



Discovery[®]

Personal Profile

John Blue

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Foundation Chapter
Management Chapter
Personal Achievement Chapter

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Introduction

This Insights Discovery profile is based on John Blue's responses to the Insights Preference Evaluator which was completed on 30 May 2016.

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 the conceptual problem solver, intensely intellectual and logical, exhibiting flashes of creative brilliance. John has an ever-present internal critic who judges everything he thinks and does. As he likes conversation to be purposeful, and may argue practicalities to the point of hair-splitting, he tends to be convinced only by reason. His ideas are generally abstract, containing intellectual insight, but he finds the practicalities of carrying out and developing these ideas to a conclusion less interesting. Cautious, conventional, diplomatic and sincere, John is a precise and disciplined person with high standards and expectations of himself.

He uses his thinking to run as much of the world as he can and is in his element when a situation needs to be organised, criticised or regulated. Highly independent, John enjoys speculative and imaginative activities and work. He displays little emotional response to situations which others may perceive as crises, and is usually seen to deal with them in a calm and cool way. He approaches people and events as a dispassionate observer, with the objective of arriving at the most comprehensive truth. The process of objective analysis is a source of great enjoyment to him, with the outcome often of much less importance.

John gains great pleasure from improving upon existing techniques with the objective of maximising efficiency and cost effectiveness. He typically does not take constructive criticism and disagreement personally. He welcomes tough, accurate, unrelenting critiques as helpful in achieving the highest levels of performance and objectivity. John is painstakingly accurate and methodical, with great powers of concentration. Work that doesn't involve intellectual stretch and the opportunity for mastery may soon become a drudgery for him. He is good at organising and bringing ideas into the plan.

He is not impressed with authority as such but can conform to rules if he sees them as useful to his greater purpose. His perception of the world is a conceptual and abstract one, but one with endless possibilities. He has a creative mind which can be used to bring forward thinking and originality to processes and projects. He prefers to be left to work quietly on his own, which is when he achieves his best work. Unless someone else can put his ideas into practice, they may be lost.

His interest lies in seeing possibilities beyond what is already present and known, by using his insight, ingenuity and intellect. Independent, logical and determined, he may work well with computers if this involves research or analysis. He prizes his gift of intelligence and has a strong bias towards the attainment of personal competence. He sometimes feels less than adequate when he thinks of the effort of living up to his own high standards of perfection. Outwardly quiet, reserved and detached, inwardly he is constantly absorbed in analysing problems or situations.

Interacting with Others

John may express affection non-verbally and appreciate others' company on a rather abstract level. His inner feelings may emerge when he is by himself, especially when he has time alone to

go over the day's conclusions. Although he has a good understanding of facts, figures and ideas he may sometimes struggle to present them to others and have them understood and accepted. He prefers positions of low visibility, with limited participation in the group or team. He avoids interactions that will make him highly visible to others or where he has to perform or compete for attention.

He needs to learn to appreciate the “illogical” feelings of others and to accept that they are also valid. He will find it beneficial to consciously seek out others' views. His continual attention to inner thoughts in part explains his apparent disinterest with external events. He is a private person who prefers to live quietly, away from social experiences which may generate emotional strain. John needs minimal supervision and will work hard in a system that gives him independence. He may become evasive or reactive if overwhelmed by the constraints and demands of others.

He tends to withdraw when stressed. If he is given time to organise his thoughts by a sympathetic and understanding chairperson, he can state his views with clarity and to everyone's benefit. He needs to know that he is making a unique contribution to the organisation. He may be highly critical of carelessness or lack of discipline in others. He sees through slick images and false presentations and is wary of being taken in by compliments or praise. To guard against being manipulated he will be sensitive to indications of a hidden agenda.

Decision Making

John's many accomplishments are achieved mainly through determination and perseverance in reaching or exceeding his high standards. His natural introversion does not prevent him from making critical and incisive comments with conviction and presence. He is reticent about expressing his feelings and may be rather slow to make decisions as he wants to gather all essential information before acting. He is not usually prepared to commit to high risk decisions. John's quizzical and probing nature may create solutions which open up fresh processes.

Making decisions comes logically to him, although his need for detachment results in colleagues viewing him as rather distant. Using past experiences to help him solve current problems and get things done is one of his strong points. He makes decisions after a great deal of thought and he may not be dissuaded by emotional or muddled arguments. He may lack patience with others who are less focused on the job in hand. With a love of problem solving, he can be very perceptive and has a highly developed capacity for inner reflection.

He applies analysis and objectivity to discover the underlying principles, relying on clear thinking in making decisions. His decision making is based on prior reflective, contemplative thought. He tends to make sound future decisions only after deeper reflection. John thinks in extremely complex ways and seeks to organise concepts and ideas rather than people. He will be swayed by guarantees and case histories.

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:

- Pays great attention to detail.
 - Encourages structure and order.
 - Sets high standards for himself and others.
 - Logical thinker.
 - Trustworthiness.
 - Analysis.
 - Fair mindedness in implementing systems.
 - His word is his bond.
 - Honours his commitments.
 - Objectivity.
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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:

- Occasionally his criticism may de-motivate others.
 - Can appear indecisive.
 - May worry unduly - prone to pessimism.
 - May project a weak image, thus his invaluable contributions may be overlooked.
 - May be slow or unwilling to express his true feelings.
 - May appear impersonal, distant and ignore the “human factors”.
 - Will prefer to be reserved and distant until he gets to know someone well.
 - His desire to organise his thoughts can make him appear inarticulate.
 - May overlook what others really care about.
 - Sometimes unwilling to express even important ideas or insights.
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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:

- Encourages a strong work ethic.
 - Is seen as a natural organiser.
 - Carefully assesses situations before acting.
 - Directs the team's efforts towards important issues.
 - Challenges existing methods if he feels they are inadequate.
 - Will maintain “fair play”.
 - Is often the technical expert.
 - Provides quiet, behind the scene, support.
 - Quickly determines the important factors when problems arise.
 - Maintains team's focus on objectives.
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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:

- Provide an environment which allows him to express his thoughts.
 - Gently remind him of the human dimension.
 - Be clear and straightforward.
 - Give him time to express himself.
 - Go prepared to get straight down to business.
 - Let him organise his thoughts.
 - Ensure that your strong assertions are correct!
 - Act in an adult and mature way.
 - Be modest and polite.
 - Keep personal comments to yourself.
 - Respect his need to be alone for extended periods.
 - Speak slowly and sincerely.
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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:

- Give instructions without reasons.
 - Exaggerate.
 - Be vague about boundaries.
 - Substitute rhetoric for accuracy.
 - Criticise his need for solitude.
 - Ramble or become emotional.
 - Argue or personalise the conversation.
 - Expect rapid acceptance of new ideas.
 - Labour the point or give lengthy verbal instructions.
 - Stray from the agenda.
 - Demand an instant reaction.
 - Expect him to immediately strike up close relationships or friendships.
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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:

Because John often chooses to be alone and single-minded in his efforts, he occasionally neglects to invite others to participate in any of his activities. He finds it extremely difficult and even embarrassing to express gratitude for any assistance he has received. He can be reserved and hard to get to know, only willing to share his inner feelings with people he trusts.

John gives the impression he believes in economy of effort. He must be careful that this is not seen as, nor leads to, laziness. John would sometimes benefit from finding out what matters emotionally to others. He may rely so much on his logical, analytical thinking that he overlooks the people issues. His desire for correctness tends to perfection. John prefers not to confront issues. This may prevent matters from moving to a satisfactory conclusion.

As a logical and impersonal analyst, he doesn't always consider the impact of his decisions on others. John's ideas may occasionally get lost because he tends to rethink them continually, preferring to keep them private. A potential failing for him may be that he may not gain sufficient intimate experience of the world. John may reflect longer than is necessary before undertaking or beginning a project. He is good at tasks which require accuracy and attention to detail and has a highly developed ability for critical perception, which may make him appear rather distant at times.

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 Inspirer, Jung's "Extraverted Feeling" type.

Inspirers are outgoing and enthusiastic, seeking favourable social environments where they can develop and maintain contacts. Verbally effusive, they are good at promoting their own ideas. They can create enthusiasm in others for their cause. They have a wide network of acquaintances and relationships.

John will notice that the Inspirer tends to misjudge the abilities of self and others. Inspirers often leap to favourable conclusions without all of the information. To John they may appear inconsistent. Inspirers find controlling and planning their time difficult. The Inspirer is a smooth talking persuader and may appear indifferent to people, such as John, who appear to be not such "extraverted achievers" as themselves. However, Inspirers sometimes take conflict or rejection personally and bitterly.

Many Inspirers are convinced that they are naturally superior and may come across to John as somewhat boastful. They will prefer communicating orally rather than through the written word and may dislike and avoid tasks that require attention to detail or heavy paperwork. John may perceive Inspirers as shallow or superficial, due to their glib way with words.

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 Blue: How you can meet the needs of your Opposite Type:

- Allow time for fun and socialising.
- Avoid personal conflict.
- Take the time to get to know him well.
- Share in and promote his ideas and visions.
- Omit unnecessary and intricate details.
- Be enthusiastic and positive.

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

- Forget to offer praise and recognition when it is due.
 - Talk with him using a low-key voice tone.
 - Delegate routine or boring tasks to him.
 - Criticise, condemn or suppress his enthusiasm.
 - Pour cold water on his ideas.
 - Leave him out of the picture.
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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:

- Wearing something outrageous to work when it is least expected!
 - Giving time to people with problems.
 - Trusting his feelings more.
 - Recognising the need for heightened urgency in some projects.
 - Being more open about how he is feeling.
 - Writing shorter reports.
 - Actively seeking out new experiences and people.
 - Looking to achieve quicker results.
 - Trying to make a significant contribution within ten minutes of a meeting's commencement.
 - Asking each person on the team how they feel today.
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Personal Notes

Management

Creating the Ideal Environment

People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between John's ideal environment and his current one and to identify any possible frustrations.

John's Ideal Environment is one in which:

- Complex data can be assimilated into concise reports.
 - There is little “traffic” or social interaction.
 - There is time to gather thoughts and ideas.
 - Principles and standards are respected.
 - Everyone has a chance to express their views without being pressured.
 - He can communicate selectively with those who are close to him.
 - He is intellectually challenged and stretched.
 - Information and data are well organised.
 - Meetings are planned and well structured.
 - He is able to isolate himself from others if necessary.
-

Personal Notes

Management

Managing John

This section identifies some of the most important strategies in managing John. Some of these needs can be met by John himself and some may be met by his colleagues or management. Go through this list to identify the most important current needs, and use it to build a personal management plan.

John needs:

- Encouragement to use his imagination more.
 - Time to answer questions.
 - Encouragement to think about broader issues and exercise more of his imagination when the opportunity arises.
 - To be given the opportunity to review the team's decisions.
 - Help with monitoring his agreed deadlines.
 - His intelligence to be complimented.
 - To be convinced by reason, not emotion.
 - Help to look for the “silver lining”.
 - Encouragement to deal with some issues immediately.
 - To be allowed to get on with it.
-

Personal Notes

Management

Motivating John

It has often been said that it is not possible to motivate anyone - only to provide the environment in which they will motivate themselves. Here are some suggestions which can help to provide motivation for John. With his agreement, build the most important ones into his Performance Management System and Key Result Areas for maximum motivation.

John is motivated by:

- Encouragement to share his technical knowledge.
 - Respect for the correctness of his work.
 - Having access to all the information he needs.
 - Integrity from his superiors.
 - Seeing fair play in reward systems.
 - Rewards for quality, not quantity.
 - Being given the highest access rights on the computer system.
 - Being technically stretched.
 - Being reassured that he will be allowed to keep technically up to date.
 - Being asked to find more efficient ways for the team to work.
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Personal Notes

Management Style

There are many different approaches to management, most of which have different situational applications. This section identifies John's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, John may tend to:

- Seem rather cool and aloof.
 - Set extremely high performance standards for self and others.
 - Overlook the need to encourage others.
 - Not fully appreciate the energies of others.
 - Speak in calm, measured tones.
 - Appear indecisive when reflecting on important decisions.
 - Base decisions on facts and logic.
 - Be uncomfortable in emotionally charged discussion.
 - Be attached to rules and procedures for their own sake.
 - Be a good scheduler even in the most complex projects.
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Personal Notes

Personal Achievement Chapter

At its best, life is a rewarding journey of personal exploration and growth.

This chapter is designed to focus on several highly important aspects of personal development. Using the guidance suggested in these pages can lead to exciting changes and can have a profound impact on success.

The sections will help John define his life's purpose, set his goals and organize his time and life to achieve them. It offers suggestions on how he can tap into his natural creativity, and unleash further creative potential from deeper aspects of his personality, to overcome any obstacle.

Finally, it gives powerful suggestions for John to understand and enhance his preferred learning styles.

When applied, the ideas contained in this profile can provide insights and support to life's journey of development.

Living on Purpose

Having a sense of purpose and worthy goals are important to building a strong foundation for a successful life. Here are some of the things John should be aware of in setting goals and defining his purpose.

Living on Purpose

John is a private person and is reluctant to articulate his personal goals. He should not feel under pressure to make personal goals public. Progress towards his goals is often known only to himself alone. He sometimes avoids having to share developments with others. He accepts others' viewpoints, but rarely at the expense of his own.

Being inclined to concentrate on testing outcomes, he may overlook the more human issues in the process. His personal life will also have a set of goals which are carefully programmed. He should remember that the work principles apply - all those involved or affected should be consulted and their opinions considered. He will not necessarily seek approval of all the team members in justifying his decisions. John sets high, clearly defined standards for himself. John is usually able to achieve a healthy balance between his personal and professional life.

He generally feels quite comfortable working alone. He may achieve more by using a team approach from time to time. Serious, conscientious and loyal, John is dedicated to his objectives and will look for an environment in which he can be highly productive. John is particularly effective when setting long term plans and managing the support team responsible for delivering them. Although task oriented and strong-willed, his values will rarely allow him to do something he perceives as unethical. The achievement of his scheduled outcomes is conducted efficiently and effectively.

Personal Notes

Time and Life Management

Benjamin Franklin said "Dost thou love life? Then do not squander time, for that is the stuff life is made of". This section contains some strategies that John can use to become more effective in the area of time and life management. Choose the most significant ones and apply them every day for high levels of effectiveness.

In managing his time, John,

Suggested Action For Development

Sometimes experiences conflict between getting the job right and getting it done.	→	Remember the pareto principle - the 80/20 rule.
Can miss deadlines by striving for accuracy.	→	Learn to recognise if a less than perfect job may be sufficient.
Seeks more and more and more... information.	→	Remember the phrase "paralysis by analysis"?
Tends to be drawn into "splitting hairs".	→	In managing time the bigger picture may be more important.
Can be seen by others as overly serious.	→	Allow time for some light heartedness or fun!
Knows the need that the detail plays in ensuring efficient processes.	→	Keep the momentum up.

Personal Notes

Personal Creativity

Creativity has been defined as seeing the same thing as someone else but thinking something different. Different people have different creative strengths. This section identifies some of John's creative characteristics and how he can build on them.

In his creativity, John,

Is highly self-reliant.

Sometimes plays devils advocate to provoke a reaction in others.

Has well-developed views of how the job should be done.

Prefers to generate ideas independently.

Asks lots of questions before proceeding.

Is quick to identify the link between cause and effect.

Suggested Action For Development

→ Seek the expertise and advice of others.

→ Understand that not everyone likes an argument.

→ Recognise that one method may not suit everyone.

→ Ask for feedback from the team.

→ Remember the phrase - curiosity killed the cat!

→ John must recognise that other less predictable effects may be possible.

Personal Notes

Lifelong Learning

Continual learning is a key part of personal development and growth. This section identifies several ideas John can use to learn more effectively. Use these statements to map out a learning strategy and to create the environment for optimum personal growth.

John's preferred learning style is supported when he:

- Concentrates on one subject for an extended period.
- Can examine concepts and translate them into workable methods.
- Avoids material which does not seem to lead anywhere in particular.
- Has the time to process facts and figures and relate them to the problem.
- Is being allowed to apply his conscientious approach.
- Can proceed logically through the problem.

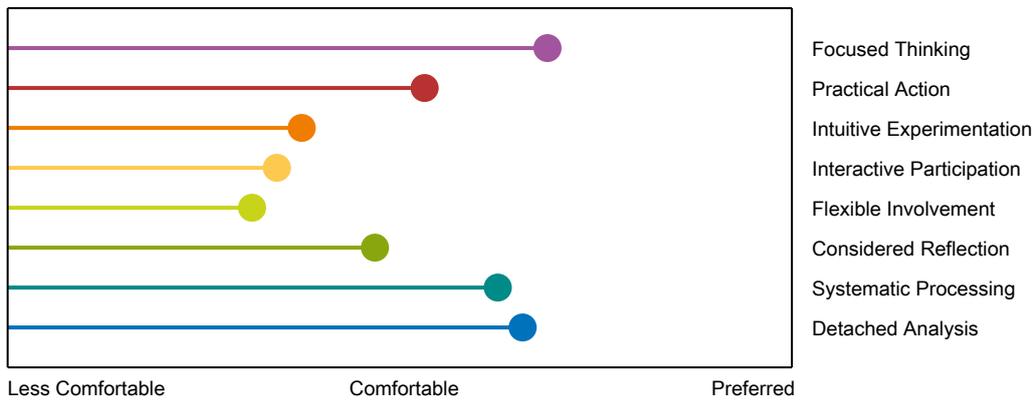
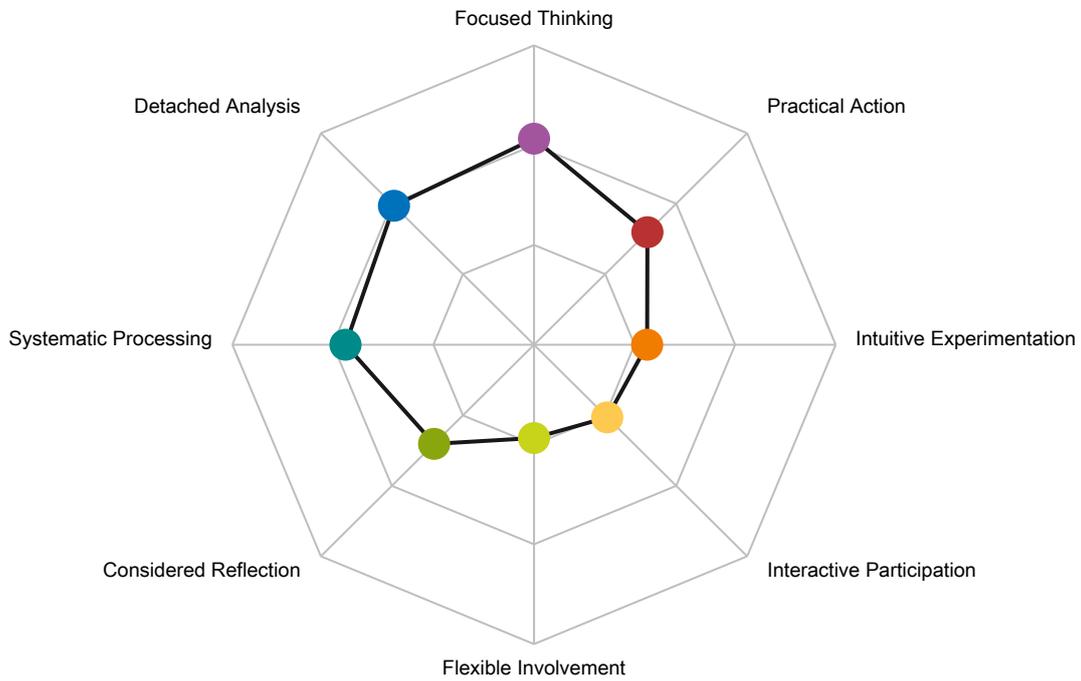
John can stretch in learning by:

- Dipping into more books without worrying about completing them all.
 - Standing back from the process and studying the people and their reactions.
 - Basing his actions sometimes on feelings rather than facts.
 - Being more spontaneous and shooting from the hip more often.
 - Creating a network of contacts.
 - Exploring new ideas, which can be developed into practical application.
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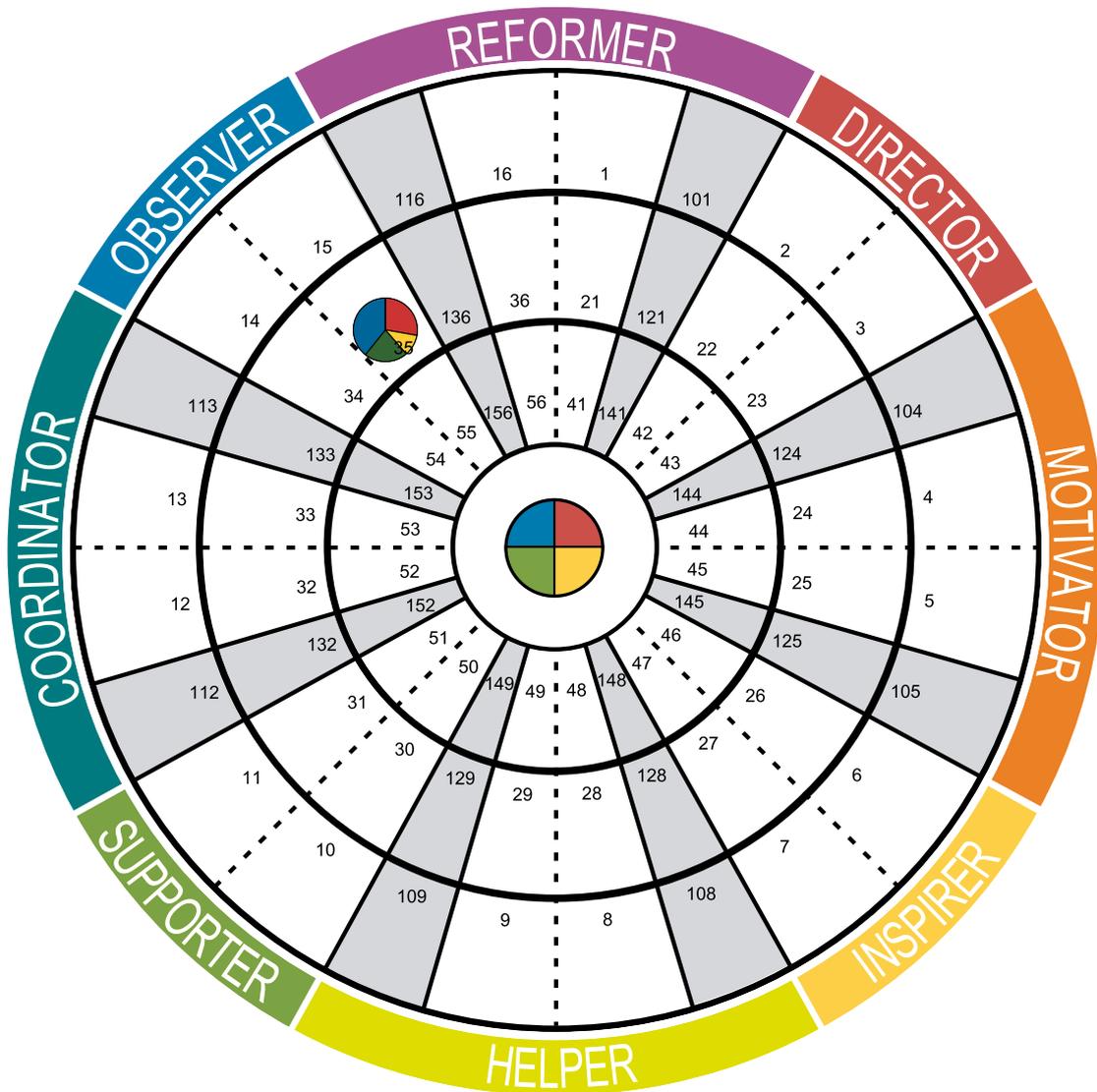
Personal Notes

Learning Styles

30 May 2016



The Insights Discovery® 72 Type Wheel

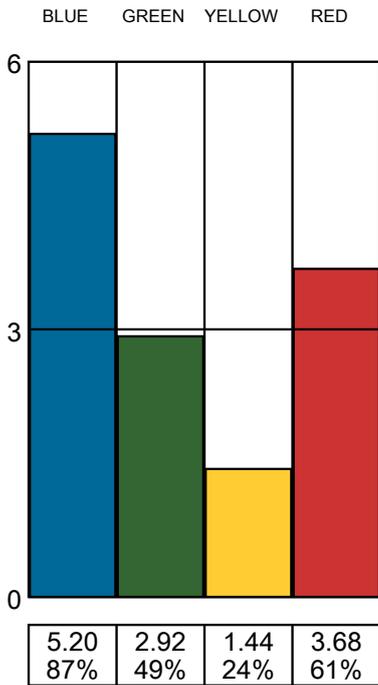


Conscious Wheel Position
 35: Reforming Observer (Classic)

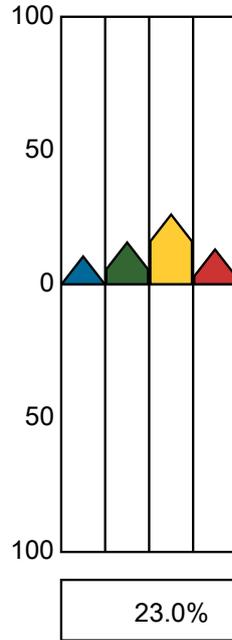
Less Conscious Wheel Position
 35: Reforming Observer (Classic)

The Insights Discovery® Colour Dynamics

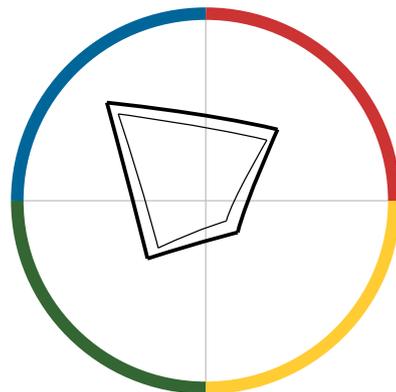
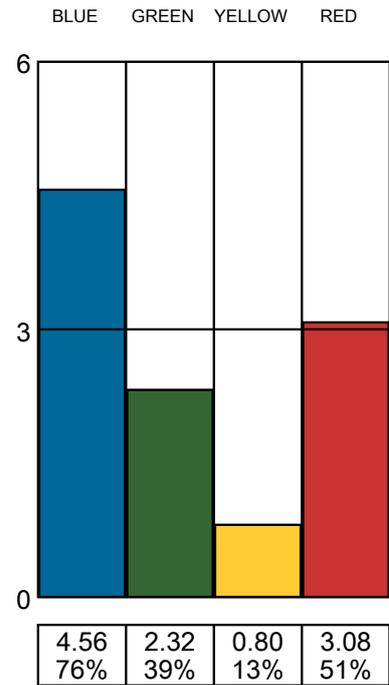
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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