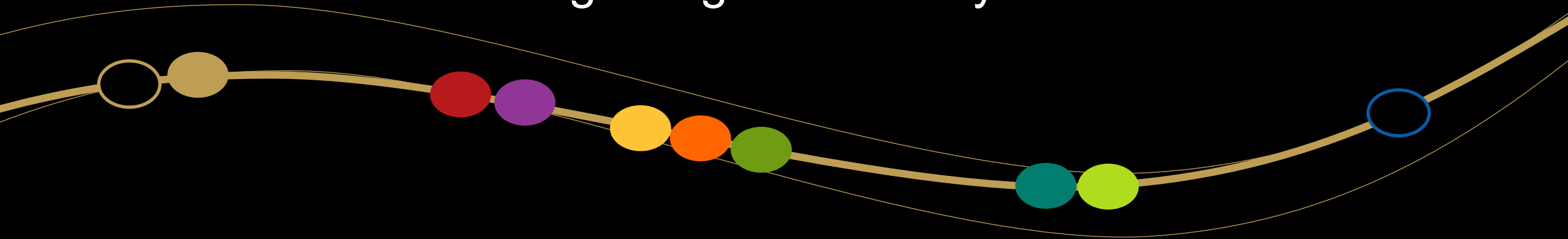




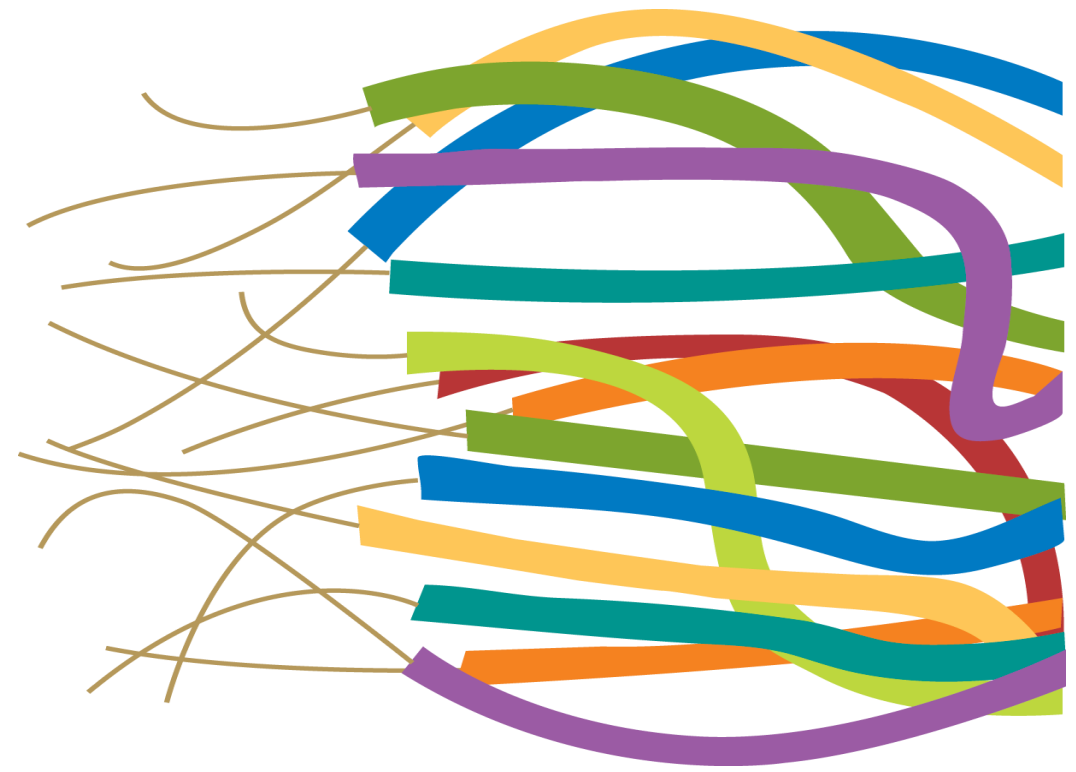
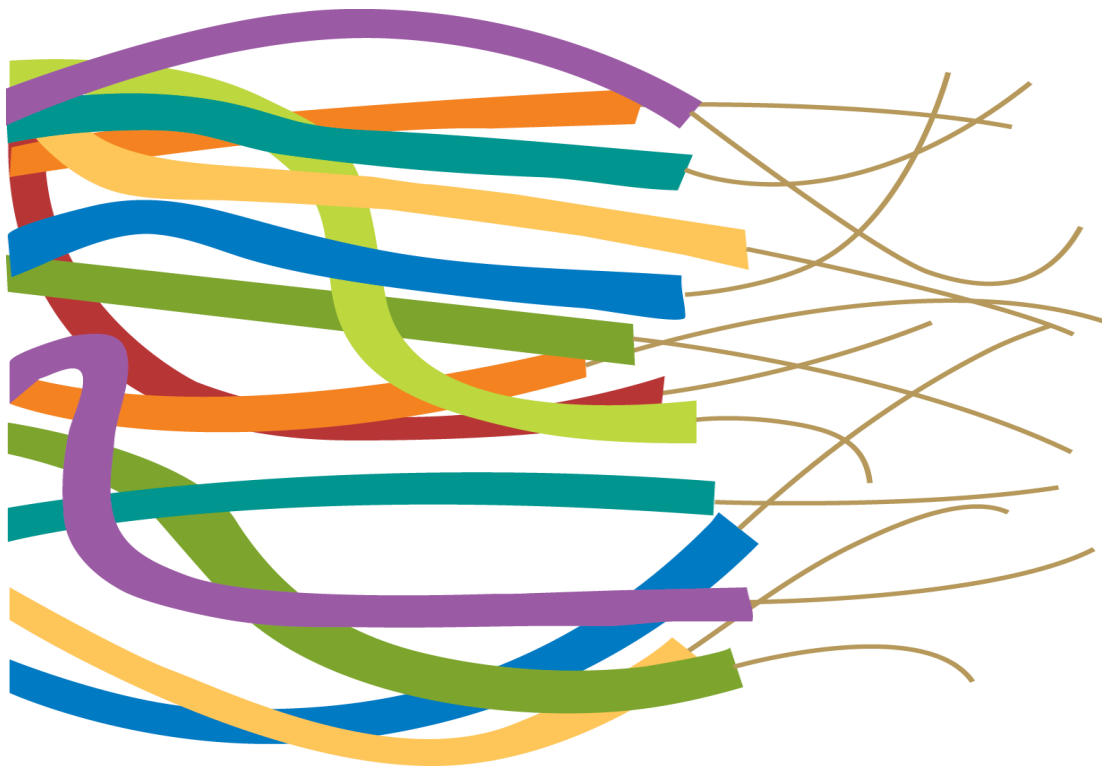
Discovery Insights[®]

Insights Discovery An Introduction

Beginning the Journey ...



Today is about connections



Who do you need to connect more with?

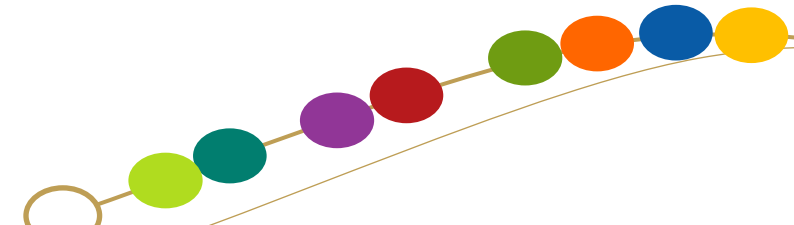
The Steps to Personal Effectiveness

Step 1
Explore and
discover more
about yourself

Step 2
Learn how to recognise
and appreciate others'
differences

Step 3
Learn how to adapt your
behaviour to interact more
effectively with others

Step 4
Take action and put your
learning into practice



Who
am I?

Perception

You will see the world differently from the way other people see it.



Perception



The Insights Discovery Card Activity

Select three of each colour.

Set up 3 rows with 1 from each colour in each row.

Place them in order, which is most like you (to the left), which is least like you (to the right)





Finger constantly
on the pulse.



Responsible,
methodical and
works well with
facts and figures.



Makes friends
quickly and easily.



Sensitive to
the needs of
the group.



Logical
thinker



Can gain personal
fulfilment through
helping others



Can generate
fast results by
prioritising well and
taking action



Infectious
enthusiasm

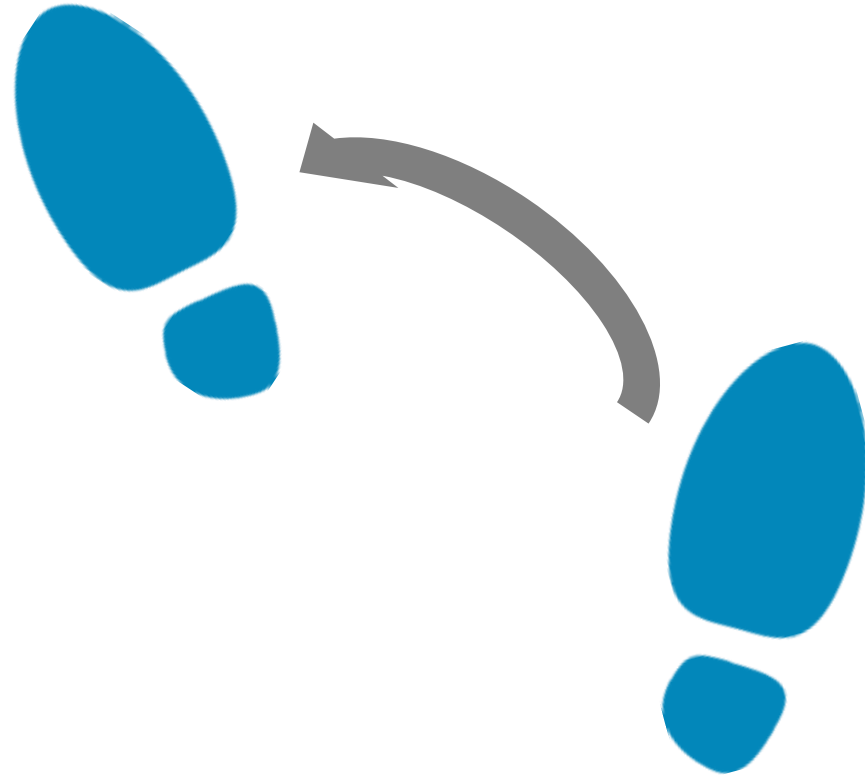
The Jungian Preferences (Folding Arms Activity)



“Every advance, every conceptual achievement of mankind has been connected with an advance in self-awareness.”

– Dr Carl G Jung

The Stepping Activity

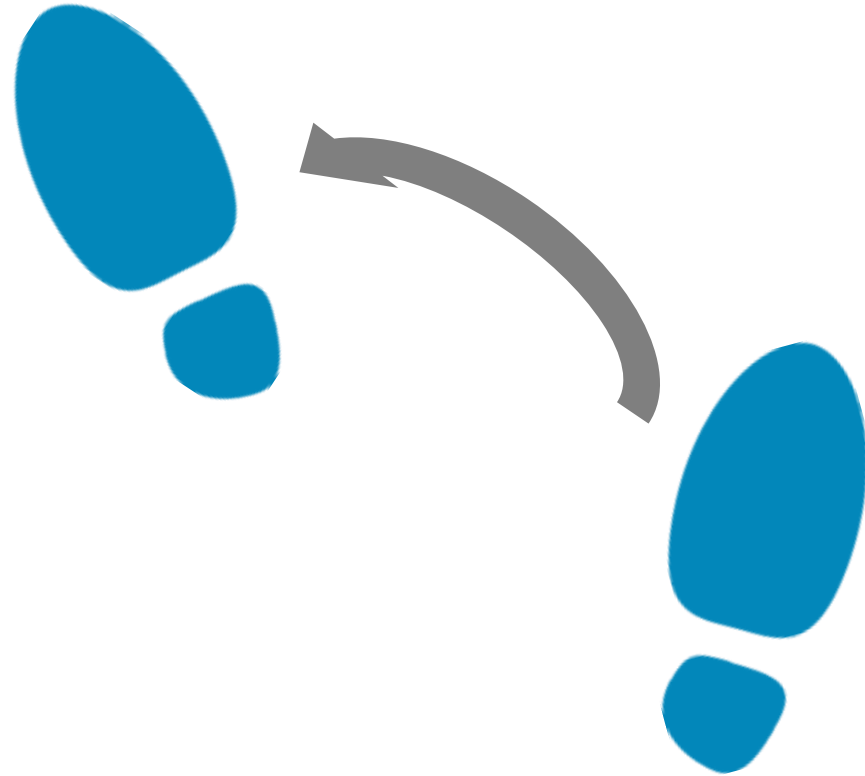


Your 'attitude'

Introversion

Extraversion

The Stepping Activity



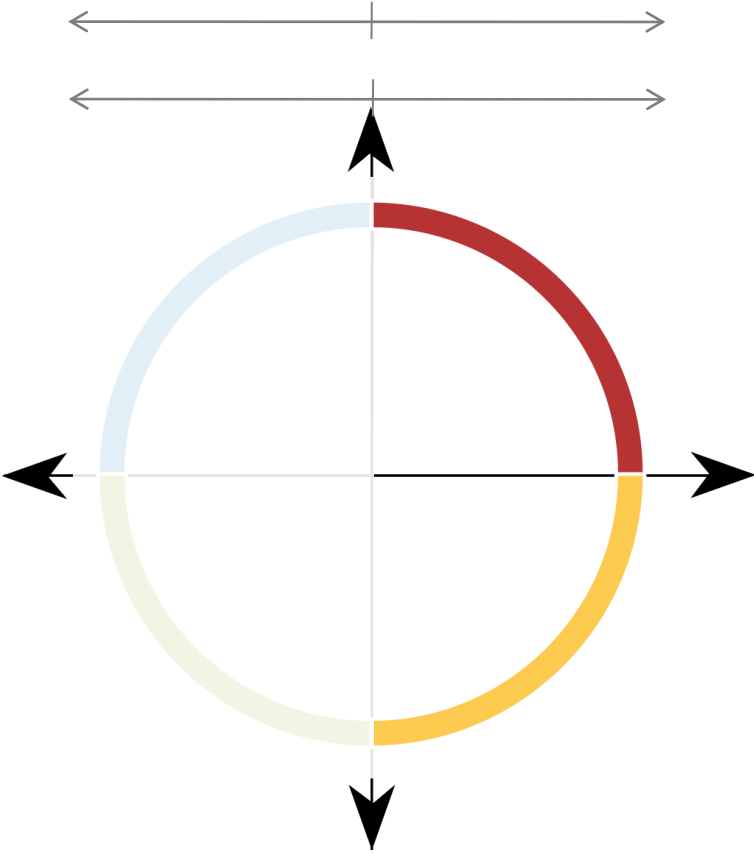
Your decision making 'functions'

Thinking

Feeling

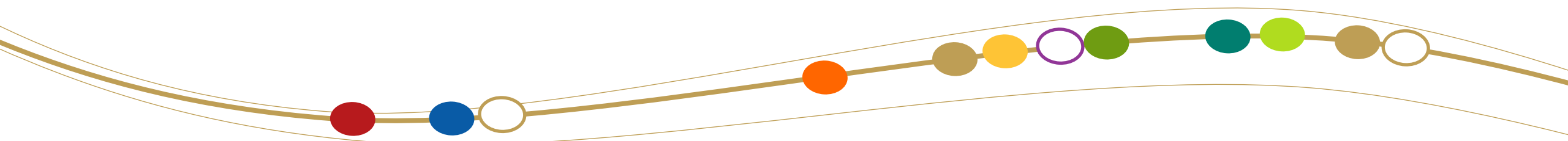
Jungian Preferences and the Colour Energies

Introversion
Thinking



Extraversion
Feeling

When you see the next slide,
write down what is there for
you.





Your Perceiving 'Functions'

Sensation

Specific

Present-oriented

Realistic

Consistent

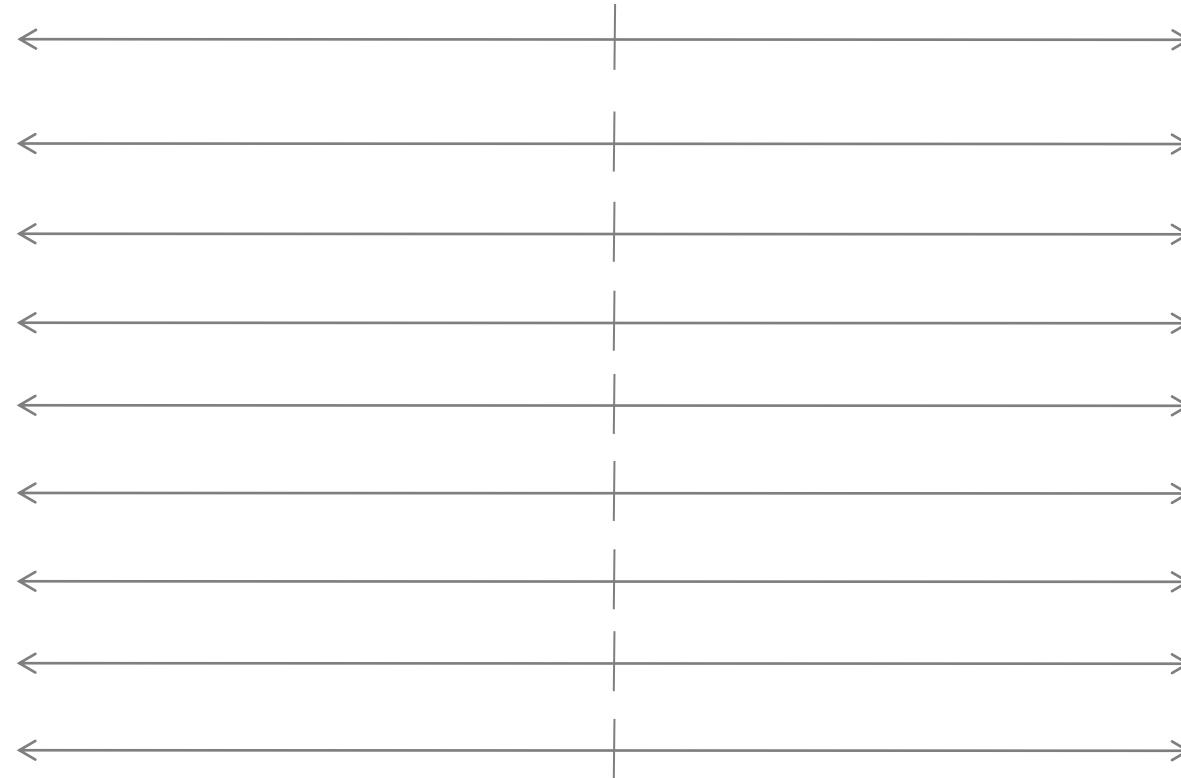
Down-to-earth

Practical

Precise

Factual

Step-by-step



Intuition

Global

Future-oriented

Imaginative

Unpredictable

Blue-sky

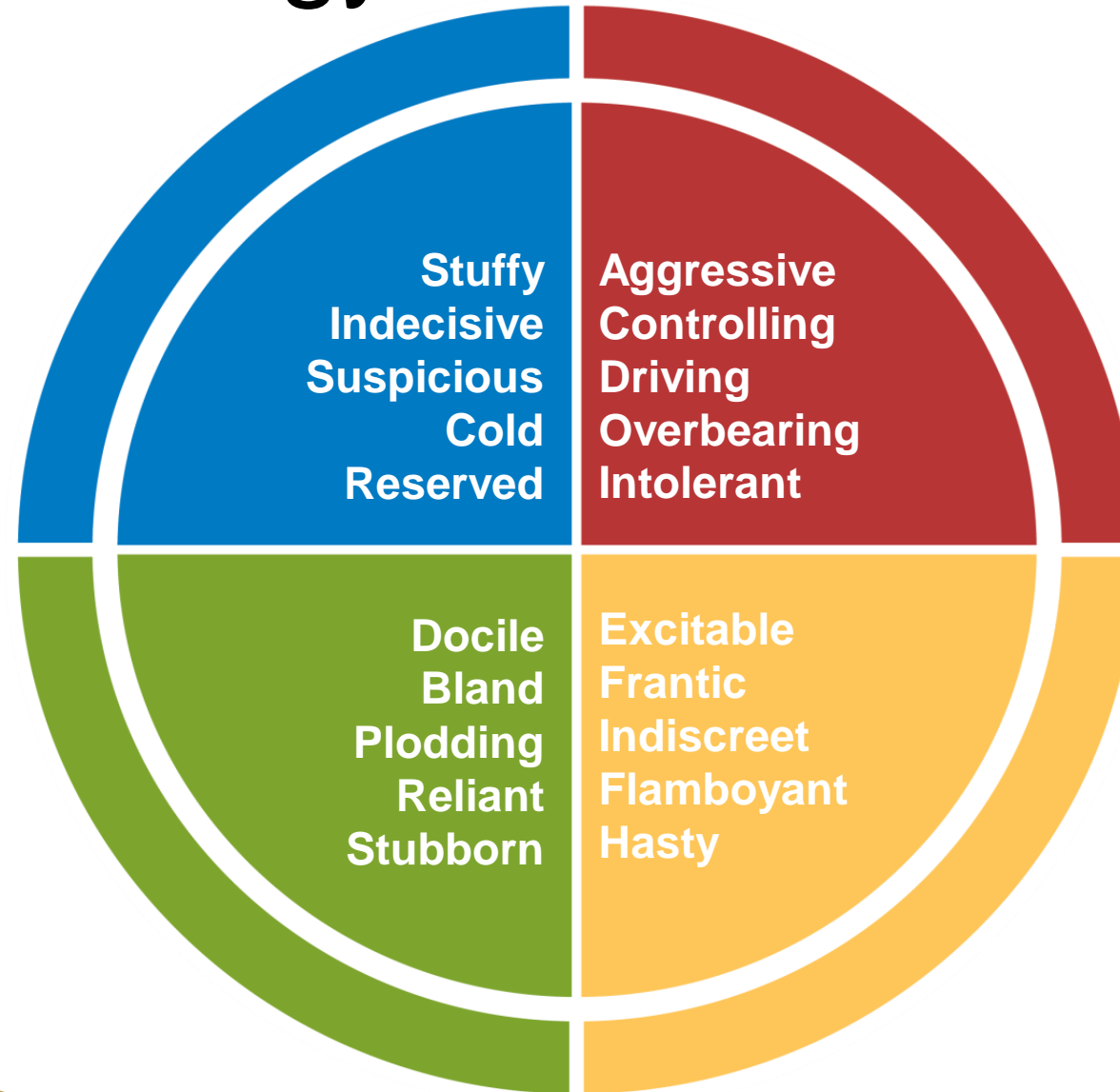
Conceptual

General

Abstract

Spontaneous

Your Colour Energy Mix



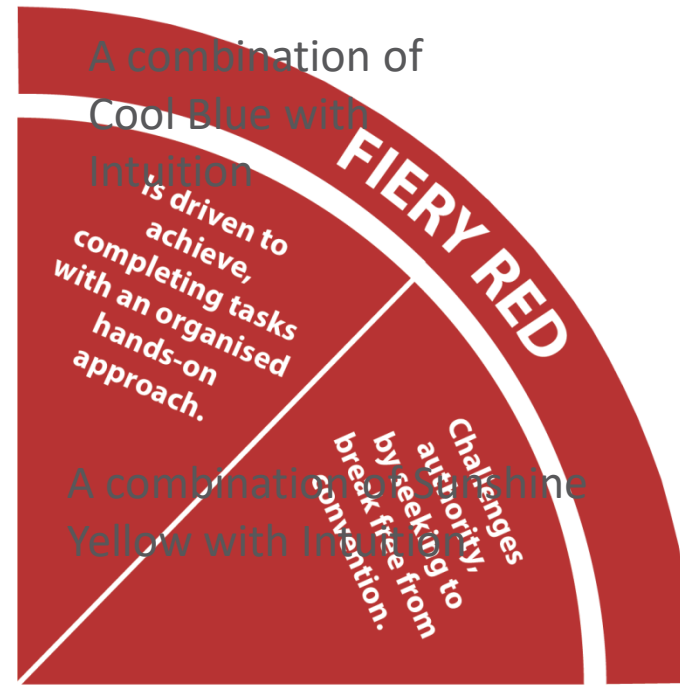
A combination of
Fiery Red with
Sensation

A combination of
Cool Blue with
Intuition

A combination of Earth
Green with Sensation

A combination of
Cool Blue with
Sensation

A combination of
Fiery Red with
Intuition

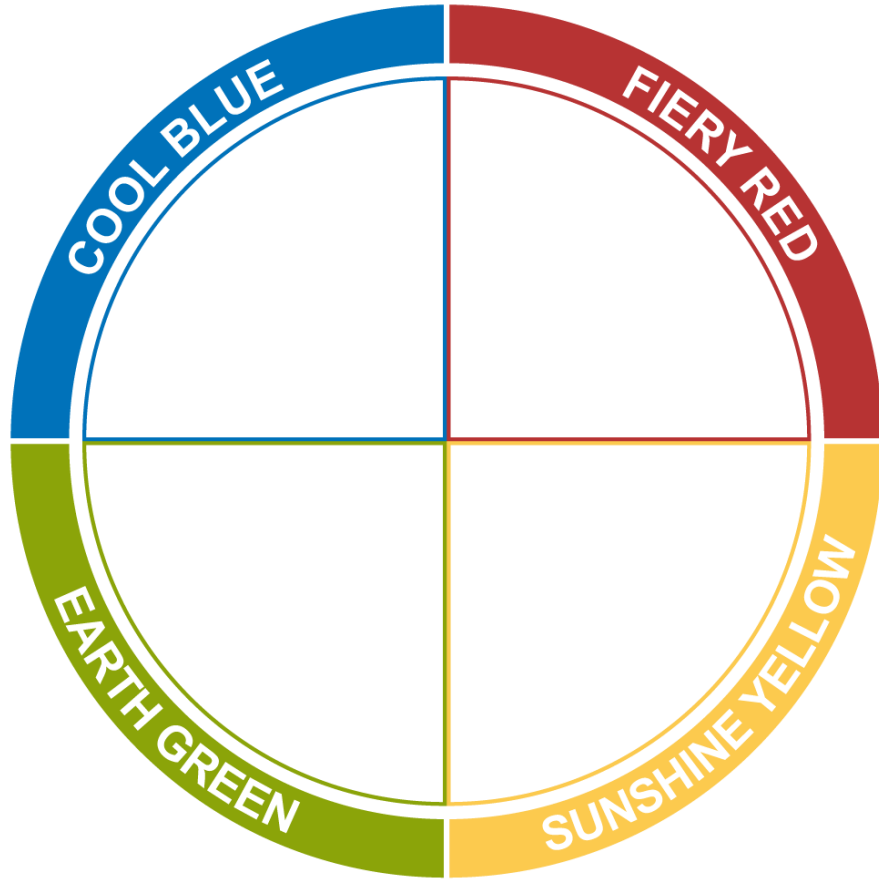


Sensation and Intuition in every colour energy

A combination of
Sunshine Yellow
with Sensation

A combination of
Earth Green with
Intuition

Your Colour Energy Mix



We each have all four colour energies within us; it is the combination of the four energies that creates the unique **YOU**.

**Individuals
with a
preference
for Fiery Red
energy ...**

Are active and
move in a
positive and
firm direction

Have a strong
determination
that influences
those they
interact with

Are single-
minded and
determined in
their focus on
results

Approach
others in a
direct and
straightforward
manner

Seek an
outcome that
is specific and
tangible

**Individuals
with a
preference
for Sunshine
Yellow
energy ...**

Radiate
enthusiasm
and
encourage
participation

Enjoy and
seek the
company of
others

Approach others
in a persuasive,
engaging and
inviting manner

Have a desire
to be involved

Like to be
noticed and
appreciated
for their
contributions

**Individuals
with a
preference for
Earth Green
energy ...**

View the world
through what
they value and
what is important
to them

Seek harmony
and depth in
relationships

Defend what they
value with quiet
determination and
persistence

Prefer democratic
approaches that
respect the
individual

Ensure all individual
perspectives are
heard and
considered in making
choices or decisions

**Individuals
with a
preference
for Cool Blue
energy ...**

Desire to
know and
understand
the world
around them

Maintain a
detached and
objective
standpoint

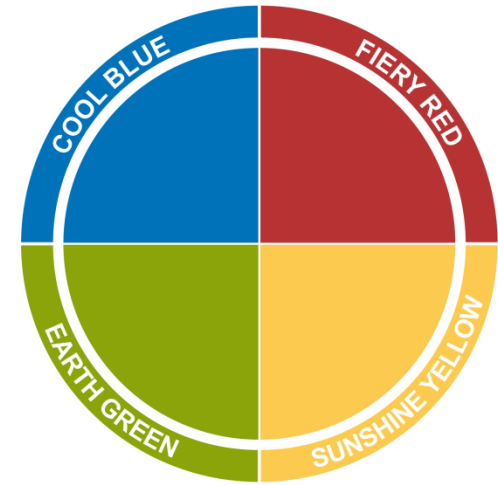
Value
independence
and intellect

Think things
through before
committing to
action

Like information
to be accurate
and complete
before
proceeding

Colour Energy Exercise (posters in small groups)

How do you use each colour energy in an aspect of your job?



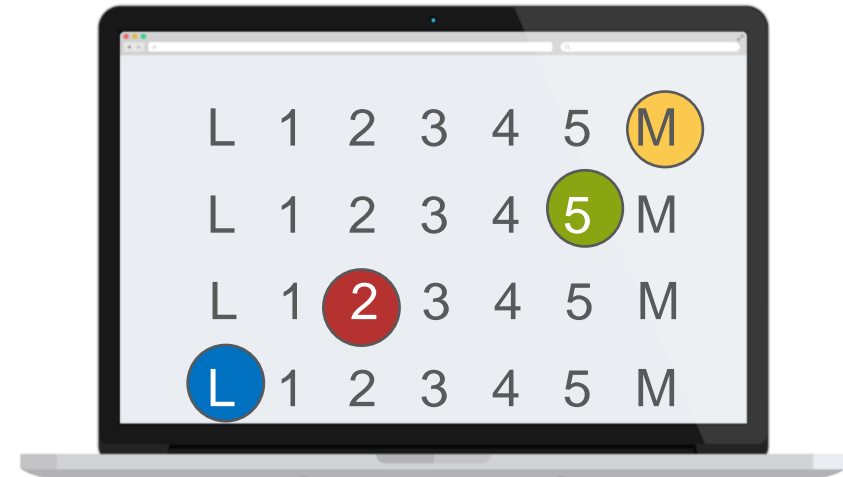
Order what you think
are your colour
preferences



Evaluator Frames

Frame 1

- Amicable and quick
- Reliable and restrained
- Forceful and goal-oriented
- Methodical and logical



Frame 2

- Calm and even-tempered
- Determined and dominant
- Buoyant and light-hearted
- Exact and precise

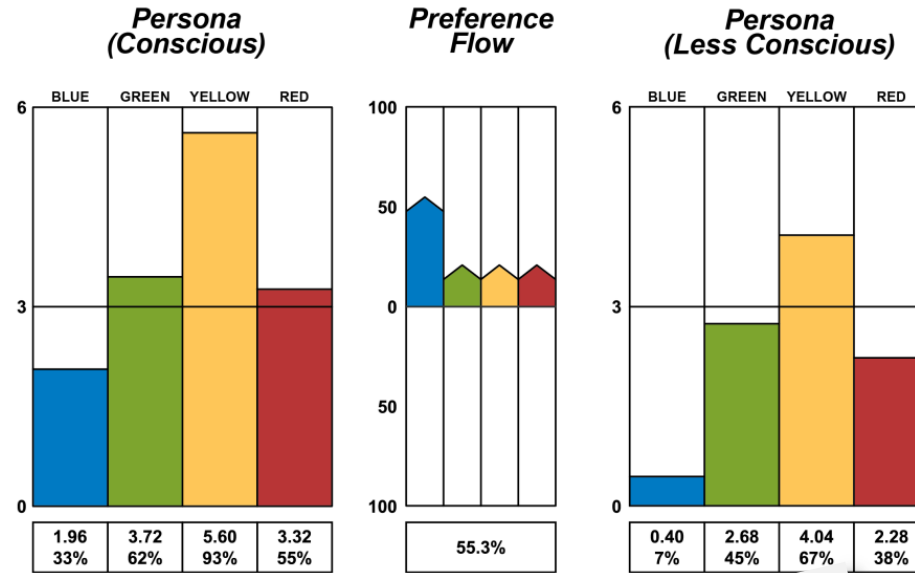


Colour Energy Dynamics

Graph I

Conscious
Persona

The portrait
picture of you
Aware of your
behaviours



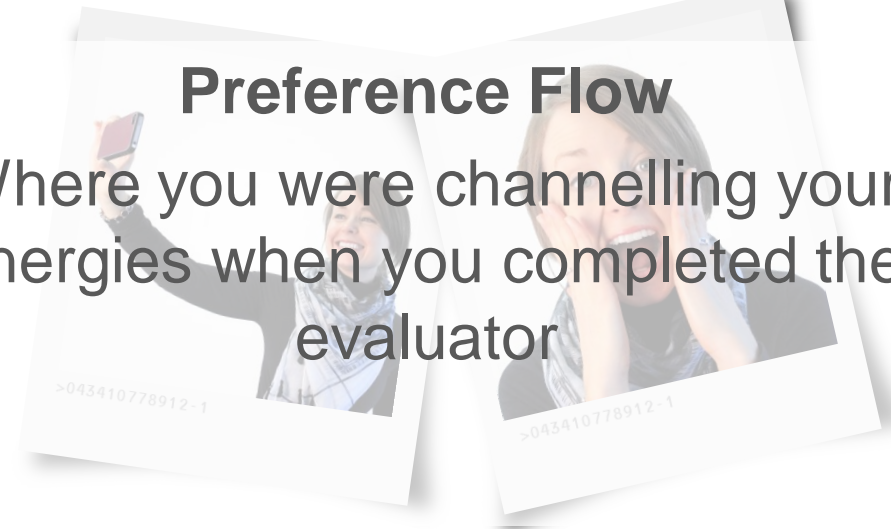
Graph II

Less Conscious
Persona

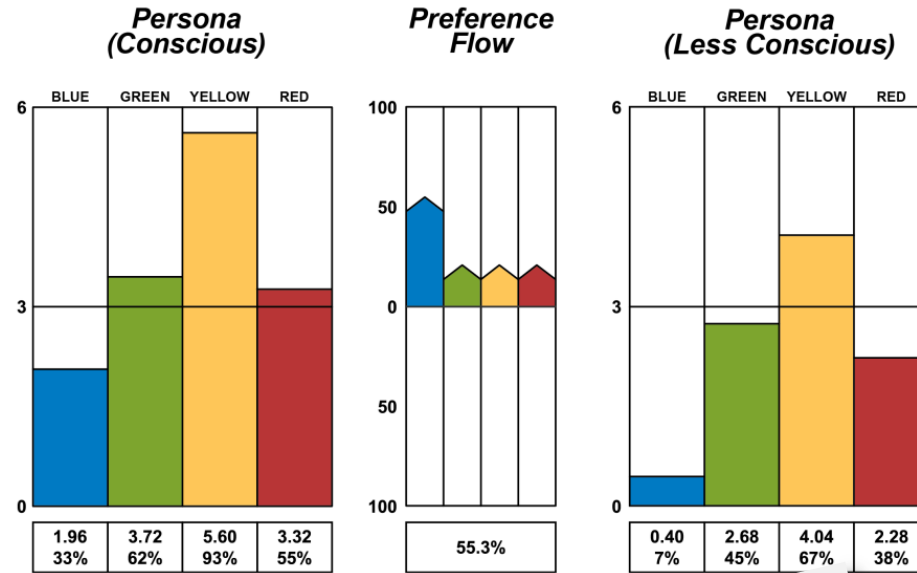
The candid
photograph
Less aware of
your behaviours

Preference Flow

Where you were channelling your
energies when you completed the
evaluator

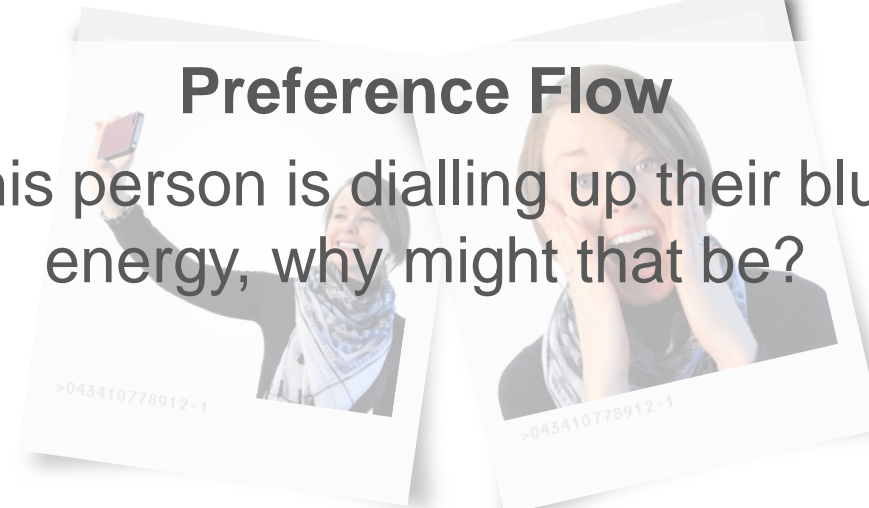


Colour Energy Dynamics



Preference Flow

This person is dialling up their blue energy, why might that be?

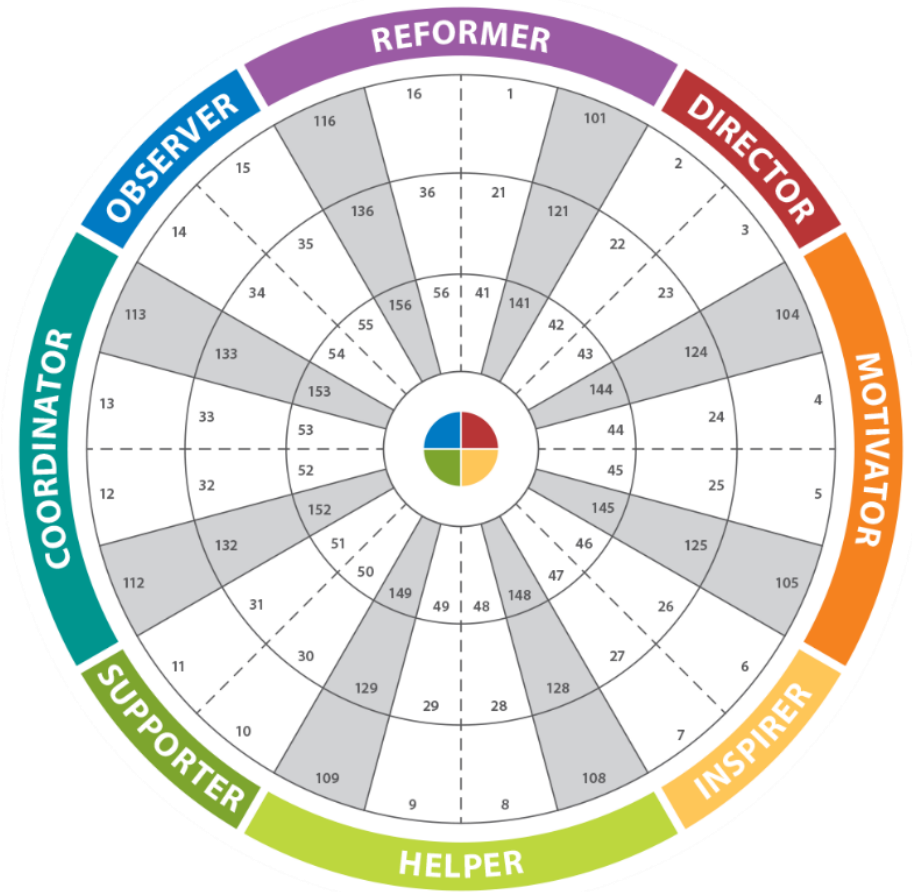


The Insights Discovery 72-Type wheel

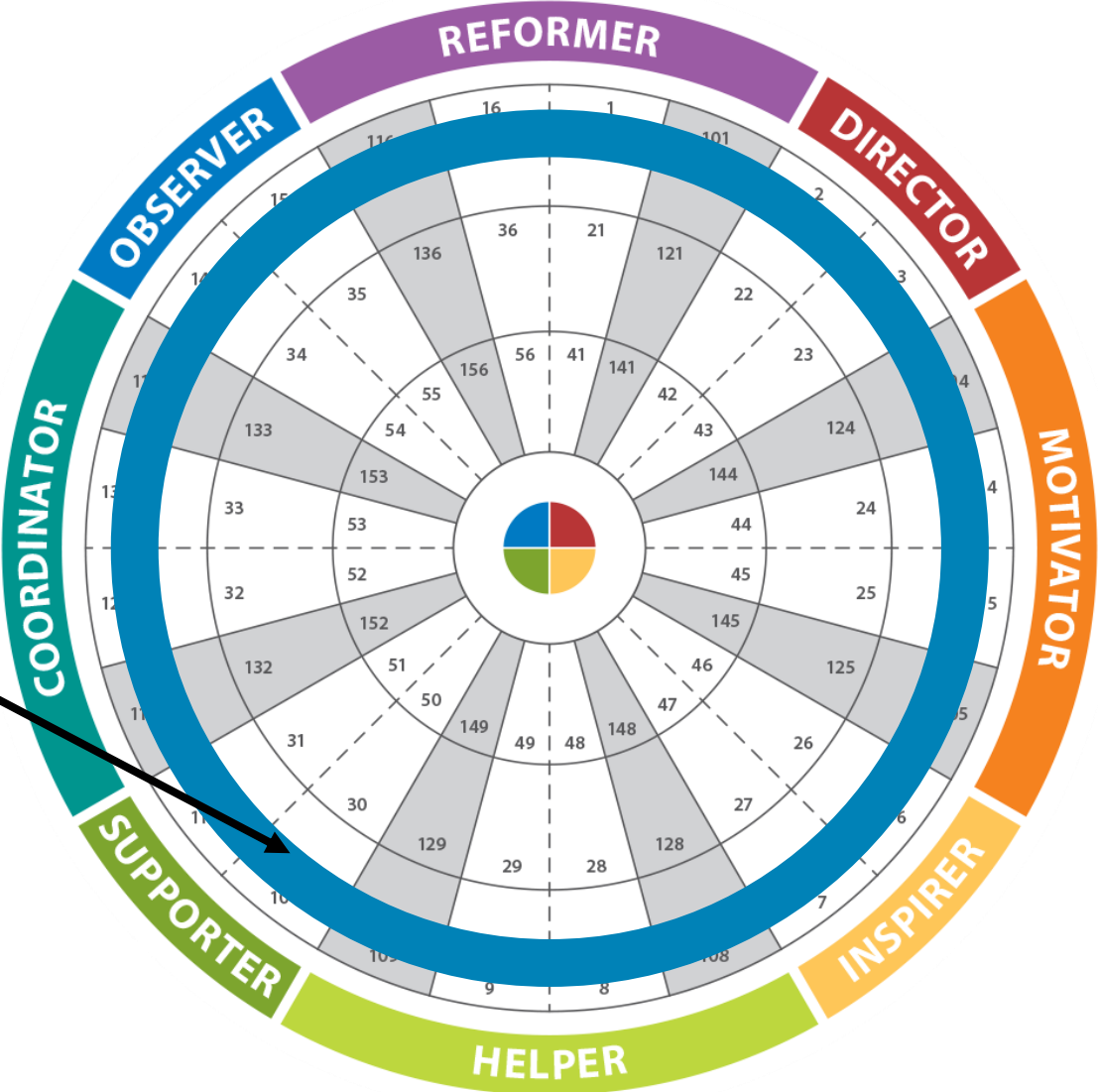
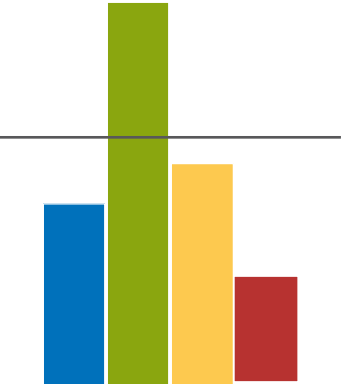
Wheel position determined by:

Order of colour energies

Number of colour energies
above the midline

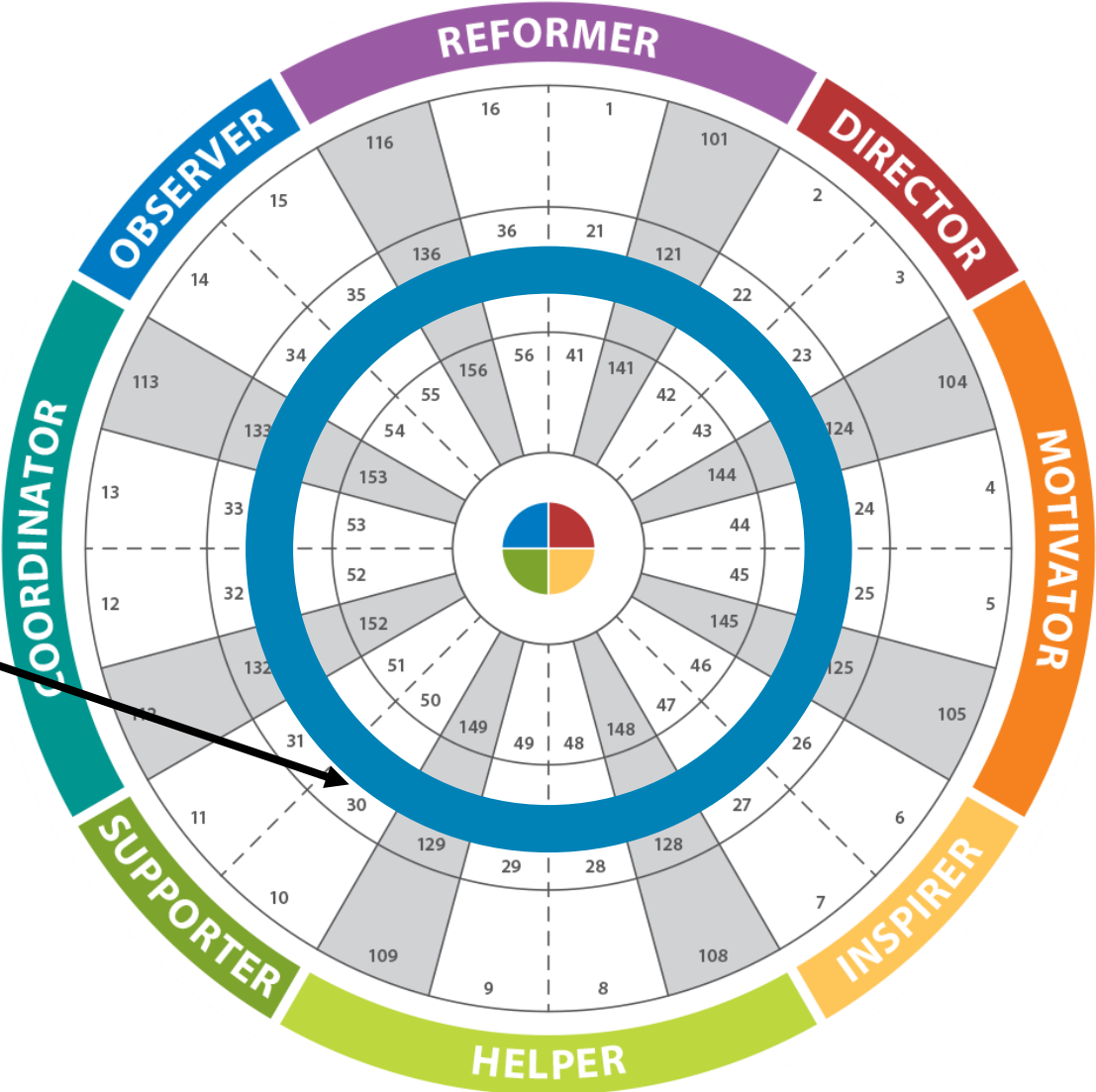
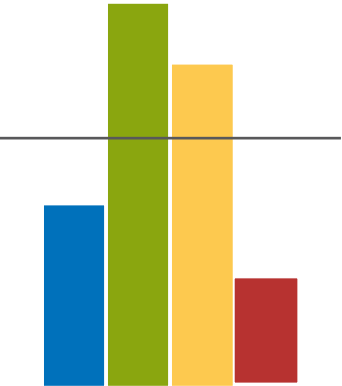


Focused Type



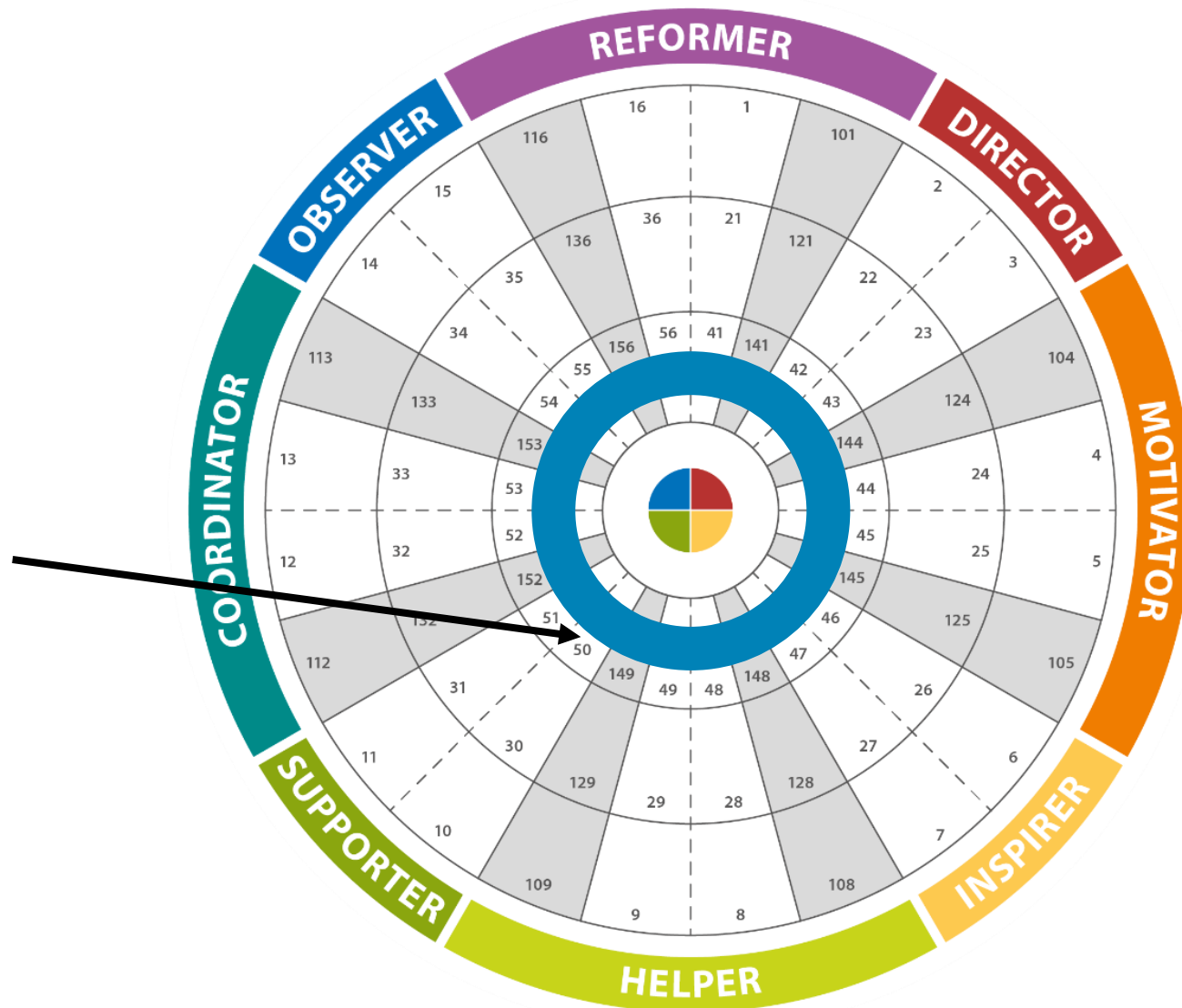
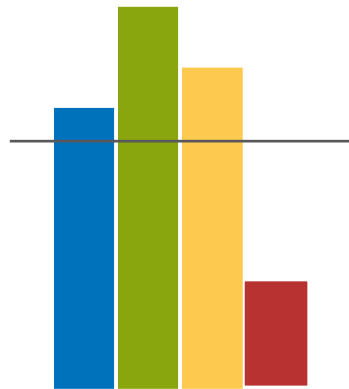
Focused ring = 3% of population

Classic Type



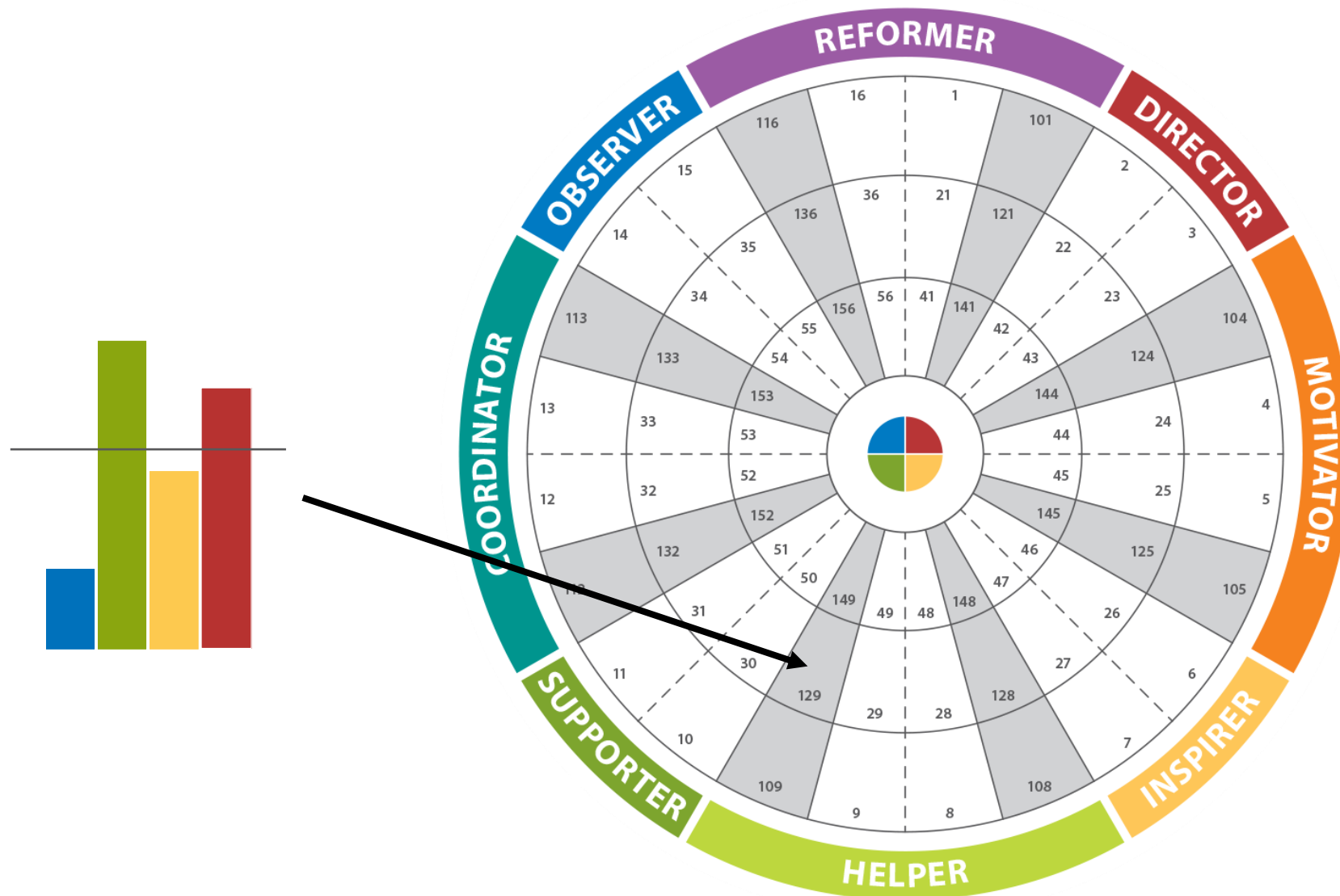
Classic Ring = 54% of population

Accommodating Type

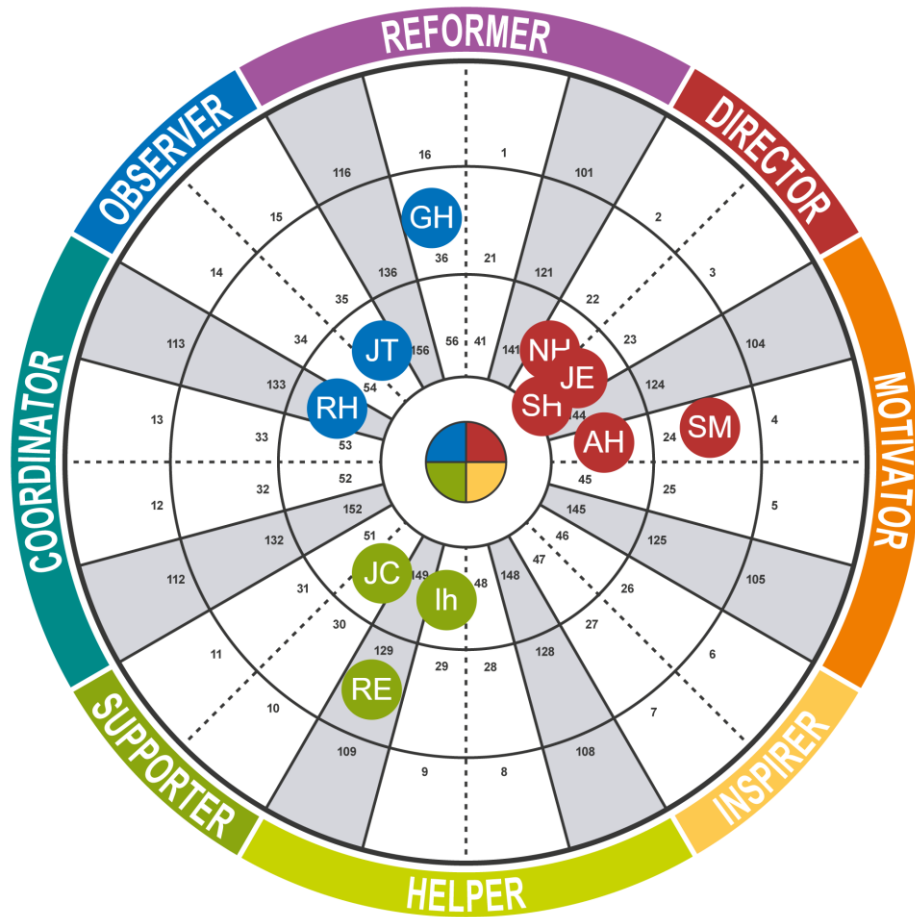


Accommodating Ring = 43% of population

Creative types pull on two opposing energies

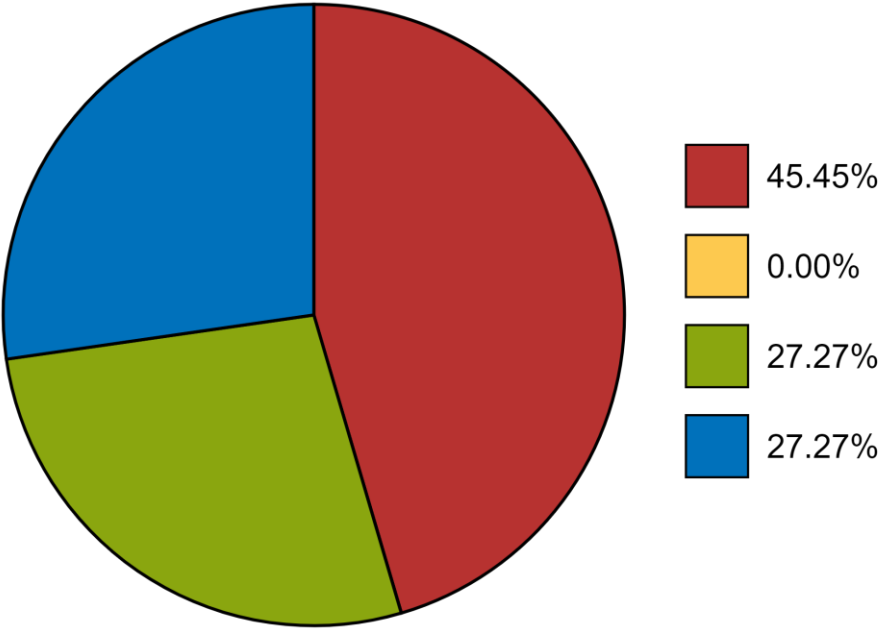


Creative positions
= 9% of population

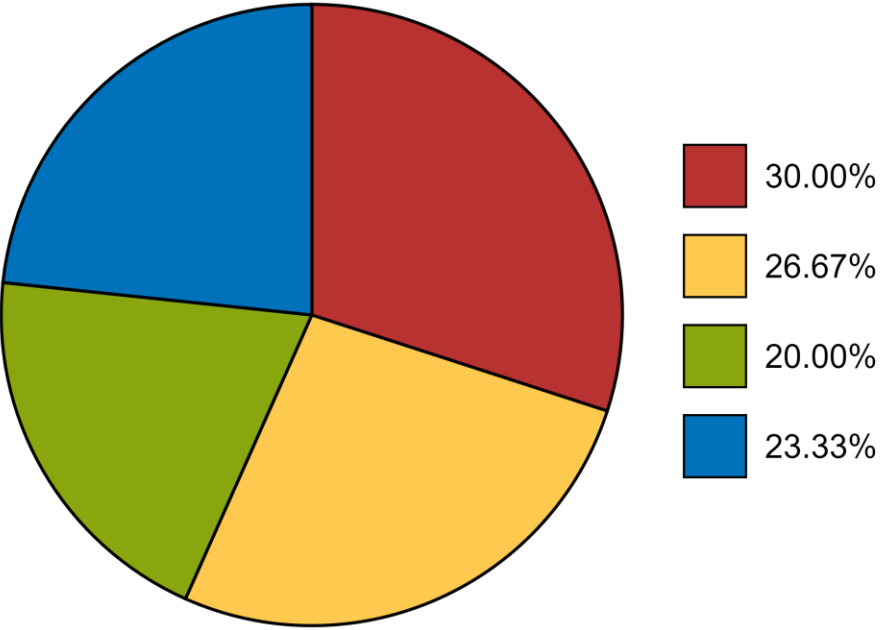


Initials	Name	Wheel Position	Colour Order Preference
RH	Richard Hawley	153	Blue, Yellow, Green, Red
JT	Jordan Towers	55	Blue, Red, Green, Yellow
GH	Graham Hare	36	Blue, Red, Yellow, Green
JC	Jamie Charlton	50	Green, Yellow, Blue, Red
lh	lee hall	49	Green, Yellow, Red, Blue
RE	Ryan Elliott	129	Green, Red, Yellow, Blue
NH	Nicholas Hodge	42	Red, Blue, Yellow, Green
JE	Jack Eastwood	43	Red, Yellow, Blue, Green
SH	Syed Hassan	43	Red, Yellow, Blue, Green
SM	Simon Mennell	24	Red, Yellow, Green, Blue
AH	Andrew Hayes	44	Red, Yellow, Green, Blue

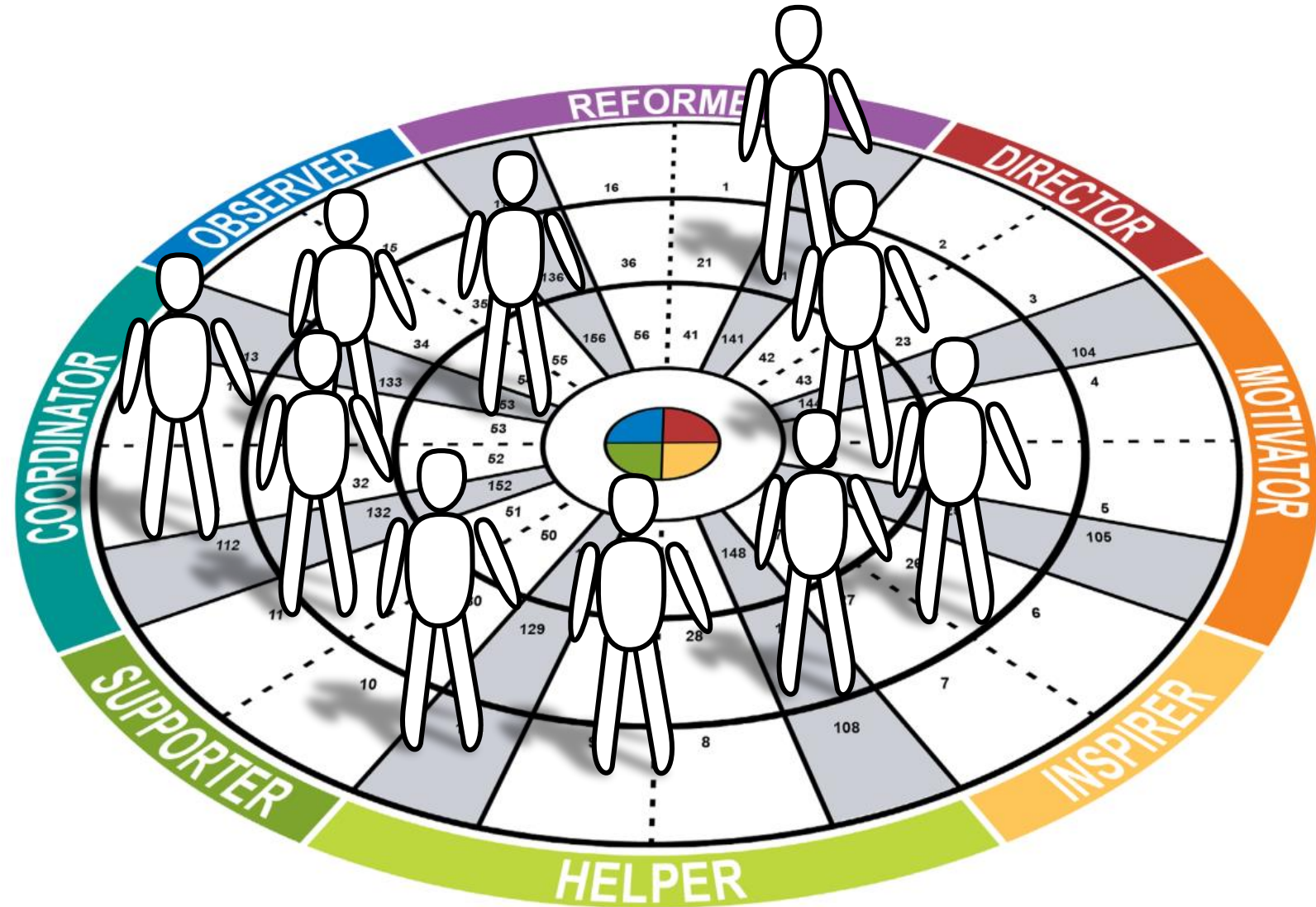
Dominant Energies



Preferred Energies



72 Types: On the wheel



The Insights Discovery Personal Profile:



Review the Overview (pages 5-6)

- Put stars ** next to any statements you believe are particularly accurate.
- Put a ? beside those statements you believe do not describe you. Rather than stick on a specific word, consider the whole or half sentence.
- Remember to seek feedback from someone you trust on any statements in your Profile which you are not certain describe you.



Count the sentences that did not describe you (?) and multiply by 2.
Subtract that number from 100.

$$1.5 \text{ sentences} \times 2\% = 3\%$$

$$100\% - 3\% = 97\% \text{ Accuracy}$$

Strengths & Weaknesses (pages 7-8)

- What are the three key strengths and three possible weaknesses that you think are most accurate?
- How are these strengths and weaknesses showing up in your leadership?
- What's the impact of this?



Effective Communication (pages 10-11)

- Select one or two statements that are most important when communicating with you.
- Now read the Do Not statements. Select one or two that are most important.
- Review the 'Value to the team' statements and select the one or two that best describe your strengths.



Manager Chapter (pages 16-19)

- Select one or two statements from the Motivating Me section that are most important when managing you.



Small Group Reflections

- Share what you have highlighted from your report



Suggestions for Development (page 15)

Coaching in pairs:

Share the areas that you have highlighted with each other, then ask:

- What suggestions are you most compelled to act on?
- Which of the statements would be most challenging for you to follow through on and why?
- What would you and your team gain if you did follow through on these suggestions?
- Who could support you in following through on some of the suggestions?
- Which suggestion would someone else recommend to you?
- **What action will you take to put one of these suggestions into practice?**

