



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 27 February 2014.

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

John is warm, open, realistic and radiates optimism. He gains comfort from knowing that he has others' support and agreement. He is prepared to attempt almost anything, but his work needs to be active rather than theoretical. John is a natural trainer, facilitator, educator and counsellor. John should try to stand back occasionally and look at himself and at his work more objectively.

John seeks greater fulfilment in his life through the offering of help and service to others. Theoretical work holds little interest for him and he needs to feel he is doing something rather than just thinking about it. John is a good companion and fun to be with. He enjoys helping other people but prefers to assist in real and tangible ways. Others often admire and envy what they see as his relaxed approach to life.

He needs to be appreciated for himself and his service, and he can be highly sensitive to indifference or criticism of the support he offers or provides. He has a tendency to play down the rules, particularly if they appear to oppose his values. He is proficient at alleviating the concerns of others. John is sympathetic, empathic and affable. John is adaptable, easy-going, warm, friendly and generous.

One of John's strengths is an ability to let others work at their own pace coupled with an awareness of the unique contribution each person makes. He is seen by most others as a friendly, practical, realistic and down-to-earth person. He prefers to be seen as rather sociable and may relish the occasional spotlight. John feels a strength of conviction and has a clear vision of what is best for the common good. 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.

John has a real zest for living and enjoys company. Loving and unselfconscious, he may lack a clear sense of his own identity and self worth. He may benefit from taking a step back to consider the cause and effect of his actions, and from practising becoming more tough-minded. John is team-centred, thorough and articulate. 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.

Interacting with Others

The gift of sheer adaptability means that John has an uncanny skill for making life into an enjoyable performance, juggling many activities and people and usually enjoying the limelight. Usually exciting for most of those involved, his activities do tend to leave some others exhausted by the process. Relationships are extremely important in his life and he may feel that psychological wellbeing depends on the inclusion of others. He is motivated to help other people in what he sees as real and practical ways through direct action and co-operation. He can be unbelieving of, and devastated by, too much personal criticism. Unpleasant working relationships can lead him to lose confidence and motivation.

He is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible. Others can find him a complex person who is difficult to get to know and understand. As most of his energies are directed towards improving the human condition, he has difficulty understanding why he may not always be universally accepted by others. He has a natural ability to switch his behaviour between feelings that are shared and those that are private in an effort to relate. John's preferred focus is on the positive, harmonious and uplifting aspects of people and human relations.

He may learn to develop many differing aspects of his personality in an effort to win others' approval. He is very accepting of others in his desire for happy relationships. He needs to ensure he does not take on board too much of other peoples' emotions. By working hard on his relationships with other people, John tends to be seen as popular, gracious and eager to please. He enjoys social and harmonious relations with others.

Decision Making

John will respect alternative views and although he may not agree with them, they will be considered. He can resolve conflict positively and reach mutually agreeable outcomes, taking into account all interests. He has an ability to see the need of the moment and then deal with it. He may lack sustained focus on the problem in hand. John is good at easing tense situations, enabling competing or conflicting groups to unite.

People occasionally see John making decisions that appear to fly in the face of logic. His decisions are influenced by ethical and moral issues. One of his challenges is that he may not obtain enough direction or discipline at work, or be sufficiently involved in planning for the future. John will usually listen to, value and accept ideas and opinions from others, even those who may be viewed as unusual or even "odd". He would perform better if he focused more on in-depth study of analytical data during the decision making process.

He may value opinions over facts in considering a possible course of action. John is prepared to modify his conclusions when he receives contradictory new information. Concern for others' welfare can affect the validity of his decisions. He is likely to decide in favour of the solution that brings the highest level of approval from others. He may be thinking of so many things that his decisions may on occasions appear to be ill-considered.

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.
 - Can “go with the flow”, particularly where people are concerned.
 - Trusting and tolerant of others' actions.
 - Tolerant and giving.
 - Not easily ruffled or flustered.
 - Good listener. Can help others achieve their goals.
 - Looks for the harmony in every situation.
 - Assumes both authoritative and democratic leadership.
 - Sensitive to the needs of others.
 - Displays lots of self-confidence.
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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:

- May take criticism of his work personally.
 - Fails to recognise the finer nuances.
 - Idealistic in relationships - wants everyone to be happy.
 - Puts others before himself, yet may resent it afterwards.
 - De-motivated by routine tasks.
 - Was once indecisive, but he is not so sure now!
 - Focusing on superficial analysis and failing to appreciate subtle underlying trends.
 - Can be impatient over relatively small issues.
 - Finds it difficult to concentrate on the detail for long periods.
 - Can easily feel rejected or unhappy.
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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:

- Bonds by remembering birthdays and special events.
 - Always wants to be busy and involved in the team activities.
 - Impacts many and varied ideas.
 - Adapts in performing his role and responsibilities.
 - Provides a sharp and quick opinion.
 - Meet the needs of the team members by being prepared to do anything.
 - Provides support and service to anyone who needs it.
 - Influences others by his infectious enthusiasm.
 - Can organise the social calendar.
 - Likes and is liked by most others.
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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:

- Help him feel at ease.
 - Provide lots of opportunities for team contact.
 - Show concern for his opinions and be willing to discuss personal matters.
 - Share in and promote his ideas and visions.
 - Leave time to ensure he is comfortable on personal issues.
 - Listen for the essence of what is being said.
 - Be prepared to share problems openly.
 - Maintain a consistent, personal relationship with him.
 - Be prepared to discuss a wide range of topics.
 - Agree exactly what needs to be done.
 - Provide information that stimulates conversation.
 - Take a low key, friendly approach.
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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:

- Appear slow, sluggish or too formal.
 - Involve him in formal, lengthy or tedious meetings.
 - Emphasise established processes.
 - Ignore, forget or demean him.
 - Lose concentration or back-track on previously discussed details.
 - Become too impersonal.
 - Expect him to respond favourably if you dictate to him on policy or procedures.
 - Create a hostile environment devoid of feelings.
 - Forget to be aware and tolerant of his views.
 - Ignore his creative and intuitive thinking.
 - Be cold, aloof or adopt an autocratic approach.
 - Take him for granted.
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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 would do well to take a step back and try to see a situation more objectively before reacting. He enjoys positions of authority and influence in his peer group and his ability to join in quick decision making within the group may be countered by a need to reflect, and later attempt to reverse, important decisions made. John may have difficulty dealing with conflicts in relationships and may become deeply disappointed or disillusioned if a conflict develops from one of his interventions.

Although he may not readily display it, John can be so committed to his own principles that he develops tunnel vision. When he decides that enough is enough then he may take an unusually aggressive stand for his rights. If he tried to develop more objectivity about his projects and tasks he would become less vulnerable to criticism and disappointment. John is so emotionally entangled in his projects that he is very sensitive to negative criticism of his work. He should attempt to analyse what it is that is making him feel resentment on occasions.

Trying to be less sensitive would enable John to hear the often helpful information that is contained in constructive criticism. John may become so engrossed with his own projects that other important tasks lie forgotten. He may be so concerned about the feelings of others that he can be blind to important facts when the situation involves hurt feelings. Occasionally John may miss opportunities through a lack of awareness of the need to conclude the planning detail. Continuously focusing on his current experiences, he tends not to look beyond the moment and may miss the broader view.

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 Reformer, Jung's "Thinking" type.

Reformers are creative and abstract thinkers. They have a competitive drive for results, which is balanced by a restraining need for everything to be perfect for them. They have difficulty maintaining a positive, non-judgmental approach, which can make their performance erratic. They tend to be indecisive, and can become upset when found to be wrong. Reformers will tend to canvass support for their ideas long after a different decision has been made and accepted by others.

John may see Reformers as reserved and cold. Reformers may become authoritarian when their hard work is not recognised. Often blunt, John may see their egocentricity as overbearing. Reformers often rely on intimidation and the threat of retribution as a way of seeing it is their justice that is done. Lacking poise, they may appear to be unconcerned with the needs of others. Reformers will not readily take the blame for a project that goes off the rails.

Reformers have a sense of precision and can pay attention to detail. Prone to display their anger, they have strong opinions and may become upset if others simply do not follow their lead. John will often see the Reformer as both aloof and argumentative.

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:

- Be thorough, organised and on time.
- Focus on the task at hand.
- Recognise his “remoteness” is not directed against you.
- Agree with him wherever possible.
- Bring proof and evidence of performance.
- Look for signs that say “I’m losing interest”.

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

- Impose your opinion against his better judgement.
 - Show disagreement with or disrespect for his principles.
 - Underestimate his abilities to decide for himself.
 - Interrupt him while he is in control.
 - Try to hoodwink or mislead.
 - Become emotional or excitable.
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Personal Notes

Suggestions for Development

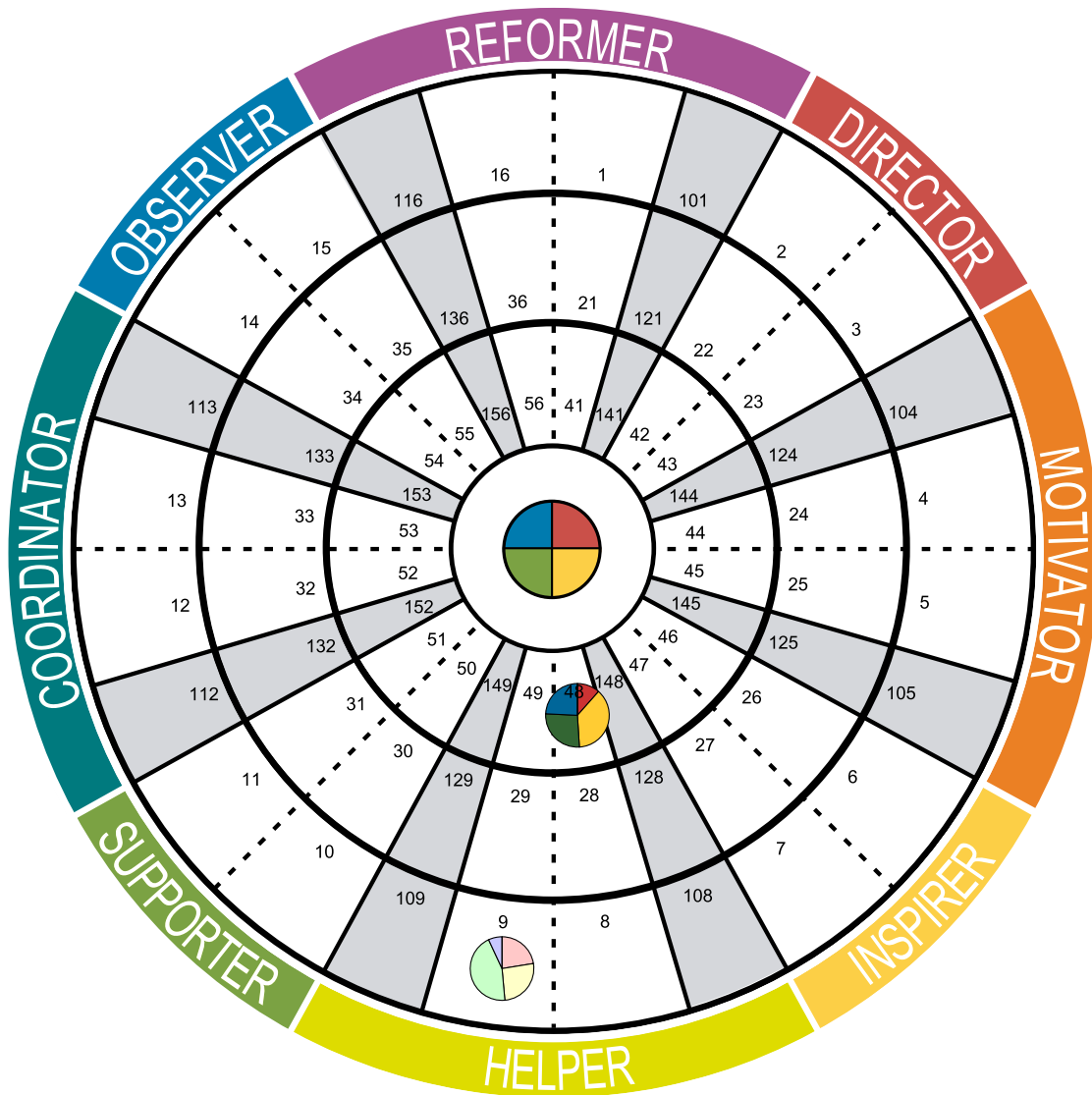
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for John's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

John may benefit from:

- Paying meticulous attention to detail before leaping to a conclusion.
 - Reflecting on what it is that he really wants.
 - Dealing directly with conflict rather than worrying unnecessarily about finding alternatives that will appease all parties.
 - Being less indiscreet and more formal.
 - Saying no first, giving the opportunity to review a decision later.
 - Finishing and reflecting on each book he reads before starting a new one.
 - Becoming a better self-disciplinarian.
 - Adopting a no-nonsense approach.
 - Saying “no” when too much is expected of him.
 - Standing up for his rights.
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Personal Notes

The Insights Discovery® 72 Type Wheel

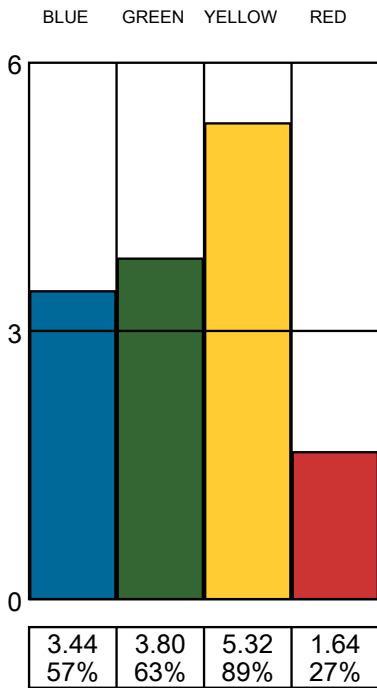


Conscious Wheel Position
48: Inspiring Helper (Accommodating)

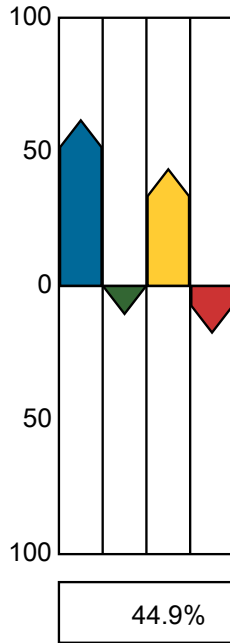
Less Conscious Wheel Position
9: Supporting Helper (Focused)

The Insights Discovery® Colour Dynamics

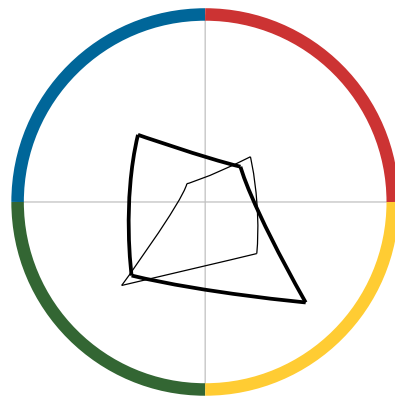
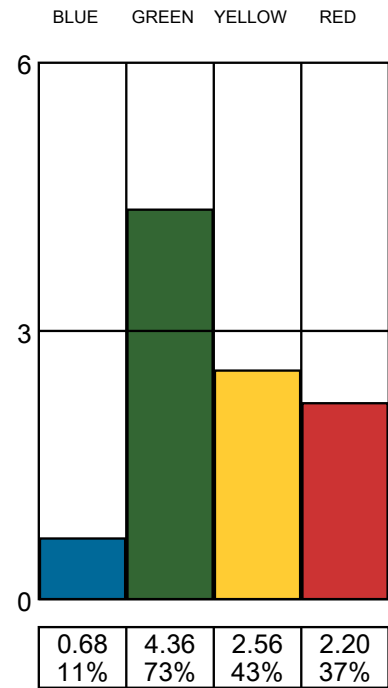
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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