



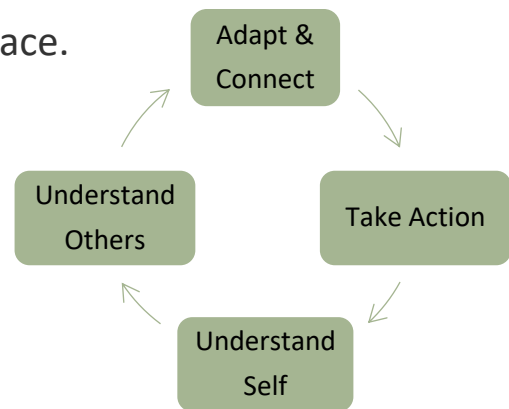
Insights[®] Discovery

Insight + Action = (second order) Change

Insights Discovery is built to help people understand themselves, understand others, and make the most of the relationships that affect them in the workplace.

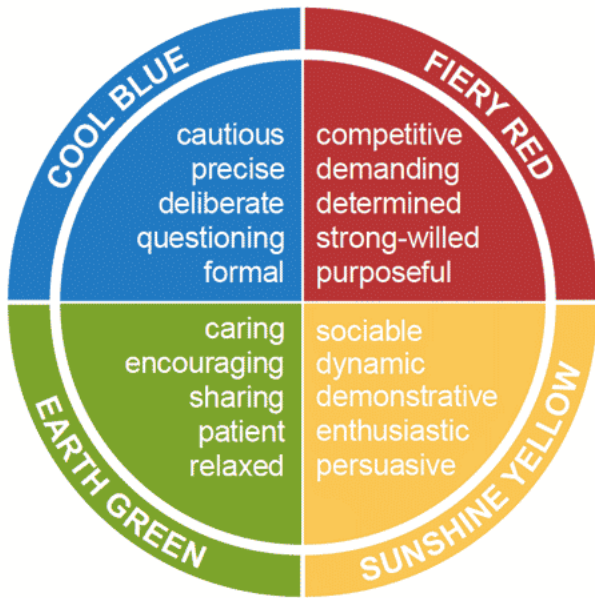
THE INSIGHTS DISCOVERY PROFILE PROVIDES UNDERSTANDING OF:

- Your unique ways of thinking and interacting
- Your strengths and weaknesses
- Your value to your team (s)
- Effective communication with your style of interaction
- Barriers to effective communication with you
- Your possible blind spots
- Your opposite type and ways to communicate with that style
- Suggestions for development – ways to access more of your energies
- Creating an ideal work environment
- How to manage and motivate you
- Your management style (how you motivate and manage others)



This comprehensive report doesn't stop with 'just' providing an individualized assessment that is uniquely reflective of your preferences and style. We will use understandings from the Insights Discovery Profile to generate **second order change** within yourself and across your organization. You'll also find benefits that apply to your personal relationships and community as well.

Individual Coaching. Leadership Development. Team Workshops. Strengthening Relationships.



Our Energies on a GOOD Day

We all have a unique mix of four different color energies that explain ways that we behave and think. Based on Carl Jung’s psychology, the Insights Discovery color model depicts our preferences for:

Orienting ourselves to the world

Intraversion-----Extraversion

Decision making

Thinking-----Feeling

Taking in information

Using our Senses-----Using our Intuition

Our personalities are made up of a blend of all the energies, but our unique combination makes us who we are. No two profiles will ever be identical. And while we can access resources from all the energies, we typically lead with a dominant type. Gaining insight into our preferences and understanding what they (we!) look like on GOOD Days and BAD Days, gives us more flexibility and more choices to access our fuller profile based on circumstances and need, versus reaction.

Understanding ourselves, understanding how we are perceived by others, and understanding how we interact with others and with the world around us are critical to making personal and professional breakthroughs. These kinds of insights coupled with effective actions help us create systemic, or **second order change**.

Second Order Change is not doing more of the same, differently. It goes beyond surface-level adjustments to reflect on and make appropriate changes to our mindsets, practices, and organizational culture. Second Order Change involves identifying core beliefs and values and aligning our actions to reflect and live them. Second Order Change is characterized by the practice of **Responsibility Centered Relationships**. Each member of the team taking responsibility for themselves, for awareness of others, and the importance of developing healthy connections.



Our Energies on a BAD Day

Insights Discovery allows us to understand ourselves, understand others, and create a common language for working together in ways that make game changing **Breakthroughs**.

Understand – Adapt - Connect

Investment Options

SMALL TEAMS/INDIVIDUAL COACHING 1-3 PEOPLE

\$595/person

Includes:

- 21-page Insights Discovery Profile for each participant
- 2- hour debrief and customized development consultation
- Learning manual
- Specific goal and strategy development for applying your learning within the next 30 days
- Monthly 30-minute check-ins for 6 months
- Monthly email touch base for 6 months

TEAM BUILDING/GROUP CONSULTATIONS 4–20+ PEOPLE

\$295/person for Insights

Discovery profile and materials
+ Facilitation Fee

\$4500 (+ travel for in-person)

Includes:

- Two-hour pre-planning consultation
- Half-day (up to 6 hours) personalized training
- 21-page Insights Discovery Profile for each participant
- Learning manuals
- Specific goal and strategy development for applying your learning within the next 30 days
- 30 & 60 day follow ups (45 minute virtual check ins)
- Monthly email touch base for 6 months

Ready to get started?

Let's Design Your Next Success

Contact Jill Thorngren @605.651.9433

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