



CORE REPORT

PAUL

24th November 2015



INTRODUCTION

Welcome to C-me Profiling. C-me is a behavioural profiling tool that provides insights into a person's likely preferred way of doing things.

Your 'Core' report consists of a number of sections that are core to who we are and how we relate to others. A team section is also available that focuses on areas of behaviour linked to high performing teams.

Your C-me profile gives you information about your preferred ways of doing things expressed in the language of different combinations of four colours. This combination gives each person their unique temperament. We have found that not only is the C-me approach easier to understand, remember and relate to than other profiling systems, but also that it is much easier to use and translate into action. We hope you will find that too.

No profile is carved in stone - and there are no right or wrong profiles. Each combination has its own strengths and weaknesses, like two sides of the same coin. C-me reports are all about sparking helpful conversations and discussions, and assisting each of us to learn more about ourselves and each other.

We get excellent feedback on the accuracy of our reports. However it is likely that you will not agree with everything that is said. That's normal. However do take the time to check any such statements out with someone who knows you well as sometimes they can reflect characteristics that are true but simply not visible to you.

Hopefully you will find yourself nodding - maybe even smiling - in agreement with most of what you read.

There are many learning, performance and teamwork opportunities here. We hope you will enjoy your report and find it useful.



OVERVIEW

This section provides a broad outline of your preferred ways of doing things.

Paul is more likely than most to be concerned about the consequences of his decisions. While others still debate what to do, he quietly progresses with the work. He may not readily express his opinions in an open meeting preferring a safer environment to do so. He will follow through with his promises and be systematic in his approach. Paul responds well to support from his colleagues but may occasionally take criticism to heart. Having time to reflect is important to him; he likes to consider all the possibilities before taking action. When most colleagues are ready to finish, Paul will want to continue to ensure the last details are finalised correctly. Procedures and routine work are familiar to him; change will often be accepted only after careful consideration.

Paul's instinct is to pause and consider the implications before implementing decisions. He places great weight on the opinions of those he cares for and trusts. Taking a quiet, sincere, low key approach is the best way to gain his support. He is keen to follow through on existing projects before embarking on new ones. Tackling routine and complex tasks with thoroughness and patience comes naturally to him. Small amendments to the existing plans are usually preferred to radical changes. He is a practical, no nonsense person; carefully gathering facts before making a decision. Because he is good with the details and likes to have a process to follow, he prefers time to reflect on the information before moving on to a decision.

Paul likes to finish what he starts. His extraverted colleagues have a more adventurous idea of risk taking than he does. He completes his work in a quiet effective way. Each team member's unique contribution is recognised and he may allow them to achieve their goals in their own way. He is hard working, organised and acts responsibly. Generally he likes to work within structures and schedules and thinks this will benefit others as well. Once Paul makes a decision, he sometimes feels the need to review the details. Before launching the project, Paul likes to consider all eventualities and have a back-up plan in place.

Notes

Please tick or highlight the statements that you really like, cross the statements that are just not you and add any other comments you would like to make.



STRENGTHS

These are some of the key strengths a person with your colour preference may have.

- Quiet and unassuming
- Consistent and dependable
- Reminds the team of the process previously agreed
- Methodical and systematic
- Follows through
- Brings organisation skills
- Grounded and meticulous
- Takes care of the details

Notes

Select the three key strengths that you think best describe you, add any you think may have been missed.



POSSIBLE AREAS FOR DEVELOPMENT

These are some areas for development that someone with your preferences may have. You may well have addressed these areas in your development already, you may still need to work on some of them or you may just be becoming aware that others can sometimes see these in you.

- Tends to point out the downside
- May be less comfortable taking the lead
- May at times become constrained by the rules or the process
- Needs to keep more of an eye on the score
- Dislikes uncertainty and may struggle with ambiguity
- Reluctant to challenge more forthright colleagues
- Needs encouragement to express his views
- May struggle with unstructured tasks

Turn Weaknesses into a development plan

1. Select 2 or 3 points that you feel most apply to you & impact your performance
2. Select situations where these were relevant
3. Identify options for change
4. Consult colleagues and make a development plan



VALUE TO THE TEAM

Effective teamworking lies at the heart of most successful organisations. Teamwork is the fusion of a host of skills and qualities that each person brings to the team. Your particular value to the team may lie in areas identified below.

- Builds his value by meticulous organisation
- Points out the risks
- Adds structure to the approach
- Prepares for all eventualities
- Completes one task before moving on to the next
- Reliably copes with routine tasks
- Looks before the team leaps
- Supports others in a quiet and unassuming way

You will get best value from this section by sharing it with other members of your team and getting their feedback.



BLIND SPOTS

Blind Spots are the aspects of your behaviour you may be less aware of, but that your colleagues may see in team situations. These are the behaviours that are more likely to lead to conflict with colleagues.

Paul needs to work harder to stay engaged in conversations, especially when they are free flowing, idea generating sessions. He may have spent so long getting his thoughts into the right order that he missed the chance to contribute. Getting his head down and immersing himself in his own work is not the best way to inform his colleagues that he is unhappy with them. Learn to switch off and relax. Focussing on the benefits of the process as well as the process itself will make it easier for colleagues to engage. He may feel unappreciated because more vocal and self-promoting colleagues received the praise. A heated discussion may help reach a consensus and is not always to be avoided. There may be an informal way to solve the problem quickly rather than sticking to procedures.

Paul should occasionally try to join his more interactive colleagues in fast-paced, high energy discussions rather than just slow down the decision-making process. Articulating his thoughts as they come into his mind is not his style; practicing may help him appreciate those that do. He should be more proactive when it comes to speaking about his skills and contribution. He may be seen as distant and unresponsive by his colleagues because he is slow to share his feelings. Ambiguity may be hard to accept, but may be a necessary condition for creating change. When the pressure is on, Paul is less likely to speak his mind; he should be bold and speak up. He may withdraw into his shell if he feels someone is being overbearing or autocratic. Surprises put him outside his comfort zone.

Notes

Consult the people close to you and get their input into which of these statements you should focus on as development points.



EFFECTIVE COMMUNICATION

The following phrases describe strategies for communication with Paul that he may prefer.

- Give evidence to relieve any anxiety
- Allow time to explain the details
- Listen carefully and allow time for reflection
- Respect his dilemma in making a decision
- Define the process
- Stick to the low risk options
- Use friendly, non-confrontational language
- Ensure he is comfortable with the deadlines

Notes

Select three or four statements to share to help your colleagues communicate with you effectively.



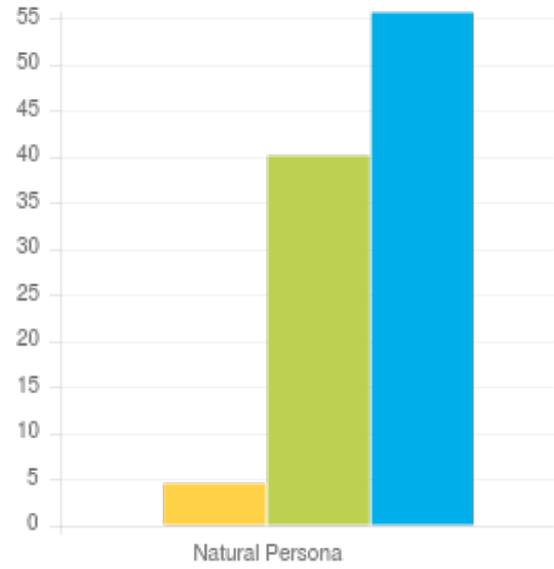
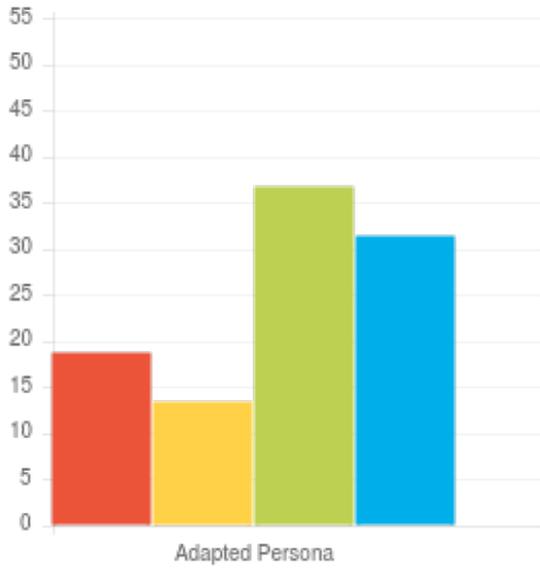
INEFFECTIVE COMMUNICATION

These phrases describe the communication strategies that are probably least preferred by Paul

- Be disorganised
- Restrict his time to reflect and evaluate
- Assign a task without parameters or guidelines
- Assign several jobs at once, all with equal priority
- Give vague instructions
- Put him on the spot
- Expect anything other than careful consideration for any decision
- Suggest he leaves the details for someone else to complete

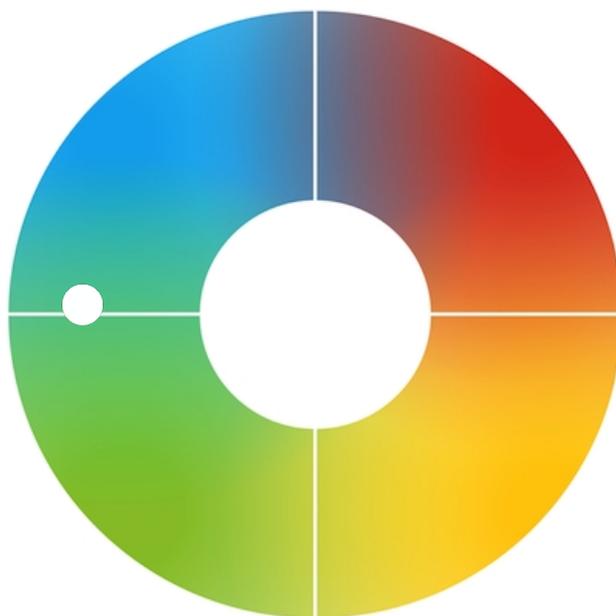
Notes

Select three or four statements that are ineffective ways to communicate with you, to help your colleagues understand your preferences.



YOUR PLACE ON THE WHEEL

To help show how your colour preferences fit with your colleagues, we map your position on a Colour Wheel. The closer your position is to colleagues, the more aspects of personality you have in common. The further you are from a colleague, the more you may differ in your perception of the "right" way to do things. Those on the opposite side of the wheel may be more difficult to understand.





OVERVIEW OF COLOURS

Logical and analytical
Enjoys problem solving
Needs time for reflection
Realistic
Sorts out the details
Strong sense of duty
Structured and disciplined

Bold and determined
Confident and optimistic
Enjoys stretching goals
Leads from the front
Sets a winning mentality
Thinks big
Direct and to the point

Considerate and caring
Genuine concern for colleagues
Avoids conflict
Involves others in decisions
Respects others values
Supportive and loyal
Works for a democratic solution

Free spirited
Friendly and optimistic
Generous and open-minded
Inspirational and visionary
Looks on the bright side
Positive outlook
Spontaneous and imaginative



NEXT STEPS

We hope you found your C-me Profile insightful and thought provoking and that it has helped to increase self-awareness and how you may be perceived by those around you, whether that be in a professional or personal context.

This increased awareness may help you understand how you behave, or may be perceived to behave, in different situations. We hope your profile helps you to increase the value you bring to a relationship, to a team or organisation. You may find you get most value from this report by sharing with those close to you in a work or personal context. It provides a useful foundation if you are considering undergoing personal coaching to improve your performance or value to an organisation.

There are many ways you can use this profile. It is not the end, but the beginning of the value it can bring you. It is the 'departure lounge' rather than the 'arrivals hall'.

Additional report elements:

We offer an enhanced 'team report' including sections focused on the behaviours of High Performing Teams.

C-me Applied

Having individual coaching or team workshops which explain and apply C-me profiling increases the benefit gained from our reports exponentially. All our coaches and facilitators are accredited, and are experienced in working with a range of organisations and teams.

Please contact us via contact@cme-profiling.co.uk or 01225 721999 for more information.