



# Discovery<sup>®</sup>

Full Circle Profile

Jane Doe

23 April 2025

## Overview

### Based on Self Perception

These statements provide a broad understanding of Jane's personal style, in particular how she interacts with others. Jane, and her feedback group can use this section to gain a better understanding of Jane's approaches to relationships. Additional information is available in the Overview section of the Insights Discovery Personal Profile.

### Jane's Interaction with Others

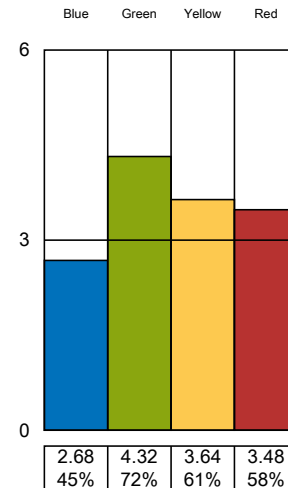
Jane tends to be very sensitive to the way she relates to others and is at her best in situations which run smoothly and harmoniously. She tends to value others but may adopt a romantic, idealised version of people and their potential. She may suppress her own needs in the interest of pleasing others and may feel indispensable to those close to her. She may learn to develop many differing aspects of her personality in an effort to win others' approval. She enjoys relating to others, especially on known subjects and existing situations. She enjoys social and harmonious relations with others. She may become possessive of people in whom she has invested a lot of her emotional energy. She has little motivation to lead others through control, but hopes to see everyone living together harmoniously. She has a natural ability to switch her behaviour between feelings that are shared and those that are private in an effort to relate.

An unconditional positive regard for others is a strongly held feeling that Jane values. Jane probably prefers more relaxed social interaction. Do not assume this to be an indication that she is not serious about important issues. She finds it difficult to take a fixed position on issues that are not important to her. As a result, she may be seen by others as rather lacking in conviction. Possessing a quiet strength, her caring, concerned approach to life seems to encourage other people to confide in her. She is gentle, concerned and imaginative and may experience difficulty with people who appear controlling and autocratic. She is an individualistic and independent person, though this may not always be readily apparent due to her desire to maintain warm and harmonious relationships with others. She has strong family ties and to keep in close contact is an essential part of her make-up. She may struggle to accept excessive personal criticism, finding it disheartening. Difficult workplace relationships can diminish her confidence and motivation. She is not always keen to express how she feels.

Jane ensures her own survival in relationships by serving others, and in so doing, fulfils her own needs and deeper desires to be of service. As most of her energies are directed towards improving the human condition, she has difficulty understanding why she may not always be universally accepted by others. She likes to get on with other people and, although she finds confrontation disagreeable, will retaliate if she feels her values are undermined. She has a high need for affection not found so intensely in other types. She wants to feel significant in other people's lives. Her deepest feelings will rarely be articulated. She is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible. She is seen by most people as kind and sympathetic. At times it is possible for her to so adapt her conversation style that she may be mistaken as extraverted. She may find herself automatically adapting her own personality in an attempt to meet other peoples' ideas of what is desirable.

## Characteristics based on Self Perception

This section may identify some of the fundamental gifts that Jane has to offer, indicates how she may show up under pressure, and lists some possible characteristics of Jane's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Jane.



Jane's perception of self

### Key Strengths:

- Looks for the harmony in every situation.
- Can facilitate resolution of interpersonal conflict between others.
- Sensitive to the needs of others.

### When under pressure, Jane may appear in this way:

- A lack of confidence in her own judgement, although that judgement is often correct.
- Over-tolerant of others' inability to perform.
- Has difficulty in sharing concerns and reservations except with close and trusted peers.

### In leading others Jane may:

- Be too trusting of her people.
- Use “gut feel” effectively in processing information.
- Over-complicate issues by trying to solve too many things at once.

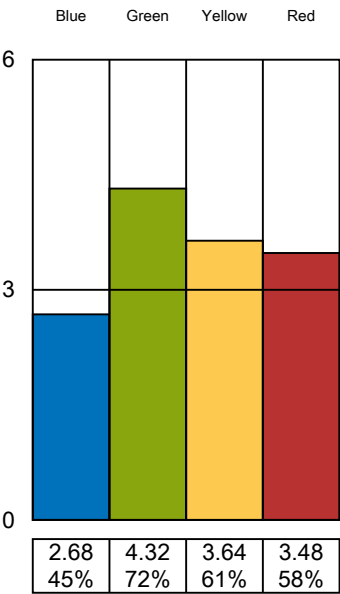
### Personal Notes

# Discovery Colour Dynamics

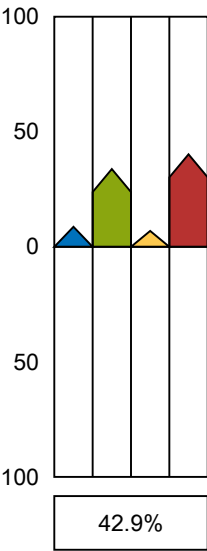
## Based on Self Perception

Jane  
23 April 2025

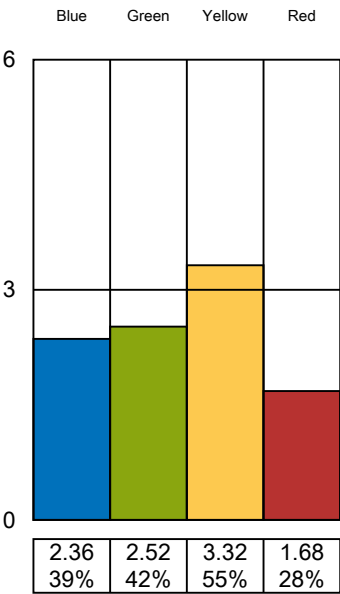
Persona (Conscious)



Preference Flow



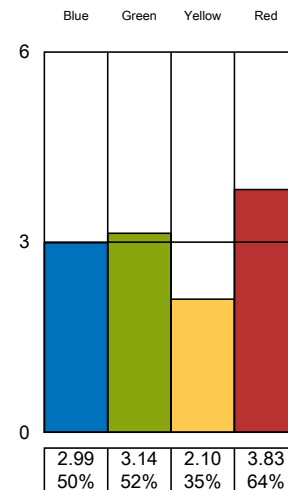
Persona (Less Conscious)



Based on how Jane responded to the evaluator, the dominant colour energy is represented by the highest scoring colour bar in the Persona (Conscious) graph above. Applying the information received in this Discovery Full Circle Profile, in everyday interactions with others as well as with the individuals who filled out an evaluator for Jane, there is an opportunity to adapt to others' styles to improve the quality of her interactions.

## Characteristics based on Feedback Group's Perception

Based on the combined perception of the feedback group, this section identifies some of Jane's Key Strengths, how she may show up under pressure and her natural style in leading others. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by the Feedback Group.



Group's perception of Jane

The Feedback Group may perceive Jane to have these Key Strengths:

- Assertive, strong communicator who thinks on her feet.
- Effective and efficient time manager.
- Practical, agile and spontaneous.

When under pressure, Jane may appear to the Feedback Group in this way:

- May not actively listen to (or hear), others' points of view.
- Reluctant to seek help from others.
- Sometimes a perfectionist, impatient and intolerant.

As perceived by the Feedback Group, in leading others, Jane may:

- Search for accuracy or perfection, at times appearing overly critical.
- Prefer organising ideas and information rather than people.
- Get involved in the detail.

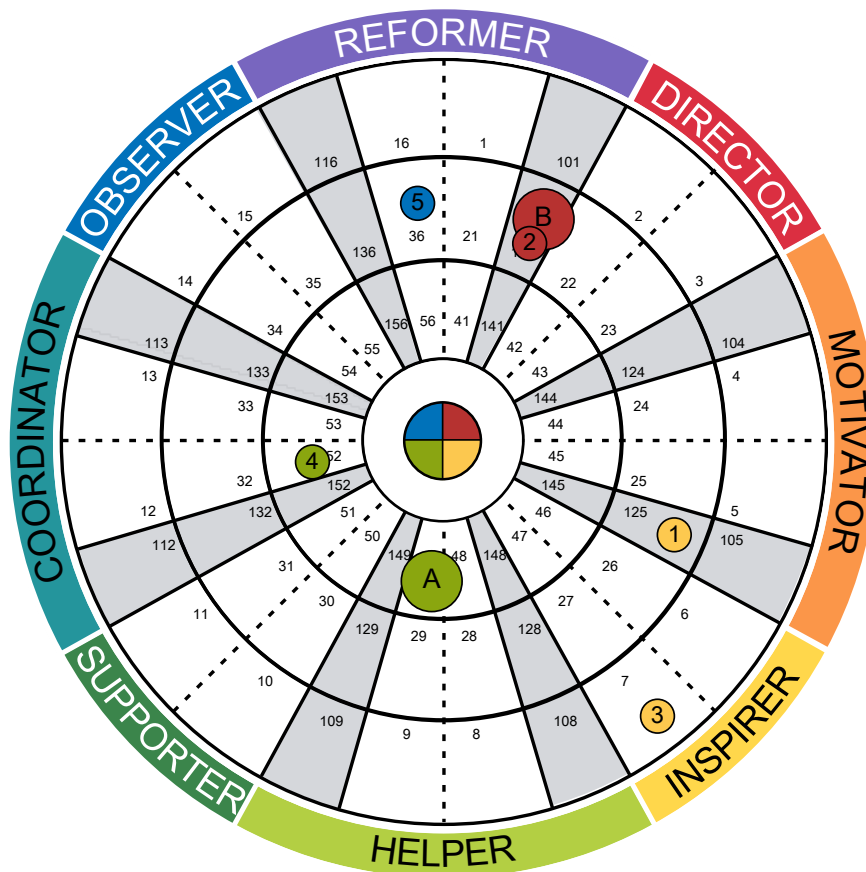
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### Personal Notes

## Insights Discovery Full Circle Wheel

### Based on Feedback Group Perception

Represented on the wheel are the individual perceptions of Jane from the feedback group, the collective perception, and Jane's self perception.



A Jane

(49) Supporting Helper (Accommodating)



B The Feedback Group

(121) Creative Directing Reformer (Classic)

### The Feedback Group



1 Isla Kensington

(125) Creative Inspiring Motivator (Classic)



2 Liam Knight

(121) Creative Directing Reformer (Classic)



3 Avery Steele

(7) Helping Inspirer (Focused)



4 Kai Hunter

(52) Supporting Coordinator (Accommodating)

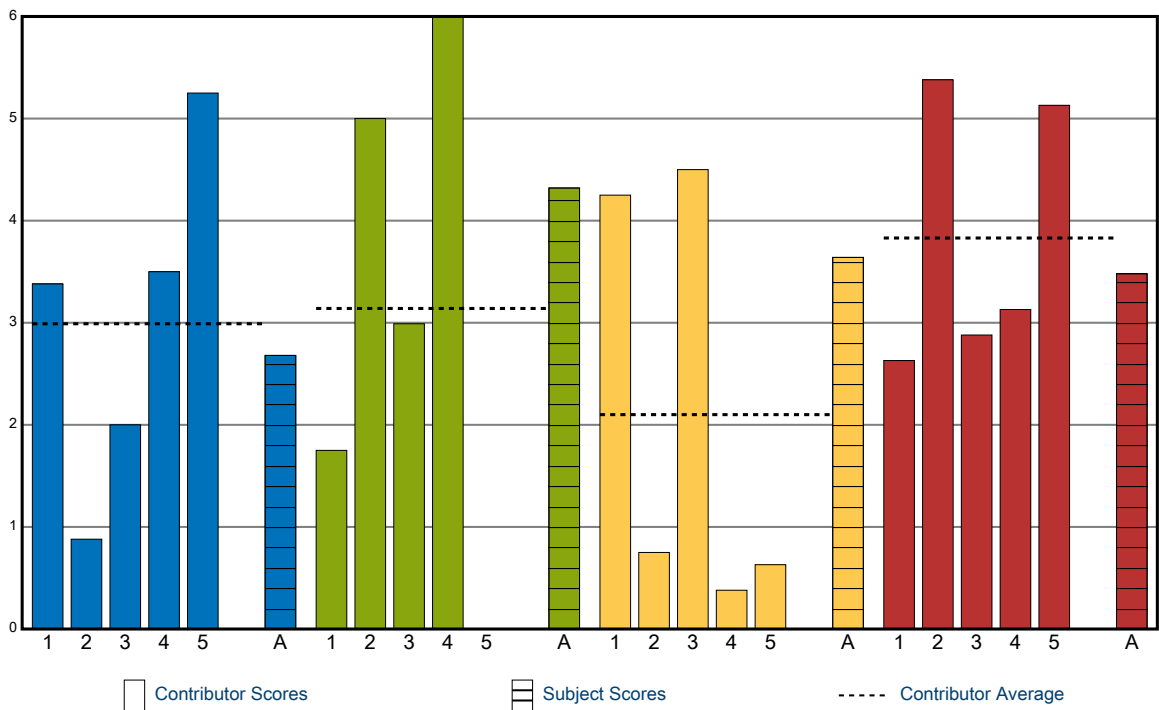


5 Emery Sterling

(36) Observing Reformer (Classic)

## Discovery Full Circle Colour Distribution

This section details the individual colour score perceptions of Jane from the Feedback Group, comparing with Jane's self perception and the average scores from the Feedback Group.

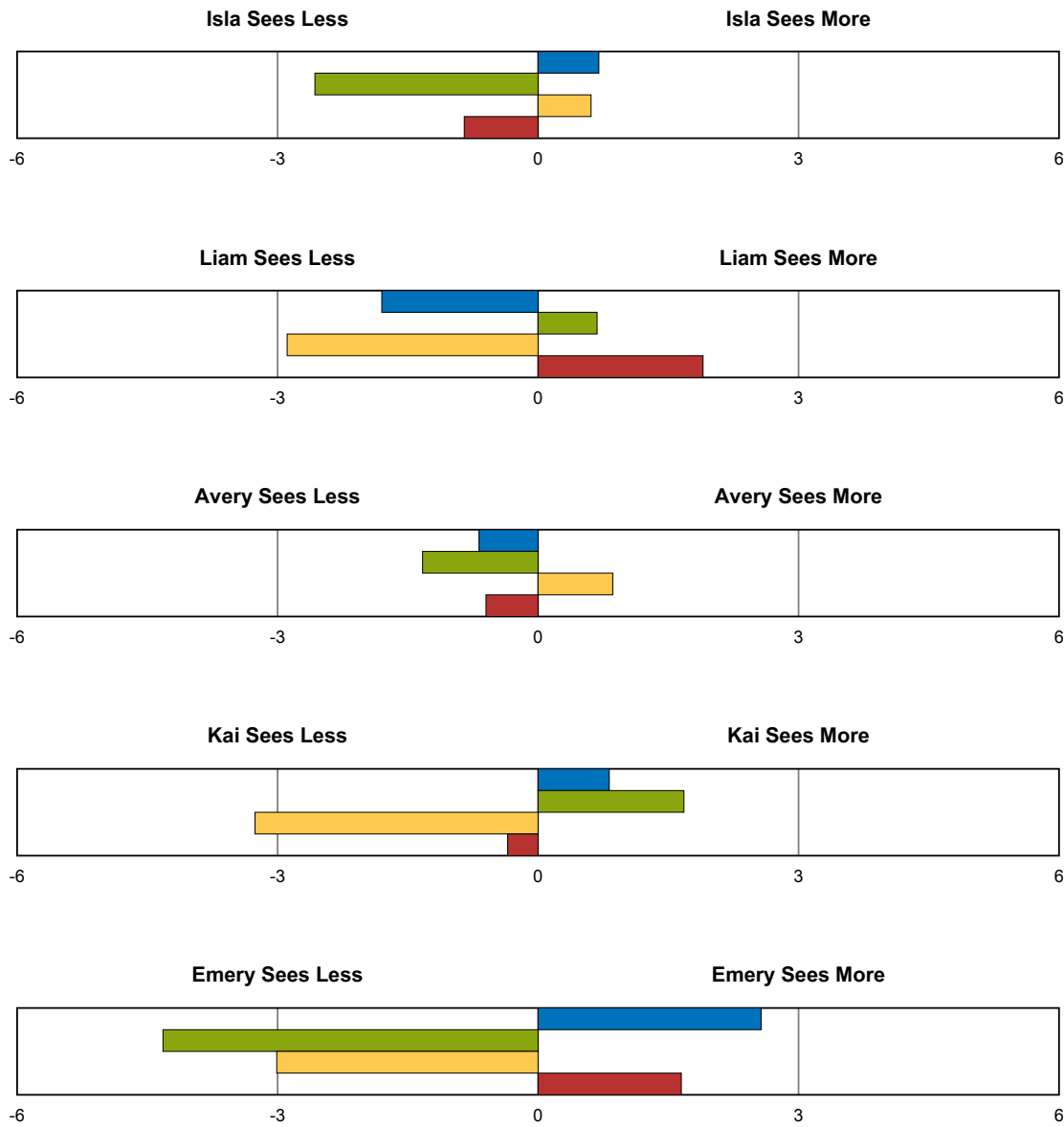


ID	Name	Blue	Green	Yellow	Red
1	Isla Kensington	3.38	1.75	4.25	2.63
2	Liam Knight	0.88	5.00	0.75	5.38
3	Avery Steele	2.00	2.99	4.50	2.88
4	Kai Hunter	3.50	6.00	0.38	3.13
5	Emery Sterling	5.25	0.00	0.63	5.13
A	Jane	2.68	4.32	3.64	3.48
B	Group Average	2.99	3.14	2.10	3.83

# Perception Comparison

In the individual graphic below, when a colour bar is seen to the left of 0 this indicates that an individual from the feedback group sees less of that colour energy than Jane sees in herself. A colour bar to the right of 0 indicates the individual sees more of that colour energy compared to Jane's self perception.

## Individual: Graphical





## Perception Comparison

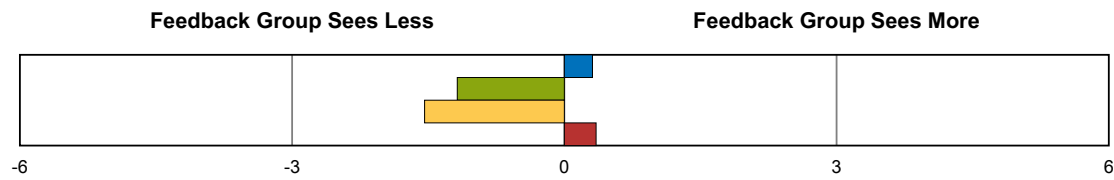
The individual numeric table indicates the difference in colour scores between the individual and Jane, which are represented graphically on the previous page. A minus score indicates the individual sees less of that colour with a positive score indicating they see more of that energy. The aggregate graphical and numeric table display the average for the feedback group compared with Jane's self perception.

### Individual: Numeric

	Blue	Green	Yellow	Red
Isla's difference	+0.70	-2.57	+0.61	-0.85
Liam's difference	-1.80	+0.68	-2.89	+1.90
Avery's difference	-0.68	-1.33	+0.86	-0.60
Kai's difference	+0.82	+1.68	-3.26	-0.35
Emery's difference	+2.57	-4.32	-3.01	+1.65

# Perception Comparison

## Collective Perception: Graphical



## Collective Perception: Numeric

	Blue	Green	Yellow	Red
Jane	2.68	4.32	3.64	3.48
Group Average	2.99	3.14	2.10	3.83
Difference	+0.31	-1.18	-1.54	+0.35
Group High	5.25	6.00	4.50	5.38
Group Low	0.88	0.00	0.38	2.63

## Personal Comment

In the Insights Discovery Full Circle Evaluator we asked the Feedback Group for some comments. Their responses are below

What behaviours do you most admire in this individual?

Isla Kensington	You prioritize tasks effectively, ensuring high-impact items are completed first without neglecting smaller responsibilities.
Liam Knight	Your empathy and understanding help diffuse tense situations, creating a positive work environment.
Avery Steele	You are approachable and listen actively, making people feel heard and valued in conversations.
Kai Hunter	You handle unexpected changes with calmness and find creative solutions that work for everyone involved.
Emery Sterling	Your ability to troubleshoot complex issues independently is a huge asset to the team.

## Personal Comment

What behaviours would you encourage this individual to develop to be more successful in their role?

Isla Kensington	Sometimes, your presentations can include too much detail, making it hard to focus on the main message. Simplifying your slides might help.
Liam Knight	It could be beneficial to share your knowledge more frequently through workshops or mentoring junior colleagues.
Avery Steele	In high-pressure situations, taking a moment to involve others in brainstorming solutions could lead to even more effective results.
Kai Hunter	Improving responsiveness to emails and messages would make collaboration smoother.
Emery Sterling	You could involve the team more in decision-making processes to help them feel a greater sense of ownership and accountability.

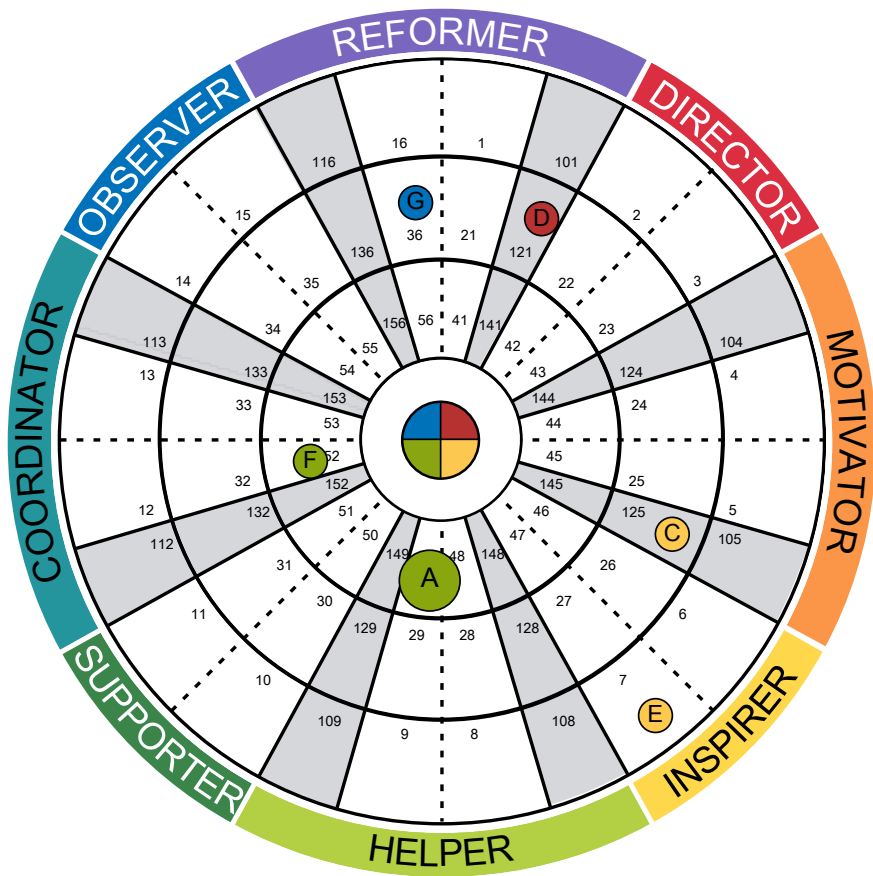
## Personal Comment

Any additional comments you would like to make

Isla Kensington	Your dedication to your work and your team is truly remarkable. Your contributions have been invaluable, and I look forward to seeing you continue to grow and succeed in your role.
Liam Knight	Your enthusiasm for your work is contagious. Your passion drives the team forward and helps us to overcome challenges with a positive mindset.
Avery Steele	Your meticulous attention to detail ensures that our work is always of the highest quality. Your dedication to excellence sets a high standard for the entire team.
Kai Hunter	Your creativity and innovative approach have brought a fresh perspective to our projects. Your ideas have significantly contributed to our success.
Emery Sterling	Your willingness to take on new challenges and step out of your comfort zone is commendable. You are always eager to grow and take on new responsibilities.

Full Circle Feedback by Role

This page displays the aggregate data for each role compared with the self perception of Jane.



- A

Jane

(49) Supporting Helper (Accommodating)
- C

Manager Average (1)

(125) Creative Inspiring Motivator (Classic)
- D

Peer Average (1)

(121) Creative Directing Reformer (Classic)
- E

Team Member Average (1)

(7) Helping Inspirer (Focused)
- F

Customer Average (1)

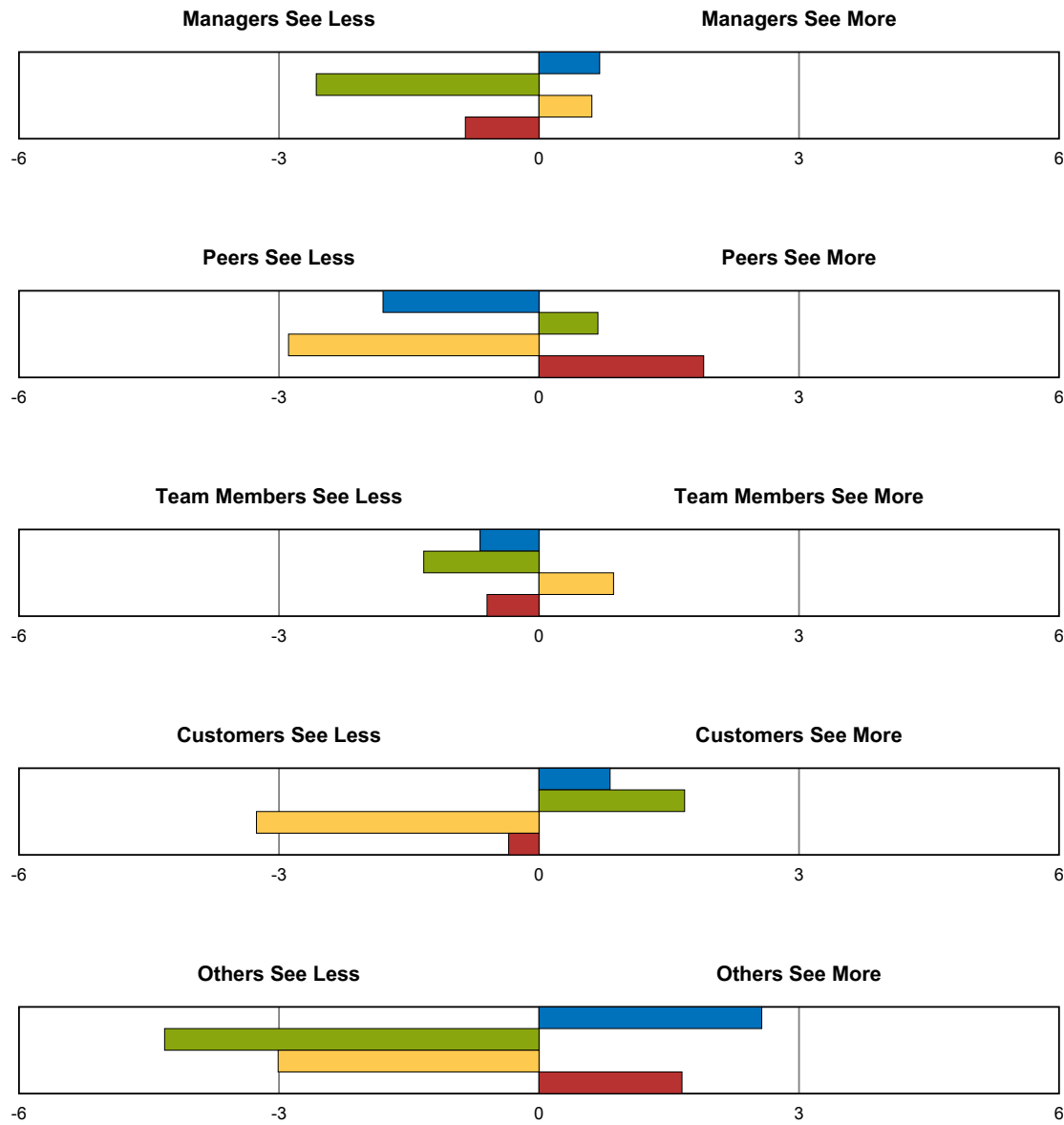
(52) Supporting Coordinator (Accommodating)
- G

Other Average (1)

(36) Observing Reformer (Classic)

## Perception Comparison by Role

Detailed below is the difference between the average feedback for each Role and the self perception of Jane. The table indicates a summary of scores for each of the Roles.



## Colour score comparison for Jane and the average feedback by role

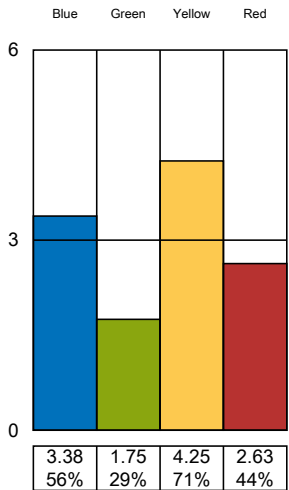
	Blue	Green	Yellow	Red
Jane	2.68	4.32	3.64	3.48
Manager Average	3.38	1.75	4.25	2.63
Difference	+0.70	-2.57	+0.61	-0.85
Peer Average	0.88	5.00	0.75	5.38

	Blue	Green	Yellow	Red
Difference	-1.80	+0.68	-2.89	+1.90
Team Member Average	2.00	2.99	4.50	2.88
Difference	-0.68	-1.33	+0.86	-0.60
Customer Average	3.50	6.00	0.38	3.13
Difference	+0.82	+1.68	-3.26	-0.35
Other Average	5.25	0.00	0.63	5.13
Difference	+2.57	-4.32	-3.01	+1.65



## Isla's Perception of the Characteristics of Jane

This section may identify some of the fundamental gifts, as perceived by Isla, that Jane has to offer, indicate how she may show up under pressure, and list some possible characteristics of Jane's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Isla.



Isla's perception of Jane

Isla may perceive Jane to have these Key Strengths:

- Strong sense of humour and fun.
- Constantly juggling a large number of projects.
- Displays high levels of energy.

When under pressure, Jane may appear to Isla in this way:

- May be prone to embellishing the truth.
- Overly dismissive of negative feedback.
- Leaps before she looks!

As perceived by Isla, in leading others, Jane may:

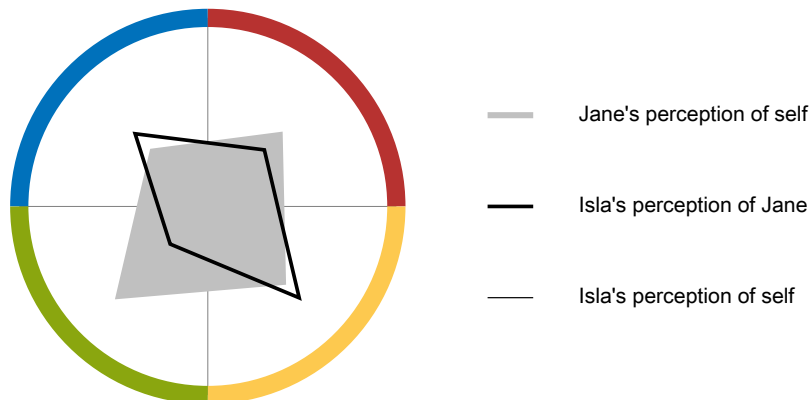
- Allow her team plenty of freedom to make decisions.
- Use “gut feel” effectively in processing information.
- Be inconsistent in delegation.

### Personal Notes

## Connecting with Isla

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Isla.

Where Discovery data is available, this page contains information relating to Isla's personal profile. The graphic identifies Isla's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Isla's perception of Jane.



### Strategies for communicating with Isla:

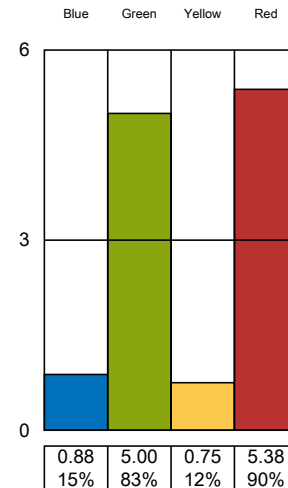
- Acknowledge her flashes of creative brilliance.
- Keep up a lively, but steady pace.

### When communicating with Isla, DO NOT:

- Criticise, condemn or suppress her enthusiasm.
- Forget to offer praise and recognition when it is due.

## Liam's Perception of the Characteristics of Jane

This section may identify some of the fundamental gifts, as perceived by Liam, that Jane has to offer, indicate how she may show up under pressure, and list some possible characteristics of Jane's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Liam.



Liam's perception of Jane

Liam may perceive Jane to have these Key Strengths:

- Assertive, strong communicator who thinks on her feet.
- Effective and efficient time manager.
- Practical, agile and spontaneous.

When under pressure, Jane may appear to Liam in this way:

- May not actively listen to (or hear), others' points of view.
- Reluctant to seek help from others.
- Sometimes a perfectionist, impatient and intolerant.

As perceived by Liam, in leading others, Jane may:

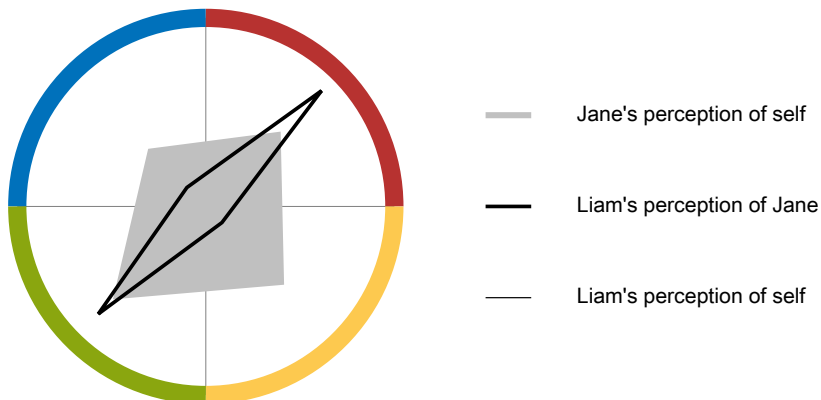
- Search for accuracy or perfection, at times appearing overly critical.
- Prefer organising ideas and information rather than people.
- Get involved in the detail.

### Personal Notes

## Connecting with Liam

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Liam.

Where Discovery data is available, this page contains information relating to Liam's personal profile. The graphic identifies Liam's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Liam's perception of Jane.



### Strategies for communicating with Liam:

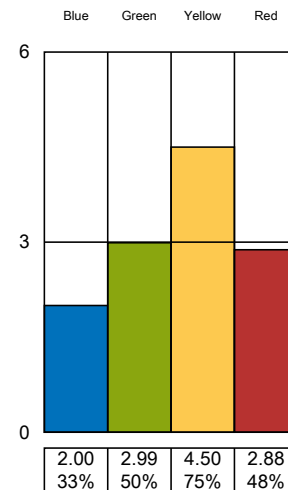
- Balance opportunities for quick reflection with direct conversation or interaction.
- Be thorough, organised and on time.

### When communicating with Liam, DO NOT:

- Criticise his ideas or take issues with them.
- Use “what if” or “buts”.

## Avery's Perception of the Characteristics of Jane

This section may identify some of the fundamental gifts, as perceived by Avery, that Jane has to offer, indicate how she may show up under pressure, and list some possible characteristics of Jane's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Avery.



Avery's perception of Jane

Avery may perceive Jane to have these Key Strengths:

- Enjoys spending time around other people - and helping them feel good.
- Possesses social expertise.
- Highly resourceful around people.

When under pressure, Jane may appear to Avery in this way:

- May be hasty and prone to indiscretion.
- Generally speaking, she is speaking generally!
- May not follow through to completion.

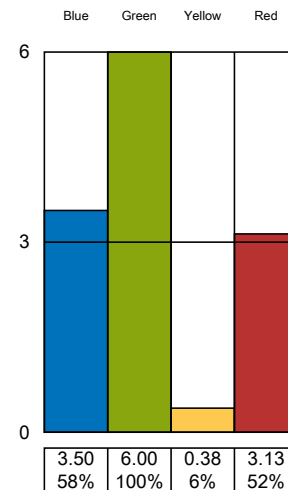
As perceived by Avery, in leading others, Jane may:

- Encourage staff development at all levels.
- Generate recurring crises through failing to comprehensively plan and organise resources.
- Become too involved in others personal problems.

### Personal Notes

## Kai's Perception of the Characteristics of Jane

This section may identify some of the fundamental gifts, as perceived by Kai, that Jane has to offer, indicate how she may show up under pressure, and list some possible characteristics of Jane's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Kai.



Kai's perception of Jane

Kai may perceive Jane to have these Key Strengths:

- Relaxed about what others may think of her.
- Can master technical subjects.
- Strong and consistent principles.

When under pressure, Jane may appear to Kai in this way:

- May get frustrated with other peoples' ways.
- More interested in intellectual rather than practical challenges.
- Over-dependence on rules and procedures.

As perceived by Kai, in leading others, Jane may:

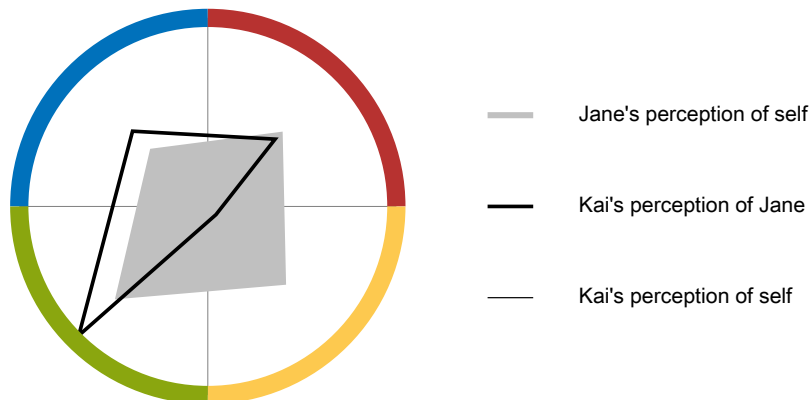
- Be a little too generous and understanding when others fail to perform.
- Keep her deepest feelings private.
- Encourage others to sacrifice deadlines for quality.

### Personal Notes

## Connecting with Kai

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Kai.

Where Discovery data is available, this page contains information relating to Kai's personal profile. The graphic identifies Kai's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Kai's perception of Jane.



### Strategies for communicating with Kai:

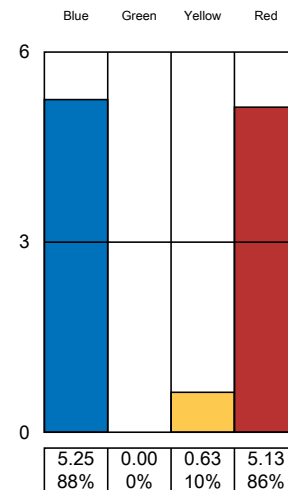
- Speak slowly and sincerely.
- Adopt a low key, positive approach.

### When communicating with Kai, DO NOT:

- Demand change that ignores their personal values and/or beliefs.
- Show impatience with, or annoyance of, their calm exterior.

## Emery's Perception of the Characteristics of Jane

This section may identify some of the fundamental gifts, as perceived by Emery, that Jane has to offer, indicate how she may show up under pressure, and list some possible characteristics of Jane's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Emery.



Emery's perception of Jane

### Emery may perceive Jane to have these Key Strengths:

- Applies past experience to new situations.
- Self disciplined.
- Will work late to get the job done.

### When under pressure, Jane may appear to Emery in this way:

- May "tinker" with things out of curiosity.
- Others may find her cold and distant.
- Can be inflexible.

### As perceived by Emery, in leading others, Jane may:

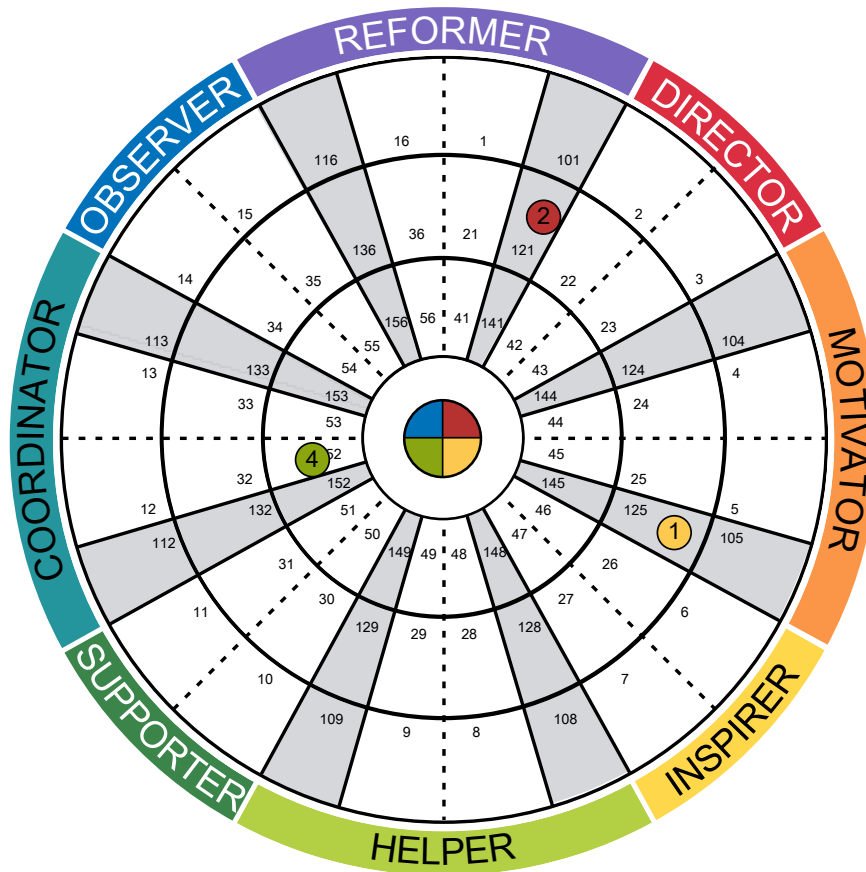
- Delegate administration and concentrate on outcomes.
- Appear to be less understanding of her colleagues' feelings.
- Set extremely high performance standards for self and others.




### Personal Notes



## Feedback Group - Wheel Positions

This section displays the Discovery wheel positions of the Feedback Group. Positions on the wheel do not represent good or bad, but different approaches to situations.



- 1  Isla Kensington
- 2  Liam Knight
- 4  Kai Hunter

- (125) Creative Inspiring Motivator (Classic)
- (121) Creative Directing Reformer (Classic)
- (52) Supporting Coordinator (Accommodating)



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GLOBAL HEADQUARTERS

PROFILE: DFC\_PR\_RETENTION

Insights Learning & Development

Terra Nova, 3 Explorer Road, Dundee, DD2 1EG, Scotland, UK.

TEL: +44(0)1382 908050 FAX: +44(0)1382 908051

EMAIL: [insights@insights.com](mailto:insights@insights.com) WEB: [www.insights.com](http://www.insights.com)