

# Alex Gellman

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## EMOTIONAL IRIDOLOGY

**Let Emotional Iridology reveal what type of team player you are.**

### *Iridology ~ Team Building Workshops*

Successful teams have a cohesive energy that enables them to achieve a common aim, whether that be goals or target sales of the month. Successful teams are built and developed, and every player complements each other. Unfortunately our society today conditions people to compete against each other, even against their own team players. Plus, our own fears and insecurities play havoc with our mind, and we may put others down by trying to outshine them.

Our exercises and coaching work are designed to change an individual's mindset from a desire to shine on their own, to wanting to achieve goals as a successful team player. We build trust and improve channels of communication by teaching team players to see and understand the world through the eyes of their colleagues. We teach players the importance of the strengths and skills that they bring to the team, and to recognize that they are an integral part of the success of the team.

Our team-building workshop for groups requires a minimum of three to five hours.

Our exercises are designed to help the individual:

- \* Learn to see the world through the eyes of other people, whether it be another team player or a customer, to allow them to communicate more effectively.

- \* Analyze the strengths that each person brings to the team, how they complement one another, and how that builds a stronger more energetic team overall.
- \* Understand how to build and create a cohesive team
- \* Exert leadership without over control.
- \* Become a great team coach and manager, available one on one or in a group.
- \* Greater understanding of team dynamics and culture
- \* Help teams rebuild during times of change
- \* Integration of new members to an established team
- \* Improve the teams' capacity to overcome conflict and solve problems
- \* How to handle stress more effectively and support one another

Discover what your eye reveals through the personalized markings in your eye that are as unique as your fingerprints. Physical Iridology will reveal the body constitution, inherent weaknesses, and levels of health and how to rebalance the body to achieve maximum vitality. In addition, the Emotional Iridology method reveals your personality, strengths, fears, natural gifts untapped and tapped. This is a wonderful tool to remove blocks, which often have hindered personal progress, creativity and well-being. This system will reveal how you related to your mother and father between the ages of birth to seven and how the events during those early years contribute to how we react and handle stress as adults.

For team building we will only be using the iridology Eye Type four emotional personality profiles. Individuals can be assessed by one of the following options:

1. Personalized appointments are available ranging from 10 minutes to 2 hours. The time allotted to the consultation is determined by your personal goals and budget.
2. Photographs can be taken of all the delegates prior to the event. Alexandra reviews and returns them to each delegate in an envelope with the key highlights of their eye structure, so that during the presentation everyone will know what type they are when Eye Types are discussed.
3. Alexandra can take a one-minute look at all the delegates' eyes before the presentation to let them know their basic eye structure, so that they can relate when she discusses Eye Types.

Alexandra Gellman, Iridologist since 1982, and Doctor of Homeopathic Medicine, Registered Behavioral Coach and Career Professional does an exciting power point presentation illustrating the different Eye Types and their unique personality and communication styles. Each delegate will

learn how to read the markings in the eye, so they too can identify others' Eye Types. This is a fascinating presentation that will intrigue all your delegates. This presentation is followed up with a series of team building exercises, which can be customized to your workshop based on your key mandates and goals.

Examples of some of the areas we will focus on during the team building exercises so that each participant understands themselves and others better include:

### ***Improving Communication***

- \* Discover the kind of information each individual Eye Type requires to perform at their optimal potential
- \* Learn to see the world through the lens of another Eye Type who has a different focus on life
- \* How can one Eye Type communicate more effectively with their opposite Eye Type?
- \* Determine your Eye Types' preferred communication style in relating and receiving information, and how a different Eye Type than your own receives it.

### ***Leadership***

- \* Which type of leadership style does your Eye Type perform best under?
- \* How can your Eye Type contribute to the success of the team?
- \* How can your Eye Type hinder the team?
- \* How can your Eye Type correct that hindering aspect?

### ***Handling Changes in the Your Work Group***

- \* How does your Eye Type respond to change?
- \* What do you need to feel safe under times of change?

### ***Problem Solving and Conflict Resolution***

- \* What is the style of your Eye Type in resolving problems and overcoming conflict?
- \* How does it compliment or hinder the styles of the other Eye Types?

### ***Handling Stress Effectively***

- \* What type of situations does your Eye Type find stressful?
- \* How does your Eye Type overcome these feelings of stress?
- \* How do the needs of your Eye Type in overcoming stress affect the rest of the team?

These exercises will accomplish:

- \* A greater appreciation of our diverse personalities
- \* Identifying strengths and blind spots of the team
- \* Improving lines of communication
- \* Learning what it will take to get the greatest productivity and commitment from each individual.

### ***Emotional Eye Types***

#### **ANALYST**

Analyst people are analytical and have strong gifts in the areas of leadership, attention to detail and clarity. They are precise verbal communicators. Their deepest fears are intimacy, letting go of control and the unknown. Their lessons include getting in touch with their emotions, trusting others, and becoming more expansive. An analyst under stress will become anxious, frustrated and can lose their confidence.

#### **CREATIVE**

Creative people are deeply emotional and tend to be artistic, creative and expansive. Their deepest fears are being criticized and abandoned. Their lesson is to learn to take responsibility for their problems rather than blame others. They live in the moment and have difficulty with details and planning for the future.

## HUMANITARIAN

Humanitarians are known for their love of people and nature. They are gifted in their ability to connect with others because of their deep empathy for humanity. They excel in healing work and service to others. Their deepest fears are firstly hurting others and secondly being hurt themselves. They need to learn to trust their feelings and release past negative experiences.

## CATALYST

Catalyst people trigger change in our world, sometimes before other people are ready to change. They are there to make things happen. They are driven, highly motivated, dynamic and expressive people. Their deepest fears are of being controlled, intimacy and failure. Their lessons are learning consistency, how to relax and moderation. A Catalyst under stress can often become tyrannical.

### ***MBTI ~ Team Building Workshop***

The Myers Briggs Indicator is the most frequently used psychometric instrument in the world for life and career planning. It measures psychological personality type. It is designed to provide an easy to understand description of each individual's typical ways of dealing with situations. Specifically it measures:

- \* Where we get our energy (introvert / extrovert)
- \* How we gather and perceive information (details, facts or big picture)
- \* How we make decisions (based on detached logic or personal values and consideration)
- \* The extent to which we are highly organized or flexible and adaptable

Team building is the process by which a group of people is encouraged to learn about themselves, each other, and their leader(s) and about how these components fit together to maximize team success. In the past, most organizations emphasized the interaction between managers and employees, but the real task for team builders lies in facilitating interaction among team members and their leaders. There are a number of ways the team building process can unfold:

- \* It may be a one-time event
- \* It may involve an entire team, sub teams, or pairs
- \* It may form when the team is formed or at any other point in the team's life

- \* It may happen when the team is in conflict and things are not going well
- \* It may be part of an ongoing cultural effort or it may be an isolated event

### ***Common Team Building Objectives:***

- \* Getting better acquainted with each other, the team leadership, and the team culture
- \* Developing a new team
- \* Revitalizing an existing team
- \* Managing conflict, stress and change
- \* Improving communication and problem solving
- \* Building leadership and “followership” skills

### ***The MBTI Tool and Team Effectiveness***

The MBTI tool allows us to make predictions about team effectiveness based on psychological type, as follows:

- \* The more similar the types on a team, the sooner the team members will understand one another.
- \* The more dissimilar the types on a team, the slower the understanding.
- \* Groups with high similarity will reach decisions more quickly but are more likely to make errors due to inadequate representation of all viewpoints.
- \* Groups with many different types will reach decisions slower but may reach better decisions because more viewpoints are covered.
- \* Teams with only a single representative of a certain preference (e.g. the only introvert) may fail to appreciate the gifts/skills associated with that preference and may view that member as different from other team members.
- \* Teams that come to appreciate and use different types may experience less conflict.
- \* Successful teams with many different types promote the personal development of team members by encouraging their learning from the strengths of other types.

### ***What participants report after an MBTI Team Building Workshop***

- \* Fostering openness and trust.
- \* Providing a neutral and affirmative language with which to discuss differences.

- \* Supplying a framework in which team members can better understand and manage conflict.
- \* Teaching team members to value and work with the strengths of others.
- \* Increasing productivity by aligning an individual's MBTI preference to particular team tasks.
- \* Arranging the work environment and tasks to fit well with employees' personality styles.