

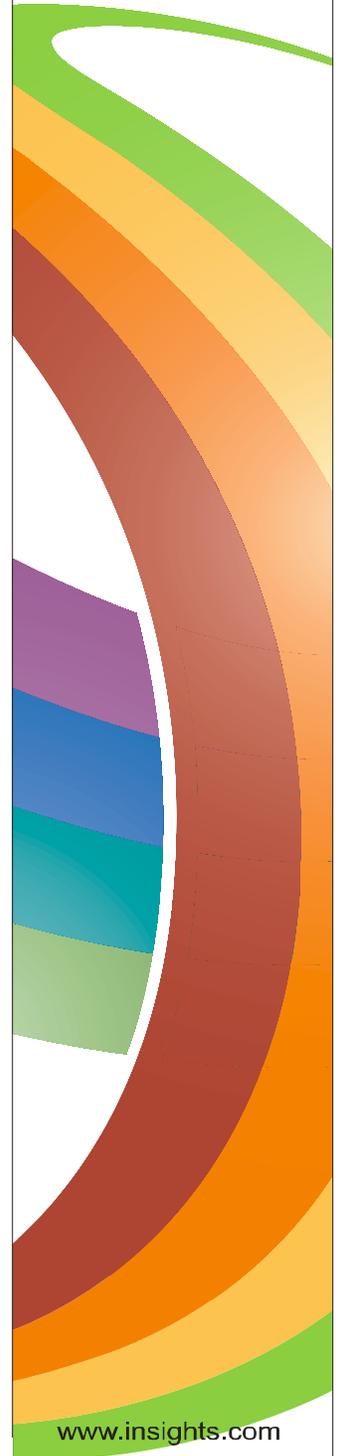


Discovery Insights[®]

John Smith
15/01/2009

Personal Profile

Foundation Chapter



Personal Details

John Smith

Insights Discovery Personal Profile

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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 15/01/2009.

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 a good companion and fun to be with. He will make an effort to remember names and birthdays and make his office or home a pleasant place in which to work. Psychology, counselling and educational interests may hold great appeal to him as part of his business role. He is warm and gracious and believes in a philosophy of "live and let live". John has a real zest for living and enjoys company.

He tends to rely on his senses for information about what is going on in the world and accepts and uses this information in a practical way. If his job requires that he work alone for long periods then he can become restless and unsettled, unless the job is really engaging. 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. John radiates goodwill and enthusiasm. He is optimistic about life in general and human potential in particular. Able to cope with a number of projects at once, John gets a lot of enjoyment from the social aspects of work.

John feels a strength of conviction and has a clear vision of what is best for the common good. Due to his sociable, friendly and warm-hearted demeanour, he is best employed in providing practical service to others. He may ignore or deny anything that threatens the harmony he seeks. Practical and repetitive mundane work does little to satisfy him as he needs to make a personal contribution. John's work style is a balance of structure and responsibility with an awareness of others' needs.

He tends to live for today with a "you only go around once" philosophy. He wants to be indispensable to others and his desire to please is so strong that he can sometimes lose his own identity by ignoring his own needs. 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 tends to be at his most flexible, adaptable and easy-going in everyday living, preferring to fit in harmoniously with those around him. He is seen by most others as a friendly, practical, realistic and down-to-earth person.

Exhibiting a tendency to become concerned and hurt if his ideas are met with indifference or criticism, he may take conflict and rejection personally. Seen by others as spontaneous and charming, John is persuasive, loves surprises and enjoys finding unique ways of bringing delight and unexpected pleasure to others. Open-minded, tolerant, amusing and good company, John lives in and for the moment. John seeks greater fulfilment in his life through the offering of help and

service to others. He is a realist who sees things as they are and is prepared to accept them as such.

Interacting with Others

John ensures his own survival in relationships by serving others, and in so doing, fulfils his own needs and deeper desires to be of service. If he cannot avoid putting off telling someone an unpleasant truth, he will soften the message by putting it in an affirmative way. He may believe that his family and friends are totally dependent on him. He is motivated to help other people in what he sees as real and practical ways through direct action and co-operation. He is socially interactive, while preferring to view the world realistically and tangibly.

He tends to value others but may adopt a romantic, idealised version of people and their potential. He needs to ensure he does not take on board too much of other peoples' emotions. He is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible. He constantly focuses on what is good in others, so he tends to downplay others' faults, forgiving them for minor slights or hurtful behaviour. He is rather indifferent to authority, preferring a flattened structure where everyone is equally capable of advancing.

He has a natural ability to switch his behaviour between feelings that are shared and those that are private in an effort to relate. He may suppress his own needs in the interest of pleasing others and may feel indispensable to his partner. He attracts many friends and acquaintances. John enjoys a team environment that is moderately paced with high levels of morale. He is a casual, personable person who typically enjoys good relations with others, particularly once he is known or accepted into the fold.

Decision Making

John will be deeply committed whenever he chooses to undertake a role or task. Concern for others' welfare can affect the validity of his decisions. Highly technical or factual information may appear dry and uninspiring to him and may not receive his full attention. He tends to make choices around his own personal feelings which may be as important to him as more objective data. John is prepared to modify his conclusions when he receives contradictory new information.

He may unconsciously manipulate the process to get his own way. A tendency to take rejection and conflict personally may lead to his not taking early notice of the opinions of key members of the team. John creates a pleasant, flexible and accepting environment and will regard an emergency situation as an opportunity to display his helping gifts. People occasionally see John making decisions that appear to fly in the face of logic. He can resolve conflict positively and reach mutually agreeable outcomes, taking into account all interests.

John will usually listen to, value and accept ideas and opinions from others, even those who may be viewed as unusual or even "odd". Generally a reflective decision maker, he finds problems stimulating and usually reflects carefully before he acts. He may value opinions over facts in

considering a possible course of action. His decisions are influenced by ethical and moral issues. He will tend to be concerned with the effect that the decision making process, and its result, will have on others.

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:

-  Happy to serve and help others.
-  Seeks variety in both tasks and relationships.
-  Understanding, friendly and warm hearted.
-  Sensitive to the needs of others.
-  Will look for the good in people and events.
-  His glass is usually half full.
-  Respectful of others needs.
-  Has an outgoing nature and builds relationships quickly.
-  Willing and accommodating.
-  Unassuming, patient, relaxed and non-threatening.

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:

-  Idealistic in relationships - wants everyone to be happy.
-  Does not enjoy working or being alone for long periods.
-  Seems to lack drive or initiative when pressured.
-  May hold grudges and tell you about them!
-  May unwillingly sacrifice his own needs for others.
-  Puts others before himself, yet may resent it afterwards.
-  Seen as a “push-over” by being easily manipulated.
-  Can be impatient over relatively small issues.
-  Finds it difficult to concentrate on the detail for long periods.
-  May be perceived as too trusting.

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:

-  Has strong personal and interpersonal skills.
-  Brings harmony to conflicting factions.
-  Makes great effort to build and maintain relationships with others.
-  Likes and is liked by most others.
-  Seeks satisfaction in most things.
-  Bonds by remembering birthdays and special events.
-  Is seen as a positive team player.
-  Impacts many and varied ideas.
-  Mediates to bring harmony from conflict.
-  Adapts in performing his role and responsibilities.

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 detailed reports, focus on people issues.
-  Leave time to ensure he is comfortable on personal issues.
-  Allow time for fun and socialising.
-  Use a casual, informal style of conversation.
-  Remember and respect his concern for others' welfare.
-  Show concern for his opinions and be willing to discuss personal matters.
-  Offer praise and appreciation when due.
-  Appeal to his need to be of service.
-  Share in and promote his ideas and visions.
-  Be prepared to share problems openly.
-  Talk about him and areas he finds stimulating.
-  Provide lots of opportunities for team contact.

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:

-  Omit to discuss how others may be affected by a decision.
-  Be addicted to rules and procedures.
-  Take credit for his ideas.
-  Expect him to respond favourably if you dictate to him on policy or procedures.
-  Criticise, condemn or suppress his enthusiasm.
-  Fail to allow enough time to talk with him.
-  Adopt an intransigent, judgmental stance.
-  Take him for granted.
-  Stick rigidly to business issues.
-  Allow exchanges to become confrontational.
-  Inhibit or restrict “networking” opportunities.
-  Expect automatic compliance or respect.

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:

Because of his vulnerability in his relationships with others, John may be rather easily manipulated by some. He should try to suppress his automatic good feeling towards people who treat him well, applying a cooler perception to the reality of the situation. He hesitates to criticise others and has a hard time saying no to requests for assistance. He values established institutions and tends to enjoy an active and co-operative membership in committees and organisations. He is not always sure he is participating for the right reason. He responds well to praise, but is easily hurt by negative criticism, which makes him appear over-sensitive to some others.

When he decides that enough is enough then he may take an unusually aggressive stand for his rights. Because of his strong desire for harmony, he can overlook his own needs and ignore real personal problems. Continuously focusing on his current experiences, he tends not to look beyond the moment and may miss the broader view. John has a difficult time saying no or asking for help. He doesn't always express his negative feelings and opinions about ideas or plans and this can mislead others into thinking they have his agreement.

People can see that he doesn't always take a rational or objective view of the world. It is important for John to find ways of continuing to express his ideas, to keep him from getting discouraged. He needs to be more aware of his tendency to live much of his life for others. More self focus may bring surprising benefits.

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 straightforward, fast, efficient and to the point.
-  Bring proof and evidence of performance.
-  Provide information step by step.
-  Keep personal comments to yourself.
-  Remember to thank him for his time.
-  Recognise his intellectual effort and commitment.

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

-  Try to pin the blame on him.
-  Wait for praise or recognition.
-  Go to a meeting with him without adequate facts and figures.
-  Dismiss his thoughts or ideas as negative.
-  Stray from the agenda.
-  Jump to the next subject until he is ready.

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.

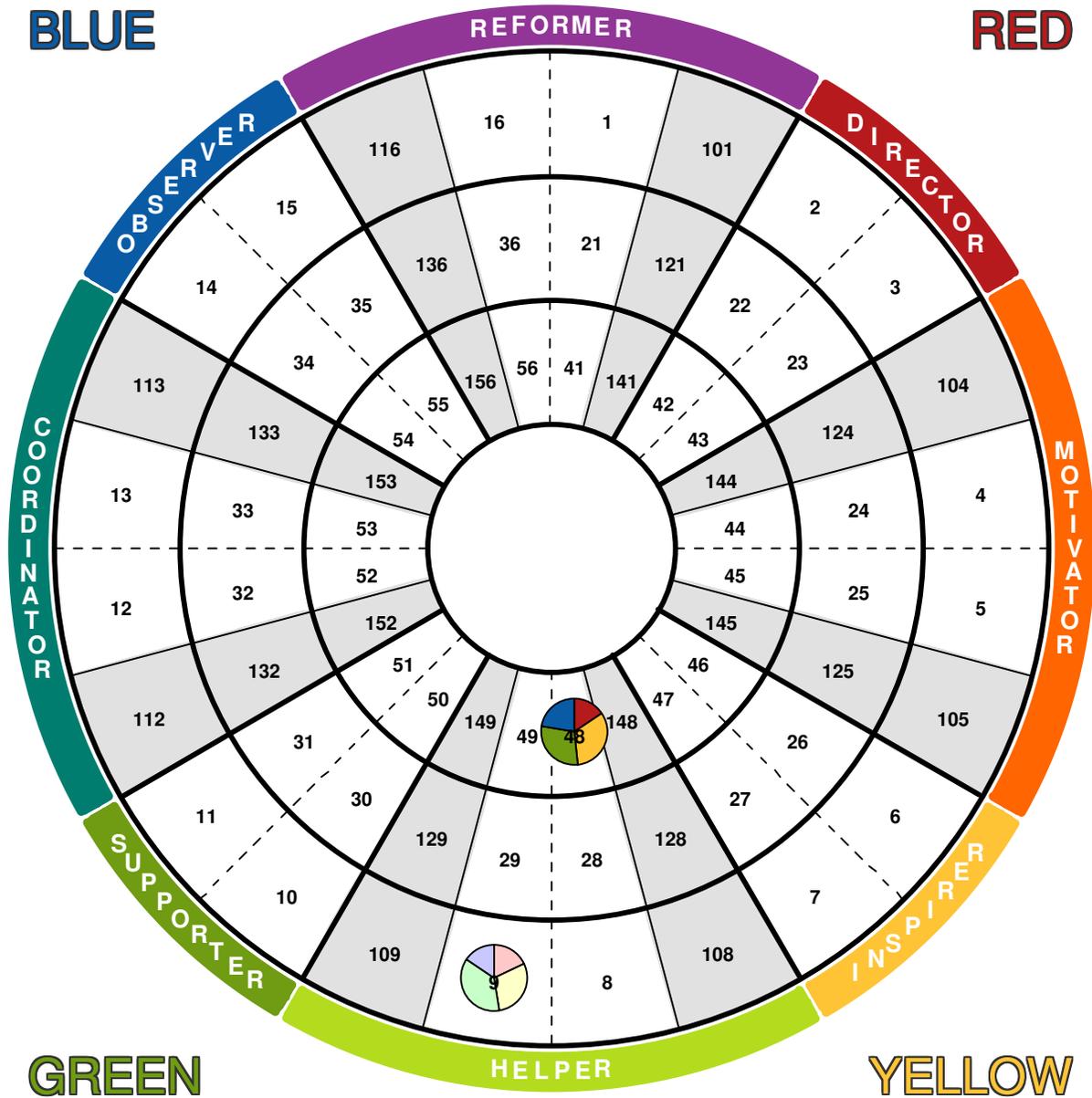
John may benefit from:

-  Making sure he has the time to meet his agreed commitments.
-  Doing a detailed analysis of how he spends his time.
-  Maintaining a high level of exercise.
-  Refusing to be fobbed off with vague answers.
-  Questioning people about their assumptions.
-  Sticking to the agenda, raising social issues afterwards.
-  Being less indiscreet and more formal.
-  Awareness that he may be suppressing his true feelings.
-  A better sense of what is right and what is wrong.
-  Paying meticulous attention to detail before leaping to a conclusion.

Personal Notes

The Insights Wheel

John Smith
15/01/2009



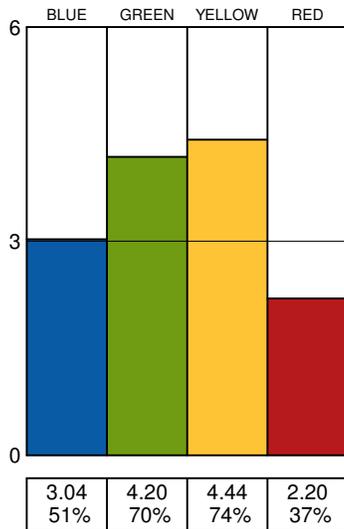
Conscious Wheel Position
48: Inspiring Helper (Accommodating)

Personal (Less Conscious) Wheel Position
9: Supporting Helper (Focused)

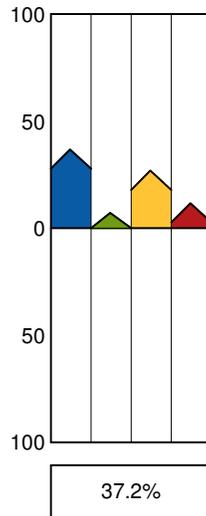
Insights Colour Dynamics

John Smith
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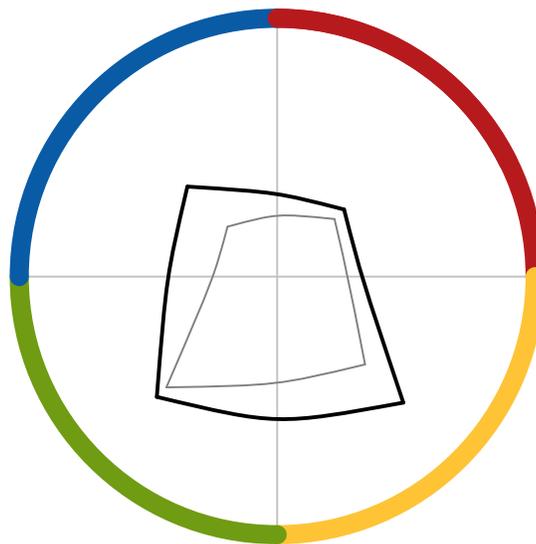
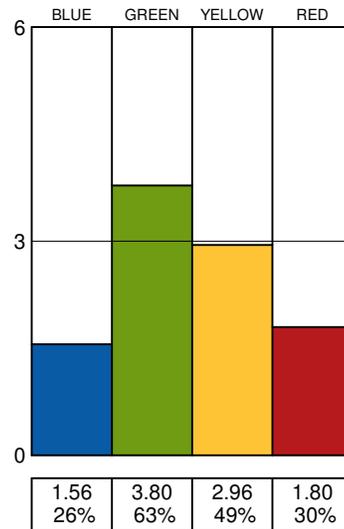
**Persona
(Conscious)**



**Preference
Flow**



**Persona
(Less Conscious)**

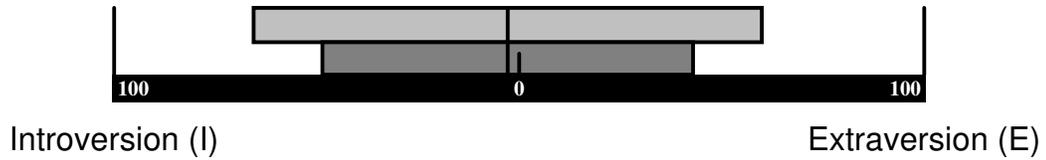


(Conscious) — — (Less Conscious)

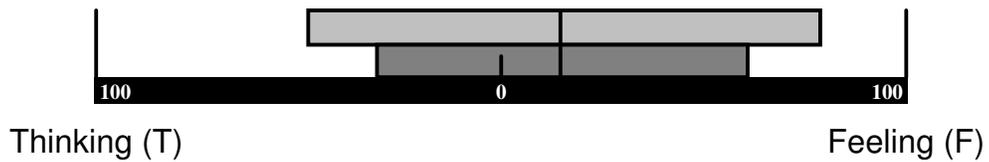
Jungian Preferences

John Smith
15/01/2009

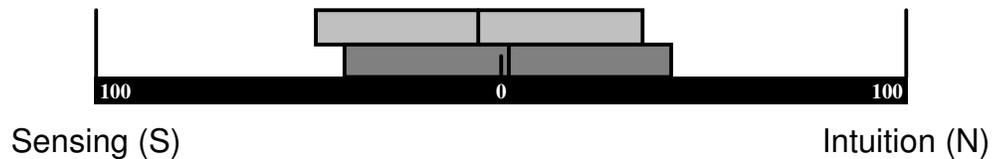
Attitude/Orientation:



Rational (Judging) Functions:



Irrational (Perceiving) Functions:



(Conscious)   (Less Conscious)