



Discovery Insights – Power & Influence

Duration: 1 Day

Successful people use a wide range of diverse skills to drive forward their success. Their main motivation is to influence key stakeholders in order to enable engagement and meet objectives. With the right relationships in place they are able to persuade and compel others to make changes and to unite behind a common objective.

Designed for staff who need to influence confidently this workshop uses the Discovery Insights platform to explore and enhance those vital styles in order to perform more effectively. From an understanding of their own personal profile they will gain an understanding of why other people behave the way they do and looks at ways in which power and influence can be used to compel others to follow a particular path. From that foundation we explore how to manage conflict and positively influence others.

There are many ways to influence the behaviour of others and everything is a factor when dealing with people's behaviour. This workshop will take participants on a journey that will help them discover how to make every communication deliver the most effective outcome.

Pre-course Work

Participants are required to complete the Insights on-line evaluator and discuss their personal objectives with their manager in the first instance and then the trainer prior to course commencement.

Objectives

- Understand the fundamentals of Discovery Insights behavioural strategies
- Understand how they can use this ability to influence others to take action or to gain their commitment
- To be able to use insights and advise others how to build effective and lasting business relationships
- Use the personal profile to become more influential, and reduce conflict with internal and external staff
- Collaborate more effectively with other staff to get best results
- Adapt their style and language to persuade and influence especially their opposite types

Course Outline

- Insights colour energies
- The psychology of self-understanding and understanding others
- Jung's preferences
- Recognising others' type
- How the eight Insights types interact, or not
- Behind the Insights Discovery Profiles and Graphs

Personal Insights

- Getting the most from personal profile
- Who should you expect your people to get on with
- Who might have more challenging situations

The Insights Colour Energies

- How the energies work together
- Why some people don't seem to get on with each other
- How you and they could adapt your behaviour

Using the Colour energies every day

- How to recognise the different energies
- Assessing people's behaviour using body language and para linguistics
- Employing enhanced communication strategies
- Drawing on all the energies for best performance
- Building relationships
- Motivating and engaging with all types of people
- Identifying the needs of people and fulfilling them
- How people are when they are not on show at work

The Discovery Graphs

- Using the graphs to look at patterns and styles of people
- Identifying who is more likely to be under stress
- Identifying matches of role to individual
- Working with people who are masking

Behavioural Insight

- Confidence building to deal with a range of situations or people
- Demonstrating personal credibility with your colleagues and peers