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# ENHANCED REPORT

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**SARAH**

8th 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 enhanced report consists of:

1. A number of sections on elements that are core to individual behaviour and working with others.
2. Aspects of behaviour that are observed with high performing teams:
3.
  - Value to the team
  - Attitude to commitment
  - Role Preferences
  - Handling Setbacks

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.

Sarah enjoys taking charge, explaining the long term vision to inspire the team. Her energy and enthusiasm can bring together disparate groups. Sarah will praise and encourage others, occasionally beyond what they deserve. Once the excitement and variety has gone from a project, Sarah may lose interest and leave the completion to others. Her ability to create a compelling vision for the team enhances her capabilities as a manager. Her inner belief in her ability to handle any eventuality may mean her preparation is left to the last minute. What may look like indifference to authority or rebellion against controls is just her way of demonstrating her independent approach. She is good at selling ideas to others for projects that hold her attention.

Sarah enjoys launching new plans to the world and being the centre of attention while she does it. Supporting in the wings is not her choice; she prefers to be fully involved at the centre of the action. Quick decisions from a summary of the information allow her to move on to the next steps; she can handle course corrections as she goes along. Tasks with lots of options keep her occupied; she prefers fast moving projects. A fast paced, exciting project with clear, stretching milestones will give her satisfaction. Although she is confident in her own abilities, she may not prepare as thoroughly as some of her colleagues. Focusing her energy on just one subject can often be more productive. Colleagues who feel reticent to speak for themselves will often value having her as their spokesman.

Although Sarah can ignore the set procedures, she may just be looking for an imaginative new way to tackle the subject. Her optimism may lead her to take on a large number of commitments; she is sure she can cope but sometimes may over commit. She is always ready to take the stage and give the team's presentation. She often displays an innovative approach to problem solving and is naturally creative. Her decision making may seem impulsive but she's just following her natural intuition. Failure can be turned on its head as she refuses to accept defeat, making the best of the situation and moving on. Projects that make use of her boundless energy and creativity will keep her motivated. You can get your opinion across to Sarah; if you match her pace and style.

### 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.

- Inspirational and visionary
- Lively, sociable and fun
- Infectious enthusiasm
- Stimulating conversationalist
- Thrives on variety
- Entertains colleagues when things get dull
- Sees the bright side
- Gets on with the job after a setback

### 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.

- Can appear disorganised
- May talk too much when listening would be better
- Creativity can get in the way of getting the job done
- Does not allow others adequate time for reflection
- Follows intuition when facts point elsewhere
- May not consider others' timescales
- Can lose focus and direction under pressure
- Can forget that other people need more detail

### 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



## 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.

Sarah should learn to stick to a task; the pleasure from a task completed may outweigh the pain of staying focused. There may be a more appropriate time on the agenda rather than her need to do it now. Sometimes work is about the details; Sarah can't always escape the routine tasks. Ready, fire, aim may not always be the best way to hit the target. She may want to make last minute changes when others thought the process was agreed. When the project is almost finished, she is still coming up with ideas that may have been of more benefit earlier. Multi-tasking is not always seen as a productive quality; she should try concentrating on one thing. Being quick and being clear can be tough for some.

Sarah may ask a question, answer it herself and then ask a second question while her colleagues are still considering the first one. Less extraverted colleagues need time to consider their responses; her quick-fire questioning technique may put them under unnecessary pressure. Vague questions may frustrate others who are more focused. Sometimes, for the very best reasons, Sarah tries to squeeze an extra couple of things into her diary when there really isn't the space. Sarah may enjoy the limelight but should remember not all her colleagues feel the same about being centre stage. Sitting quietly is sometimes better than her energetic, high interactive approach. Sit quietly and contemplate the one important thing - just the one thing! Her enthusiasm for generating new ideas drives other colleagues mad if they just wanted to get down to the task in hand.

### 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 Sarah that she may prefer.

- Give her abbreviated instructions
- Make her feel valued
- Ask her what she can add
- Allow her to change her mind
- Keep up with her break-neck pace
- Let her shape the outcome
- Involve her at every stage
- Act quickly, be stimulating and fun

### 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 Sarah

- Forget the celebration afterwards
- Interrupt her enthusiastic presentation
- Assume she's listening
- Be negative about her ideas
- Get involved in a long, drawn out debate
- Focus on too much detail
- Open up a conversation and then close it down immediately
- Overdo the structure

## Notes

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



# TEAM

Whilst all the sections above are very relevant to working in a team the following sections are more specifically focused on team work. We have concentrated on areas linked to high performing teams.

- a. Value to the team
- b. Attitude towards commitment
- c. Role preferences
- d. Handling setbacks

## a) 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.

- Unlikely to get entrenched in the details, she likes to see the big picture to keep the team progressing.
- She likes everyone to feel included and goes out of her way to ensure that no-one is left out.
- New situations are approached with confidence and she carries her colleagues along with her.
- She promotes a positive approach when things go wrong.
- She is an articulate and persuasive communicator of ideas.
- Sarah can bring a fresh approach and lots of ideas to a project that is stalling.
- Sarah breaks down any barriers and brings the team together.
- She appears confident, self-assured and persuasive in presentations.

### Notes

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



## Team Profile

### b) ATTITUDE TOWARDS COMMITMENT

#### Ways in which Sarah may show her commitment

- May rebel if she feels coerced
- Will motivate others to commit through her enthusiasm
- Buys into new ideas and activities
- Willing to progress even if sceptical
- She commits readily and handles the details later
- May over-commit to other projects which can impact on the task in hand
- She commits if she sees others' enthusiasm
- She will commit to something she will enjoy

#### Notes

Select three statements that you feel describe best the way you prefer to show your commitment.



## Team Profile

### c) ROLE PREFERENCES

This section identifies how clear Sarah is or needs to be about her role, how she may react and how easily she can move across teams. It seeks to bring understanding of objectives and accountabilities in each area.

- Is happy to change course if the circumstances change or another idea comes along
- Is happy to be accountable as long as she writes the rules
- Likes to see progression between roles
- Likes to be inspired
- Is happy to agree roles but doesn't always stay within the bounds
- Enjoys moving to the next role
- Prefers a role with challenge and excitement
- Does not need clarity on what is required

#### Notes

Select 3 or 4 statements that describe your view of your commitment to the team.



## Team Profile

### d) HANDLING SETBACKS

#### Positive Ways of Handling Setbacks

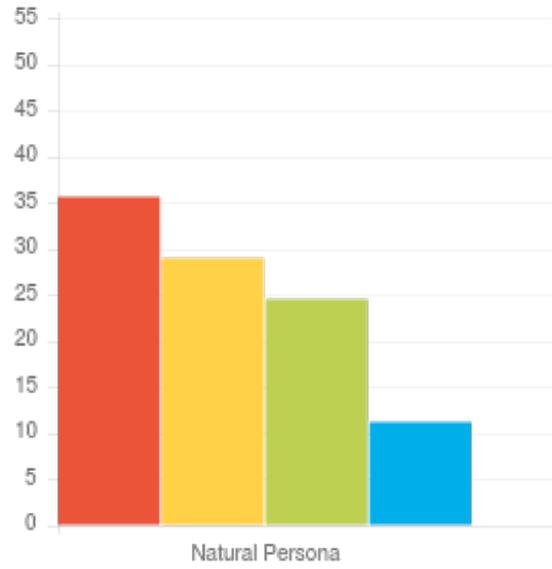
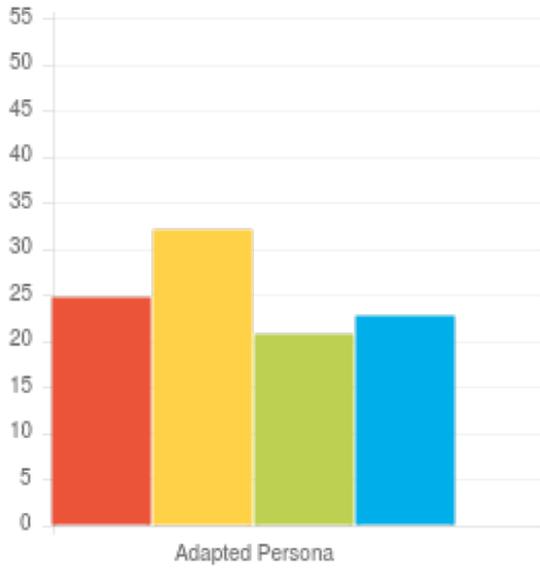
Turning issues into opportunities: This section will identify the positive ways Sarah will prefer to handle moments of crisis when they occur

- Finds inspirational and innovative ways forward
- Drops less important parts of the project and focuses on the key areas
- Acts as the group's cheerleader
- Does not dwell on the reasons for the setback but concentrates on solutions
- Uses the feedback to fuel intuitive assessment
- Rallies around and encourages others
- Impatient with those who want to analyse what went wrong in endless detail
- Looks forward not back

#### Less Positive Ways of Handling Setbacks

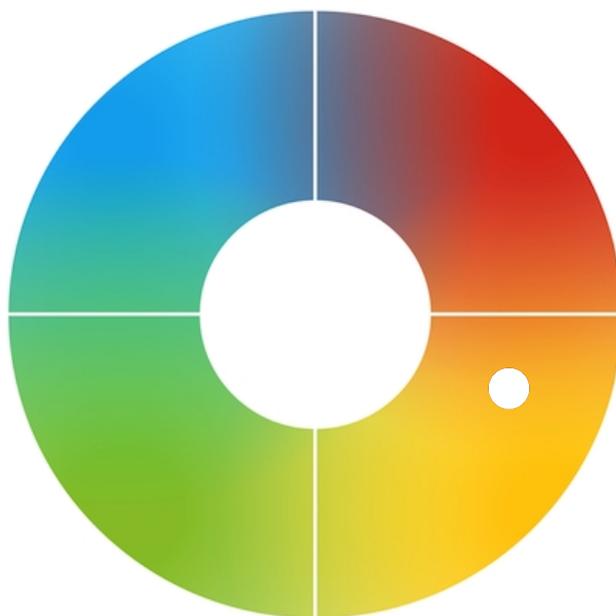
This section identifies the possible negative ways Sarah may react in moments of crisis when they occur

- May need to slow down and take stock before moving forward
- Too much talk too little action
- Gets annoyed with others incompetence
- Needs to add more detail to her vision of the way ahead
- May sweep people along with a solution not completely worked through
- Her ability to lift others spirits may mean she misses the problem
- Moves so quickly that they may leave others struggling behind
- Hates a post-mortem; would rather prepare new plans



## 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'.

## C-me Applied

The report provides a useful foundation for both personal coaching and team development work to improve your performance or value to an organisation.

We believe that having the reports applied in context via a workshop or coaching session exponentially increases their value.

The *C-me Profiling Applied* team would love to help you apply your learning to enhance your particular team context.

Please contact us via [contact@cme-profiling.co.uk](mailto:contact@cme-profiling.co.uk) or 01225 721999 for more information.