

Discovery Full Circle

Successful collaboration through
the power of open feedback



“ Collaboration
and teamwork are
the keys to success ”

Richard Branson

Collaboration is strongly linked with productivity and bottom-line success, yet globally, it's on the decline.

The more we communicate through a screen, the less we experience the human connection needed to achieve real collaboration. It's time to ask, how can we reignite efficient collaboration to create high performing teams?

Discovery Full Circle: Awareness accelerates collaboration

Discovery Full Circle creates open feedback channels where learners receive feedback from managers, peers and team members.

This empowers collaboration and team performance, while reducing interpersonal conflict and workplace stress in organisations.

Discovery Full Circle is the only feedback system of its kind that incorporates psychological safety, a key component of effective collaboration.

By linking feedback to personality preferences, rather than performance-based competencies, this full circle system creates empathy, understanding and psychological safety for learners.

How does it work?

Like all Insights programmes, we begin with awareness.

The self-perception section of Discovery Full Circle is drawn from the results of each learner's Insights Discovery profile.

This is combined with contributor feedback to provide a full-circle view of how the learner's communication, working and even leadership style are perceived by others.

Empowered with awareness of self and others, learners can consciously adjust their use of colour energies throughout the day, enhancing teamwork and effectively adapting to the situation at hand.

The end result

Through Discovery Full Circle, learners understand their strengths and blind spots, and have an action plan to help them build better relationships with people around them.

The result is a swift increase in collaboration and overall performance that's felt at every level of the organisation, including:

- Solving people challenges that can undermine productivity
- Developing a strong feedback culture
- Enhancing leadership performance
- Improving team performance and cohesion
- Fostering psychological safety among people
- Supporting diversity, equality, inclusion and belonging initiatives

Others already have a perception of you, wouldn't it be great to know what it is?

This awareness fosters deeper insights and enhances collaboration organisation wide

The intuitive next step in Insights Discovery

Keep the learning going...

The true strength of Discovery Full Circle is its seamless integration capabilities.

Because Discovery Full Circle measures personal preferences rather than performance competencies, it's easy to integrate it with your existing Insights or in-house programmes.

In fact, Discovery Full Circle is designed to amplify results of the entire **ecosystem of Insights programmes** including:

- Discovering Team Effectiveness
- Discovering Leadership Effectiveness
- Thriving Through Change
- Ongoing leadership coaching and talent management

Get in touch

For more information on how Insights can help with collaboration or other business issues relating to your people, please get in touch:

www.insights.com