

LIFE STYLES INVENTORY™ / GROUP STYLES INVENTORY™ APPLICATION FORM

N.B. Places are allocated on a first come first served basis. Place on a Program are not guaranteed without a completed Application being received and processed by Human Synergistics.

SECTION 1: PROGRAM SCHEDULE

LOCATION	PROGRAM	PROGRAM DATES	CLOSE DATE	SELECT
SYD	Program 1	8-9 Apr 2020 / 13-14 May 2020	28 Feb 2020	
SYD	Program 2	6-7 May 2020 / 10-11 Jun 2020	27 Mar 2020	
MEL	Program 3	20-21 May 2020 / 24-25 Jun 2020	10 Apr 2020	
BRI	Program 4	3-4 Jun 2020 / 1-2 Jul 2020	24 Apr 2020	
SYD	Program 5	17-18 Jun 2020 / 15-16 Jul 2020	8 May 2020	
MEL	Program 6	8-9 Jul 2020 / 12-13 Aug 2020	29 May 2020	
PER	Program 7	15-16 Jul 2020 / 12-13 Aug 2020	5 Jun 2020	
SYD	Program 8	22-23 Jul 2020 / 26-27 Sep 2020	12 Jun 2020	
SYD	Program 9	19-20 Aug 2020 / 16-17 Sep 2020	10 Jul 2020	
SYD	Program 10	23-24 Sep 2020 / 28-29 Oct 2020	14 Aug 2020	
MEL	Program 11	30 Sep-1 Oct 2020 / 4-5 Nov 2020	21 Aug 2020	
SYD	Program 12	21-22 Oct 2020 / 25-26 Nov 2020	11 Sep 2020	
SYD	Program 13	11-12 Nov 2020 / 9-10 Dec 2020	2 Oct 2020	
SYD	Program 14	2-3 Dec 2020 / 13-14 Jan 2021	23 Oct 2020	
MEL	Program 15	9-10 Dec 2020 / 13-14 Jan 2021	30 Oct 2020	
SYD	Program 16	19-20 Jan 2020 / 24-25 Feb 2021	27 Nov 2020	
MEL	Program 17	17-18 Feb 2021 / 17-18 Mar 2021	8 Jan 2021	
PER	Program 18	10-11 Feb 2021 / 10-11 Mar 2021	18 Dec 2020	
SYD	Program 19	17-18 Feb 2021 / 24-25 Mar 2021	8 Jan 2021	
SYD	Program 20	17-18 Mar 2021 / 14-15 Apr 2021	5 Feb 2021	
MEL	Program 21	31 Mar-1 Apr 2020 / 28-29 Apr 2021	19 Feb 2021	

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SECTION 2: APPLICANT DETAILS

Name:			
Job Title:			
Company:			
Work Phone:		Mobile:	
E-mail:			
Secondary E-mail:			
<small>Providing a secondary email address enables you to keep your Accredited Practitioner status active if you accidentally get locked out of your Online Portal or lose access to your work email address after changing jobs. Majority of our Accredited Practitioners will provide a work email address as their primary with a personal email address as their secondary.</small>			
Street Address:			
City:		State:	Postcode:
If your Organisation is not currently doing business with Human Synergistics, please complete all details below.			
ABN:		Purchase Order:	
Accounts Phone:		Accounts Email:	
P.I. Insurance Number:		Insurance Provider:	
Amount Indemnified for:			

PROGRAM DETAILS

The cost of the Program is \$5,950 inclusive of GST.

Applicants will be invoiced at time of registration. If your organisation requires purchase orders, please provide above.

Step 1 – Foundations Workshop (2 days)

Attend a Workshop where you get to experience the tool for yourself, you'll complete an LSI prior and the 2 days is largely based around self-reflection.

Step 2 – Technical Workshop (2 days)

Over the 2 day Technical Workshop you will be learning how to debrief the LSI using the real life data of your first client.

Step 3 – Recall Workshop (1 day)

Come back and show us how your debriefs went. You'll discuss technically what you found in the data and how you practically applied this. This step happens within 6 months of your Technical Workshop.

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SECTION 3: PREREQUISITES

The LSI/GSI Accreditation Program assumes prerequisites of two (2) demonstrated competencies, namely coaching and facilitation skills.

Please attach a copy of your CV which lists your relevant professional qualifications and any continuing education programs you have attended, not limited to but including coaching and facilitation.

SECTION 4: CLIENT DETAILS

Please see page 4 for further information.

Clients Name:	
Clients Organisation:	
Clients Email Address:	

ACCEPTANCE OF TERMS AND CONDITIONS

I understand and accept the terms and conditions attached to this form.

Applicant	
Signature:	
Date:	

WITNESS

Witness	
Name:	
Signature:	
Date:	

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All Programs need to meet minimum numbers for the Program to go ahead. Human Synergistics reserves the right to cancel and/or reschedule any Programs not meeting minimum numbers.

Readiness Statement

We advise participants who are undergoing significant personal stress to postpone attendance, as the learning experiences can be intensive and unsettling emotional experiences.

Informed Consent

Participants enter the Workshop aware that the group work training involves the development of new views and new actions with respect to their own professional and personal life and that this is likely to have a significant emotional impact. In the course of the explorations and expression, participants are always in charge of and responsible for the level of their interactions and self-disclosure. The act of enrolling in itself indicates an applicants understanding and acceptance that such explorations are part of the Workshop.

Client Details

The person nominated on this form will be the first person you debrief using the LSI. They will complete their own LSI 1 & 2 and their data is essential for you to be able to attend the Technical Workshop (Part 2). This first diagnostic is included in the cost of your Accreditation, those following are not.

We advise applicants to have secured ongoing work using the LSI prior to becoming Accredited. It is the responsibility of the applicant to secure clients in order to complete the Accreditation process.

To complete the Accreditation process, applicants will need to complete a minimum of three (3) LSI 1+2 debriefs within the first 6 months and attend a Recall Workshop.

Cancellation Policy**LSI/GSI Accreditation Cancellations**

Cancellations or postponements will be accepted up to 35 days (5 weeks) prior to Foundations Workshop commencement at no charge.

Cancellations or postponements 35 days or less, but more than 21 days from Workshop commencement will incur a fee of \$1350 (representing a cancellation fee of 50% of Workshop cost).

Cancellations or postponements 21 days or less from Workshop commencement will incur the full Workshop fee of \$2700.

Technical Workshop Transfers

Having attended a Foundations Workshop (Part 1), there will be no refund of the fee paid for the Technical Workshop component unless extenuating circumstances exist.

Transferring to an alternate Technical Workshop will be accepted up to five (5) business days before Workshop commencement and will not incur a fee, provided transfers are to an alternate Workshop held within a three (3) month period of the Foundations Workshop. Transfers will be dependent on availability.

Transfers with five (5) business days or less notice, if they can be accommodated, will incur an administration fee of \$550.

Recall Workshop Cancellations

Cancellations or postponements will be accepted up to 10 business days before the Workshop.

Cancellations or postponements 10 business days or less, but more than five (5) business days from Workshop will incur a fee of \$150.

Cancellations or postponements five (5) business days or less will incur the full Workshop fee of \$550.

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HUMAN SYNERGISTICS AUSTRALIA (HSA) TERMS & CONDITIONS

1. Definitions and Interpretation

1.1 Definitions

1.2 **Agreement** means the Scope of Works incorporating by reference these Standard Terms and Conditions.

1.3 **Commencement Date** means the effective date set out in the Scope of Works.

1.4 **Company** has the same meaning as it does in the Scope of Works.

1.5 **Fee** means the fees set out in the Scope of Works.

1.6 **Deliverables** means the deliverables set in the Scope of Works

1.7 **Premises** means HSA's business premises.

1.8 **Applicable Insurance** means HSA's business premises

1.9 **HSA** means Human Synergistics Australia Pty Limited

2. Remuneration and Payment of Terms

2.1 The Fee shall be paid within 30 days from the date of issue of each invoice or otherwise as agreed in writing between HSA and the Company.

2.2 In the event that invoices are not paid within the time provided HSA may:

- (a) terminate its agreement to provide credit following which all outstanding invoices become immediately due and payable; and
- (b) suspend the provision of any or all goods and services until all invoices in arrears are paid.

2.3 If the Company disputes any part of an invoice the Company must notify HSA within 7 days of its receipt and pay that part which is not in dispute.

3. GST

3.1 The Company must pay and indemnify HSA against all taxes and duties payable in respect of this Agreement, and any supply made under the Agreement and the Fees (excluding any income tax payable by HSA) upon submission of a valid tax invoice.

3.2 If GST is imposed on any supply made by HSA under this Agreement, the Company must pay in addition to the Fee (unless the Fee already includes GST), an additional amount equivalent to the GST payable.

4. Termination

4.1 Termination with cause

4.2 HSA may terminate this Agreement by giving 7 days notice in writing to the Company if any of the following events occur:

- (a) If the Company commits a breach of any of the terms or conditions of this Agreement and such breach is not rectified within 7 days after the Company receives notice from HSA directing rectification of that default; or
- (b) If the Company enters into liquidation, administration or receivership.

4.3 If such notice is given, this Agreement ends at midnight on the day on which that Notice expires.

4.4 The Company may terminate this Agreement by giving 7 days notice in writing to HSA if any of the following events occurs:

- (a) HSA commits a breach of any of the terms or conditions of this Agreement and such breach is not rectified within 7 days after HSA receives notice from the Company directing rectification of that default; or
- (b) If HSA enters into liquidation, administration or receivership.

5. Intellectual Property

5.1 The property in all documents produced under this Agreement in relation to the Services (the **Deliverables**) including title and all Intellectual Property Rights will vest upon their creation in the Company except HSA Materials as defined in this clause. Upon completion of the Services, the Company must deliver to HSA the originals and all copies and reproductions of all documents required by HSA.

5.2 Unless otherwise instructed by HSA, all manuals, standard drawings, computer programs and other documents supplied to the Company for reproduction or guidance during the course of the Agreement must be returned to HSA by the Company upon termination or completion of the Agreement.

5.3 Notwithstanding anything to the contrary in this clause or this Agreement, the Deliverables will not include any of HSA's intellectual property and/or any information or materials developed, copyrighted or marketed by HSA or its affiliated companies (including but not limited to all surveys, simulations, feedback reports, support materials, methods, formulas, inventions, trade secrets and know-how) developed prior to the date of this Agreement or which are not exclusively developed for the Company under this Agreement ("**HSA Materials**"), whether or not used in conjunction with the Company's Information, or Intellectual Property, all of which shall remain the sole and exclusive property of HSA.

5.4 The Company will both during and after the period of this Agreement do all such acts and things, and sign all such documents, as HSA or its lawyers may reasonably request to secure HSA's ownership or rights in the HSA Materials.

5.5 By way of example, following the administration of HSA survey to Company employees, all of the testing materials, basic scoring and feedback materials, as well as the scoring methodology and feedback methodology, and all underlying and ancillary materials and information, shall be HSA Materials and remain the property of HSA; the survey responses, scoring results, and feedback reports generated in response to the survey, as well as Company employee information collected or revealed in the administration of the survey, shall form part of the Deliverables and remain the property of the Company. The Company shall have no right to use or reuse HSA Materials, whether or not incorporated into the Deliverables, without the express written consent of HSA.

5.6 The Company agrees that the Deliverables shall only be used for the limited purpose for which HSA was engaged.

5.7 The Company agrees that the Deliverables shall not be used for the purpose of employee recruitment, promotion or termination.

6. Copyright

6.1 Copyright applies to HSA Materials.

6.2 HSA Materials shall not be reproduced or copied without the written approval of HSA and in those instances only where proper attribution is made by use of a Copyright Notice attributing authorship to HSA. Where the reproduction is in a non-English language publication the Copyright Notice shall be in both English and the non-English language.

7. Confidentiality

7.1 The parties agree to that during the term of this Agreement they may become acquainted with or have access to each other's Confidential Information. Each party agrees to keep the other's Confidential Information confidential and use it only for the purposes of this Agreement. Each party agrees that both during and after the term to maintain the Confidential Information and to prevent its unauthorised disclosure to or use by any other person, firm or company, unless or until authorised in writing by the other party to disclose any Confidential Information.

7.2 The parties agree that they will not:

- (a) use the Confidential Information for any purpose other than for the benefit of the party who holds such Confidential Information either during or after the term;
- (b) remove the Confidential Information from any premises without the written consent of the other party;

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- (c) for whatever reason, either for itself or any third party, appropriate, copy, memorise or in any manner reproduce any of the Confidential Information.
- 7.3 The parties agree to return any or all of Confidential Information howsoever embodied on the request of the other party.
- 7.4 The parties agree that they will not, both during or after the term for whatever reason, make improper use of the Confidential Information acquired by virtue of this Agreement, to gain directly or indirectly, an advantage for itself or for any other person or to cause detriment to the other party.
- 7.5 Nothing in this Agreement will impose an obligation on either party with respect to maintaining confidence regarding information which is generally known or available by publication, commercial use or otherwise than as a result of a breach by a party of its obligation in this section.
- 7.6 The terms of this Agreement are confidential and will not be disclosed to any person for any reason other than to the parties' professional advisers or as required by law.
8. **Delegation, Indemnity and Insurance**
- 8.1 **Delegation**
- 8.2 HSA may delegate the performance of any obligation under this Agreement without the consent of the Company. HSA is solely responsible for all acts or omissions of any delegate of HSA.
- 8.3 **Insurance**
- 8.4 The Company must, during the term of this Agreement and for a period of 6 years thereafter maintain, at its own cost, insurance policies. Exempting HSA of any and all liability of HSA to the company pursuant to this agreement. The Company must produce the policy or policies of insurance and certificates of currency to the Company on request.
9. **General**
- 9.1 **Entire Agreement**
- 9.2 This Agreement and the documents referred to in it supersedes all previous Agreements and embodies the entire Agreement between the parties in relation to their subject matter. Accordingly, any thing (such as correspondence, negotiations or representations before this Agreement is signed or an arrangement or understanding) not reflected in this Agreement (or a document referred to in it) does not bind the parties and may not be relied on by them. In the event that the parties enter into any subsequent agreement or service level agreement these terms and conditions shall prevail to the extent that there is any inconsistency or over lap.
- 9.3 **Severance**
- 9.4 If a clause in this Agreement is void, illegal or unenforceable, it may be varied to give effect to the intention of this Agreement or severed without affecting the enforceability of the other provisions in this Agreement.
- 9.5 **Variation and waiver**
- 9.6 Unless this Agreement expressly states otherwise, this Agreement may only be amended in writing signed by all the parties.
- 9.7 A provision of this Agreement may only be waived in writing signed by the person who has the benefit of the provision and who is therefore to be bound by the waiver.
- 9.8 A waiver by one party under any clause of this Agreement does not prejudice its rights in respect of any subsequent breach of this Agreement by the other party.
- 9.9 A party does not waive its right under this Agreement because it grants an extension or forbearance to the other party.
- 9.10 **Governing law and jurisdiction**
- 9.11 This Agreement and the transactions contemplated by this Agreement are governed by the law enforced by New South Wales.
- 9.12 Each of the parties irrevocably submits to the jurisdiction of the Courts of New South Wales and all Courts called to hear appeals from the Courts of New South Wales in respect of this Agreement or its subject matter.
- 9.13 **Survival of terms**
- 9.14 The terms of this Agreement survive its termination and the parties remain bound in perpetuity.
- 9.15 **Counterparts**
- 9.16 This Agreement may be made up of counterparts. Once signed, all of the counterparts, taken together, will constitute the one document.

INDIVIDUAL ACCREDITATION DEED

Definitions and Interpretation

Accredited Practitioner – means an entity, which has undertaken and fulfilled the steps involved in the Company's Accreditation process, meets the requirements of the conditions attached to that process and can demonstrate basic competence in the use of the Company's products.

Client – means the end user of the reports generated by the Circumplex Measurement Model.

Client Data – means the information the Client provides to enable report production, the plotting of the Circumplexes, the formulation of graphs and tables.

Individual Data – means data collected on any individual using the Human Synergistics Methodology.

Materials – means the items supplied by the Company to enable the Client Data to be collected and the format of the Circumplex, reports, graphs and tables.

Product Updates – means an education process delivered via an appropriate media to ensure changes to the Materials are understood.

Participant – means the subject of the Circumplex measurement model.

Results – means the output from the use of the Materials.

Operative Clause

USE OF MATERIALS

- The Applicant agrees to use the Materials in the capacity of "performance coach" only. This position should only be varied from in situations where the Applicant is properly trained and certified in other roles, for example, Psychologist.
- The Applicant agrees to use the Materials in a professional and dignified manner, as frequently as is appropriate to their needs and will observe the Ethical Guidelines.
- The Applicant agrees to use the Materials for development purposes only and not to use the Materials for recruiting, promoting or terminating employees.
- The Applicant agrees not to make the Materials available for use or interpretation to any person who has not been Accredited or otherwise authorised to use the Materials.
- The Applicant agrees that the Materials will be used only by the Applicant as part of their consulting activities, that all rights and obligations arising from this Deed cannot be assigned and that the Applicant will not act as a sub-distributor of the Materials.
- The Applicant agrees that all information provided by Participants and the subsequent reports supplied by the Company are confidential and for the exclusive use of the Participant only and that all will be stored to maintain the confidentiality.

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7. The Applicant agrees to debrief a Participant's report face-to-face and further agrees that a Participant's report will not be sent to them prior to the debrief session.
8. Where the Materials and the Results can be accessed by secure login to the Company's website, the Accredited Practitioner shall use his or her best endeavours to ensure that security protocols are in place so that access to the website is limited to Accredited Practitioners and Administration Partners only.
9. The Company agrees that Individual Data and Results stored electronically, and in particular stored locally, shall be deleted by the conclusion of a project or a period of eight (8) weeks from collection/receipt.
10. The Applicant agrees that Individual Data and Results shall not be stored electronically or in hard copy on any HR information systems, personnel files or performance management files.

DUTY OF CARE

11. The Applicant agrees to ensure a duty of care to the Participants on programs, as use of the Materials can precipitate strong reactions, which may be due to pre-existing conditions.
12. The Applicant agrees to establish that they have access to a good network of expert helpers to refer Participants who need more intensive assistance.

PROFESSIONAL INDEMNITY

13. The Applicant agrees to indemnify and keep the Company indemnified against any and all liability, loss or damage arising from and costs connected with this Deed or any tort, including negligence, arising from misuse and/or misinterpretation and/or the actions of the Applicant in the use of the Materials and the results.
 14. The Applicant agrees to obtain professional indemnity insurance at a recommended cover level of AUS \$10 million within Australia (minimum of AUS \$1 million) or NZ \$10 million within NZ (minimum of NZ \$1 million) and to maintain such cover during the currency of this Deed. For internal consultants, their Employer can provide this or, alternatively their Employer executes Human Synergistics' Corporate Master Deed.
 15. The Applicant shall not represent themselves as an employee or agent of the Company and shall not obligate the Company to any contract or liability without the written consent of a Director of the Company or their authorised agent.
- 15A. Clauses 13, 14 and 29a of this Agreement do not apply and have no effect while ever the Accredited Practitioner is an employee of an organisation that is a party to the Company's Accreditation Corporate Deed which remains current.

COPYRIGHT

16. The Materials and all rights in them are the exclusive property of the Company. The Applicant agrees that it will not duplicate, photocopy, reproduce, rent, translate, sub-license or do any other thing with the Materials that would be inconsistent with the Company's exclusive ownership of the Materials.
17. The Applicant agrees to co-operate with the Company to safeguard and not to violate the Company's, Human Synergistics International's and Source Publishing's intellectual property and agrees to inform the Company of any infringement by themselves or any third party of those intellectual property rights immediately upon becoming so aware.
18. The Applicant agrees that appropriate attribution for ownership of intellectual property rights, will be included on all reports, proposals, training materials and manuscripts and all works relating to or resulting from the use of the diagnostics. The attribution must read substantially like the following notice and appear below any major portions of text and figures, for example, the Circumplex:

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19. The Applicant agrees that no derivatives, modifications, alterations, variations or additions will be made to the Materials without the express prior written permission of the Company. The Applicant further agrees that it will not use any materials that are not provided or authorised by the Company or intermingle the Materials with any unauthorised materials in any presentation or demonstration.
20. The Applicant agrees to use only materials supplied and approved by the Company. All and any materials devised or invented by the Applicant, or third parties for use with the materials are to be submitted to the Company for approval.
21. The Company agrees to provide the Applicant with plotted Circumplex profile, which only the Applicant is permitted to reproduce. All copyrights must be included in any such reproduction including but not limited to reports, power point presentations etc. The Applicant is not permitted to modify, adjust or draw data using the Circumplex.

ACCREDITATION PROCESS

22. The Applicant has been provided with and acknowledges receiving a schedule of fees relating to the Accreditation process specifying an amount and a time for payment. The Applicant agrees to pay those fees to the Company as and when they fall due. In the event that the Applicant is not successful in attaining Accreditation as an Accredited Practitioner, which is determined at the absolute discretion of the Company, then any Accreditation fees paid or due at that time are not refundable to the Applicant.
23. The Applicant agrees to complete the the Life Styles Inventory™ (LSI) Accreditation process within six (6) months of attending the Technical Workshop.
24. The Company agrees to make all reasonable endeavours to train the Applicant in the use of the Materials and to inform the Applicant of changes, updates or developments in respect of the Materials. The Applicant acknowledges that changes, updates or developments to the Materials may take place without prior notice.
25. The Company agrees to supply such materials, instructor notes, computer processing capability, video, audiotapes etc. at prevailing prices, as may be required in order that the Applicant may be able to use the aforesaid Materials. The Applicant may have to sign an additional license agreement for the use of computer software.
26. The Company agrees to make available the Materials as covered by the Accreditation Program attended by the Applicant at prices outlined in the price list available from the Company as amended from time to time. The Applicant recognises that the Materials have been developed by professionals, using reasonable and prudent research methods and that the Materials contain diagnostics, which, if properly used, are reasonably expected to help individuals grow and businesses succeed.
27. The Applicant agrees to submit to the Company's normal quality control procedures (clauses 23, 30 & 32) and to attend Re-training when there is a substantial change to the materials.

MAINTAINING ACCREDITATION STATUS

28. The Applicant understands that their accreditation status will be valid for and automatically renewed every 12 months if all the obligations under this Deed have been met.
29. The Applicant agrees that in order to maintain professional accreditation status, they will meet the following requirements:
 - a. The Applicant has a current Professional Indemnity Insurance referred to in clause 12.

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- c. The Applicant has participated in Product Updates requested by the Company. The Company agrees to provide the Applicant with reasonable notice of such events.

30. The Company has provided the Applicant with a copy of the Ethical Guidelines and the Applicant agrees to be bound by them.

NON-USE

32. If a period of 3 to 8 years elapses without the Applicant using the Materials, the Applicant must undertake a Refresher session or can choose to complete the Accreditation process again. After a period of 8 years from last use of the Materials the Applicant will have no choice but to complete the Accreditation process again.

TERMINATION

33. Any Applicant, who does not, after suitable training, meet the Company's quality requirements (clauses 26-30) Ethical Guidelines and terms of this Deed shall, if certified, cease to be certified as an Accredited Practitioner. The Company may terminate this Deed if the Applicant fails to meet the Company's quality standards or if they are in breach of any term of this Deed.

34. This Deed is intended to safeguard the Company, the Client and the Applicant, and shall continue in effect until terminated by either party giving the other thirty (30) days notice in writing of its intention to terminate. The Company reserves the right to terminate this Deed before or during the Accreditation process if the Applicant fails to meet any of their obligations in completing this process.

35. On termination of the agreement the Applicant agrees not to hold him or herself out as an Accredited Practitioner nor hold themselves out as being affiliated with the Company.

36. The parties agree that the following provisions of this Deed survive termination, clauses 3, 4, 6, 13, 16, 17, , 19, 22, 36 & 37.

37. The terms of this Deed will be reviewed annually and, subject to any alterations that may be agreed between the parties and further subject to the Applicant having fulfilled his/her re-accreditation obligations, this deed will continue in effect until terminated in accordance with clauses 35 & 36 above.

ACCESS

38. The Applicant agrees to provide de-identified diagnostic inventory data to the Company to maintain its research database. The Company acknowledges that client confidentiality owed by the Applicant to the Applicant's Clients will be protected.

39. The Applicant authorises the Company to make all reasonable enquiries of all relevant third parties to enable the Company to determine whether the applicant is complying with its obligations under this Deed.

ETHICAL GUIDELINES

The Ethical Guidelines represents a set of guidelines for the professional behaviour and practices of those who are Human Synergistics Accredited Practitioners. This applies to all Human Synergistics Practitioners and is included as part of the Accreditation Deed.

As a Human Synergistics Practitioner I commit to these Ethical Guidelines. I will:

1. Strive to use the Human Synergistics tools with the highest professional standards and in a dignified manner.
2. Present the Human Synergistics Circumplex in a non-judgemental way and to focus on its developmental aspects.
3. Commit to my on-going reflective practice and professional development.
4. Actively pursue aligning my personal behaviour with the Constructive Styles.
5. Treat people with dignity as independent and equal human beings in the course of undertaking Human Synergistics Programs.
6. Use the tools for development purposes only, i.e. not to be used for recruitment and selection or performance management.
7. Debrief a client's report only in a face-to-face situation and not send a participant's report to them prior to their debrief session.
8. Respect that the client's feedback is confidential to the client and I will not disclose it to any other parties without the express permission of the client.
9. Only with the express permission of the client, supply the tools and results for debriefing and action-planning purposes to fully Accredited Human Synergistics Practitioners, if I'm co-facilitating on joint projects or where there is an on-going coaching Program.
10. Use the Human Synergistics tools in the capacity of a performance coach, as per my Human Synergistics Accreditation qualifications. Other qualifications may allow me to use the tools in a greater capacity e.g. psychologist, where appropriate.
11. Respect the intellectual property ownership of Human Synergistics and others.