lumina Select Portrait Walkthrough

Explore a candidate's personality and competencies in detail

Our interactive digital portrait enables you to see a candidate's potential for each competency, explore which qualities are driving each competency, and examine potential risk factors – competency blockers and overextended use.



Interview Guide

Find the right questions to ask

Our fully customizable candidate interview guides enable you to select desired competencies to interview against, helping you ask the right questions.





Lumina Sales scientifically enables you to develop your people and to grow your revenue. By understanding how your qualities support the sales process, and mitigating the impact of your overextensions, you land more sales. By focusing on return on relationship you simultaneously maximise return on investment.



- 1.** Stay in alignment with clients' needs and remove ego from the sales process
- 2.** Create self-awareness about how personality influences sales outcomes
- 3.** Build relationships which continue to strengthen after the contract is signed
- 4.** Give Sales Leaders the framework they need to inspire and enable performance development



What is it for?

Whether you're a front-line sales manager or a sales director with a large team, Lumina Sales will have applications for you.

The Lumina Sales Portrait assesses how an individual's personal qualities will affect the way they are likely to perform at each stage of the sales cycle. It answers the question, "Where am I in my selling process and where is my client in their buying process?"

Lumina Sales gives professionals the skills to approach a negotiation naturally by bringing a relationship lens to the sales process, and driving sales results. It shows them how to be the difference which makes the difference in the sales process.

Lumina Sales helps sales professionals continuously evaluate and improve their performance. It shows them how to adjust their approach and stay in respectful alignment with the client and their priorities. Sales Leaders now have a common language with which to coach and develop their teams.

What are the benefits?

Lumina Sales gives professionals self-awareness. What are my preferences? Where are my bright spots and blind spots? What do I overdo and what do I not do enough of? It helps to ensure that the best day they have in sales is the one that's still ahead of them.

- 1.** Create self-awareness about how your personality influences your sales outcomes
- 2.** Gain a deeper understanding of how to meet the client's business goals challenges and needs
- 3.** Create a common language to enable sales leaders to become active team coaches
- 4.** Approach sales negotiations naturally, collaboratively, and with confidence





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