



Discovery[®]

Personal Profile

John Smith

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Foundation Chapter

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Introduction

This Insights Discovery profile is based on John Smith's responses to the Insights Preference Evaluator which was completed on 08 May 2015.

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 John's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

Quick to see the possibilities of new ideas and projects, John is outstanding at initiating these and persuading people to support him. Work that is purely practical or work that leaves him on his own for long periods can make him irritable. Learning how to use accepted methods of organisation and time management will help him to overcome a tendency to want to procrastinate. John radiates goodwill and enthusiasm. He is optimistic about life in general and human potential in particular. He is warm and gracious and believes in a philosophy of "live and let live".

With his friendly organisational skills, John is supportive of other colleagues and will enthuse over most projects. John is stimulated by challenges and often shows ingenuity in meeting them. If he is in charge of having to monitor the detailed work of others he may find this uninteresting, stressful and exhausting. As he puts as much energy into maintaining personal relationships than into maintaining tasks, John likes to keep a wide assortment of relationships alive and kicking. John seeks greater fulfilment in his life through the offering of help and service to others.

He tends to have an interest in the new and unusual and is gifted at expressing his feelings. Attending to others' wants is felt by him to be a satisfying, legitimate way of expressing his own deeper needs. His life will tend to be a series of initiated, but unfinished projects. He is motivated by approval and reacts unfavourably to indifference or rejection from others. He gravitates to other people and is highly skilled at understanding others' needs and motivations, usually appearing friendly, tactful and sympathetic.

John is adaptable, easy-going, warm, friendly and generous. He may become pessimistic and gloomy when he is thwarted or fails to see ways to make the important changes in his life. He pays scant attention to negative, pessimistic or divisive situations or conclusions. He is prepared to attempt almost anything, but his work needs to be active rather than theoretical. He is strong on initiative and creativity, but may often be weak on the completion of projects.

He looks for the good in every situation. His focus is on the immediate, resulting in a rather low tolerance for detailed procedures and routines. His mental processes operate best when he is in contact with other people. John is curious for new ideas and insights. He is inventive, independent and can be extremely perceptive of the potential contained within the views of others.

Interacting with Others

A creative thinker, John is generally warm, enthusiastic and confident of his own abilities. He makes stimulating company with his witty and interesting conversational style. He prefers to be active and working with like minded people. Looking for perfection in a relationship can result in his sensing a vague dissatisfaction with the reality of the way things are. Shifting attention inward for long periods may produce anxiety for him as he prefers to look outward towards others for his

emotional security. As he is highly articulate with a quick sense of humour he is often the life and soul of the party.

He may dislike and even avoid tasks which require attention to detail or inordinate paperwork. As a result of his natural desire to please, he can be seen as overly concerned with others' needs. He may harbour a belief that no one really understands him or cares about him. He may become emotional and rather vulnerable in this state. John is both charming and popular, constantly enthusing through his gift of ready articulation. His major goal is to create and maintain good feeling and harmony among the people he relates to.

John exudes charismatic charm and a natural ability to communicate well. He values harmonious human contacts and works well in jobs dealing with people. He normally reads people well, continually looking for the good in both the situation and in others. 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. The easy-going nature and good humour that John displays makes him an attractive companion. Consequently he is known by a large number of people and enjoys a wide circle of acquaintances.

Decision Making

Preferring a harmonious outcome, John 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 recognises judgements that rely heavily on logical analysis, but then may ignore this in making his decisions. He may make decisions without considering all the consequences of his actions. He may choose to change his decisions if it turns out that someone may be adversely affected by them.

In decision-making he may prefer to apologise for exceeding his authority rather than getting permission in the first place. He may unconsciously manipulate the process to get his own way. He has an ability to see the need of the moment and then deal with it. Trying to focus more on the facts, not just on the people, can be helpful in his decision making. He may get bored quickly and tend to ignore significant detail in his desire to move on to more exciting things.

He would perform better if he focused more on in-depth study of analytical data during the decision making process. Decisions made on the basis of logic alone are not highly valued by him. He has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them. His direct, sometimes erratic approach tends to work against him being totally consistent on a day to day basis. Others may see his decisions as unrealistic in certain circumstances.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which John brings to the organisation. John 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.

John's key strengths:

- Compassionate to those around him.
 - Has an outgoing nature and builds relationships quickly.
 - Infectious enthusiasm.
 - Articulate and active in communication.
 - Democratic - will involve others.
 - Can act spontaneously.
 - High ego strengths.
 - Outwardly directed energy ensures a fast friendly pace.
 - Seeks variety in both tasks and relationships.
 - Can “go with the flow”, particularly where people are concerned.
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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. John's responses to the Evaluator have suggested these areas as possible weaknesses.

John's possible weaknesses:

- Answers the question before it has been asked.
 - Like a butterfly, he may be difficult to catch or tie down.
 - May not follow through to completion.
 - Easily influenced by recent events or conversations.
 - May open his mouth and fall in.
 - Tends to exaggeration.
 - May procrastinate on the longer term task.
 - His outwardly directed energy can be overpowering to some.
 - Feels that some who may be modest are justified in their modesty!
 - Generates so many ideas that chaos often ensues.
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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 John brings, and make the most important items on the list available to other team members.

As a team member, John:

- Provides a sharp and quick opinion.
 - Takes on and shares ideas.
 - Makes friends quickly and easily.
 - Uses his highly-developed relationship skills.
 - Has foresight and farsight.
 - Works well with a variety of tasks and activities.
 - Bolsters and promotes team spirit.
 - Initiates, justifies, actions and defends.
 - Maintains and generates high team aspirations.
 - Maintains positive forward momentum.
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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 John. Identify the most important statements and make them available to colleagues.

Strategies for communicating with John:

- Avoid unnecessary distractions - keep to the point.
 - Be aware of his social interests.
 - Agree exactly what needs to be done.
 - Maintain a positive and open stance.
 - Keep up a lively, but steady pace.
 - Use colourful and bold language in conversing.
 - Be prepared to discuss a wide range of topics.
 - Use a casual, informal style of conversation.
 - Be clear on completion details.
 - Adapt to sudden changes in direction.
 - Acknowledge his talent for leadership.
 - Don't always expect brief, specific answers.
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Personal Notes

Communication

Barriers to Effective Communication

Certain strategies will be less effective when communicating with John. 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 John, DO NOT:

- Overload him with facts, details and paperwork.
 - Get carried away by his enthusiasm.
 - Burden him with too many papers to read.
 - Spend too much time discussing “what ifs”.
 - Fail to allow enough time to talk with him.
 - Assume that his sunny disposition means that he agrees with everything you say.
 - Appear slow, sluggish or too formal.
 - Make your lack of interest in his “problems” too obvious.
 - Criticise, condemn or suppress his enthusiasm.
 - Say “any time will do”.
 - Judge, criticise or embarrass him in public.
 - Overload him with irrelevant information.
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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.

John’s possible Blind Spots:

John is occasionally tempted to opt for the quick decision even though some of the key facts may not be in place. He finds it hard to face conflict and will be tempted to run away from or ignore problems rather than seek the tough solutions. Tending to take on too much at one time he can find himself overloaded and unable to keep his commitments.

The desire to remain open and responsive to new challenges can make him appear rather erratic, and appear inconsiderate of the best laid plans and schedules of others. He may neglect essential preparation as he moves quickly in his zeal to take on something new. He may be seen by others as shallow or superficial due in part to his glib way with words and his orientation with the future. To avoid making mistakes, he should digest all the information before acting. He should allow more distance between self and colleagues in interactions. He needs to be aware that not everyone likes to be touched.

Because of his strong desire for harmony, he can overlook his own needs and ignore real personal problems. He focuses on emotions to the point that he may fail to see the logical consequences of his actions. His natural quickness and pressure to anticipate what is coming means he occasionally assumes wrongly that he knows what a person is going to say, and is tempted to jump in to finish their sentences. He may need to learn and apply time management and long-range planning techniques to help him complete his projects. By applying some objectivity and even scepticism to his analysis, he might become a better judge of others.

Personal Notes

Opposite Type

The description in this section is based on John's 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:

John'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. John 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 John 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. John 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 John would wish.

Personal Notes

Opposite Type

Communication with John's Opposite Type

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

John Smith: How you can meet the needs of your Opposite Type:

- Remember his quiet demeanour and ask for his views.
- Keep personal comments to yourself.
- Approach him in a structured, logical way.
- If you must criticise, do it slowly, constructively and honestly.
- Provide an environment which allows him to express his thoughts.
- Recognise his intellectual effort and commitment.

John Smith: When dealing with your opposite type DO NOT:

- Fail to respect his need for occasional isolation.
 - Be late for the meeting.
 - Argue or personalise the conversation.
 - Press for an immediate response.
 - Expect rapid acceptance of changes to his accepted methods.
 - Exaggerate.
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Personal Notes

Suggestions for Development

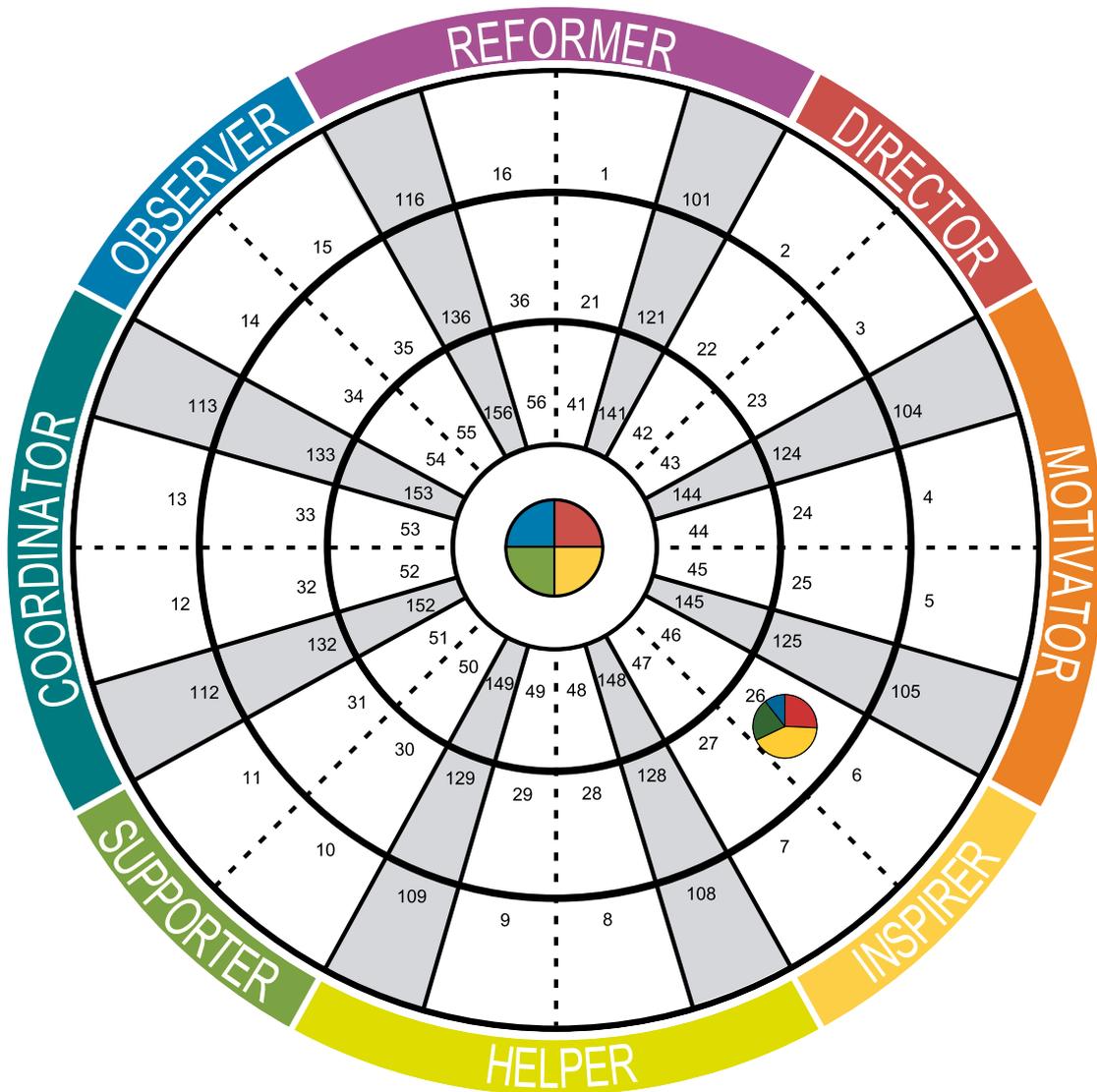
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for John's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

John may benefit from:

- A more structured approach to living.
 - Becoming less outspoken and empathetic.
 - Reflecting for a moment before responding.
 - Being left alone to work quietly.
 - Constant reminding of the need to consider alternatives and anticipate consequences.
 - Being less vocal at group meetings.
 - Recognising that he tends to manipulate people in "their" best interests.
 - Reducing the level of activities in his life.
 - Slowing down and thinking things through.
 - Sticking to standard procedures.
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Personal Notes

The Insights Discovery® 72 Type Wheel

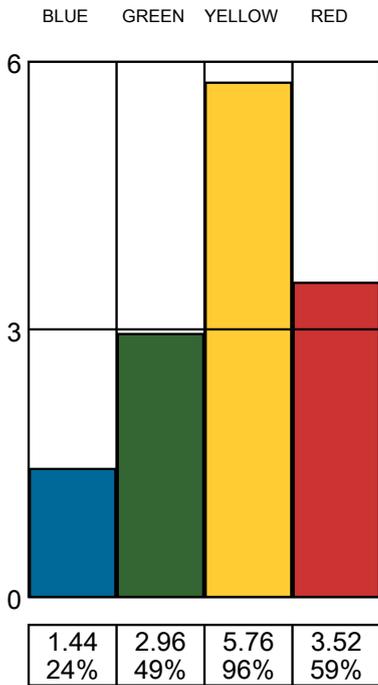


Conscious Wheel Position
26: Motivating Inspirer (Classic)

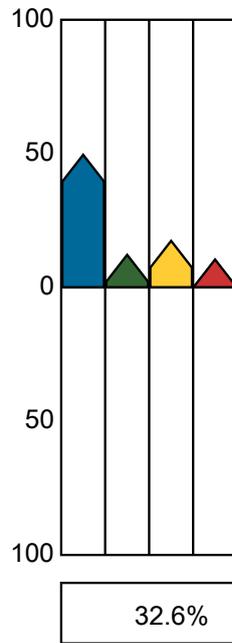
Less Conscious Wheel Position
26: Motivating Inspirer (Classic)

The Insights Discovery® Colour Dynamics

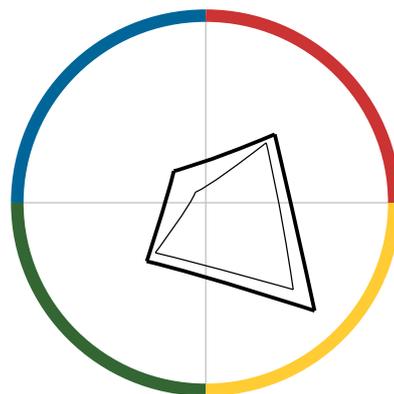
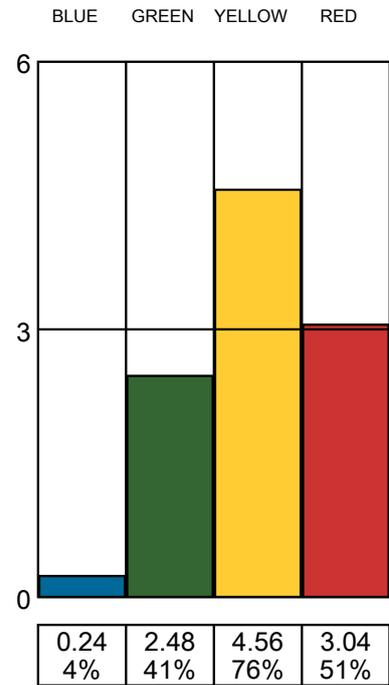
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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