

Personal Impact & Insights Discovery

A virtual team workshop

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This virtual experience is about...

Introducing a colourful model of behaviour that will demonstrate:

The spoken and unspoken differences that exist between human beings

- How these differences may impact on how we interact with others
- How to use this knowledge to connect more effectively with those around you



Introductions

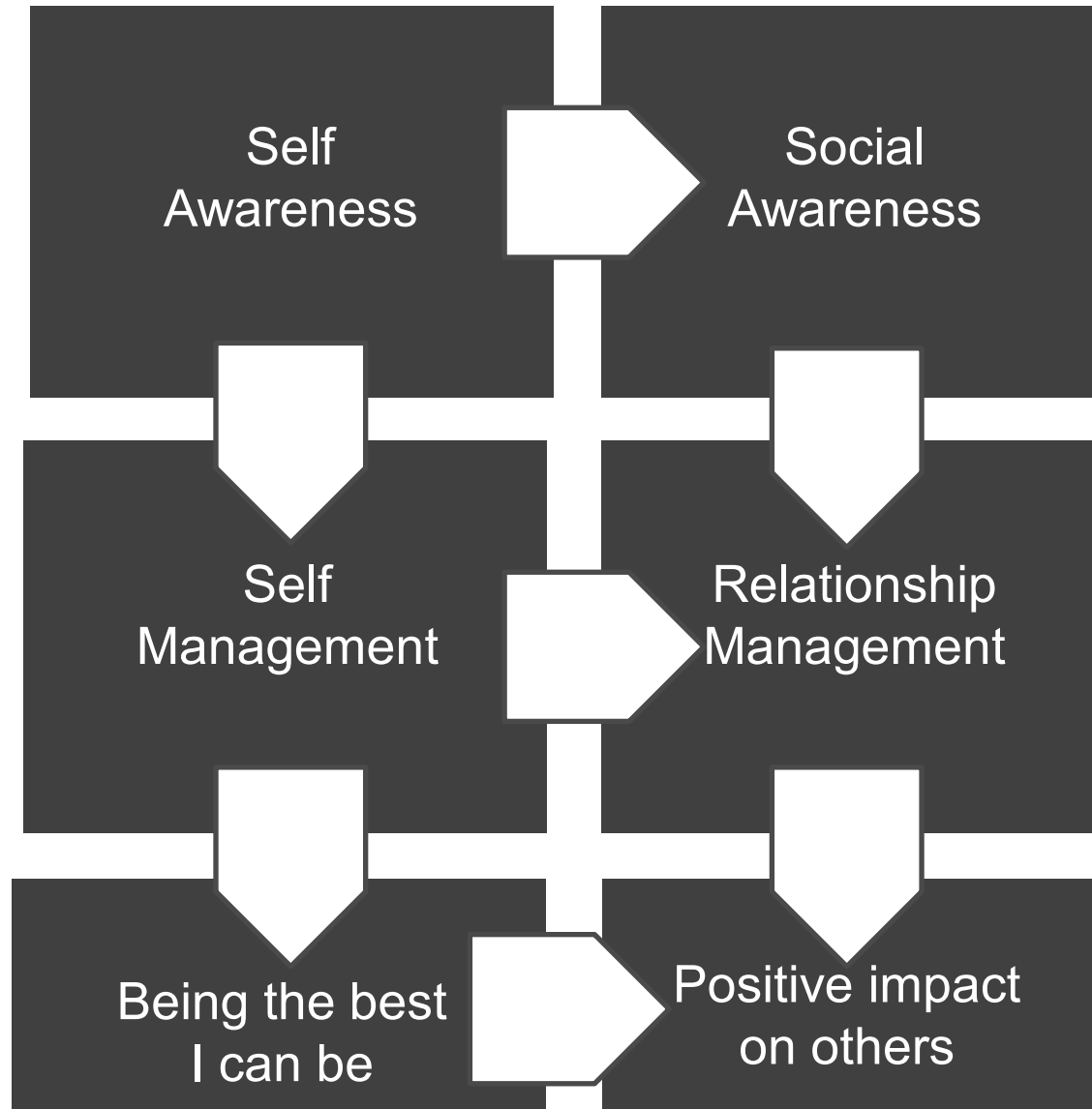
Share with us your favourite:

1. Film
2. Most enjoyable project
3. Interesting fact or 'claim to fame'

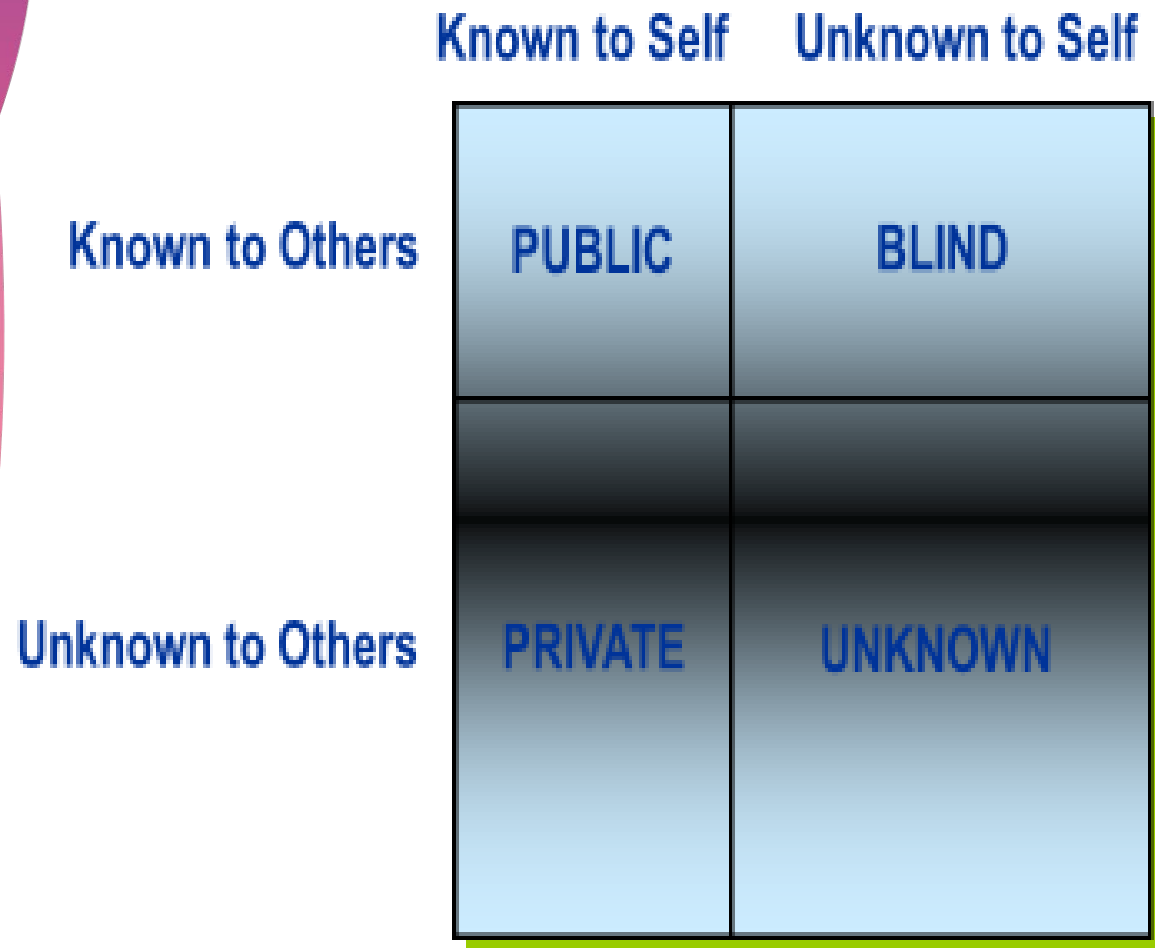
And...

What would you like to get out of this morning

Emotional Intelligence Framework



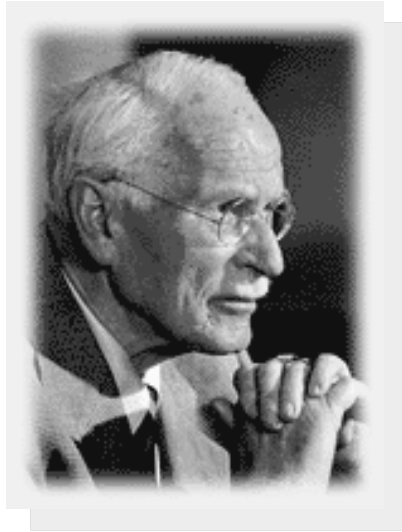
The Johari Window





Behaviour

Psychological Preferences



Carl Gustav Jung
1875-1961

There are 3 pairs of preferences:

Introversion – Extraversion

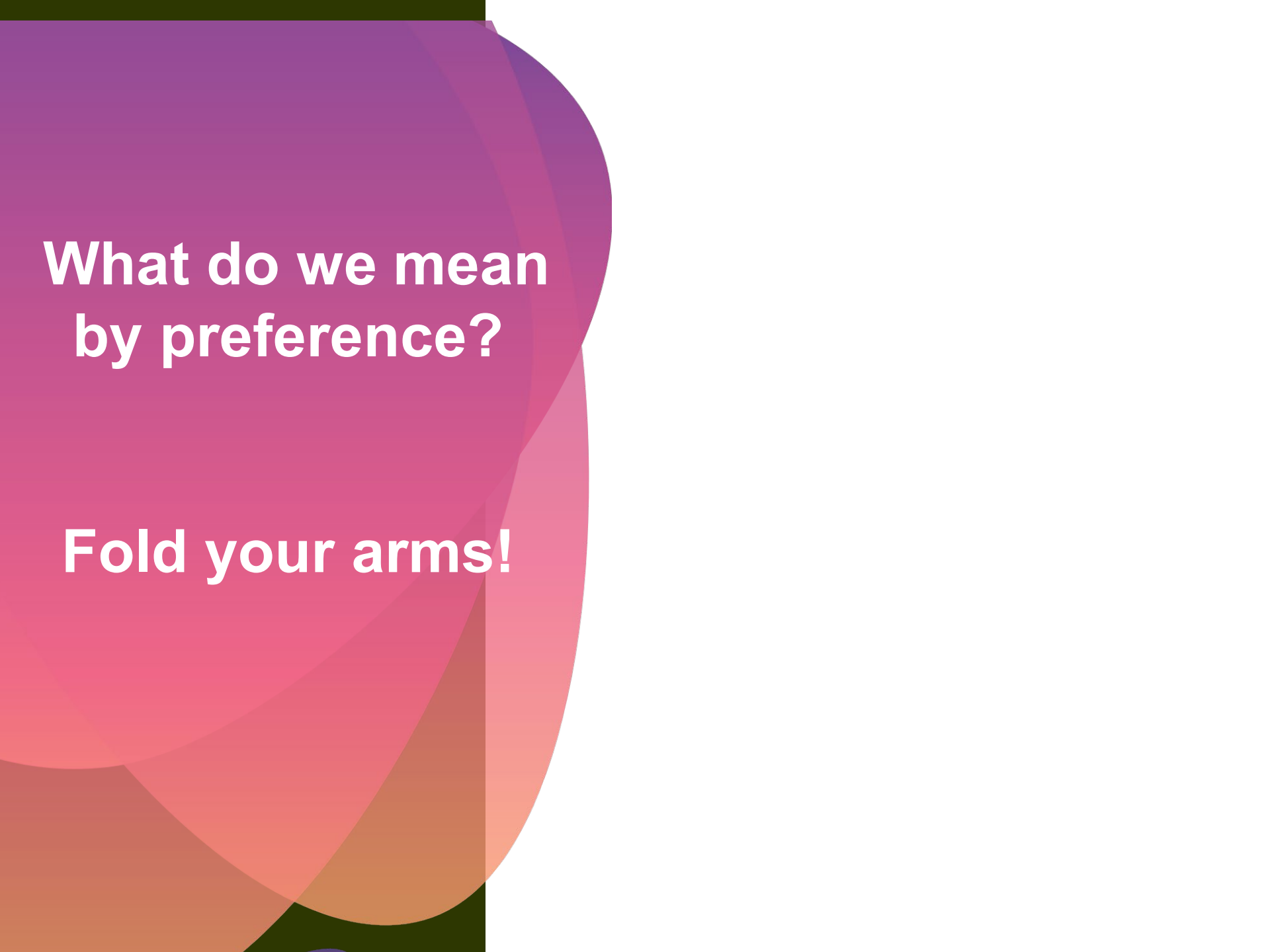
how we react to inner & outer experiences

Thinking – Feeling

how we make decisions

Sensation – Intuition

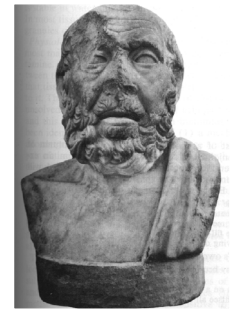
how we take in & process information



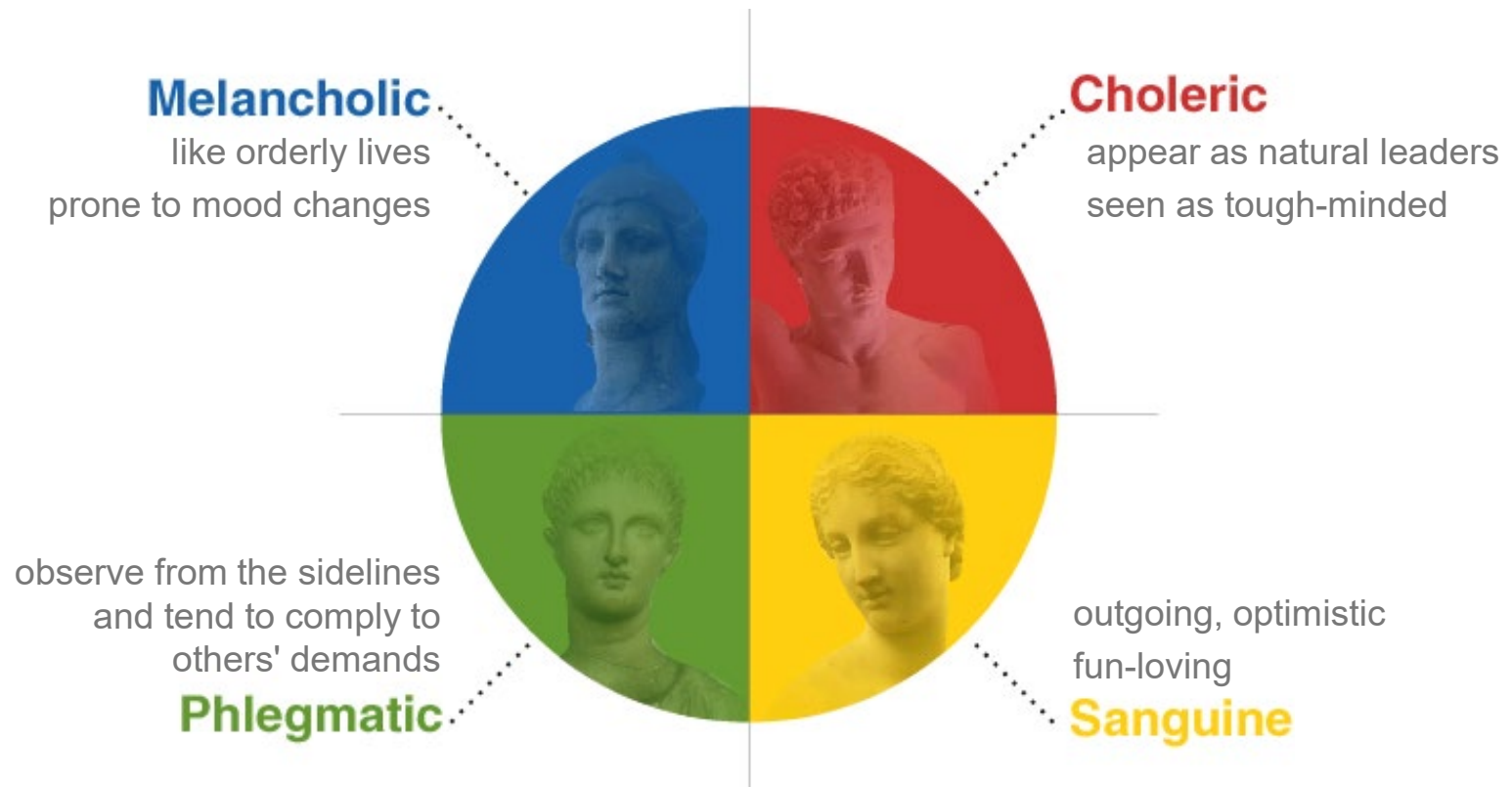
**What do we mean
by preference?**

Fold your arms!

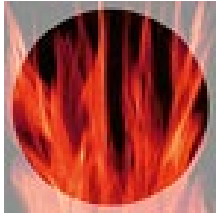
The Four Humours



Hippocrates – ancient Greece – 500 BC



The Four Insights Colour Energies



Fiery Red

**Positive, Affirmative,
Bold, Assertive**



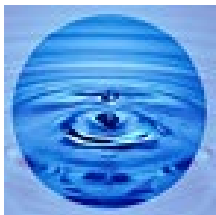
Sunshine Yellow

**Cheerful, Uplifting,
Spirited, Buoyant**



Earth Green

**Still, Tranquil,
Calming, Soothing**



Cool Blue

**Showing no bias,
Objective, Detached**

Discovery
Colour
Energies

On a good day...



Let's play cards

Organise the cards based on how you see yourself in a working environment

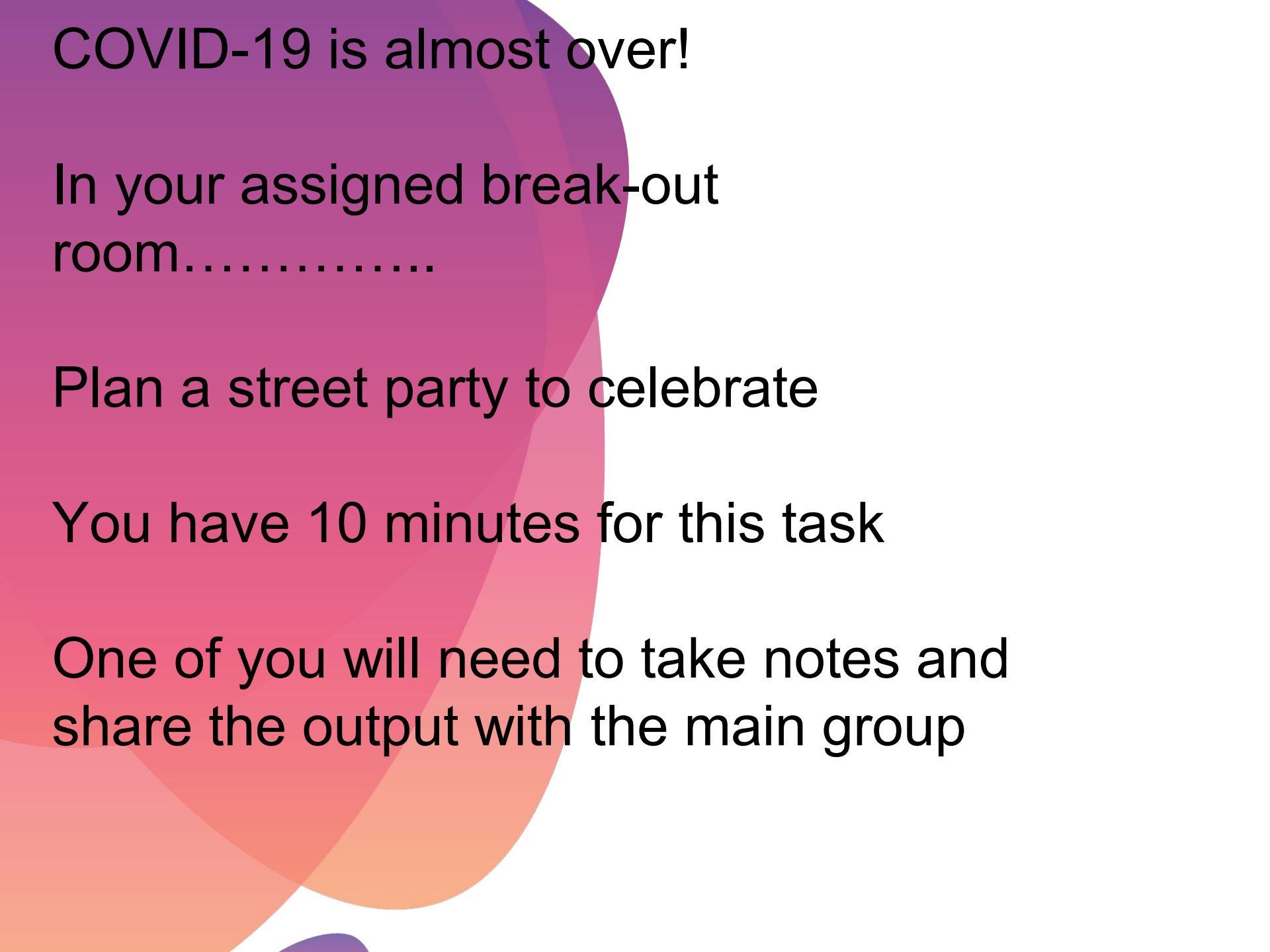
**Cautious
Precise
Deliberate
Questioning
Formal
Analytical**

**Competitive
Demanding
Determined
Strong-willed
Purposeful
Driver**

**Caring
Encouraging
Sharing
Patient
Relaxed
Amiable**

**Sociable
Dynamic
Demonstrative
Enthusiastic
Persuasive
Expressive**

Right click on your video panel and rename yourself with your colour order
e.g. YGRB Nick Samuel



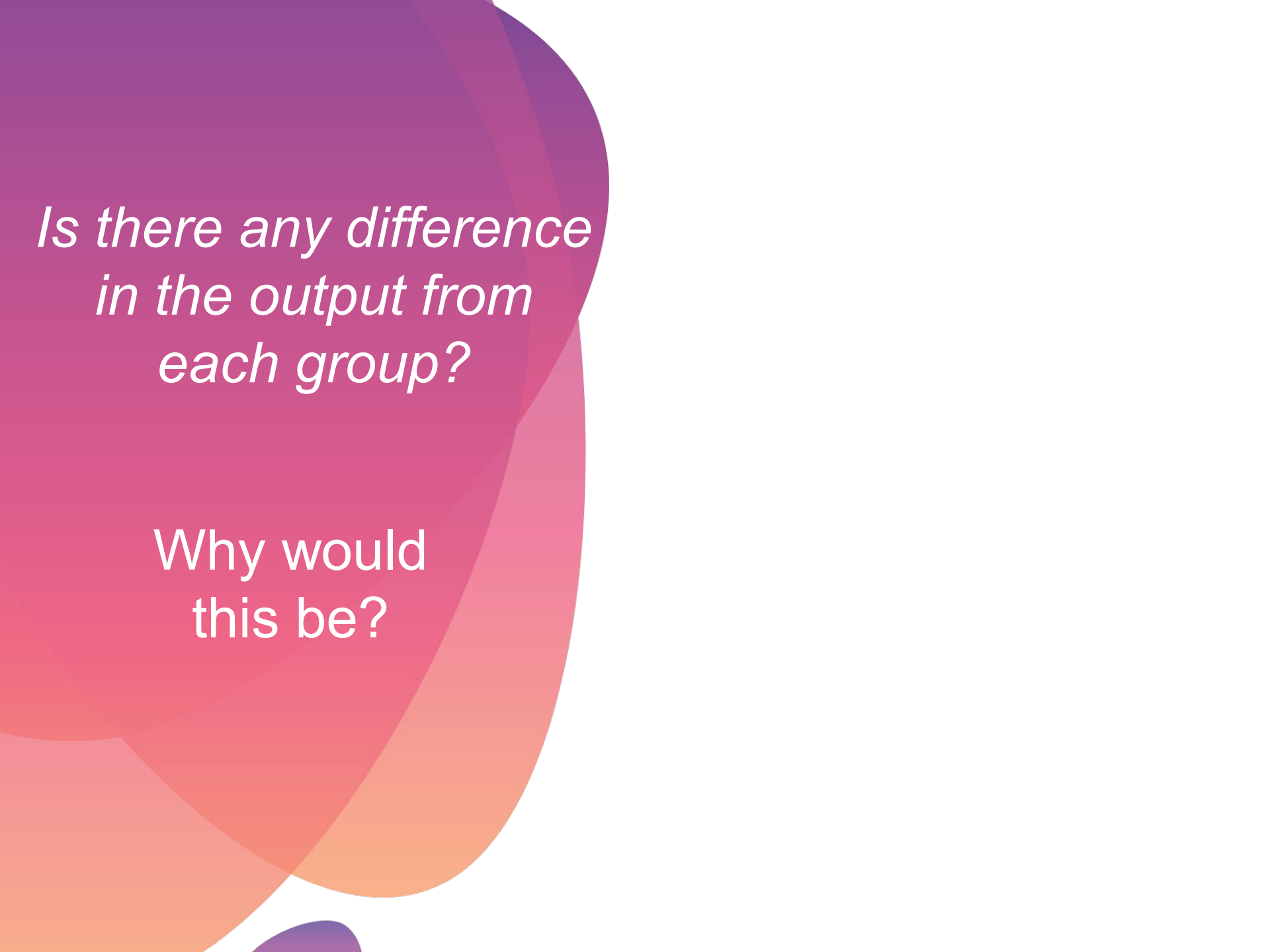
COVID-19 is almost over!

In your assigned break-out
room.....

Plan a street party to celebrate

You have 10 minutes for this task

One of you will need to take notes and
share the output with the main group



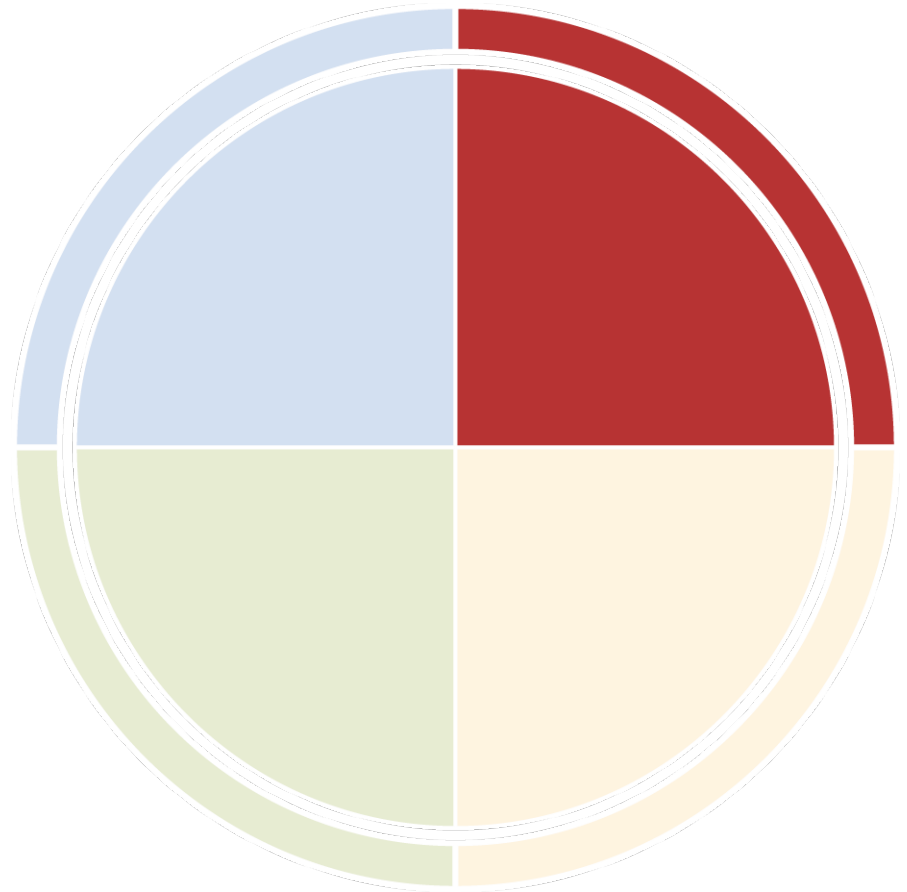
*Is there any difference
in the output from
each group?*

Why would
this be?

The Colour Energies

Fiery Red (ET)

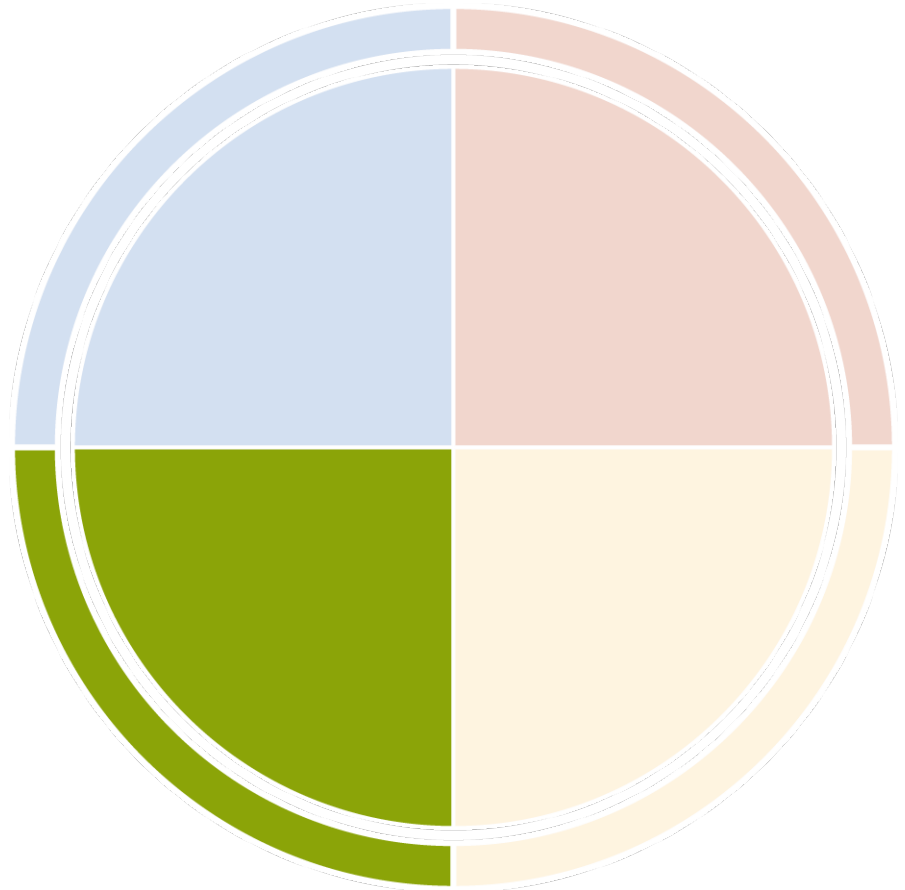
- Preference for being busy, formal, efficient and structured
- Good at starting a task by looking at the outer situation



The Colour Energies

Earth Green (IF)

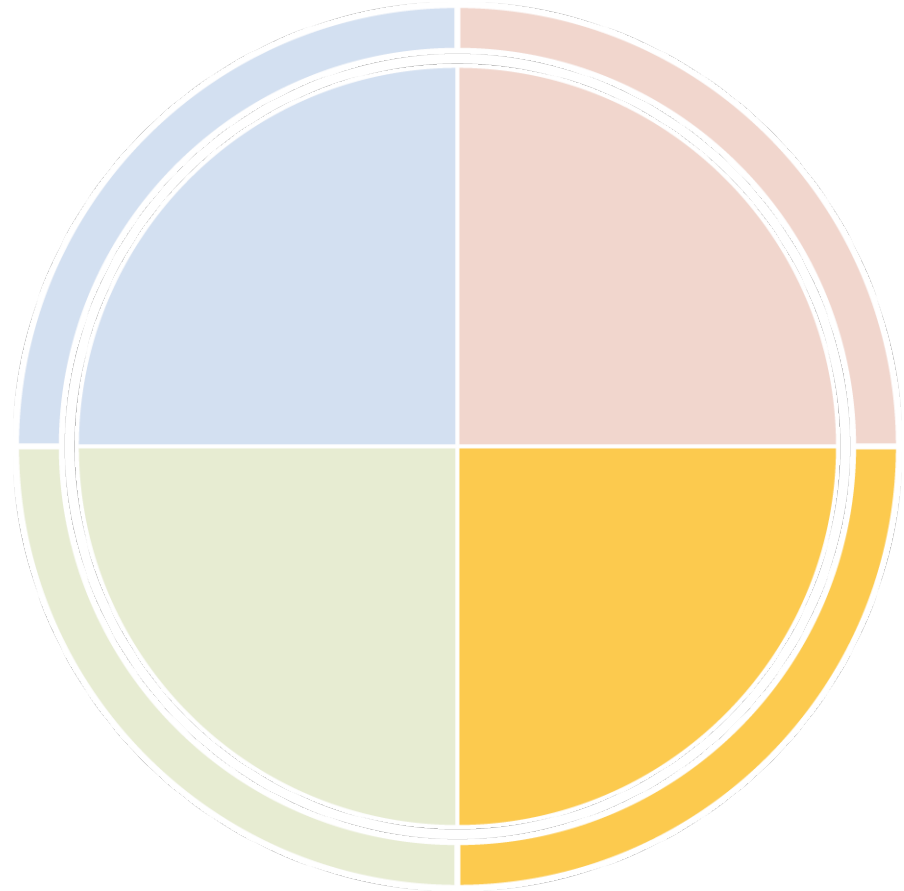
- Preference for being personal, apparently relaxed, friendly and informal
- Good at concentrating on one thing for long periods of time



The Colour Energies

Sunshine Yellow (EF)

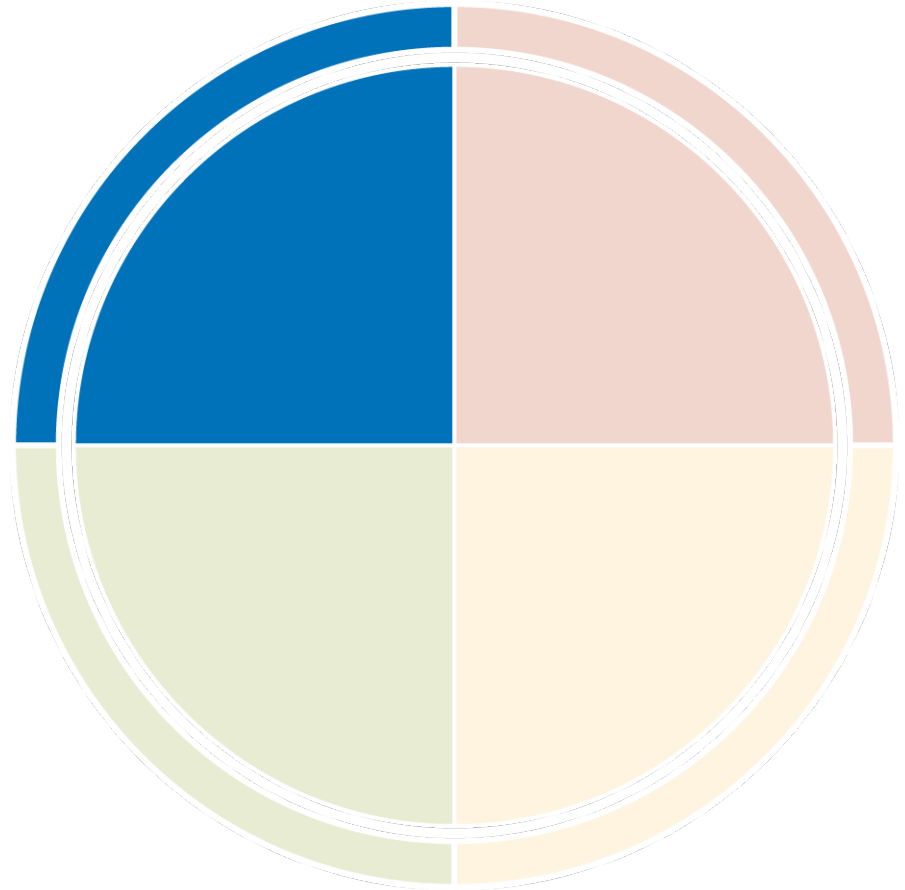
- Preference for being stimulating, personal, innovative and friendly
- Good at developing a broad sphere of interest



The Colour Energies

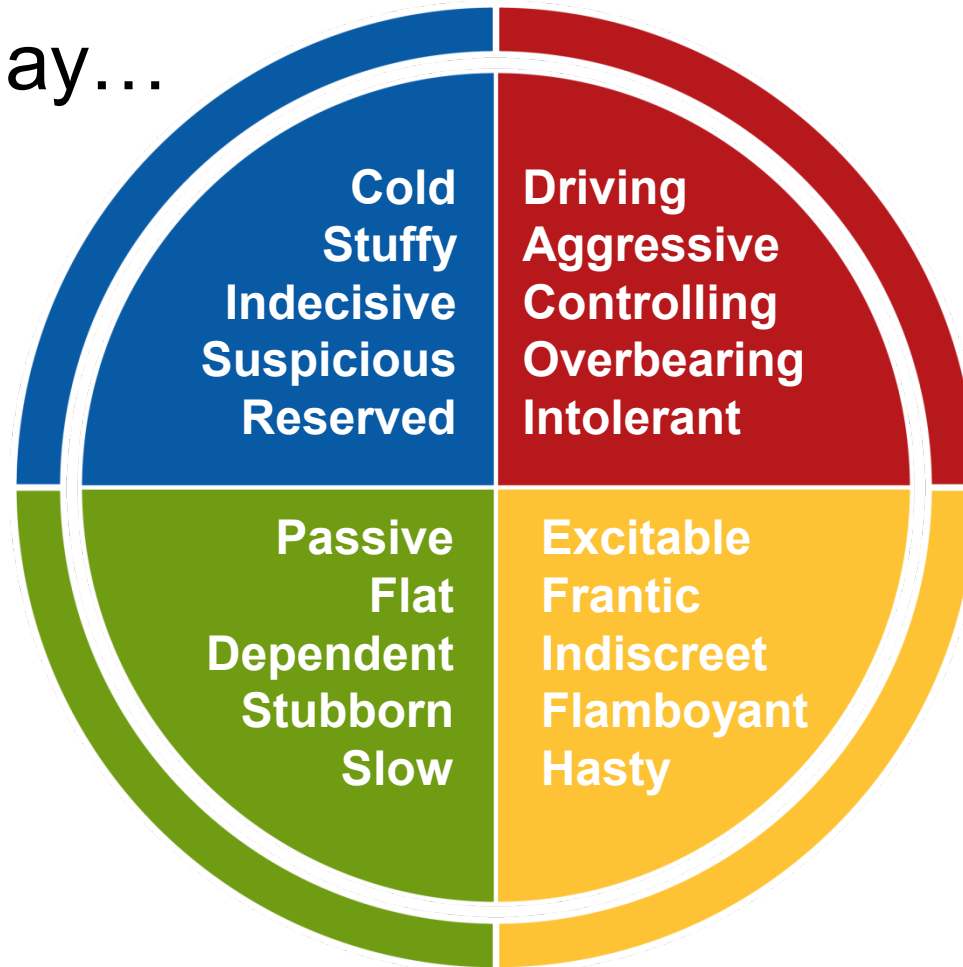
Cool Blue (IT)

- Preference for being structured, organised, functional and formal
- Good at ignoring distractions and maintaining focus



Discovery Colour Energies

On a bad day...



**“Everything that
irritates us about
others can lead us to
an understanding of
ourselves”**

Carl Jung

Clash or Complement?

Strengths

Quick to build relationships
Large network of contacts
Adaptable, imaginative
Usually see the big picture

Weaknesses

Often have too much going on
Rather vague & imprecise
Can lose interest & focus
Too casual & flippant for some

Weaknesses

Often quite reserved at first
Somewhat remote from others
May be rigid & unimaginative
Can focus on unimportant details

Strengths

Focused concentration
Strong on logic, detail & accuracy
Very thorough right to the end
Conscientious & business-like

Clash or Complement?

Strengths

Build intimate relationships
Natural listeners
Sincere & warm
Usually calm & patient

Weaknesses

Often slow to adapt to change
Seem to lack enthusiasm
Reluctant to make decisions
Hesitant - can be overly democratic

Weaknesses

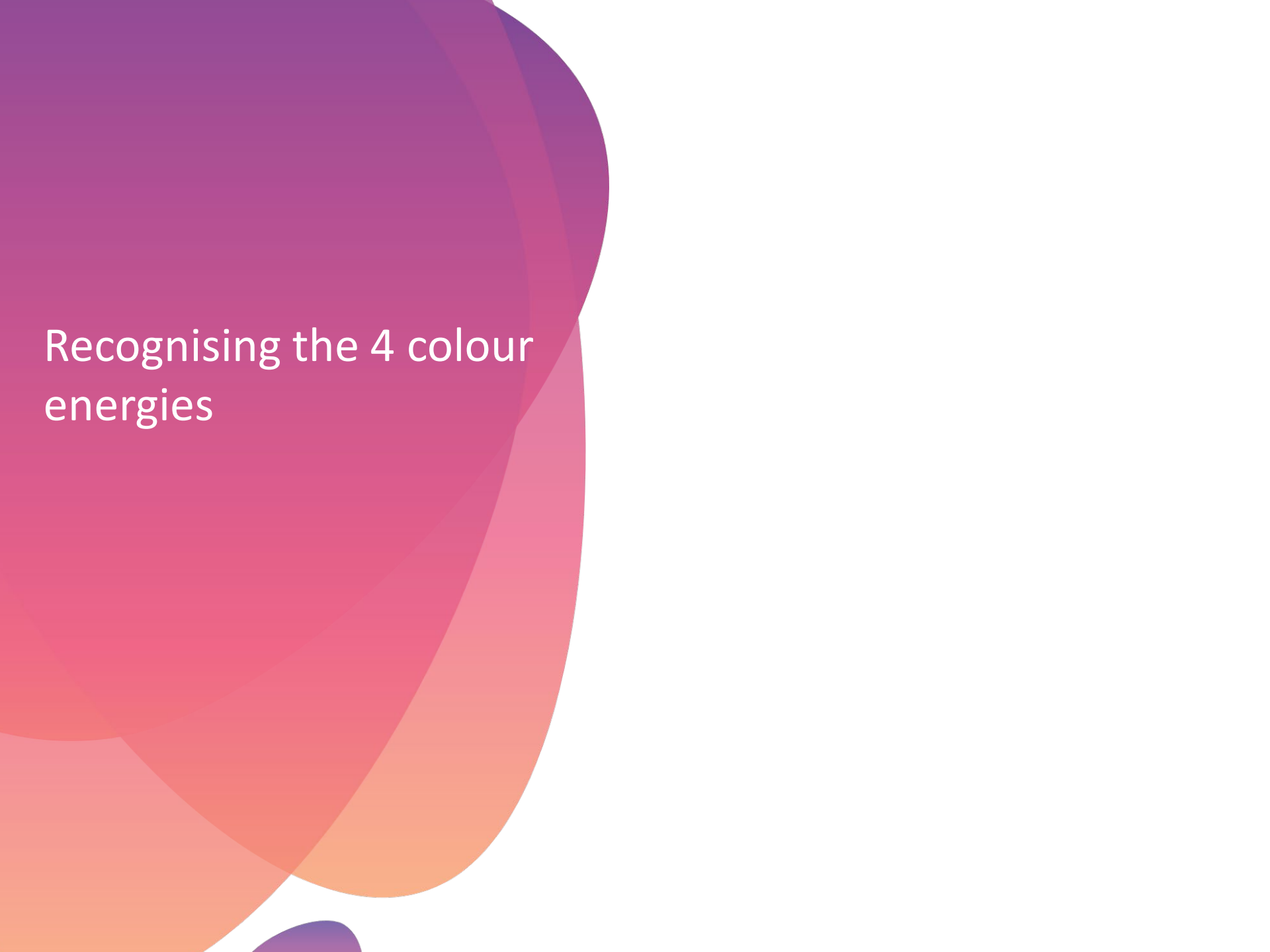
Can seem aloof, arrogant even
Impatient, may interrupt others
Can be remote & abrupt
Restless & eager to get on

Strengths

Love new challenges
High energy & drive
Confident in their ability
Independent self-starters

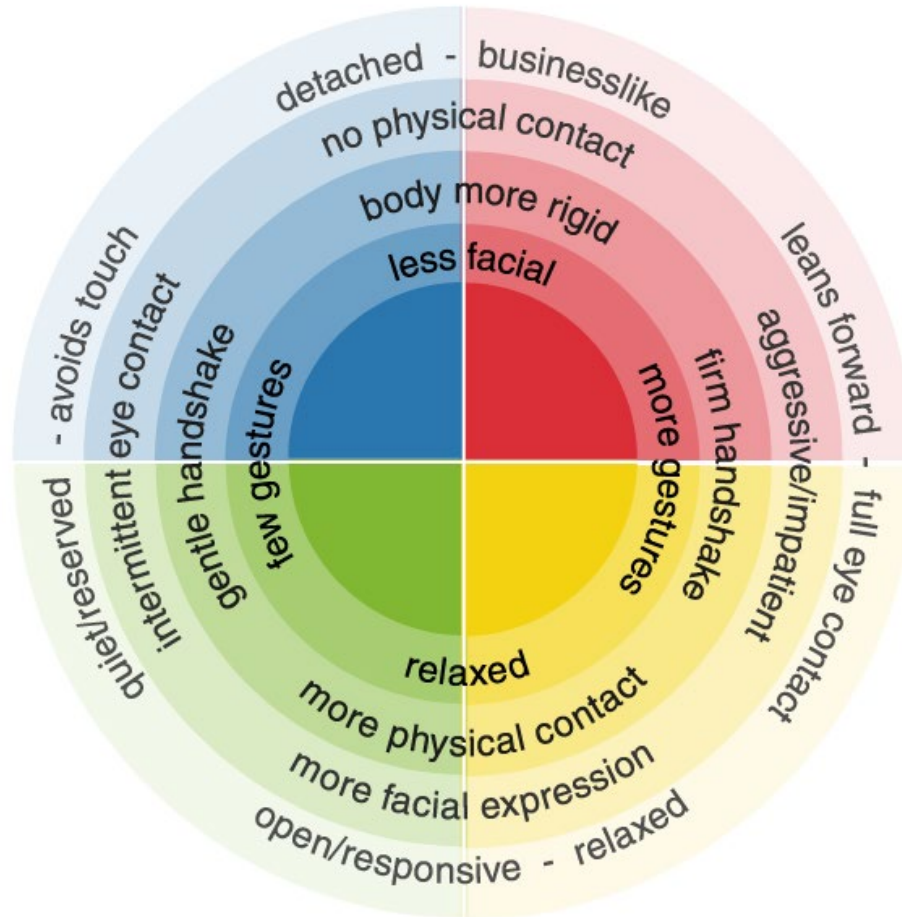
Colourful Statements



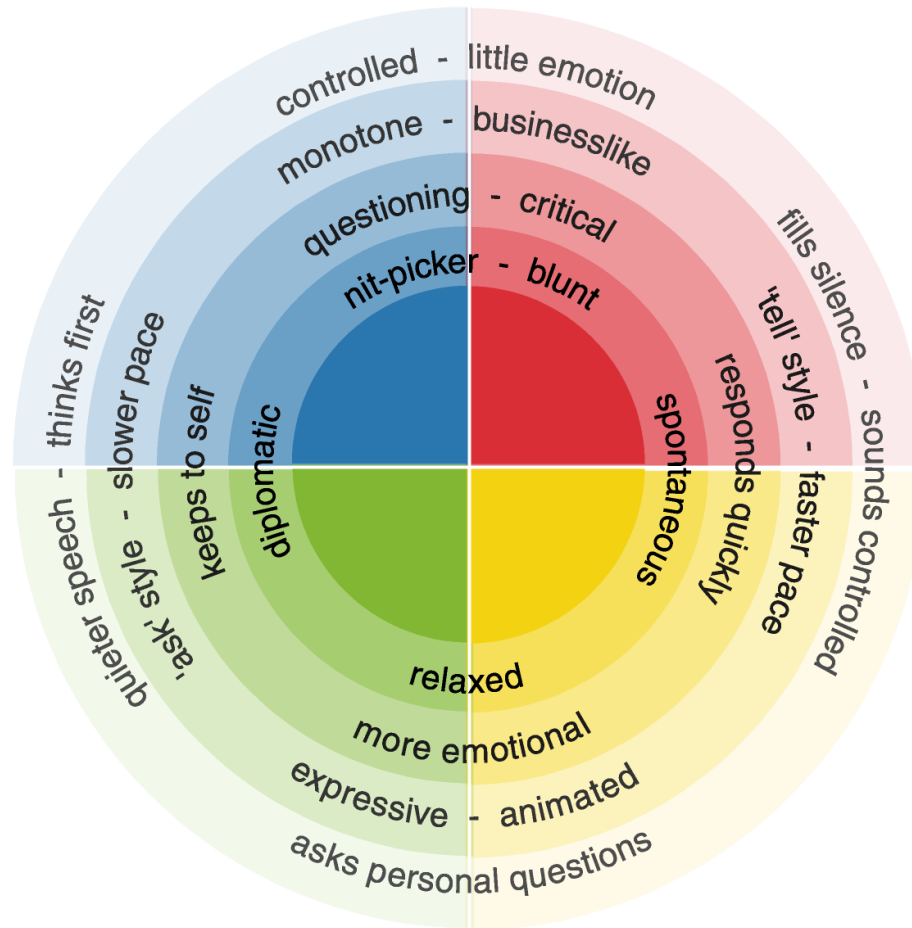


Recognising the 4 colour
energies

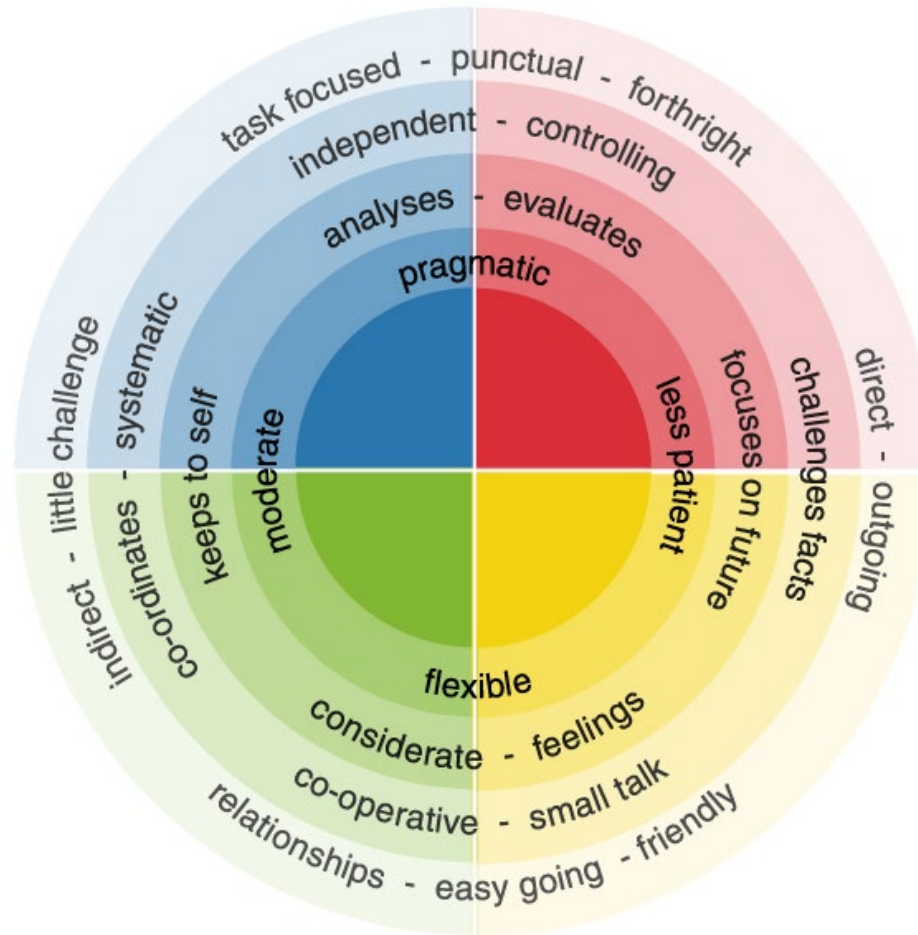
Clues From Body Language



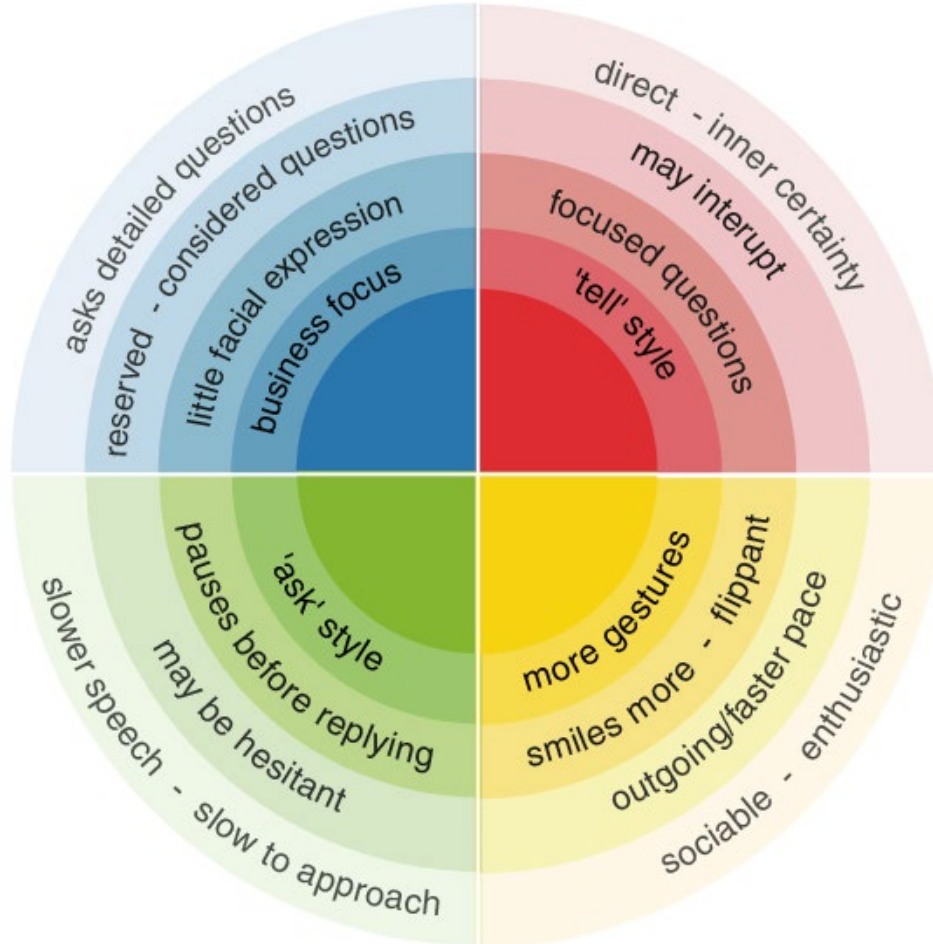
Clues From Verbal Style



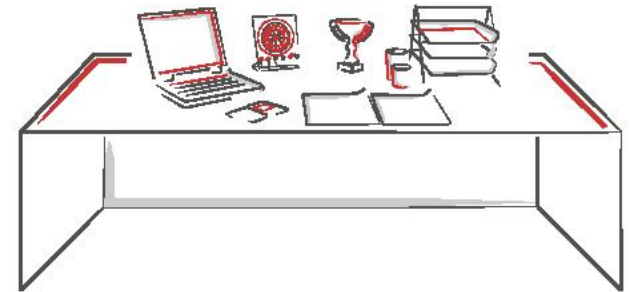
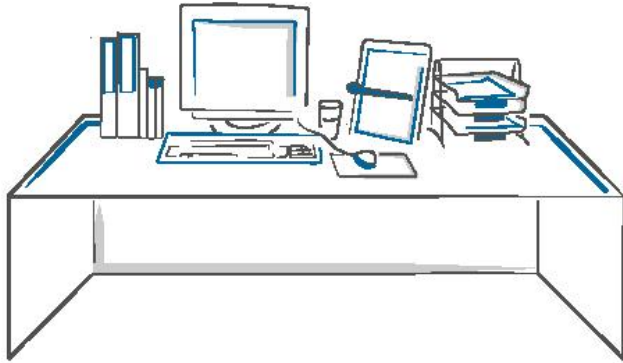
Clues From Interactions

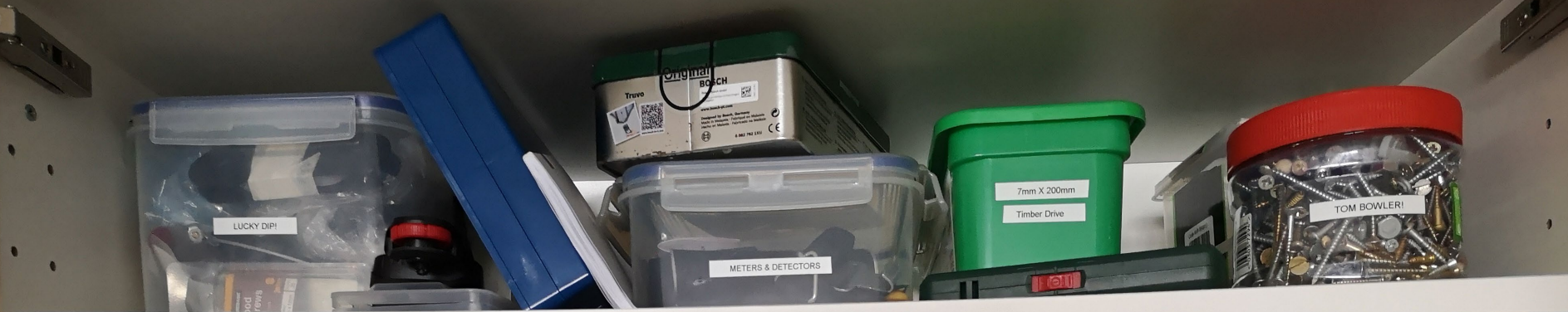


Clues From Management Style



Clues From Working Environment





8 X 1" ZINC

8 X 2" ZINC

8 X 1/2" ZINC

8 X 1 1/4" ZINC

8 X 1 1/4" Steel

8 X 1 1/4" ZINC

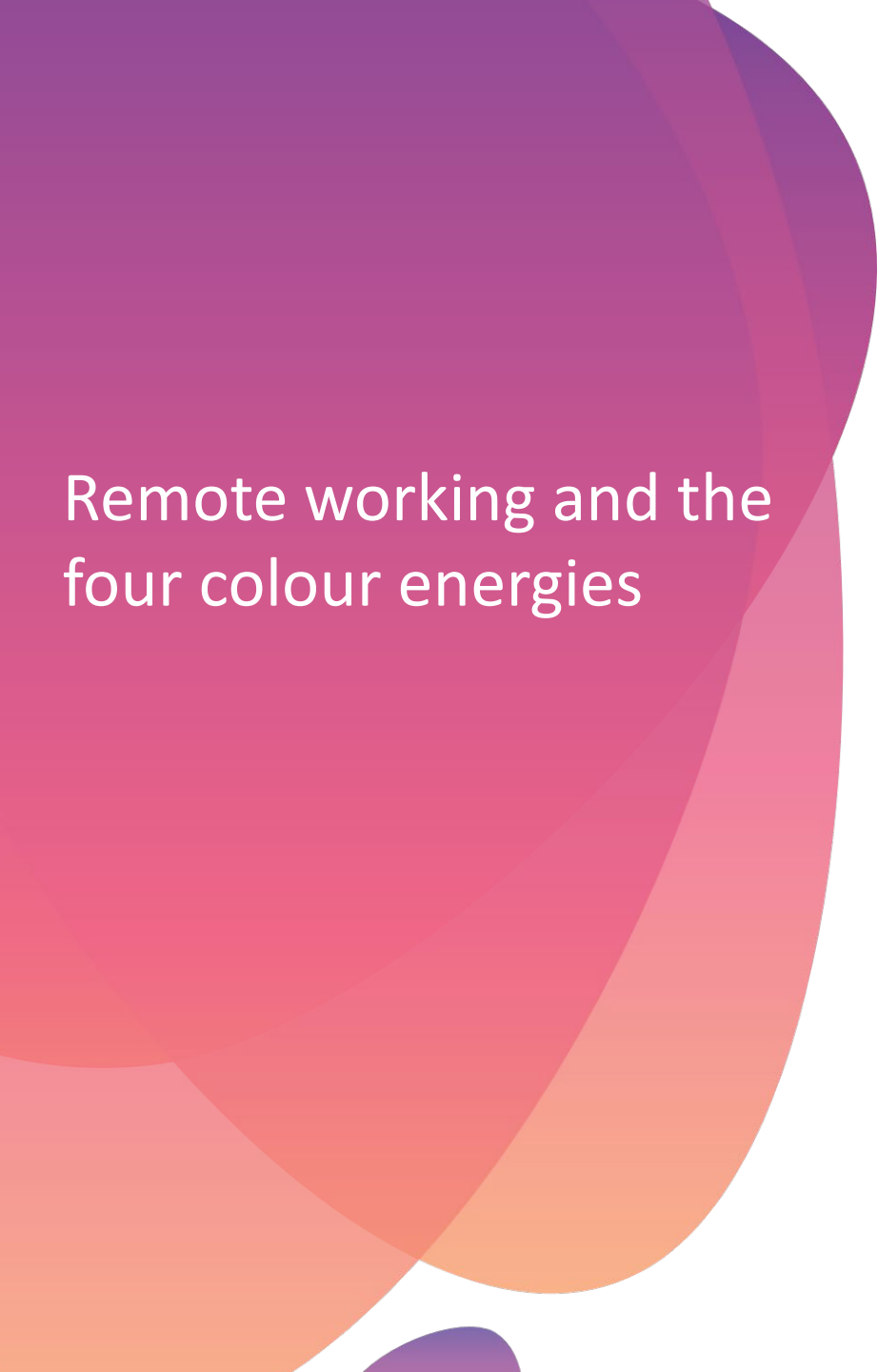
8 X 5/8" ZINC

8 X 3/4" ZINC

LUCKY DIP!

pod
rews

TOM BOWLER!



Remote working and the four colour energies

Remote Working – Fiery Red Energy

Remote working style

Fast-paced and action-oriented

Self-reliant, likes being in control

May over-prioritise work at the expense of team / family social time

On virtual calls, might be seen as ...

Dominating and overly direct

Disinterested – multi-tasking (e.g. answering emails)

Keen to wrap things up with hasty commitments to action

Maintain motivation by ...

Having work they can control and make 'theirs'

Setting challenging and stretching goals

Acknowledging the progress they make

Creating the ideal remote environment

Create a well organised workspace

Get clarity on rules from the family (especially peace & quiet to work)

Make everything as accessible and efficient as possible

Remote Working – Sunshine Yellow Energy

Remote working style

Sociable and engaging – will want regular social contact

Enthusiastic and idealistic while positive – cynical if dejected

Likes variety and new initiatives – needs to stay focused, though

On virtual calls, might be seen as ...

Cheery and contributing

Generating lots of ideas / possibilities

A little too flippant or lacking in focus sometimes

Maintain motivation by ...

Regular calls or facetime for social chats

Being kept in the loop and getting plenty of positive feedback

Regular breaks to stretch, socialise and play

Having a strong sense of purpose and being appreciated by others

Creating the ideal remote environment

Bright and vibrant

Quiet and organised enough to prevent too many distractions

Technically efficient, especially to stay connected with colleagues & networks

Remote Working – Earth Green Energy

Remote working style

Patient, organised and steady

Wanting to be of service and to care for and support others

Will miss intimate connections if living alone

On virtual calls, might be seen as ...

Appreciative of all opinions and others' time and attention

Reluctant to offer an opinion or make a decision

Concerned about people / relationship issues

Maintain motivation by ...

Booking in one-to-ones to see how colleagues are feeling

Making time for reflection between tasks

Keeping in mind the positive impact they are having on others

Creating the ideal remote environment

Organise it with personal belongings close by

Find a quiet space if possible

Make it comfortable and nurturing, with plants or photos of family, friends or pets

Remote Working – Cool Blue Energy

Remote working style

Structured, disciplined and organised

Becomes fully immersed in projects, placing high value on completing them

May become frustrated when information isn't forthcoming from others in a timely fashion

On virtual calls, might be seen as ...

The team's timekeeper and backbone of structure

Reluctant to comment unless they're confident they fully understand the situation

Going into too much detail for some

Maintain motivation by ...

Ensuring as best you can that they have all they need to make progress

Staying in touch with the bigger picture to limit unwelcome surprises

Identify tasks that are clear, logical and output focused

Creating the ideal environment

Make it organised, professional and like an 'office away from office'

Set out a routine and let others in the house know about it

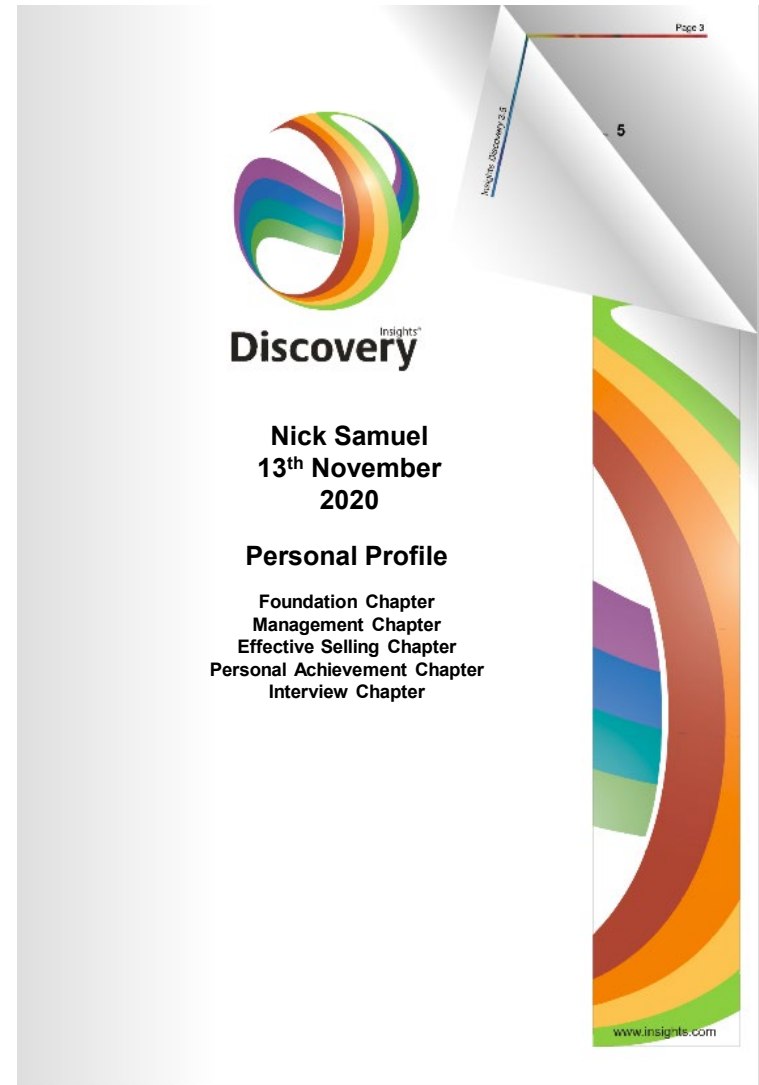
Ensure technology works seamlessly, and key information is easy to access

Key points:



- We are ALL four colour energies
- We have a preferred dominant style
- No one colour energy is better or worse than another
- We tend to find our opposites incredibly difficult
- We must value the differences to build more effective relationships
- The colours DESCRIBE our behaviour – they don't DEFINE us

Discovery Profiles

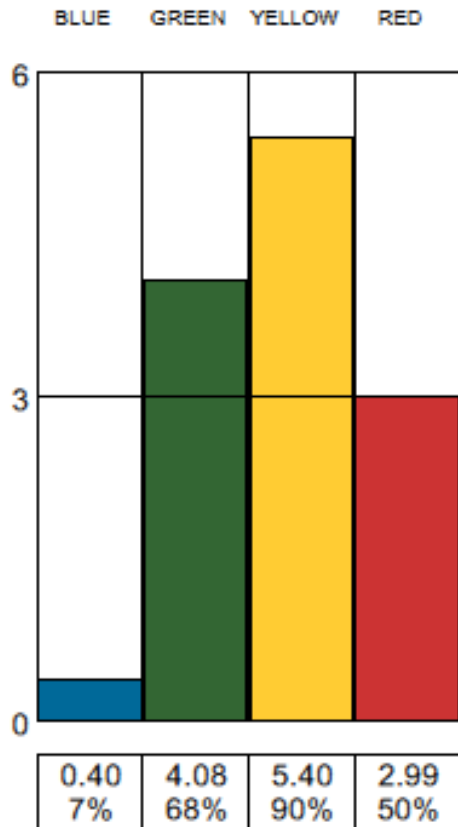


Discovery
Colour
Energies

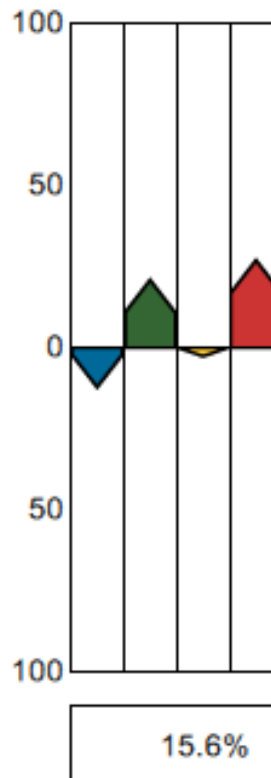


Measuring Our Preferences

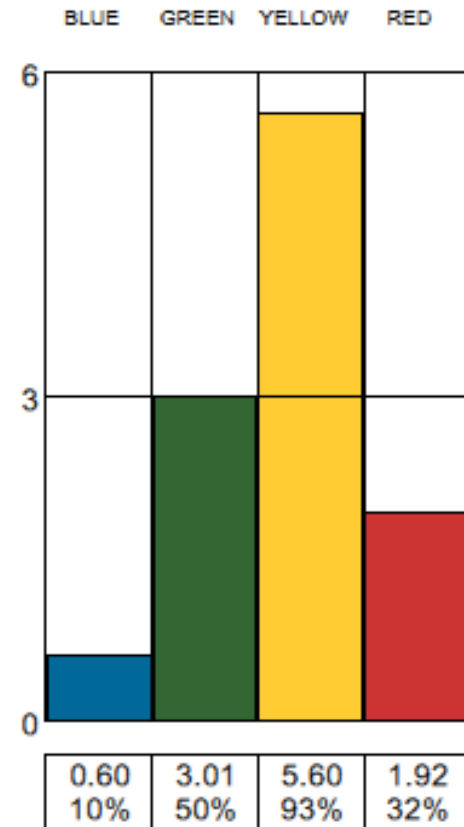
Persona (Conscious)



Preference Flow

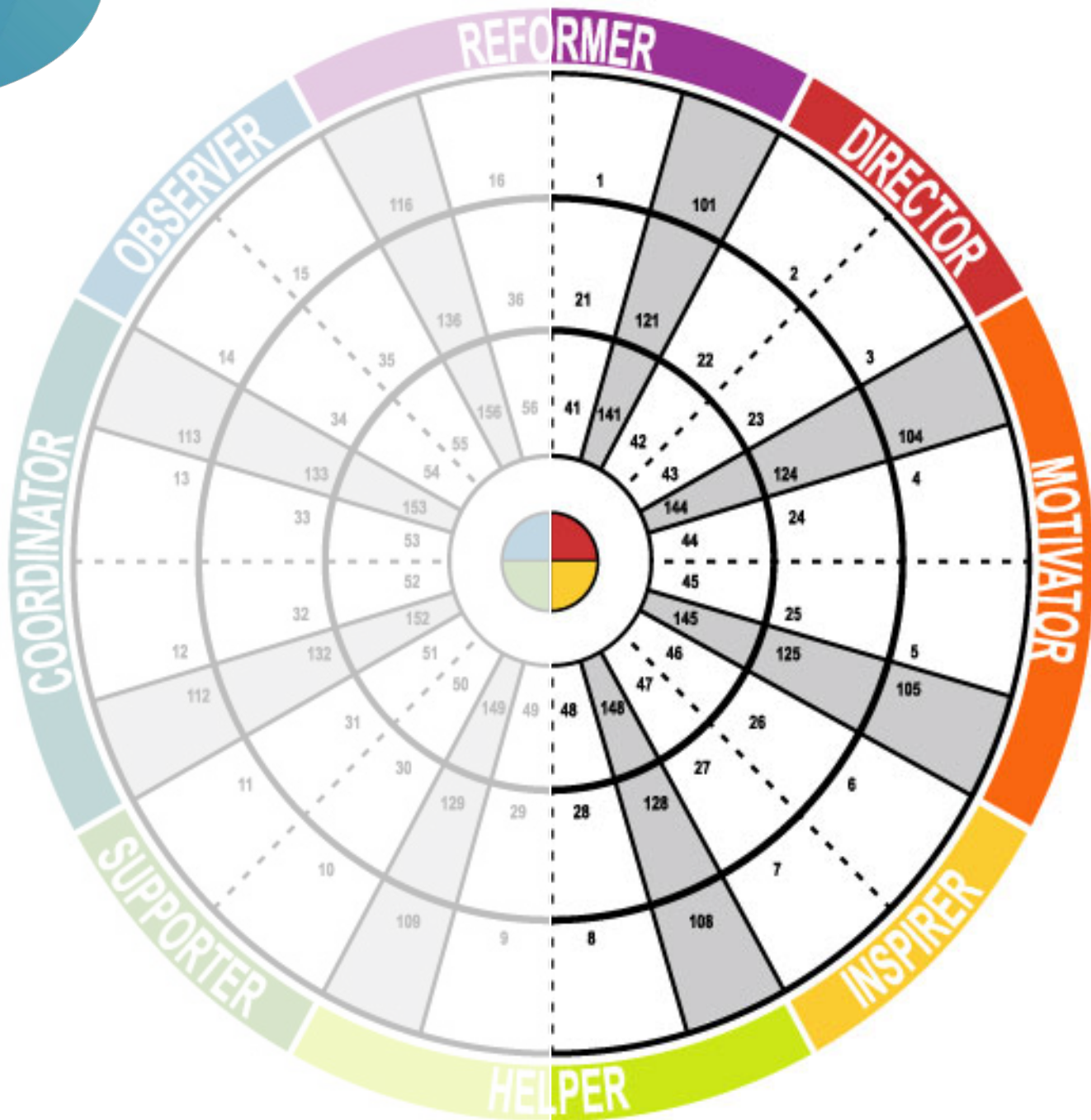


Persona (Less Conscious)



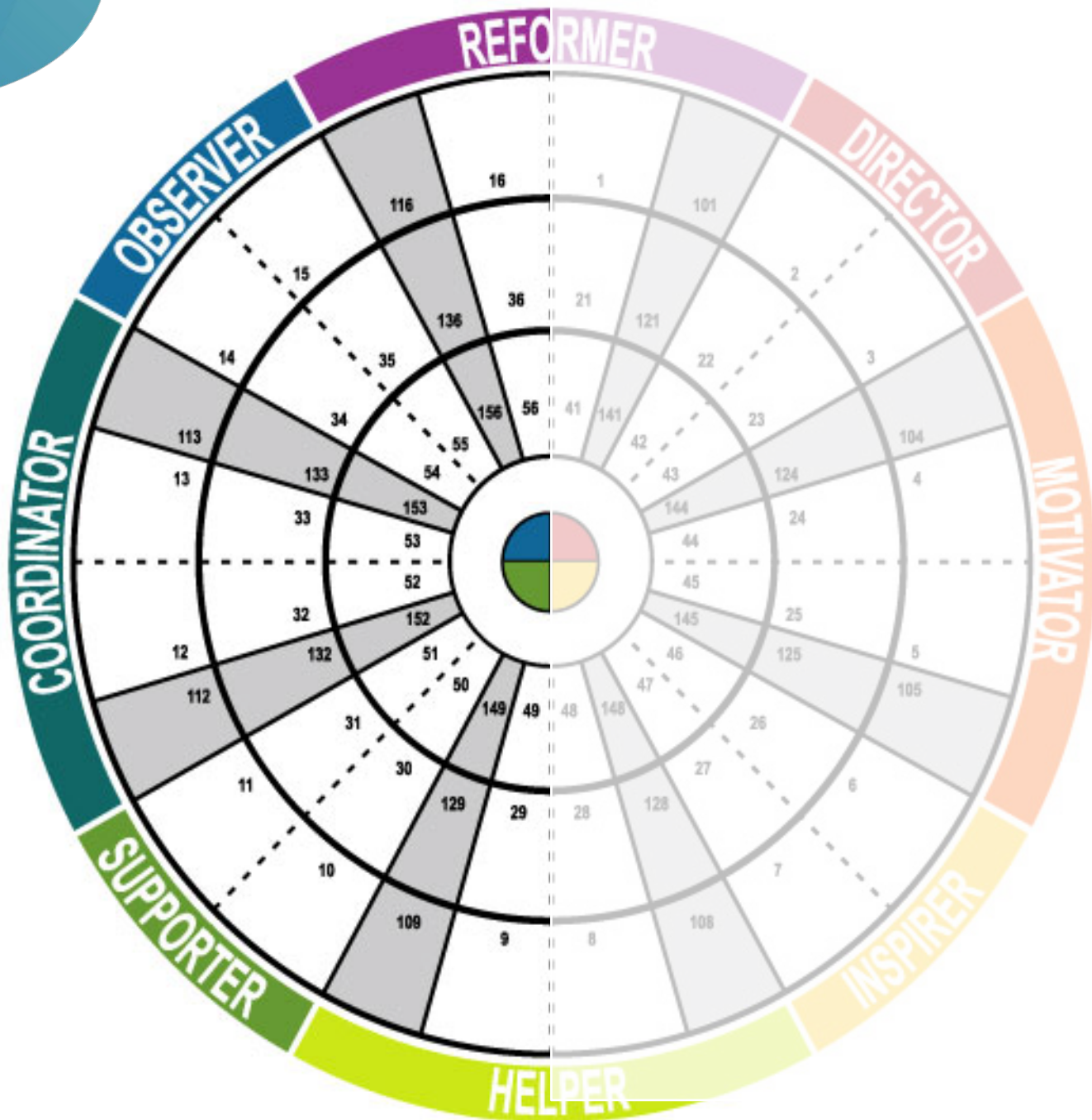
Discovery Team Wheel

Extraversion



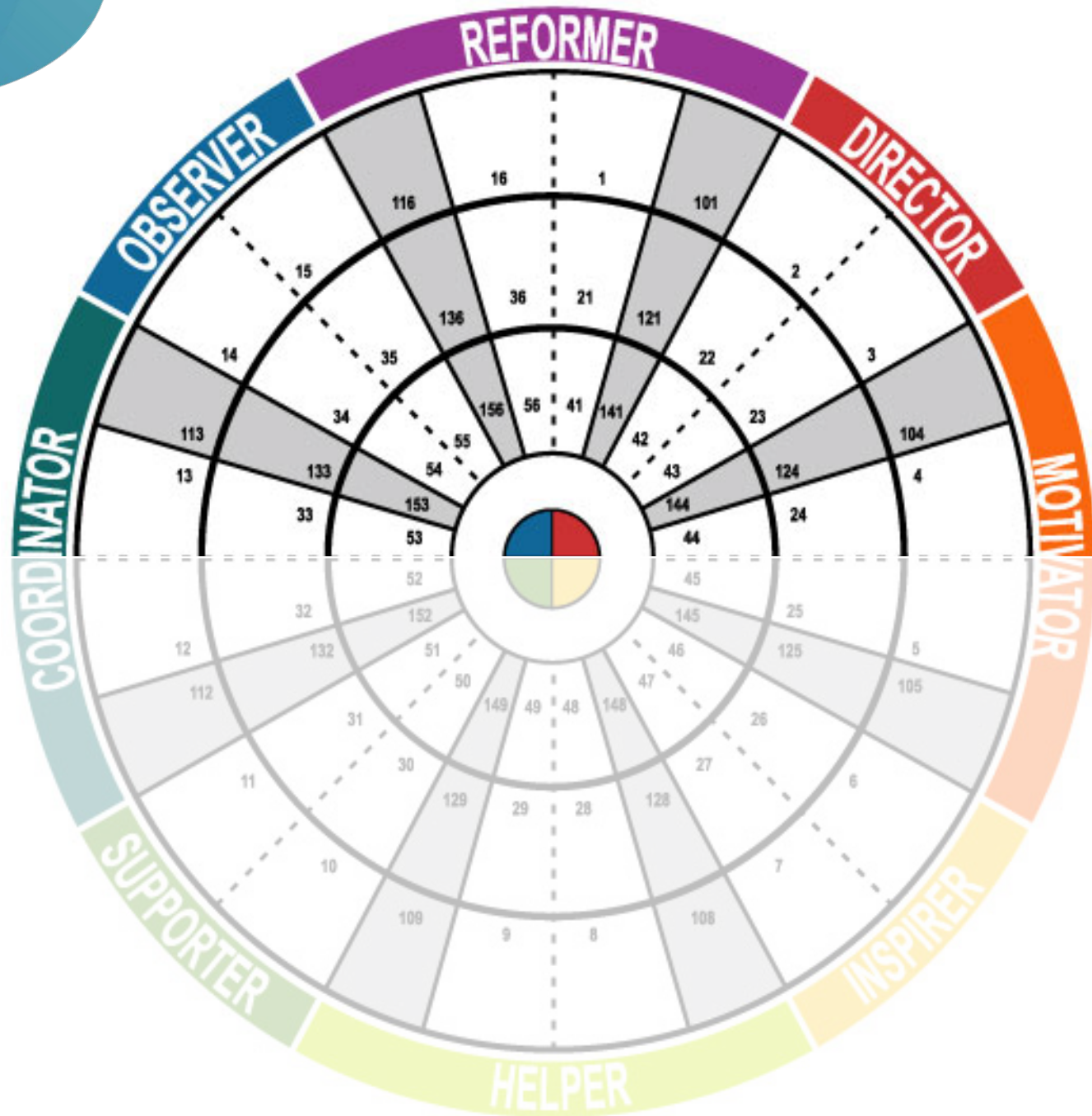
Discovery Team Wheel

Introversion



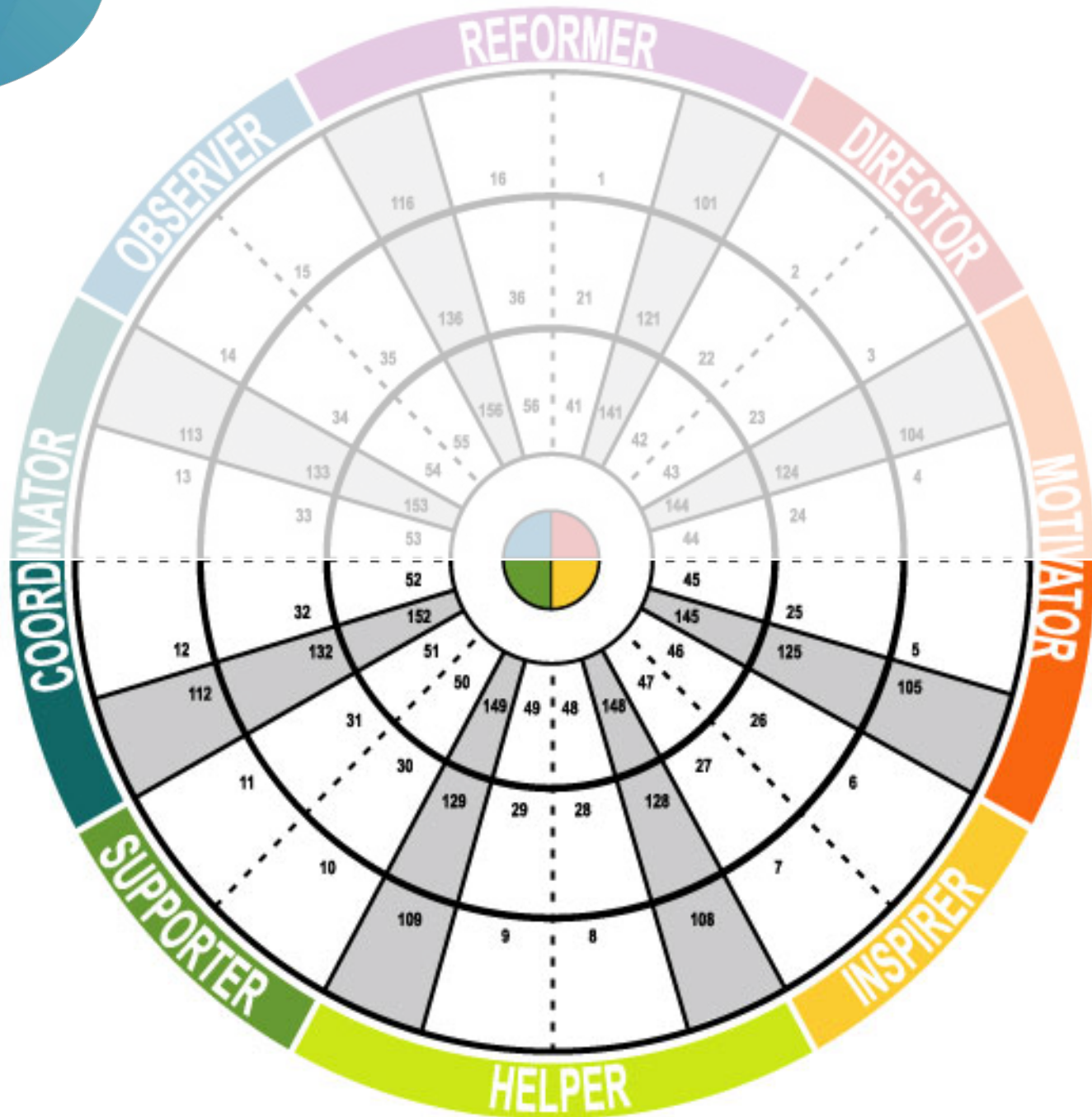
Discovery Team Wheel

Thinking

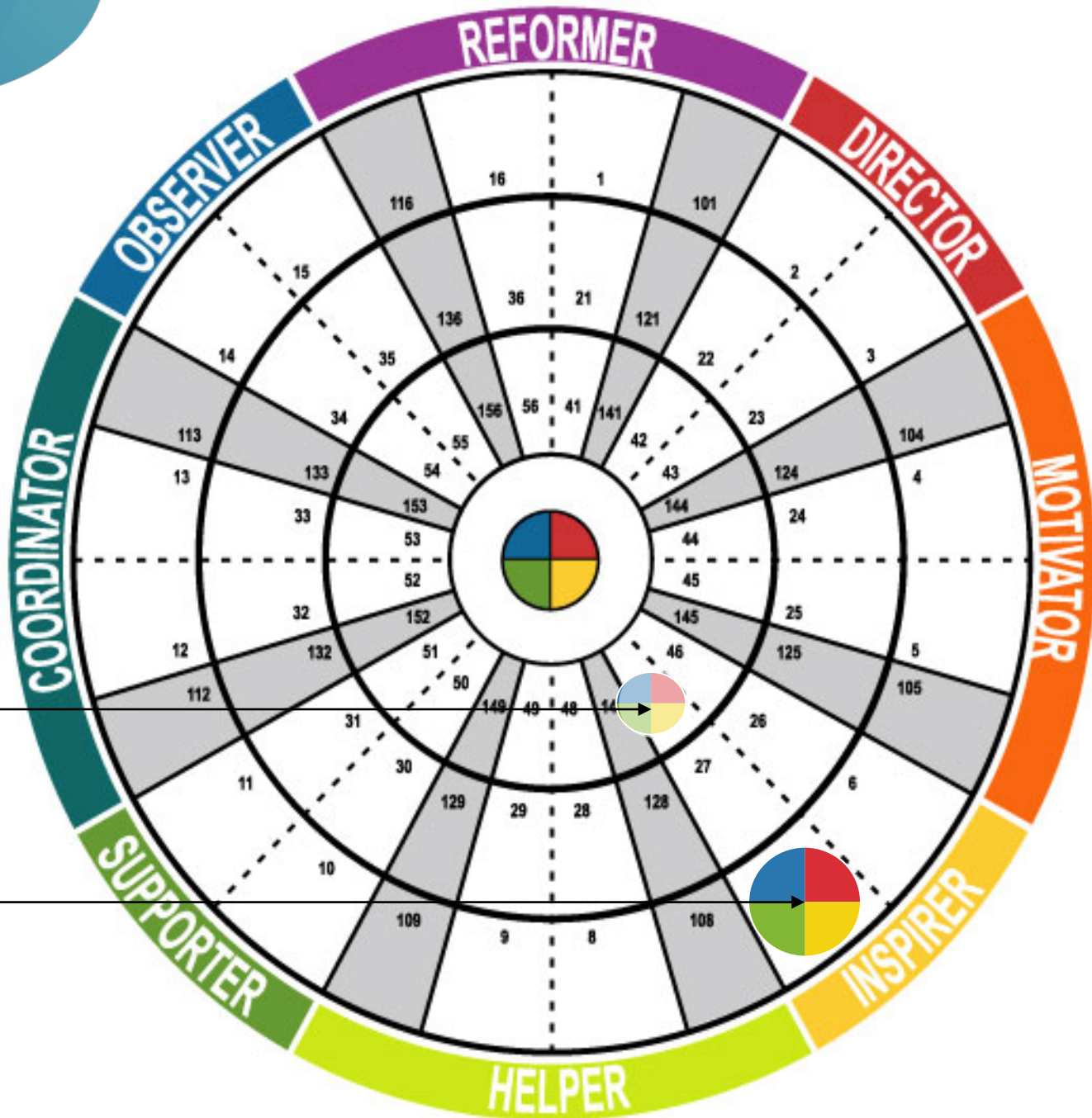


Discovery Team Wheel

Feeling



Discovery Team Wheel

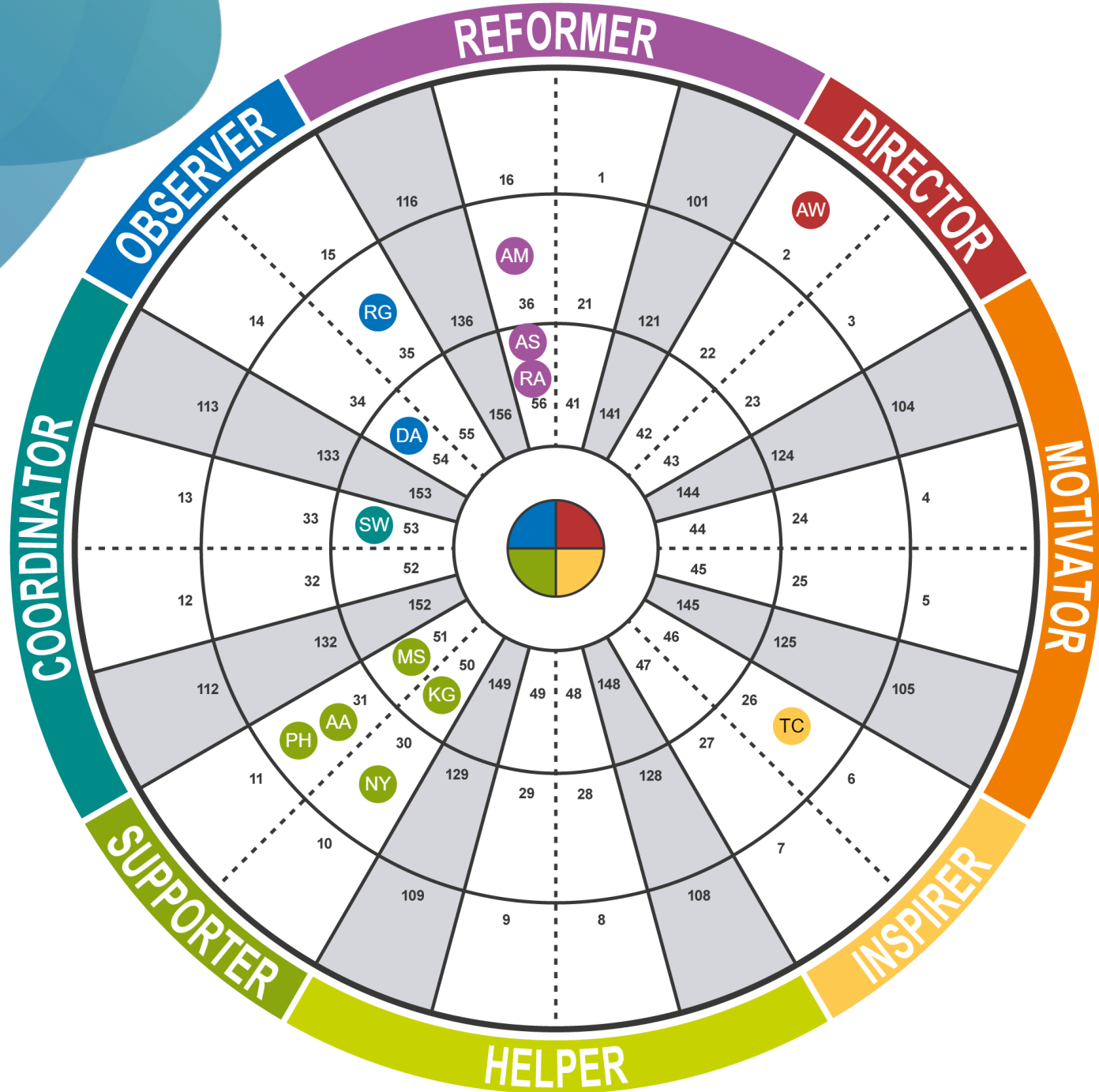


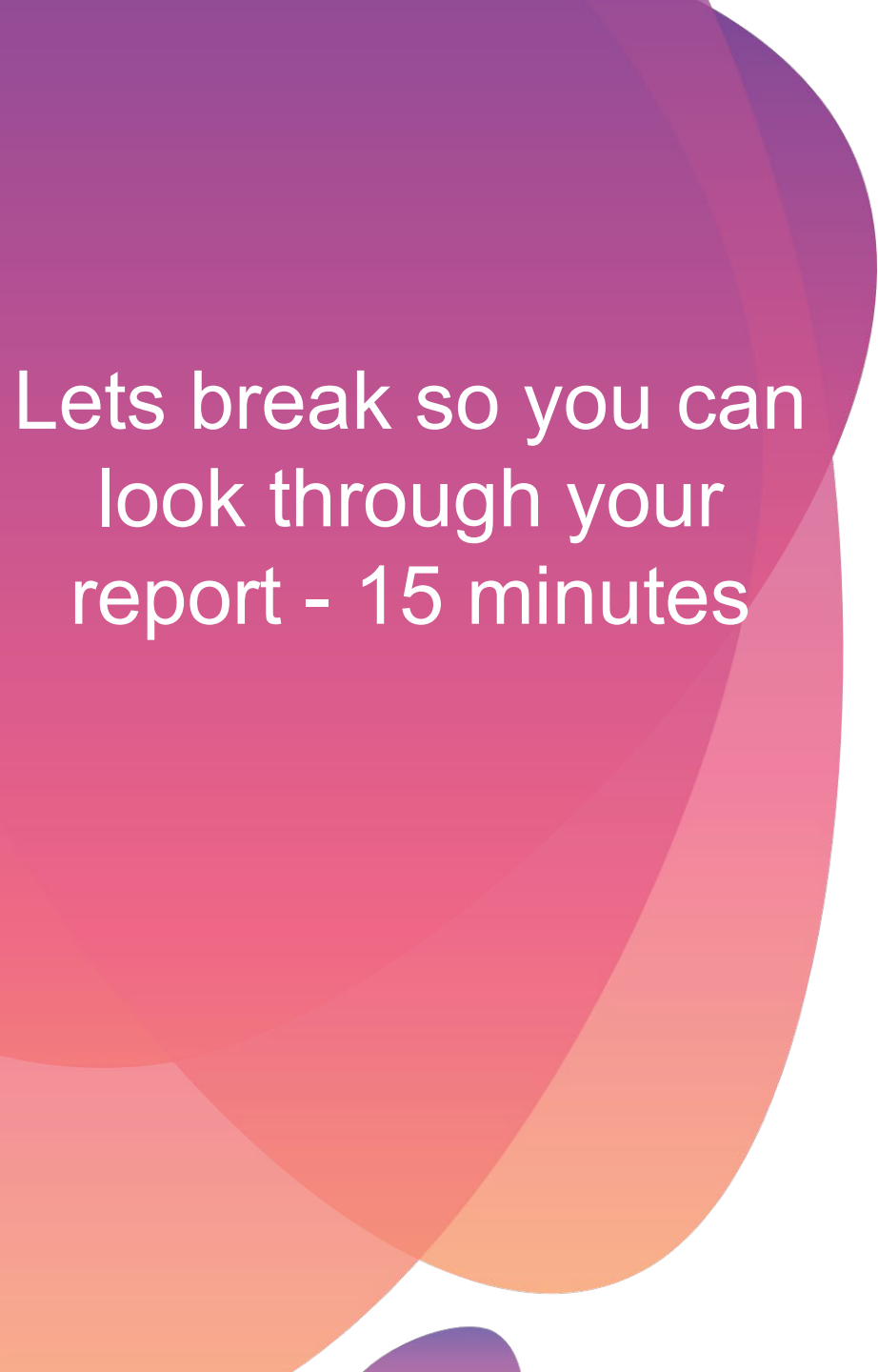
Less conscious
Graph

Conscious
graph

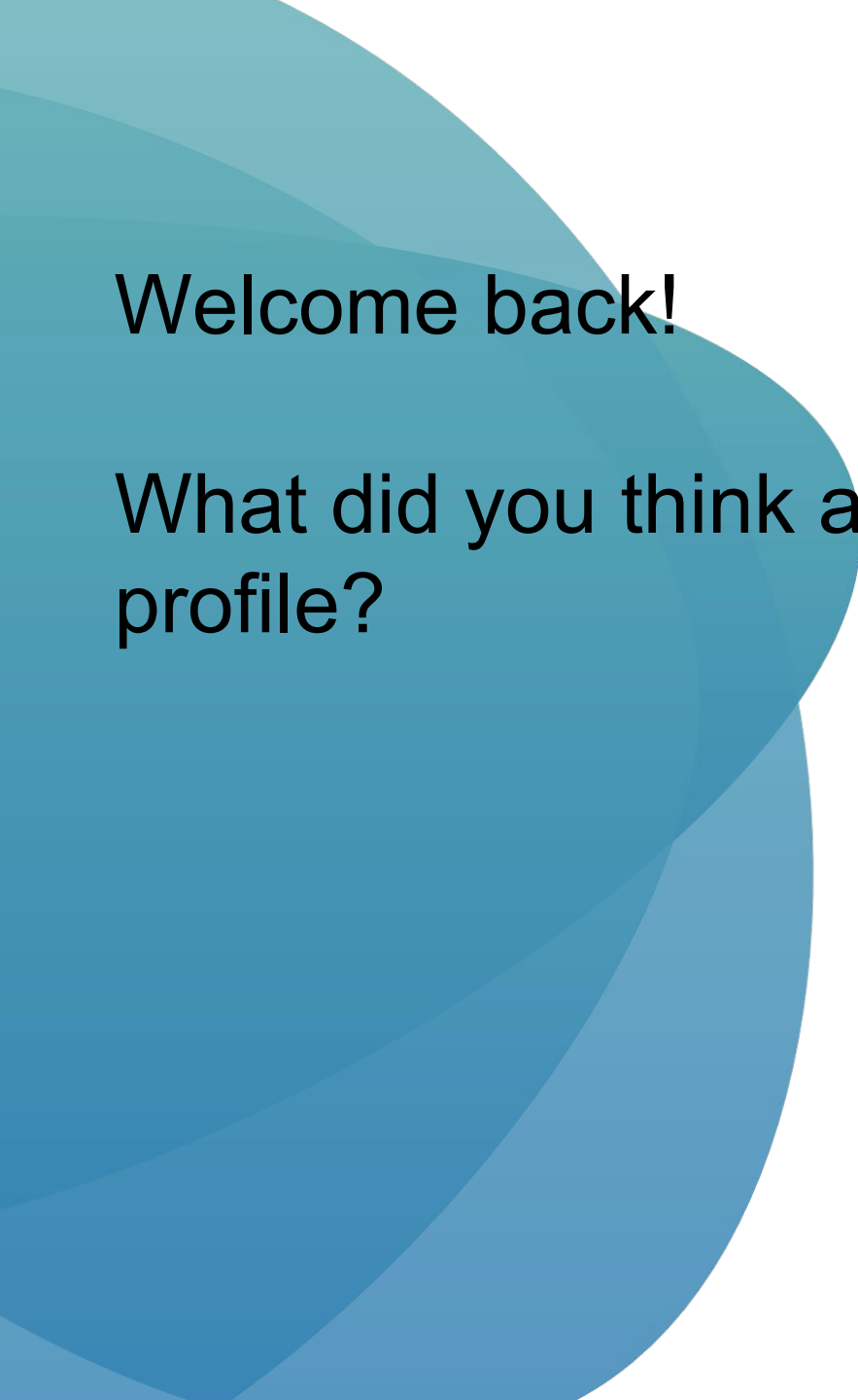
Discovery Team Wheel

Initials	Name
AA	Ahmad Ahmadi
AM	Andrew Maxwell
AW	Andrew Watson
AS	Aron Springfield
DA	David Atkinson
KG	Klitos Giannakopoulos
MS	Mike Shakhomirov
NY	Norman Yau
PH	Patrick Hunt
RA	Richard Ault
RG	Ross Gosling
SW	Steven Wright
TC	Thomas Cook



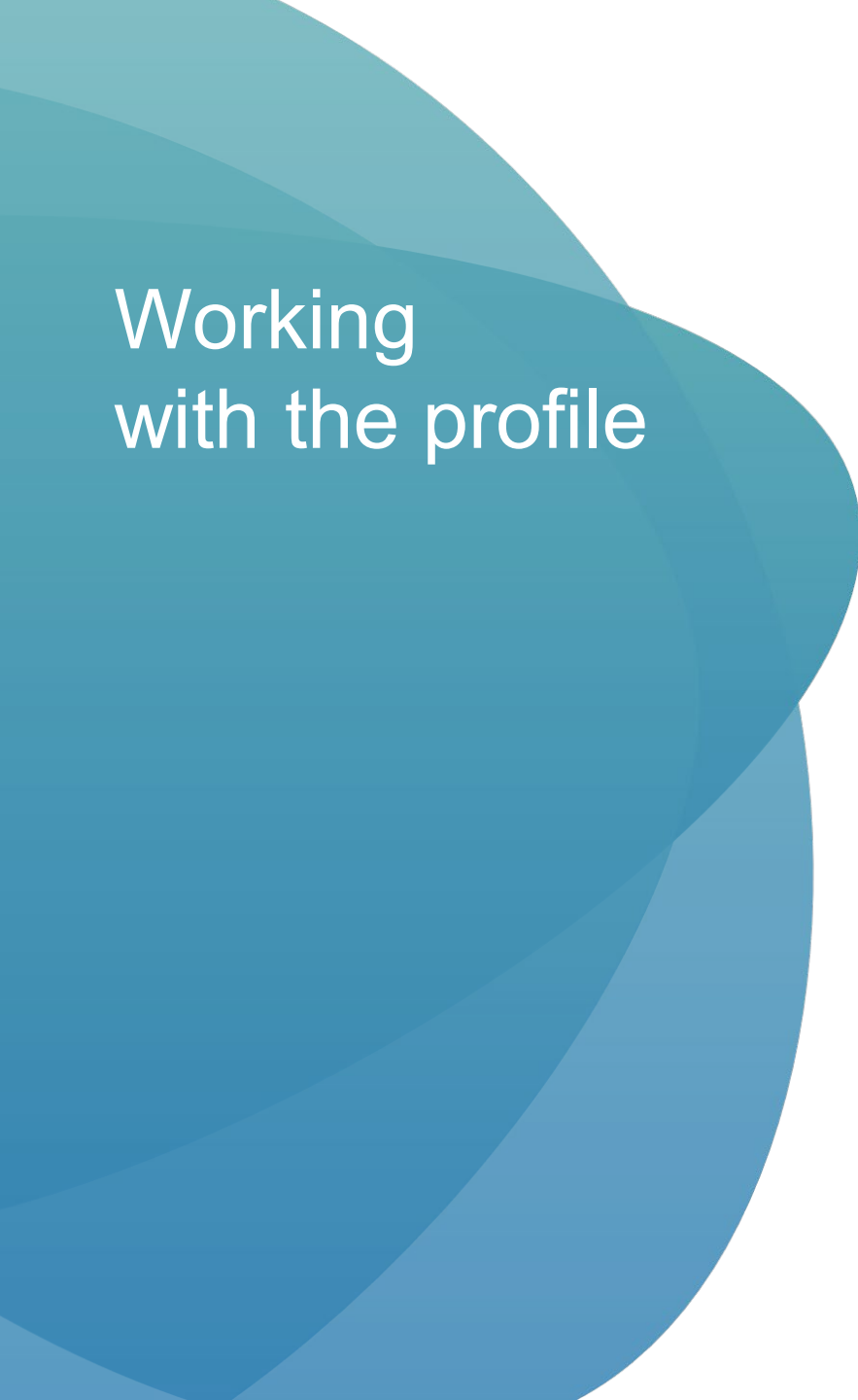


Lets break so you can
look through your
report - 15 minutes



Welcome back!

What did you think about your
profile?

The left side of the slide features several overlapping, semi-transparent blue shapes of varying shades, creating a layered, organic effect. The text is positioned within the upper portion of these shapes.

Working
with the profile

Knowing Me

Personal Style (page 5) - The three statements from the overview chapter of my profile that describe me best are:

- 1.
- 2.
- 3.

Effective Communication (page 10) - When communicating with me in person or virtually, these three things would help:

- 1.
- 2.
- 3.

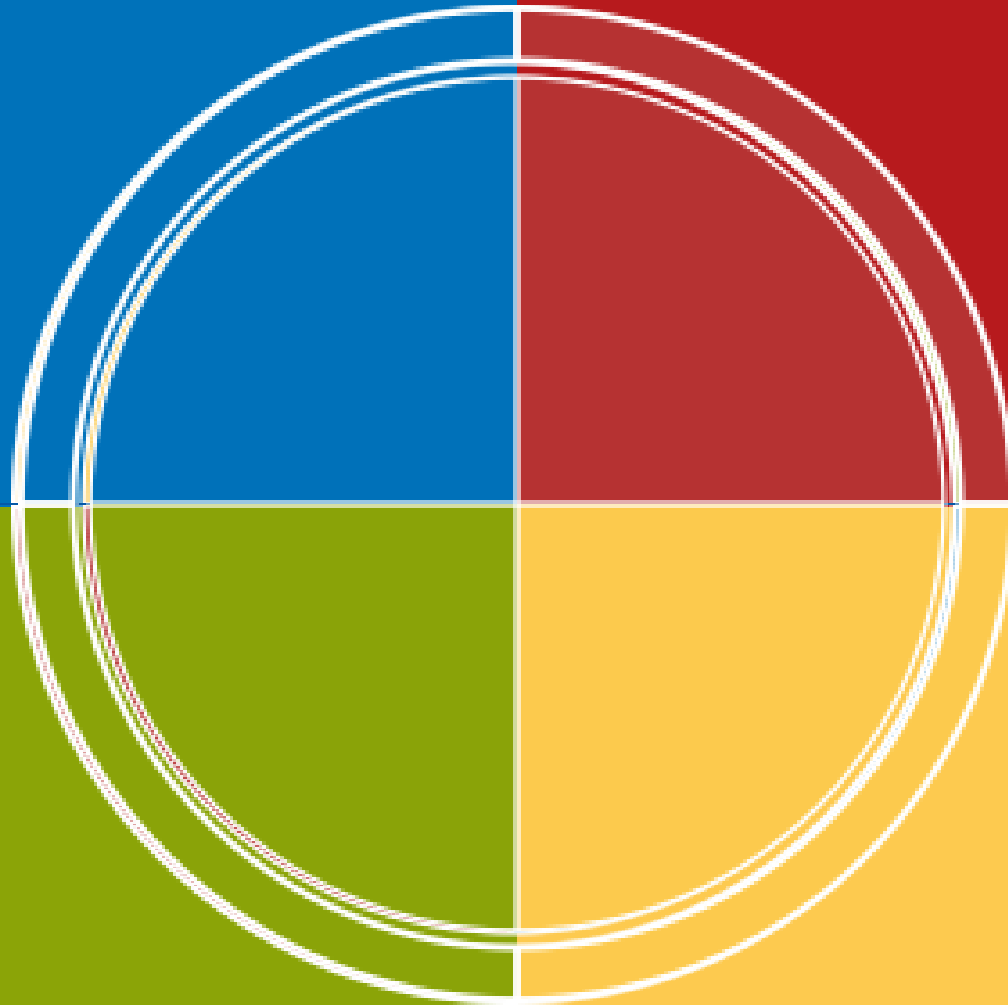
Strengths & Value to the Team (page 7) – These are the top three gifts I bring to this team and why:

- 1.
- 2.
- 3.

Possible Weaknesses & Blind Spots (page 8 / 12) - These are the top three things I find challenging:

- 1.
- 2.
- 3.

When Communicating with...



Fiery Red Energy:

Do...

- be direct & to the point
- focus on results and objectives
- keep it pacey



Don't...

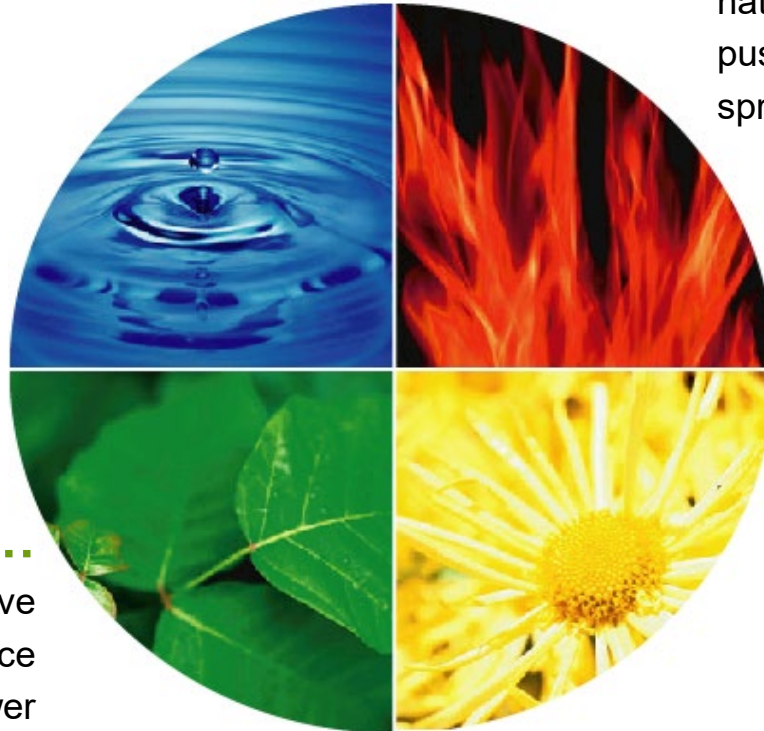
- hesitate or waffle
- focus on feelings
- try to take over

BE BRIEF
BE BRIGHT
BE GONE!

Earth Green Energy

Don't...

take advantage of my good nature
push me to make quick decisions
spring last minute surprises



Do...

be patient & supportive
slow down & work at my pace
ask my opinion & give me time to answer

***SHOW ME
YOU CARE!***

Sunshine Yellow Energy

Don't...

bore me with details
tie me down with routine
ask me to work alone



Do...

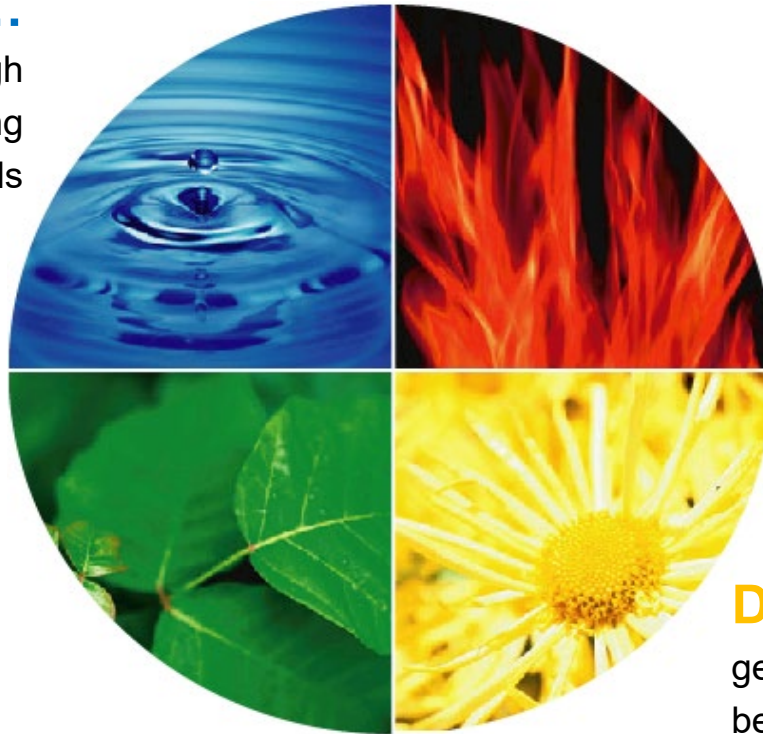
be friendly & sociable
be entertaining & stimulating
be open & flexible

INVOLVE ME!

Cool Blue Energy

Do...

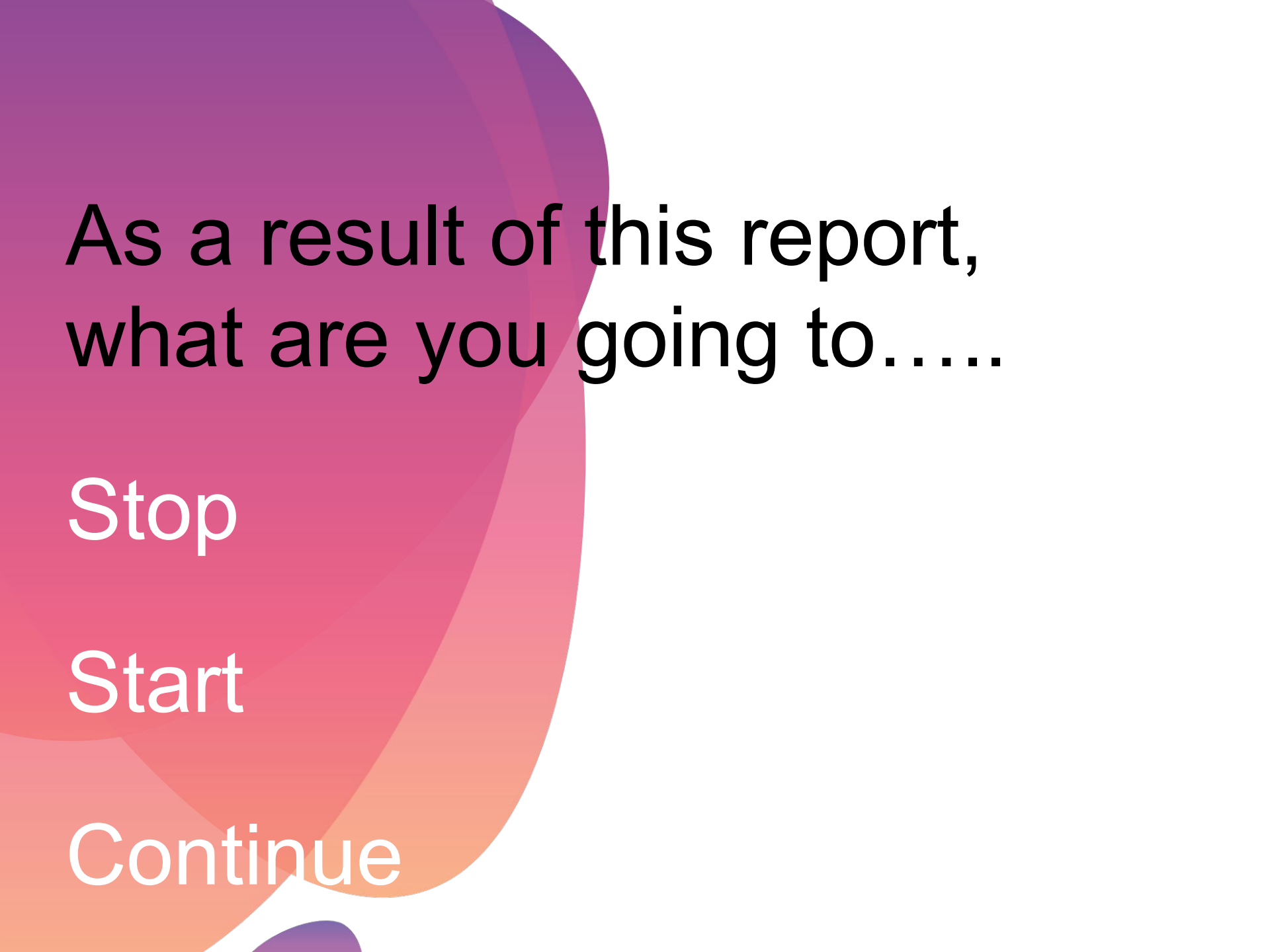
be well prepared & thorough
put things in writing
let me consider all the details



Don't...

get too close or hug me
be flippant on important issues
change my routine without notice

***GIVE ME THE
DETAILS!***



As a result of this report,
what are you going to.....

Stop

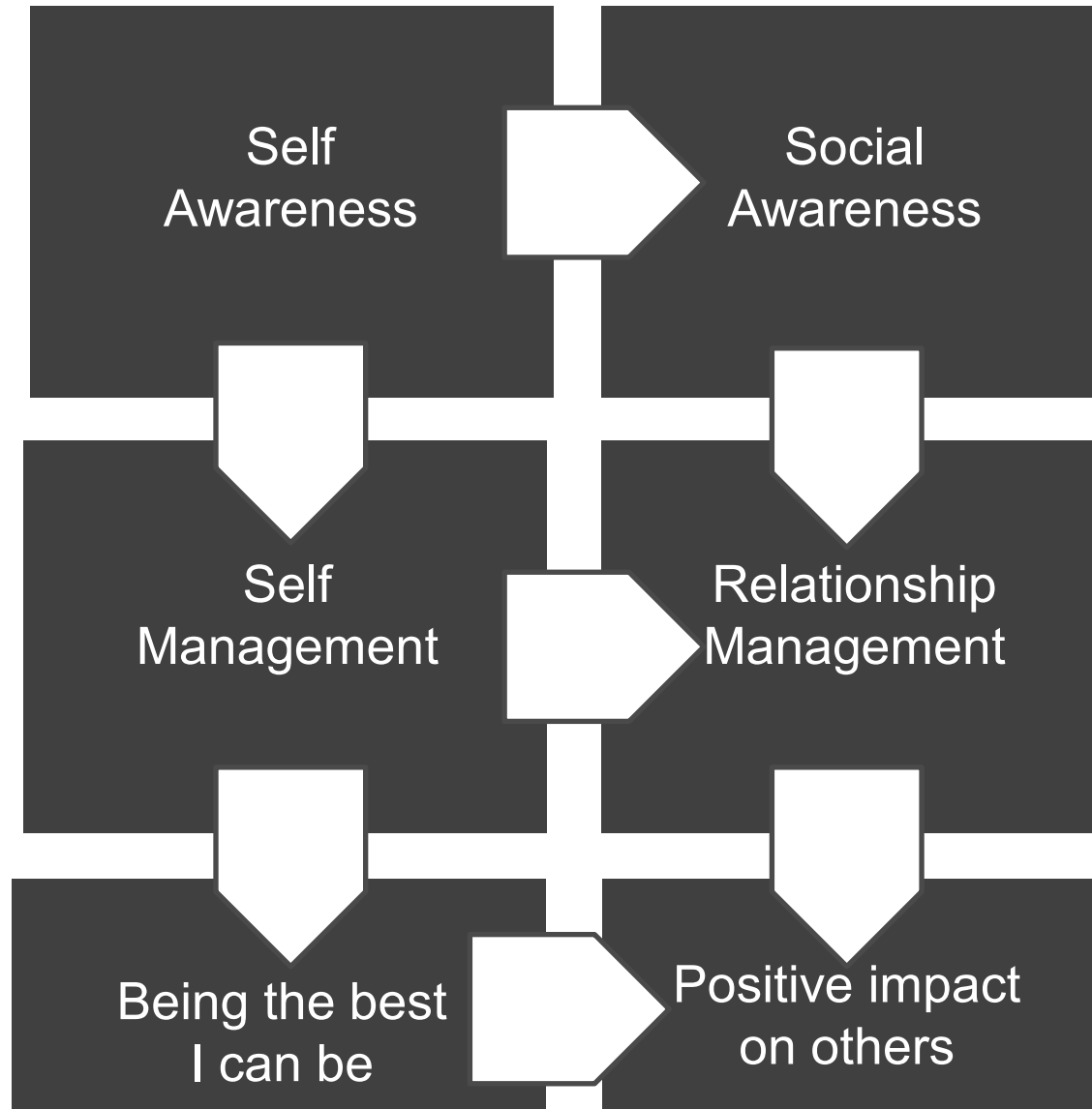
Start

Continue

Next Steps - Keep your profile alive

- Share it – get some feedback
- Map those around you
- Review your Stop Start Continue actions
- Notice behaviours and adapt to meet their needs
- Follow through on your personal and team actions
- Talk the language – but use it respectfully

Emotional Intelligence Framework



Personal Impact & Insights Discovery

A virtual team workshop

Nick Samuel, Senior
Lecturer. WAPPAR
UWTSD