



Discovery Insights®

John Smith

05 Apr 2007

Full Circle Profile



Insights®



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Introduction

This Insights Discovery Full Circle Profile is based on the response of a feedback group and John's responses to the Insights Discovery Preference Evaluator. The origins of personality theory can be traced back to the fifth century BC, when Hippocrates identified four distinct types of behaviour exhibited by different people. Personality theory continued to evolve throughout the ages, with notable scientists and psychologists putting forth their own theories. A significant advancement in understanding personality came through the work of Swiss psychologist Carl Gustav Jung. The Insights Discovery System is built around Jung's model of personality which was published in his 1921 work "Psychological Types" and developed in subsequent writings.

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.

This Insights Discovery Full Circle Profile is compiled from the feedback of a circle of people who live and work around John. Every day we deal with perceptions of ourselves from others, therefore an insight into this can help us grow and also improve our relationships. Jung always rated self-perception as the most important perception of all and this profile is intended as a supplement to the Insights Discovery Personal Profile, which is based solely on an individual's self-perception.

The feedback group comprises an aggregated perception, with more specific perceptions noted throughout the profile on a one-to-one level.

This profile should be shared with friends and colleagues, including those who completed an Insights Discovery Preference Evaluator for your profile. Learn what others perceive to be the areas of your strengths. Share the important aspects with friends and colleagues. Discuss where your perception of yourself matches the perceptions of the group and where they differ. Ask for feedback from others on areas that seem particularly relevant for you and develop an action plan for growth both personally and interpersonally.

Overview of Insights Discovery Colour Energies

It is important to remember that although we may have a preference for one colour energy over another, in different situations we are able to draw on any combination of the four colour energies.



Overview

Based on Self Perception

These statements provide a broad understanding of John's personal style, in particular how he interacts with others. John, and his feedback group can use this section to gain a better understanding of John's approaches to relationships. Additional information is available in the Overview section of the Insights Discovery Personal Profile.

John's Interaction with Others

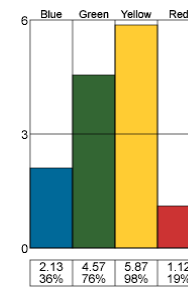
John's preferred focus is on the positive, harmonious and uplifting aspects of people and human relations. He is usually especially sensitive to unexpressed anger and conflict. He can be unbelieving of, and devastated by, too much personal criticism. Unpleasant working relationships can lead him to lose confidence and motivation. He constantly seeks opportunities to talk things through with others. As a result of his natural desire to please, he can be seen as overly concerned with others' needs.

He abhors a lack of caring in others, and working with people who lack a desire to support and assist others can cause him concern. He will go to great lengths to promote fellowship and avoid conflict. He enjoys social and harmonious relations with others. His primary desire is to be of service to other people. He tends to avoid conflict rather than engage it with creative solutions.

Looking for perfection in a relationship can result in his sensing a vague dissatisfaction with the reality of the way things are. He is socially interactive, while preferring to view the world realistically and tangibly. He may suppress his own needs in the interest of pleasing others and may feel indispensable to his partner. He is an effective, if unobtrusive leader, encouraging others to freely participate in his projects. He prefers democratic and participative processes rather than written instructions or autocratic systems.

Characteristics based on Self Perception

This section may identify some of the fundamental gifts that John has to offer, indicates how he may show up under pressure, and lists some possible characteristics of John's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by John.



Key Strengths:

- Loyal, self sacrificing and sympathetic.
- Looks for the harmony in every situation.
- Unassuming, patient, relaxed and non-threatening.

John's perception of self

When under pressure, John may appear in this way:

- Feels victimised or targeted.
- May avoid resolving tough issues.
- May take criticism of his work personally.

In leading others John may:

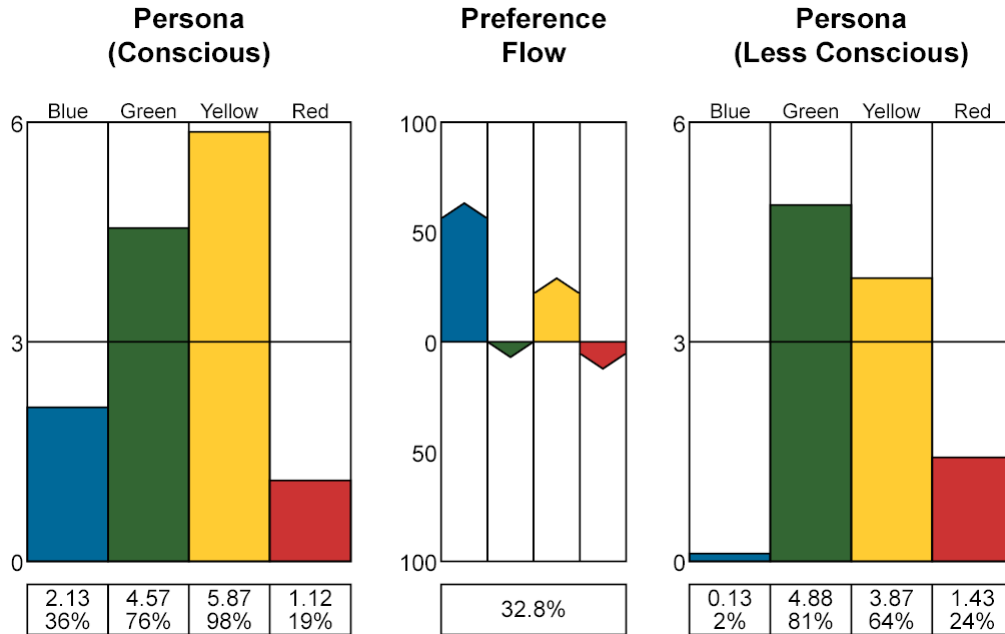
- Disarm others with his openness and honesty about his own shortcomings.
- Support a friendly, participative environment.
- Become too involved in others personal problems.

Personal Notes:

Discovery Colour Dynamics

Based on Self Perception

John Smith
28 Mar 2007

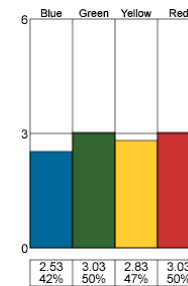


Based on how John responded to the evaluator, the dominant colour energy is represented by the highest scoring colour bar in the Persona Conscious graph above. Applying the information received in this Discovery Full Circle Profile, in everyday interactions with others as well as with the individuals who filled out an evaluator for John, there is an opportunity to adapt to others' styles to improve the quality of his interactions.

In the supporting Learning Guide: Introduction to Discovery Full Circle, there are some suggestions for individuals to remember when approaching individuals with a different dominant colour. A simple rule to follow - do not change who you are, just adjust the 'volume' of your colour energies by slightly decreasing some, and slightly increasing the use of others until you find a balance that works. These are guides to stimulate your thinking - it's important to remember, as Carl Jung said "Every individual is an exception to the rule".

Characteristics based on the Feedback Group's Perception

This section may identify some of the fundamental gifts, as perceived by the Feedback Group, that John has to offer, indicates how he may show up under pressure, and lists some possible characteristics of John's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by the Feedback Group.



The Feedback Group may perceive John to have these Key Strengths:

- Understands the importance of “style” in presentation.
- Skilled at defusing tense situations.
- Possesses social expertise.

The Feedback Group's perception of John

When under pressure, John may appear to the Feedback Group in this way:

- Not always attracted to what is practical.
- Doesn't always take time to hear others views.
- Doesn't always consider the fuller implications of his actions.

As perceived by the Feedback Group, in leading others, John may:

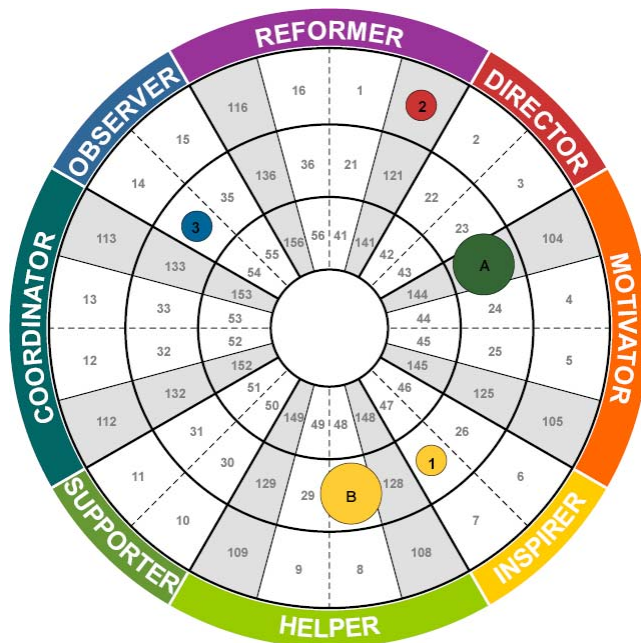
- Take on too much and over extend himself.
- Fail to listen actively to the views and opinions of others.
- “Explode” if publicly embarrassed on a personal/status matter.


Personal Notes:

Insights Discovery Full Circle Wheel

Based on Feedback Group Perception

Represented on the wheel are the individual perceptions of John from the feedback group, the aggregated perception, and John's self perception.





A  The Feedback Group 124: Creative Directing Motivator (Classic)

B  John 28: Inspiring Helper (Classic)

The Feedback Group

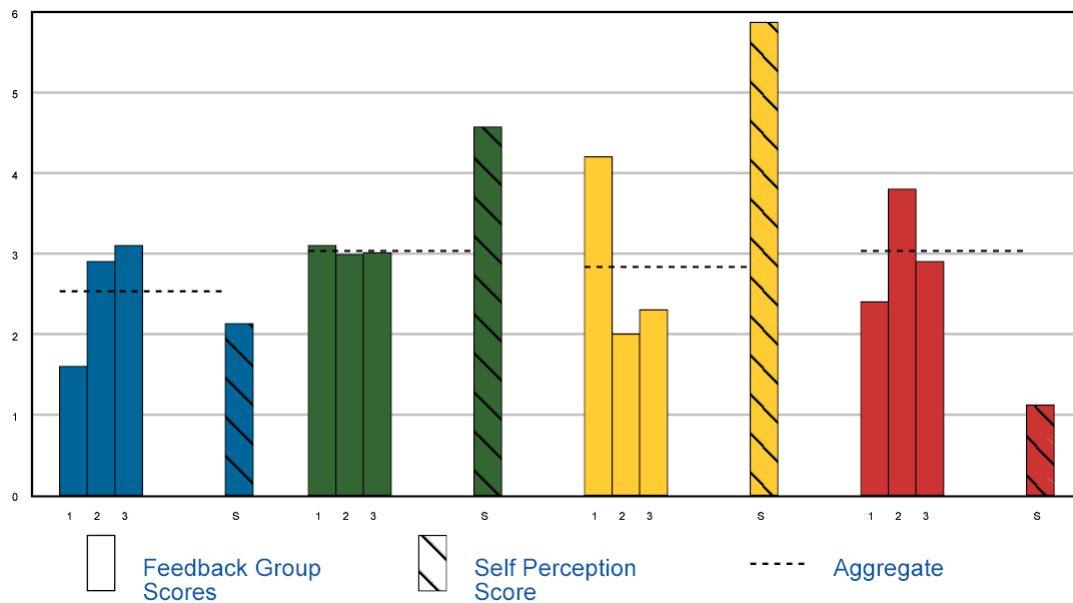
1  Lindsay 27: Helping Inspirer (Classic)

2  Sam 101: Creative Directing Reformer (Focused)

3  Nicole 34: Coordinating Observer (Classic)

Discovery Full Circle Colour Distribution

This section details the individual colour score perceptions of John from the Feedback Group, comparing with John's self perception and the aggregate scores for the Feedback Group.

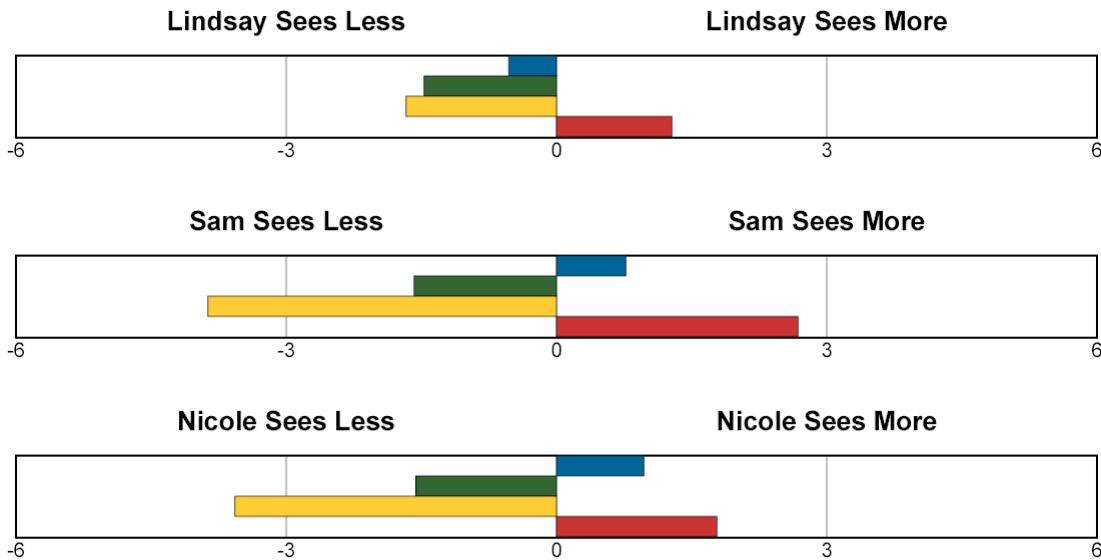


ID	Name	Blue	Green	Yellow	Red
1	Lindsay	1.60	3.10	4.20	2.40
2	Sam	2.90	2.99	2.00	3.80
3	Nicole	3.10	3.01	2.30	2.90
S	John	2.13	4.57	5.87	1.12
---	Group Aggregate	2.53	3.03	2.83	3.03

Perception Comparison

In the individual graphical section below, when a colour bar flows to the left this indicates that an individual from the feedback group sees less of that colour energy than John sees in himself. A colour bar to the right indicates the individual sees more of that colour energy compared to the self perception of John.

Individual: Graphical



Perception Comparison

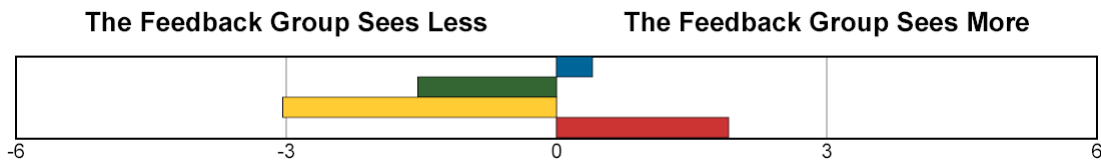
The individual numeric table indicates the difference in colour scores between the individual and John, which are represented graphically on the previous page. A minus score indicates the individual sees less of that colour with a positive score indicating they see more of that energy. The aggregate graphical and numeric table display the aggregated average for the feedback group compared with John's self perception.

Individual: Numeric

	Blue	Green	Yellow	Red
Lindsay's difference	-0.53	-1.47	-1.67	+1.28
Sam's difference	+0.77	-1.58	-3.87	+2.68
Nicole's difference	+0.97	-1.56	-3.57	+1.78

Perception Comparison

Aggregate: Graphical



Aggregate: Numeric

	Blue	Green	Yellow	Red
John	2.13	4.57	5.87	1.12
Group Aggregate	2.53	3.03	2.83	3.03
Difference	+0.40	-1.54	-3.04	+1.91
Group High	3.10	3.10	4.20	3.80
Group Low	1.60	2.99	2.00	2.40

Personal Comment

In the Insights Discovery Full Circle Evaluator we asked the Feedback Group for some comments. Their responses are below

What behaviours do you most admire in this individual?

Lindsay xxxxxxxxxxxxxxxxxxxxxxx

Sam xxxxxxxxxxxxxxxxxxxxxxx

Nicole xxxxxxxxxxxxxxxxxxxxxxx

Personal Comment

What behaviours would you encourage this individual to develop to be more successful in their role?

Lindsay xxxxxxxxxxxxxxxxxxxxxxxx

Sam xxxxxxxxxxxxxxxxxxxxxxxx

Nicole xxxxxxxxxxxxxxxxxxxxxxxx

Personal Comment

Any additional comments you would like to make

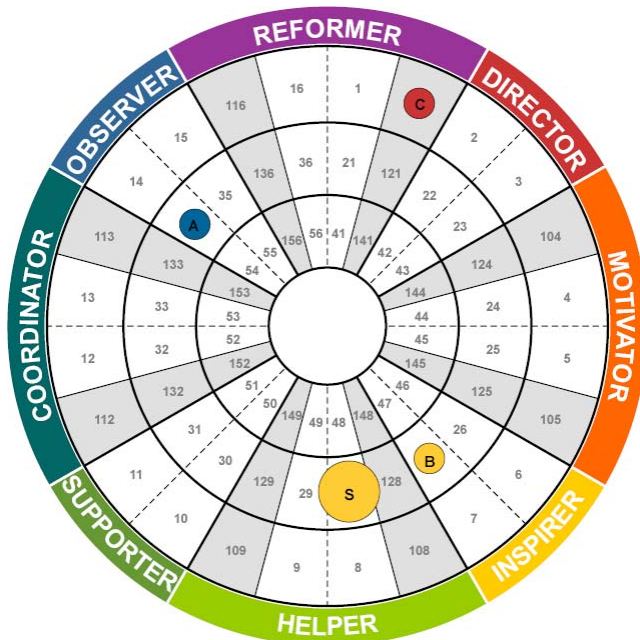
Lindsay xxxxxxxxxxxxxxxxxxxxxxxx





Sam xxxxxxxxxxxxxxxxxxxxxxxx

Nicole xxxxxxxxxxxxxxxxxxxxxxxx

Full Circle Feedback by Role

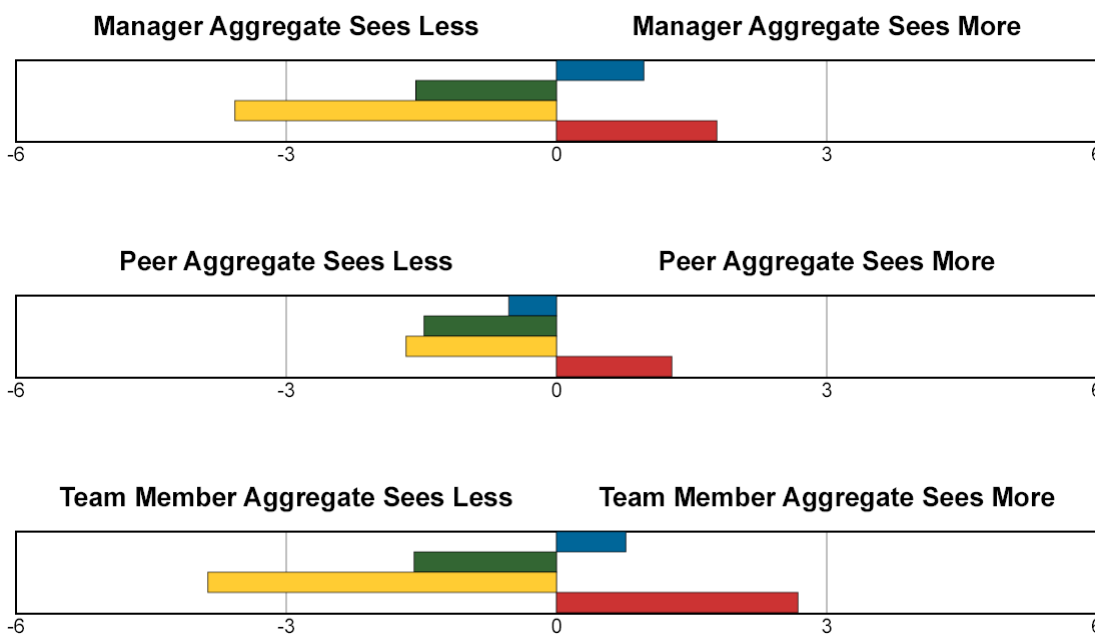
This page displays information at an aggregated role level for Manager, Peer, Team Member or Customer compared with the self perception of John



- S  John 28: Inspiring Helper (Classic)
- A  Manager Aggregate (1) 34: Coordinating Observer (Classic)
- B  Peer Aggregate (1) 27: Helping Inspirer (Classic)
- C  Team Member Aggregate (1) 101: Creative Directing Reformer (Focused)

Perception Comparison by Role

Detailed below is the difference between the aggregated Feedback by Role and the self perception of John. The table indicates a summary of scores for the Team Member Aggregate, Customer Aggregate, Manager Aggregate and Peer Aggregate.

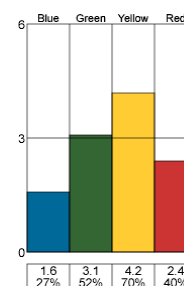


Colour score comparison for John and the aggregated feedback by role

	Blue	Green	Yellow	Red
John	2.13	4.57	5.87	1.12
Manager Aggregate	3.10	3.01	2.30	2.90
Difference	+0.97	-1.56	-3.57	+1.78
Peer Aggregate	1.60	3.10	4.20	2.40
Difference	-0.53	-1.47	-1.67	+1.28
Team Member Aggregate	2.90	2.99	2.00	3.80
Difference	+0.77	-1.58	-3.87	+2.68

Lindsay's Perception of the Characteristics of John

This section may identify some of the fundamental gifts, as perceived by Lindsay, that John has to offer, indicate how he may show up under pressure, and list some possible characteristics of John's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Lindsay.



Lindsay may perceive John to have these Key Strengths:

- Sees the positive in every situation.
- Strong sense of humour and fun.
- Enjoys having lots of harmonious relationships.

Lindsay's perception of John

When under pressure, John may appear to Lindsay in this way:

- Will set unrealistic deadlines for himself and others.
- Will tend to be influenced by the last person he speaks to.
- May not dot all the "i"s and cross all the "t"s.

As perceived by Lindsay, in leading others, John may:

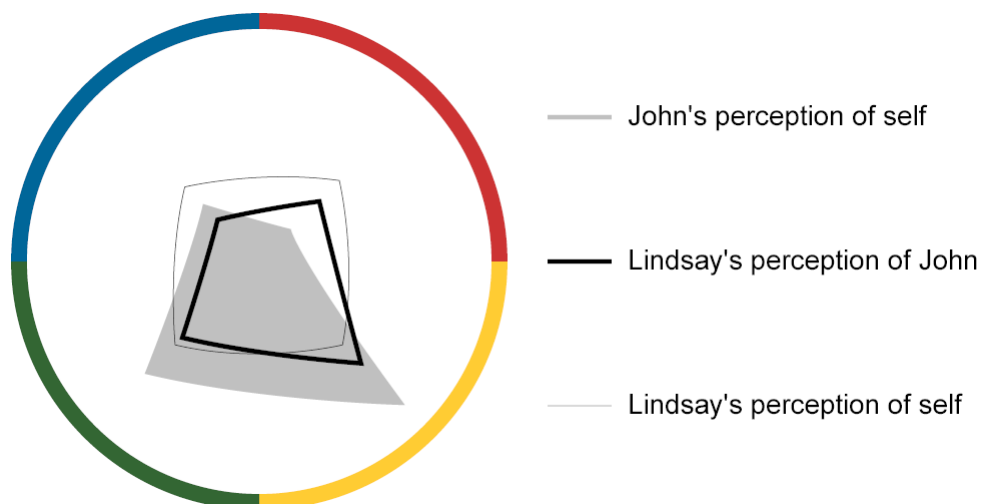
- Welcome free expression within the team.
- Disarm others with his openness and honesty about his own shortcomings.
- Not adhere rigidly to time deadlines or restrictions.

Personal Notes:

Connecting with Lindsay

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Lindsay.

Where Discovery data is available, this page contains information relating to Lindsay's personal profile. The graphic identifies Lindsay's 'footprint' on the Discovery Wheel and compares it with John's 'footprint', also displaying the 'footprint' for Lindsay's perception of John.



Strategies for communicating with Lindsay:

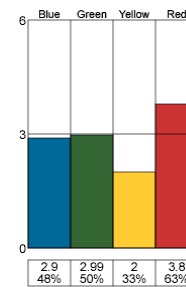
- Be prepared to discuss a wide range of topics.
- Adopt a low key, positive approach.

When communicating with Lindsay, DO NOT:

- Be dull, dour or redundant.
- Forget to recognise him personally in a job well done.

Sam's Perception of the Characteristics of John

This section may identify some of the fundamental gifts, as perceived by Sam, that John has to offer, indicate how he may show up under pressure, and list some possible characteristics of John's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Sam.



Sam may perceive John to have these Key Strengths:

- Rapid organisational skills.
- Task focused and resourceful.
- Effective and efficient time manager.

Sam's perception of John

When under pressure, John may appear to Sam in this way:

- Knows the answer before the question is asked.
- May ride rough-shod over others' feelings.
- Appears to be critical of or to de-value the work of others.

As perceived by Sam, in leading others, John may:

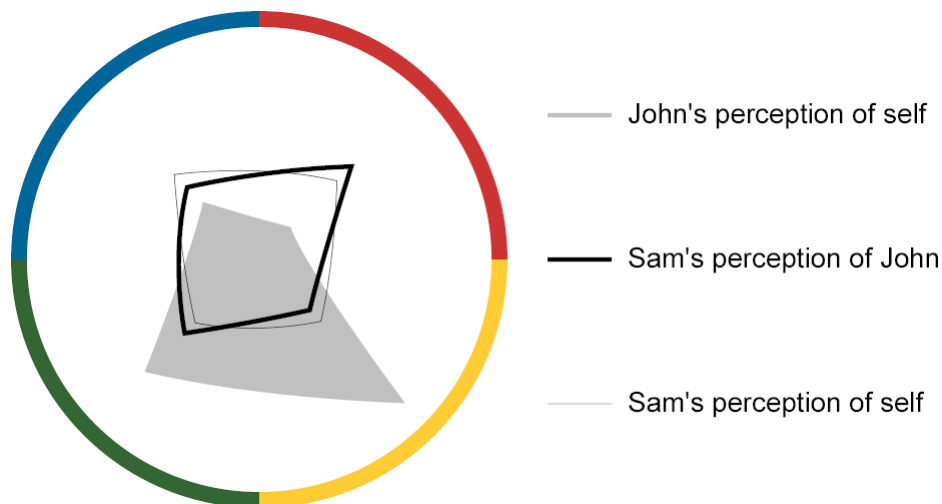
- Not fully appreciate the energies of others.
- Seek to challenge what he perceives as illogical.
- Want to explain the "What", "How" and "Why".

Personal Notes:

Connecting with Sam

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Sam.

Where Discovery data is available, this page contains information relating to Sam's personal profile. The graphic identifies Sam's 'footprint' on the Discovery Wheel and compares it with John's 'footprint', also displaying the 'footprint' for Sam's perception of John.



Strategies for communicating with Sam:

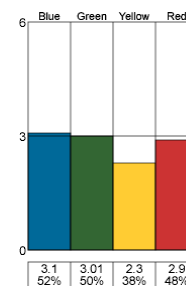
- Recognise her intellectual effort and commitment.
- Use written communications whenever appropriate.

When communicating with Sam, DO NOT:

- Invade her personal space.
- Force her to take a positive stance on an issue without time for thought.

Nicole's Perception of the Characteristics of John

This section may identify some of the fundamental gifts, as perceived by Nicole, that John has to offer, indicate how he may show up under pressure, and list some possible characteristics of John's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Nicole.



Nicole may perceive John to have these Key Strengths:

- Adaptable and Realistic.
- He is logical and works well on “people” as well as “task” issues.
- Self reliant.

Nicole's perception of John

When under pressure, John may appear to Nicole in this way:

- “Every silver lining has a cloud.”
- Occasionally causes delays through his fascination with complexity.
- Tends to be drawn into “splitting hairs”.

As perceived by Nicole, in leading others, John may:

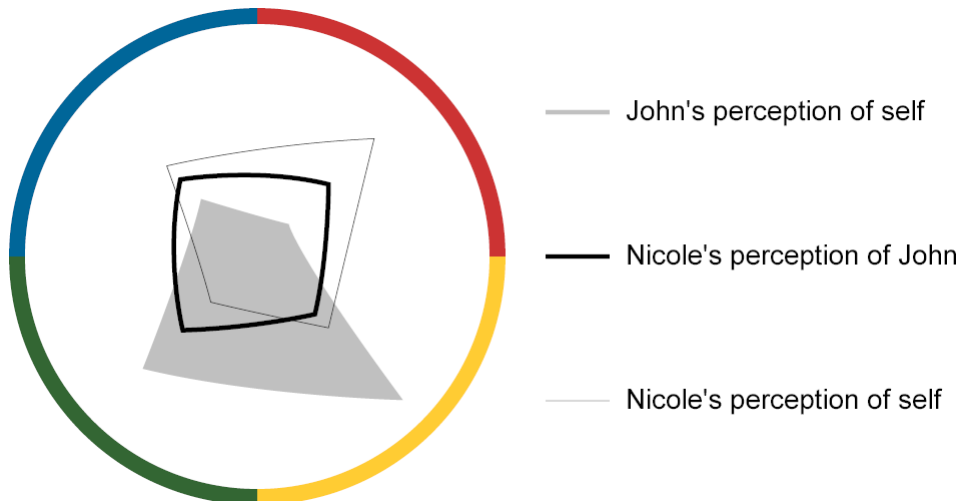
- Be systematic and procedure-orientated.
- Encourage others to sacrifice deadlines for quality.
- Under-delegate or re-assume tasks already delegated.

Personal Notes:

Connecting with Nicole

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Nicole.

Where Discovery data is available, this page contains information relating to Nicole's personal profile. The graphic identifies Nicole's 'footprint' on the Discovery Wheel and compares it with John's 'footprint', also displaying the 'footprint' for Nicole's perception of John.



Strategies for communicating with Nicole:

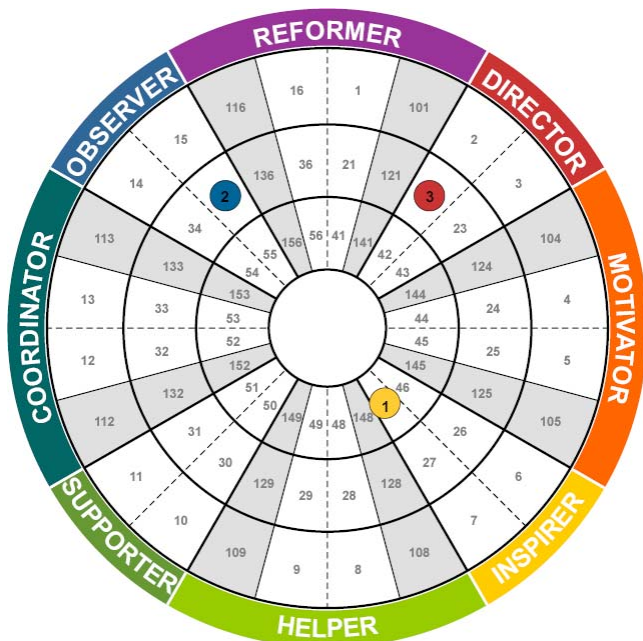
- Be thoroughly prepared.
- Deal in probabilities not possibilities.




When communicating with Nicole, DO NOT:

- Speak too slowly or hesitantly.
- Go to a meeting with her without adequate facts and figures.

Feedback Group - Wheel Positions

This section displays the preferred Discovery wheel positions of the Feedback Group. Positions on the wheel do not represent good or bad, but different approaches to situations. It is in understanding and valuing the perspectives from differing approaches that we have an opportunity to grow.



- 1  Lindsay
- 2  Sam
- 3  Nicole

- 47: Helping Inspirer (Accommodating)
- 35: Reforming Observer (Classic)
- 22: Reforming Director (Classic)