



Discovery[®]

Personal Profile



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Foundation Chapter

Personal Details

[REDACTED]

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Introduction

This Insights Discovery profile is based on [REDACTED] responses to the Insights Preference Evaluator which was completed on 12 November 2021.

The origins of personality theory can be traced back to the fifth century BC, when Hippocrates identified four distinct energies exhibited by different people. The Insights System is built around the model of personality first identified by the Swiss psychologist Carl Gustav Jung. This model was published in his 1921 work “Psychological Types” and developed in subsequent writings. Jung’s work on personality and preferences has since been adopted as the seminal work in understanding personality and has been the subject of study for thousands of researchers to the present day.

Using Jung's typology, this Insights Discovery profile offers a framework for self-understanding and development. Research suggests that a good understanding of self, both strengths and weaknesses, enables individuals to develop effective strategies for interaction and can help them to better respond to the demands of their environment.

Generated from several hundred thousand permutations of statements, this profile is unique. It reports statements which your Evaluator responses indicate may apply to you. Modify or delete any statement which does not apply, but only after checking with colleagues or friends to identify whether the statement may be a “blind spot” for you.

Use this profile pro-actively. That is, identify the key areas in which you can develop and take action. Share the important aspects with friends and colleagues. Ask for feedback from them on areas which seem particularly relevant for you and develop an action plan for growth personally and interpersonally.

Overview

These statements provide a broad understanding of [REDACTED] work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

[REDACTED] can be very effective in using his concern for others to ensure involvement. Because he tends to live for the present moment, he does not sense the need to prepare or plan more than is necessary. He looks for the good in every situation. He is comfortable letting others manage the more technical aspects of a project so he can devote his full energies to creating a co-operative, comfortable environment. He is proficient at alleviating the concerns of others.

He tends to have an interest in the new and unusual and is gifted at expressing his feelings. Due to his sociable, friendly and warm-hearted demeanour, he is best employed in providing practical service to others. [REDACTED] wants to sample the best that life can offer. He has a sense of adventure and likes to keep his spirits and expectations high. He is prepared to attempt almost anything, but his work needs to be active rather than theoretical. One of [REDACTED] strengths is an ability to let others work at their own pace coupled with an awareness of the unique contribution each person makes.

Exhibiting a tendency to become concerned and hurt if his ideas are met with indifference or criticism, he may take conflict and rejection personally. His warmth, sympathy and understanding encourages others to come to him. He relies on what he can hear, see and know from first hand experience. [REDACTED] is sympathetic, empathic and affable. He is good at "reading" people and situations and will seldom be far wrong about the motivation or intent of another person. Despite this, he may be hurt when a relationship goes wrong.

Socially adept, even-tempered and tireless in his efforts to bring about peace and well-being, he tends to hold the perfect relationship as the ideal. He is aware of and involved in his physical environment and likes to be active and productive. His mental processes operate best when he is in contact with other people. Able to cope with a number of projects at once, [REDACTED] gets a lot of enjoyment from the social aspects of work. Being tolerant of other people, [REDACTED] is seldom critical and usually willing to give people the benefit of his trust.

[REDACTED] is a good companion and fun to be with. Optimistic in outlook, he is rather impulsive in decision making. He flourishes in jobs where he can be of constant service or use his talent to persuade. If his job requires that he work alone for long periods then he can become restless and unsettled, unless the job is really engaging. He tends to be light-hearted and sunny, and because he constantly seeks to avoid painful experiences, he tends to steer away from personal anxieties.

Interacting with Others

[REDACTED] brings harmony and goodwill to any situation in which he finds himself. He may assume that he can talk his way round anybody. He is warm-hearted, popular and sociable, with a large number of friends or acquaintances. He is enthusiastic in helping people make the best of themselves and he is proficient in making lots of contacts. He may become rather over-emotional when stressed. He likes to seek out the company of others and is a good conversationalist.

He functions best when he is talking with people, which he enjoys immensely. Much of his pleasure and satisfaction comes from other's warm responses. He has a natural ability to switch his behaviour between feelings that are shared and those that are private in an effort to relate. As a result of his natural desire to please, he can be seen as overly concerned with others' needs. If he cannot avoid putting off telling someone an unpleasant truth, he will soften the message by putting it in an affirmative way. He may overlook unpalatable facts and, if he does, a problem may be bypassed rather than a solution identified.

exudes charismatic charm and a natural ability to communicate well. He is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible. As he is highly articulate with a quick sense of humour he is often the life and soul of the party. He is motivated to help other people in what he sees as real and practical ways through direct action and co-operation. An unconditional positive regard for others is a strongly held feeling that values.

Decision Making

will respect alternative views and although he may not agree with them, they will be considered. He may value opinions over facts in considering a possible course of action. Although others' opinions will sway him, he can readily disassociate himself from a previously held opinion if a significant disagreement occurs with a third party whose view he values. He will tend to be concerned with the effect that the decision making process, and its result, will have on others. He has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them.

He is prepared to make decisions to settle matters, and will be disappointed when not all the suggestions are implemented. He needs to learn to consciously delay making decisions until he has considered more information as he may have overlooked sounder alternatives. Preferring a harmonious outcome, will go to great lengths to ensure the preservation of relationships. He views talking through ideas with people to promote decision making as an effective strategy of itself. He would perform better if he focused more on in-depth study of analytical data during the decision making process.

He has an ability to see the need of the moment and then deal with it. Concern for others' welfare can affect the validity of his decisions. He is prepared to make decisions through group consensus. is willing to admit the truth about people or things that are important to him, is very alert to problems, and seeks to find solutions himself. tendency to think "out loud" enables others to follow his line of thinking.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which [REDACTED] brings to the organisation. [REDACTED] has abilities, skills and attributes in other areas, but the statements below are likely to be some of the fundamental gifts he has to offer.

[REDACTED] key strengths:

- Creative and future orientated visionary.
- Approachable and affectionate with friends.
- Sensitive to the needs of others.
- Appreciative of others' contributions.
- Sees the positive in every situation.
- Displays lots of self-confidence.
- Accommodating and will provide help where needed.
- Adaptable and adventurous.
- Strong sense of humour and fun.
- Innovative counsellor.

Personal Notes

Key Strengths & Weaknesses

Possible Weaknesses

Jung said “wisdom accepts that all things have two sides”. It has also been said that a weakness is simply an overused strength. [REDACTED] responses to the Evaluator have suggested these areas as possible weaknesses.

[REDACTED] possible weaknesses:

- Doesn't always consider the fuller implications of his actions.
 - Will set unrealistic deadlines for himself and others.
 - Vocally judgmental and critical.
 - Finds it difficult to say “no” if relationships are being threatened.
 - Becomes impatient with routine and repetition.
 - Procrastinates when required to confront others.
 - Tends to exaggeration.
 - May not finish everything he starts.
 - Knows the answer before the question is asked.
 - May be perceived as too trusting.
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Personal Notes

Value to the Team

Each person brings a unique set of gifts, attributes and expectations to the environment in which they operate. Add to this list any other experiences, skills or other attributes which [REDACTED] brings, and make the most important items on the list available to other team members.

As a team member, [REDACTED]

- Takes on and shares ideas.
 - Provides stimulation and resourcefulness.
 - Is loyal and conscientious and will work hard to produce results.
 - Influences others by his infectious enthusiasm.
 - Enjoys an empathic approach to others.
 - Impacts many and varied ideas.
 - Maintains forward momentum.
 - Uses his highly-developed relationship skills.
 - Can provide a sympathetic ear.
 - Bonds by remembering birthdays and special events.
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Personal Notes

Communication

Effective Communications

Communication can only be effective if it is received and understood by the recipient. For each person certain communication strategies are more effective than others. This section identifies some of the key strategies which will lead to effective communication with [REDACTED]. Identify the most important statements and make them available to colleagues.

Strategies for communicating with [REDACTED]

- Listen for the essence of what is being said.
 - Adopt a low key, positive approach.
 - Be clear on completion details.
 - Adapt to sudden changes in direction.
 - Keep the conversation lively.
 - Sprinkle in praise, flattery and compliments.
 - Ask how he feels about the things he does.
 - Be enthusiastic and positive.
 - Indulge in speculation and offer opinions readily.
 - Support his need to be deeply involved in personal matters.
 - Allow time for fun and socialising.
 - Show concern for his opinions and be willing to discuss personal matters.
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Personal Notes

Communication

Barriers to Effective Communication

Certain strategies will be less effective when communicating with [REDACTED]. Some of the things to be avoided are listed below. This information can be used to develop powerful, effective and mutually acceptable communication strategies.

When communicating with [REDACTED] DO NOT:

- Be swayed by his charm.
- Leave him out of the picture.
- Remove the opportunity for socialising.
- Inhibit or restrict “networking” opportunities.
- Ignore or disregard his views.
- Fail to recognise his best personal achievements.
- Burden him with too many papers to read.
- Be mundane, boring or dismissive.
- Forget to be aware and tolerant of his views.
- Take credit for his ideas.
- Insist on cumbersome reporting procedures.
- Criticise, condemn or suppress his enthusiasm.

Personal Notes

Possible Blind Spots

Our perceptions of self may be different to the perceptions others have of us. We project who we are onto the outside world through our “persona” and are not always aware of the effect our less conscious behaviours have on others. These less conscious behaviours are termed “Blind Spots”. Highlight the important statements in this section of which you are unaware and test them for validity by asking for feedback from friends or colleagues.

possible Blind Spots:

takes even the most well-intentioned criticism personally and can respond by becoming flustered, hurt or angry. He tends to ignore his problems instead of finding rational solutions for them and needs to try to keep his eyes and mind open as well as his heart. would do well to take a step back and try to see a situation more objectively before reacting.

He may jump to conclusions without gathering all the necessary information or taking the time to really understand the situation. He may need to learn how to contain his disappointment in the performance of others by having more realistic people expectations. He should realise that on occasions confrontation can clear the air. He has a short fuse and when pushed may become loud, rigid and domineering, bringing a high level of stress to the team or his peers. His active life keeps him so busy that sometimes he fails to plan ahead.

He appears generous, but in reality may have only limited patience for those who are dependent on him. He could learn to protect himself against closed-mindedness by waiting a few seconds more before speaking, giving others the chance to offer input. Although he can do certain detailed work he will tend to be less careful and more restless in longer term projects. Because of his strong desire for harmony, he can overlook his own needs and ignore real personal problems. He should learn how to accept and deal with conflict as a necessary part of bettering his relationships with others.

Personal Notes

Opposite Type

The description in this section is based on [REDACTED] opposite type on the Insights Wheel. Often, we have most difficulty understanding and interacting with those whose preferences are different to our own. Recognising these characteristics can help in developing strategies for personal growth and enhanced interpersonal effectiveness.

Recognising your Opposite Type:

[REDACTED]'s opposite Insights type is the Observer, Jung's "Introverted Thinking" type.

Observers are precise, cautious and disciplined and are painstaking and conscientious in work that requires attention and accuracy. They are objective thinkers, concerned with the right answer and will avoid making quick decisions. [REDACTED] may see the Observer as hesitating to acknowledge a mistake or as becoming immersed in researching for data to support an isolated view.

Observers tend not to trust strangers and will worry about outcomes, their reputation and their job. They are reticent about expressing their feelings and [REDACTED] will often see the Observer as unresponsive, cool and uncaring. Observers draw conclusions based on factual data. They may be slow at producing results, as gathering data is the stimulating part of the job for them.

Observers like to make rules based on their own standards and apply those rules to daily life. [REDACTED] may find himself at odds with Observers due to their private nature and lack of enthusiasm for social events. Introverted analysis may prevent the Observer from expressing thoughts as readily as [REDACTED] would wish.

Personal Notes

Opposite Type

Communication with [REDACTED] Opposite Type

Written specifically for [REDACTED], this section suggests some strategies he could use for effective interaction with someone who is his opposite type on the Insights Wheel.

[REDACTED] How you can meet the needs of your Opposite Type:

- Be precise and detailed.
- Use humour in moderation.
- Back up your assertions with reasons and data.
- Be thoroughly prepared.
- Listen to his opinions.
- Ensure he has all the facts he needs before pressing for a decision.

[REDACTED] When dealing with your opposite type DO NOT:

- Fail to be attentive to his suggestions.
 - Invade his privacy.
 - Ramble or become emotional.
 - Jump in head first or too quickly.
 - Discuss peripheral matters unrelated to the task in hand.
 - Sentimentalise issues.
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Personal Notes

Suggestions for Development

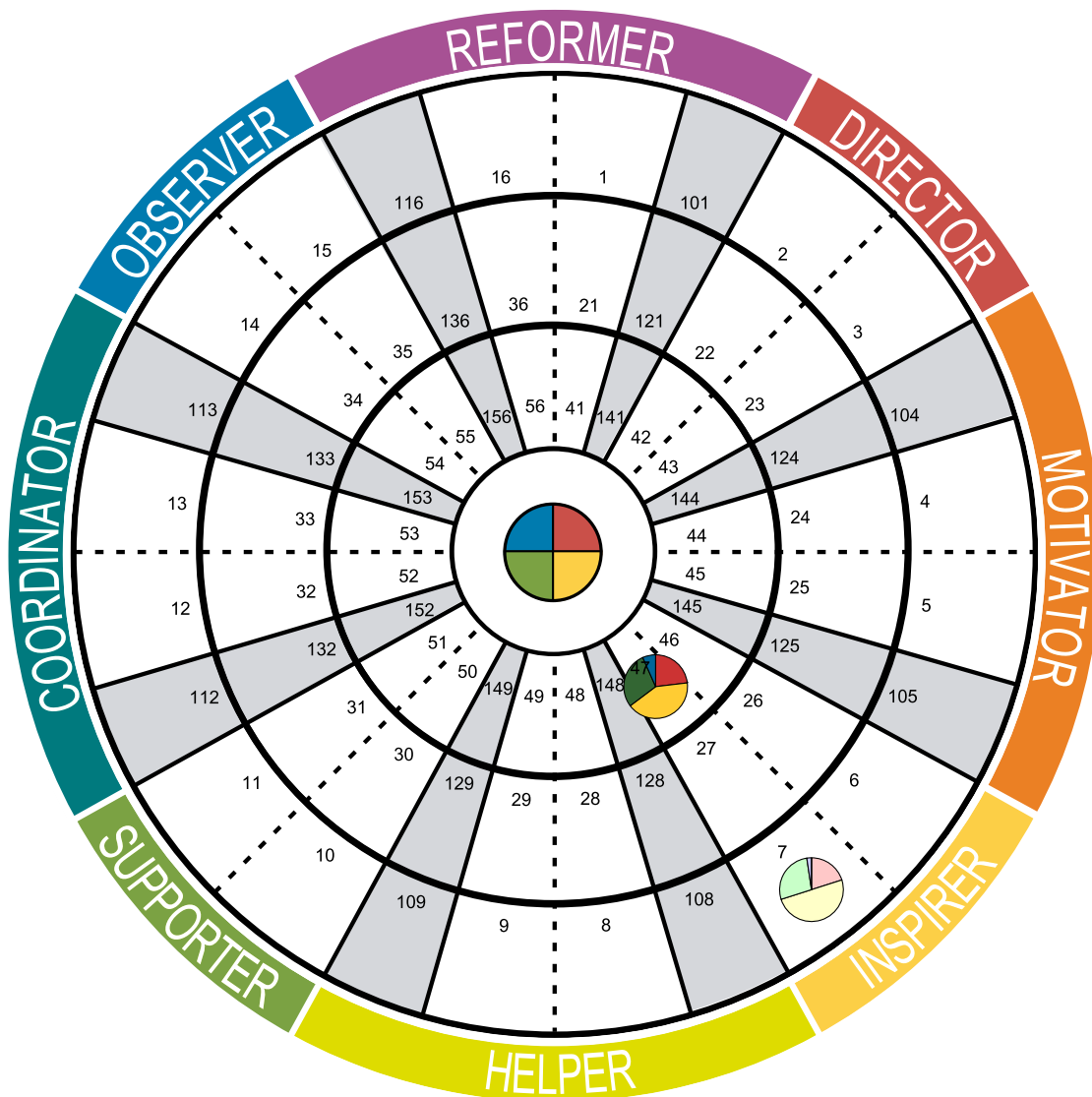
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for [REDACTED] development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

[REDACTED] may benefit from:

- Making sure he has the time to meet his agreed commitments.
 - Seeking to understand other peoples theories, hypothesis and explanations.
 - Standing back to consider all the alternatives.
 - Sticking to standard procedures.
 - Working alone in a concentrated mode for extended periods.
 - Bouncing back, rather than withdrawing when he feels disappointed.
 - Realising that some others are not as quick as he is.
 - Distancing and formalising certain relationships.
 - Constructing orderly situations which then go exactly as planned.
 - Bringing greater balance and moderation into his life.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

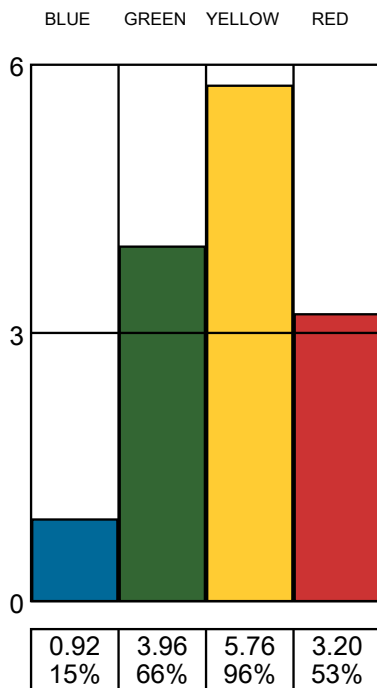
47: Helping Inspirer (Accommodating)

Less Conscious Wheel Position

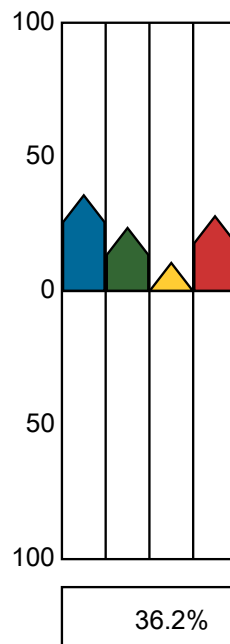
7: Helping Inspirer (Focused)

The Insights Discovery® Colour Dynamics

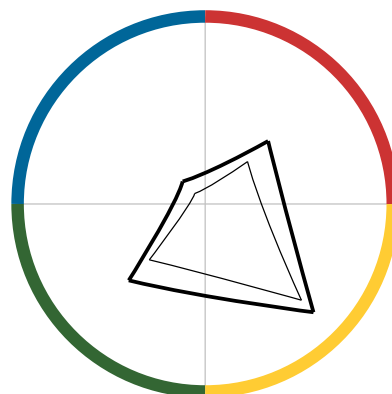
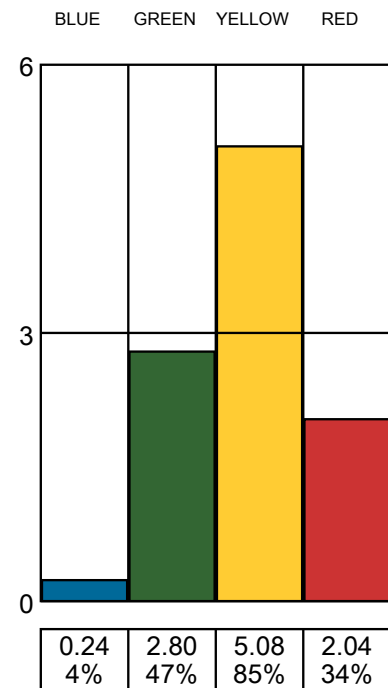
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



GLOBAL HEADQUARTERS

PROFILE: D_PR_RETENTION

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