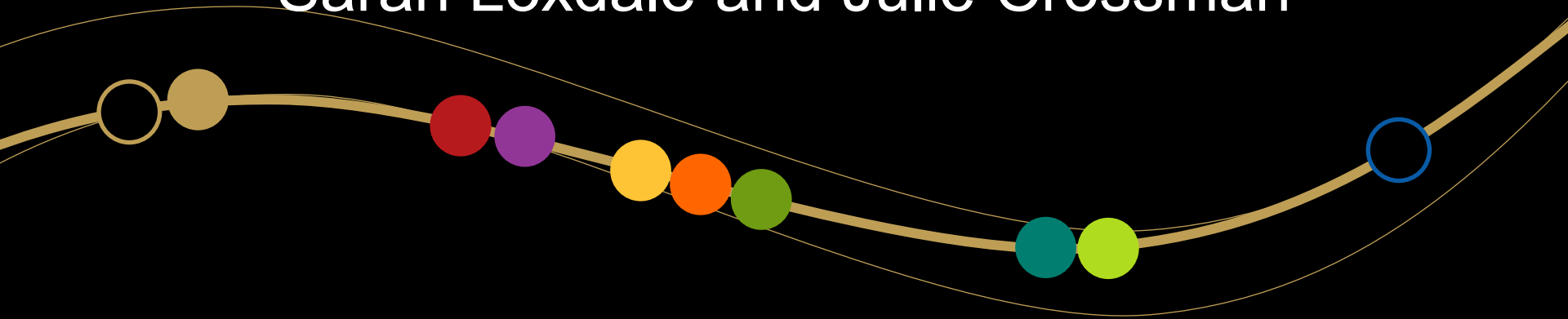




Insights Discovery[®] An Introduction

Beginning the Journey

Sarah Loxdale and Julie Crossman



Agenda

Perception

Colour energies

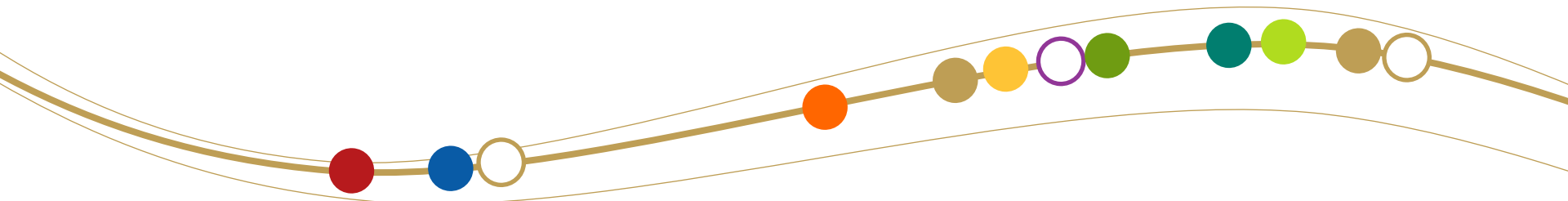
Preferences

Insights Discovery
graphs and wheels

Team profile and
strengths

Recognising type

Adapting and
connecting



Today is about connections

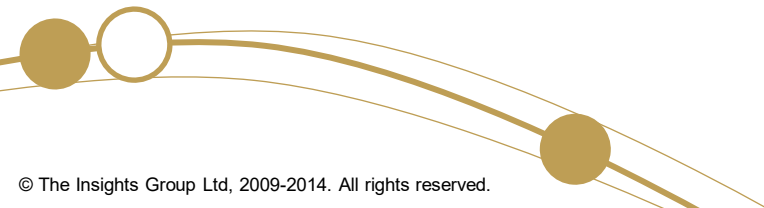


Who do you need to connect more with?

A child at play

“Man is most nearly himself when he achieves the seriousness of a child at play.”

– Heraclitus



The Steps to Personal Effectiveness

Step 3

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

Step 1

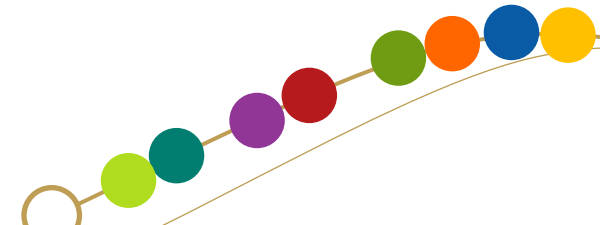
Explore and discover more about yourself

Step 4

Take action and put your learning into practice

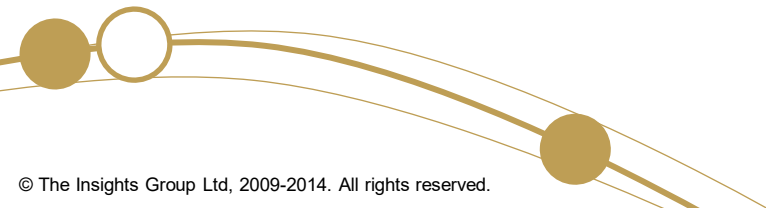
Step 2

Learn how to recognise and appreciate others' differences



Perception

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



Perception – Pavement art



The Ladder of Perception

Actions I took

Beliefs I formed

Emotional and physical responses

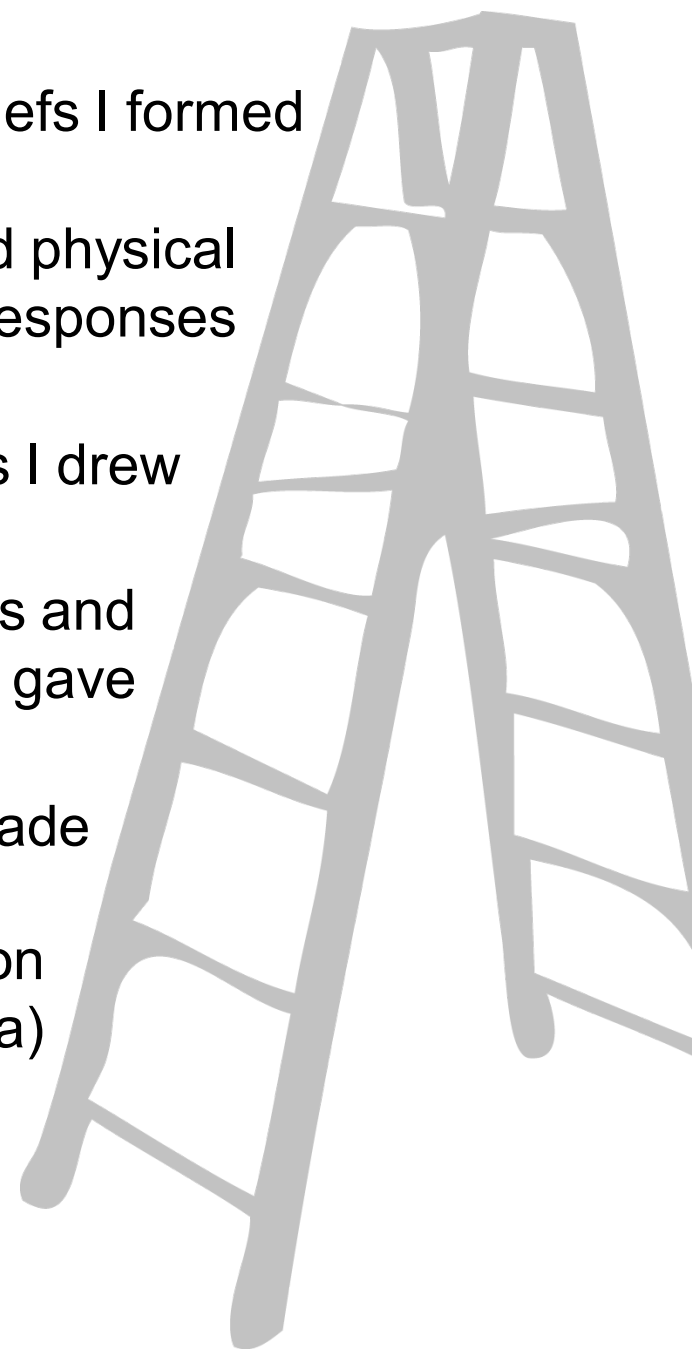
Logical conclusions I drew

Interpretations and meanings I gave

Value judgements I made

My perception (selected data)

The event (as a camera would capture it)



The Insights Discovery Card Activity

Select three of each of the four colours.

Keep those that describe you well.

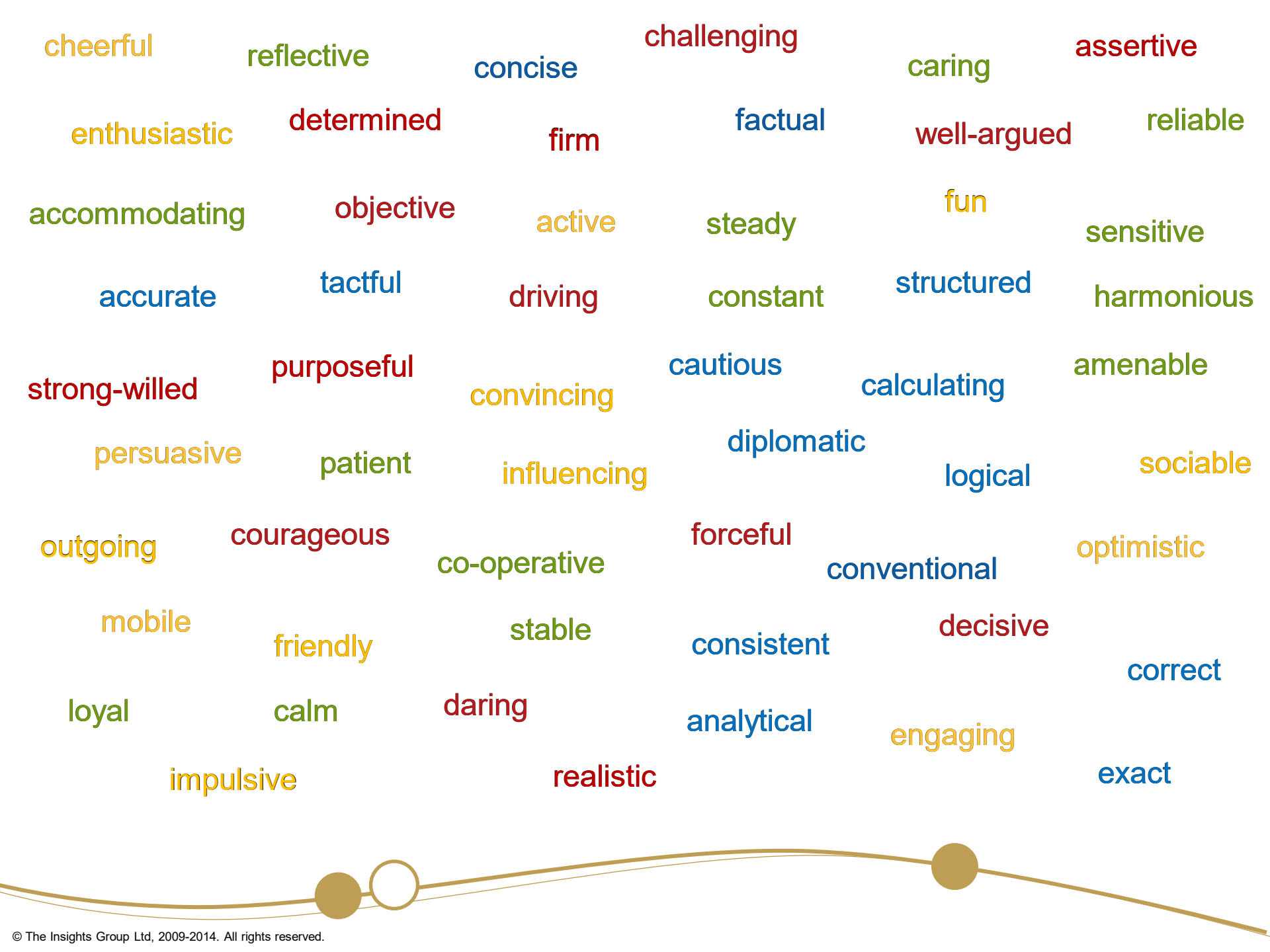
Give away those that do not describe you.

Receive cards from others that do describe you.



cheerful reflective concise challenging caring assertive
enthusiastic determined firm factual well-argued reliable
accommodating objective active steady fun sensitive
accurate tactful driving constant structured harmonious
strong-willed purposeful convincing cautious calculating amenable
persuasive patient influencing diplomatic logical sociable
outgoing courageous co-operative forceful conventional optimistic
mobile friendly stable consistent decisive correct
loyal calm daring analytical engaging exact
impulsive realistic

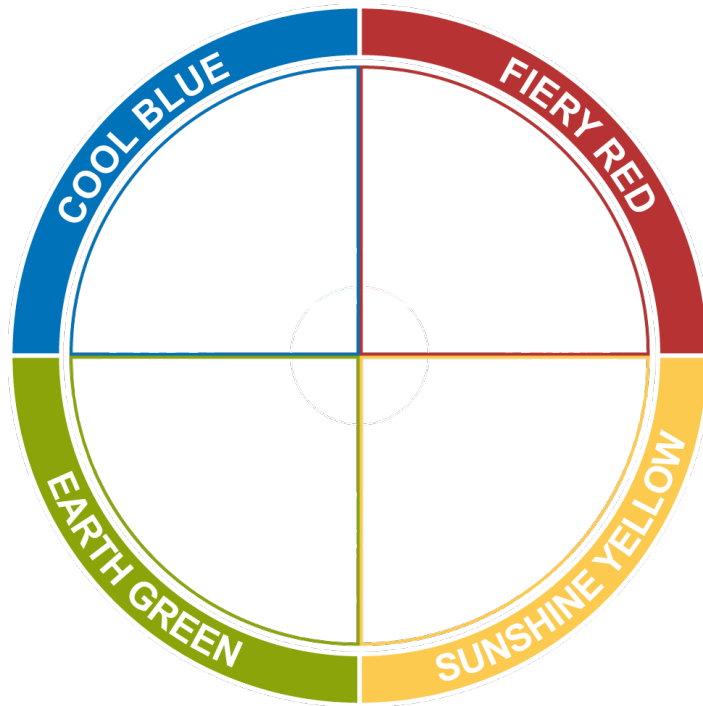




Your Colour Energy Mix



Your Colour Energy Mix



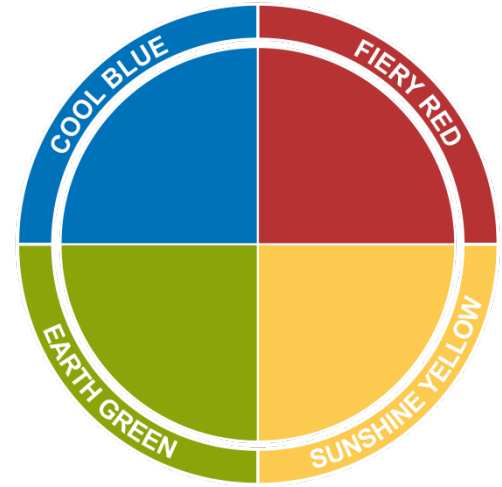
We each have all four colour energies within us; it is the combination of the four energies that creates the unique **YOU.**



Order your
blocks



Colour Energy Exercise 'A Team Celebration'



Split into dominant colour groups.

Take responsibility for organising a 'team celebration'. The only requirement is that you must ensure it is successful.

You have ten minutes to create a presentation of your ideas.



**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

The Jungian Preferences

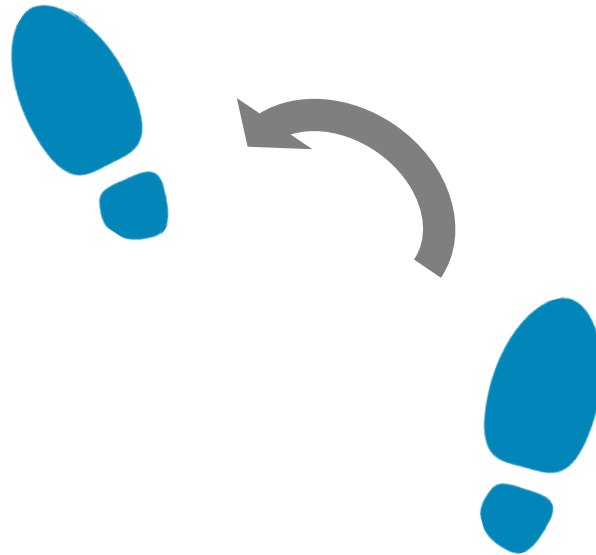


“Every advance,
every conceptual
achievement of
mankind has been
connected with an
advance in self
awareness.”

– Dr Carl G Jung



The Stepping Activity



Your 'Attitude'

Introversion

Quiet

Observant

Inwardly focused

Depth focused

Intimate

Reserved

Reflective

Thoughtful

Cautious



Extraversion

Talkative

Involved

Outwardly focused

Breadth focused

Gregarious

Flamboyant

Action oriented

Outspoken

Bold



Your Decision Making 'Functions'

Thinking

Formal

Impersonal

Analytical

Detached

Objective

Strong-minded

Competitive

Particular

Task focused



Feeling

Informal

Personal

Illogical

Involved

Subjective

Flexible

Accommodating

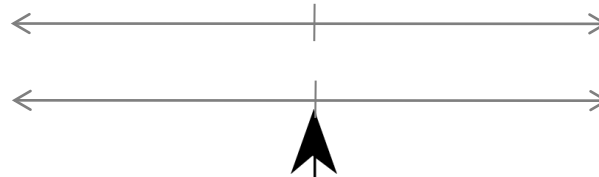
Ambivalent

Relationship focused

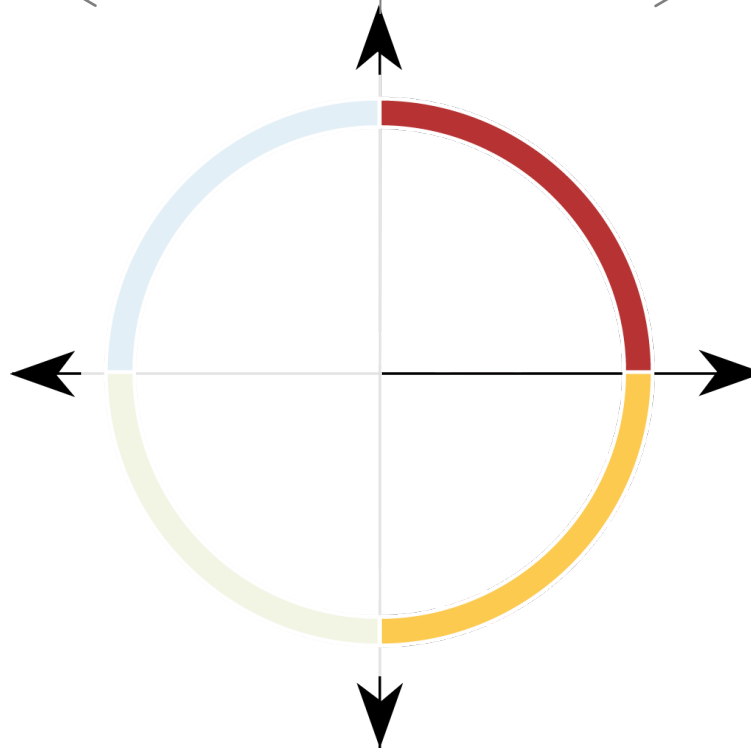


Jungian Preferences and the Colour Energies

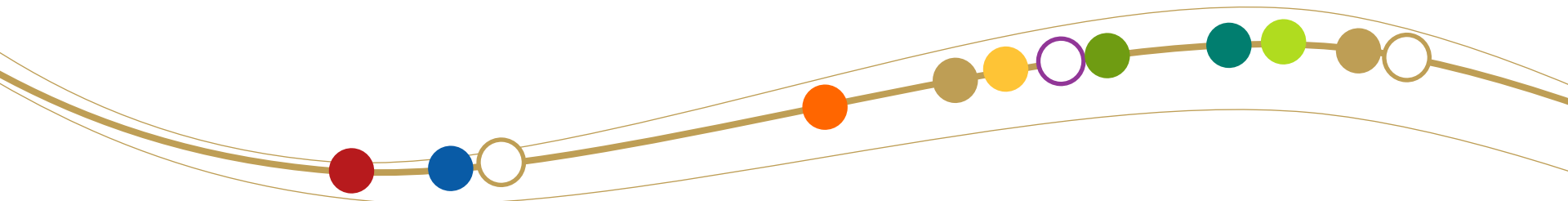
Introversion
Thinking



Extraversion
Feeling



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

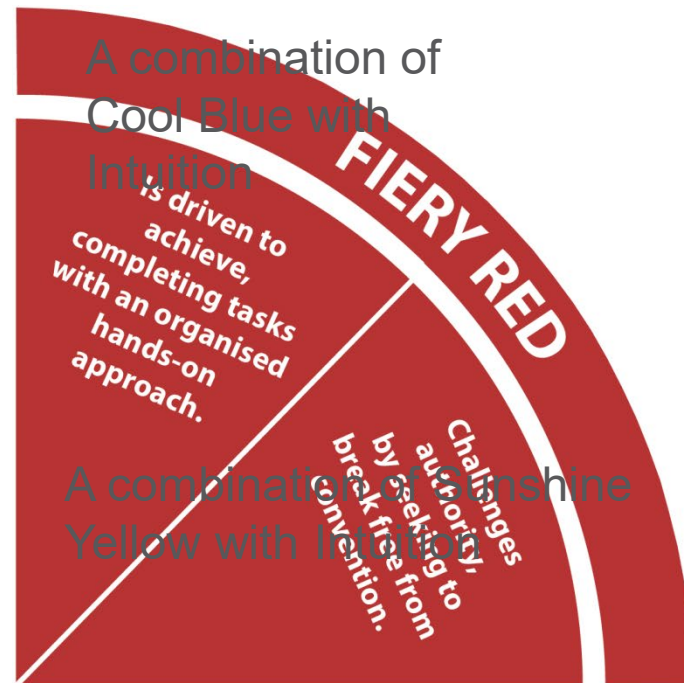




A combination of
Fiery Red with
Sensation

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 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



Check
your blocks



The Insights Discovery Personal Profile:



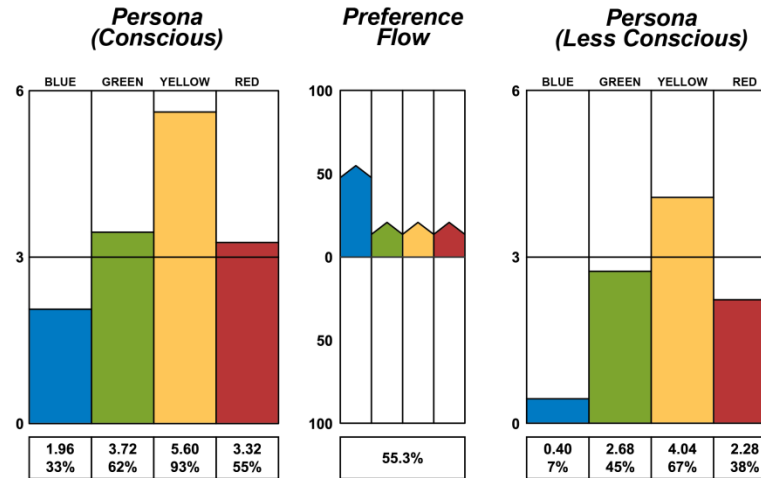
Colour Energy Dynamics

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

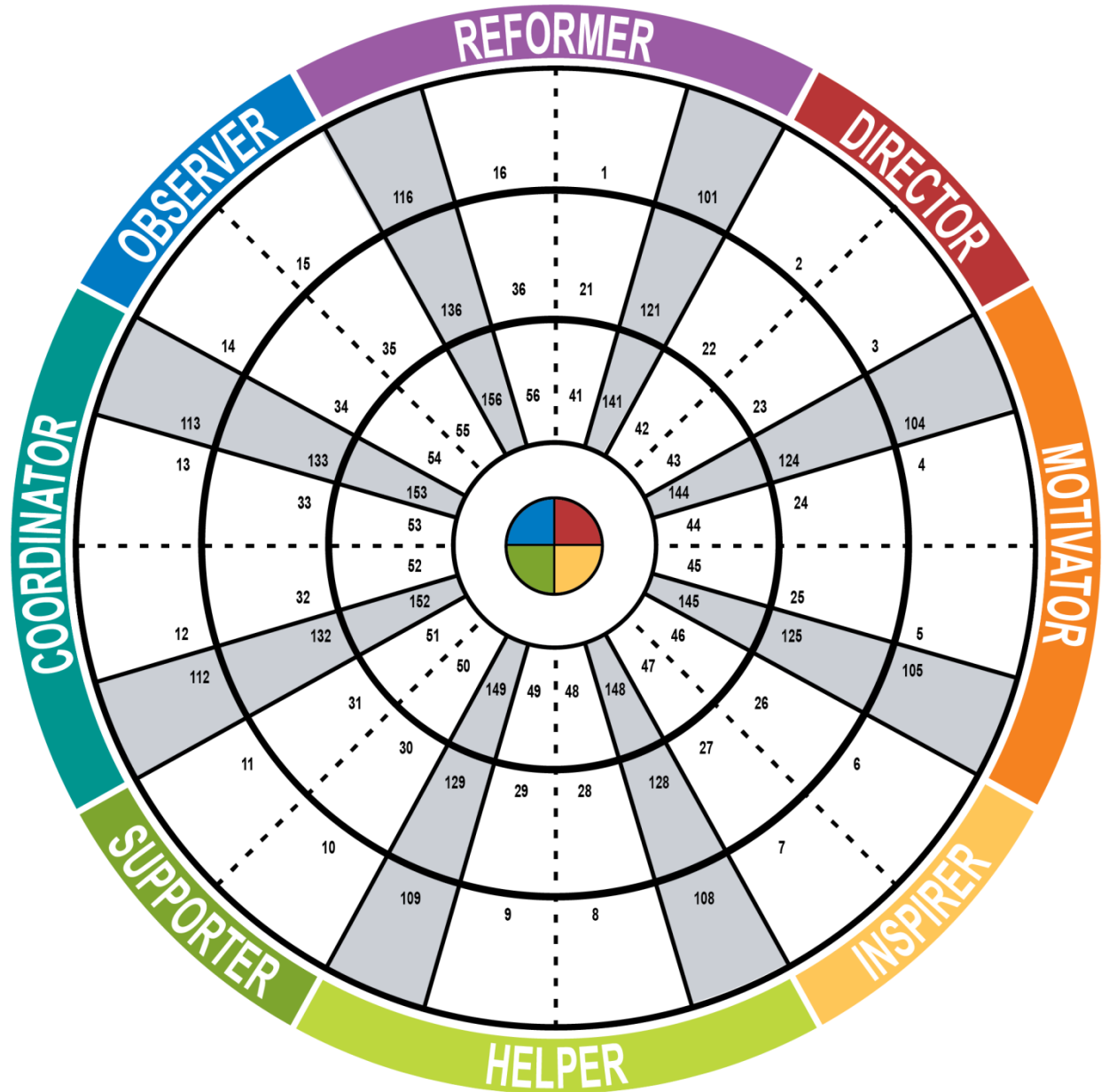
Preference Flow

Where you were
channelling your energies
when you completed the
evaluator

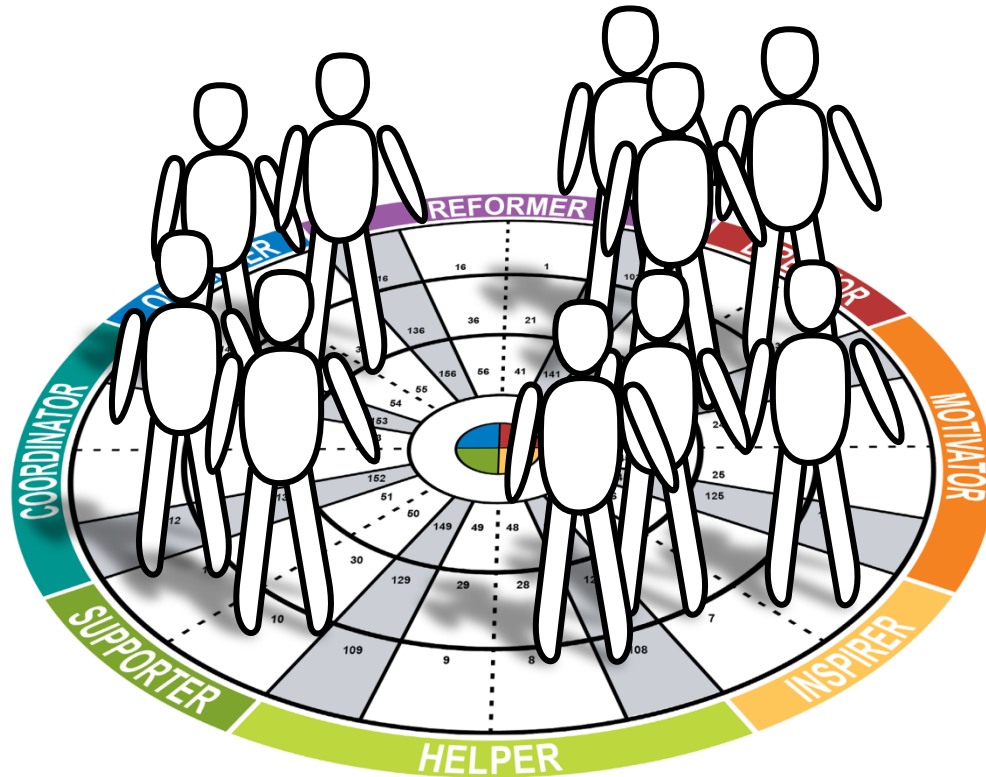
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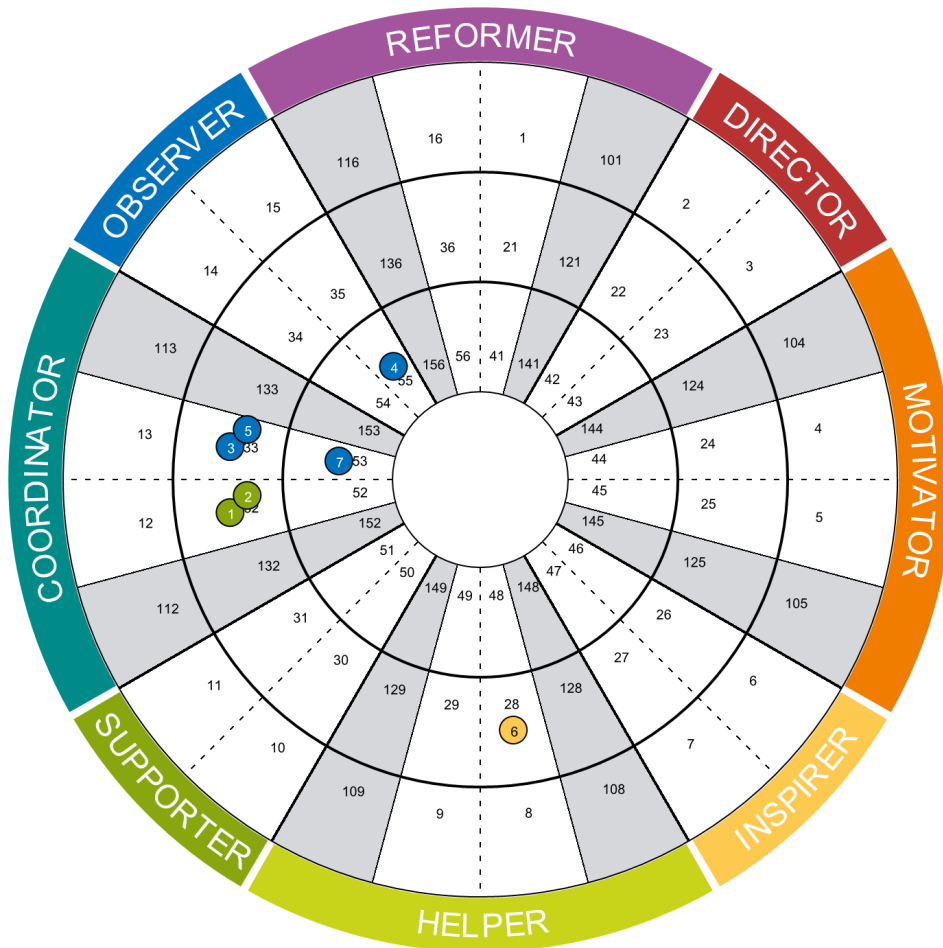
Insights Discovery 72-Type Wheel



Around the wheel on the mat ...



Team Wheel

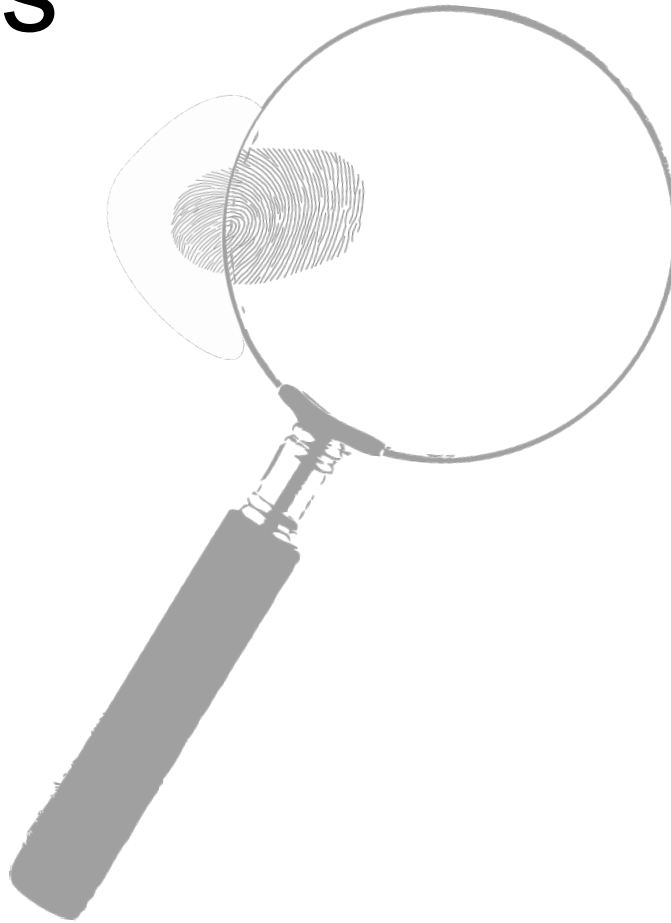


No.	Name
1	Jo Bamsey
2	Hilary Chivers
3	Kathryn Edwards
4	ian Jones
5	Diane Thomas
6	Laurie Thomas
7	Roberta Tucker

Wheel Position
32
32
33
55
33
28
53

Colour Order Preference
● / ● / ●
● / ● / ●
● / ● / ●
● / ● / ●
● / ● / ●
● / ● / ●
● / ● / ●

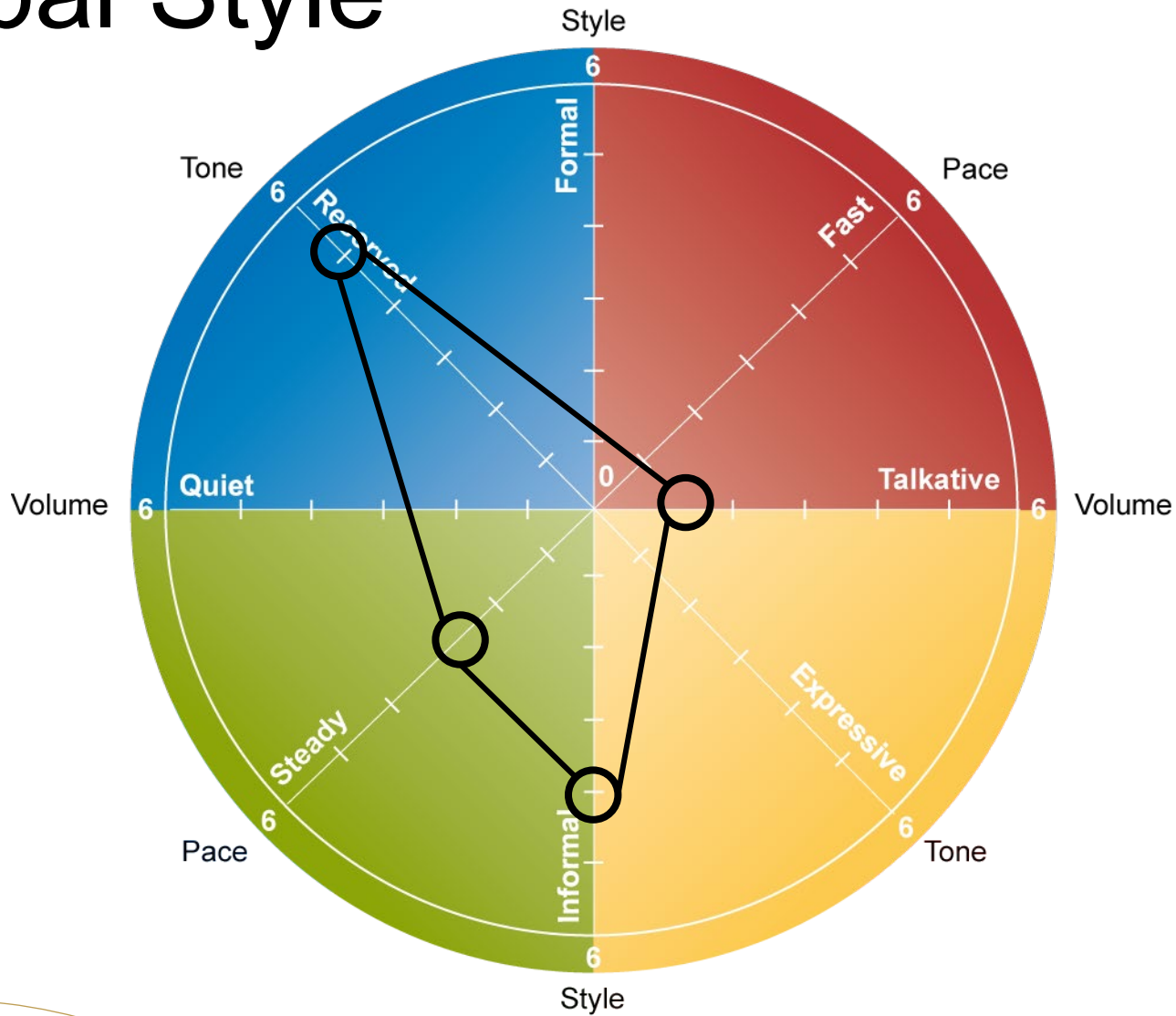
Recognising Types



Every time you meet someone you have the opportunity to practise your skill of recognising and adapting to their colour energies.

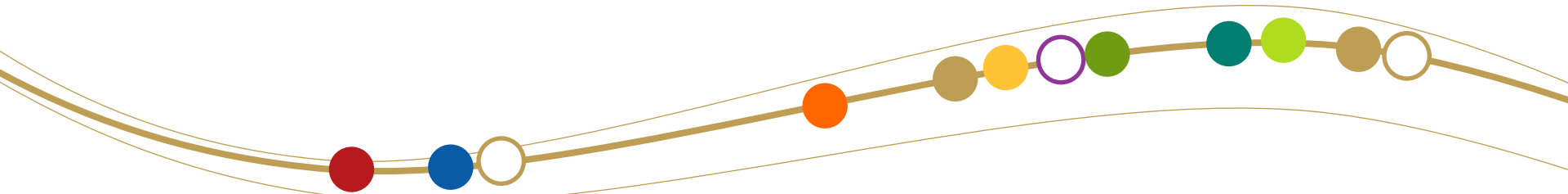


Verbal Style



Body Language

What colour
energy clues do
you observe?



Recognising Types

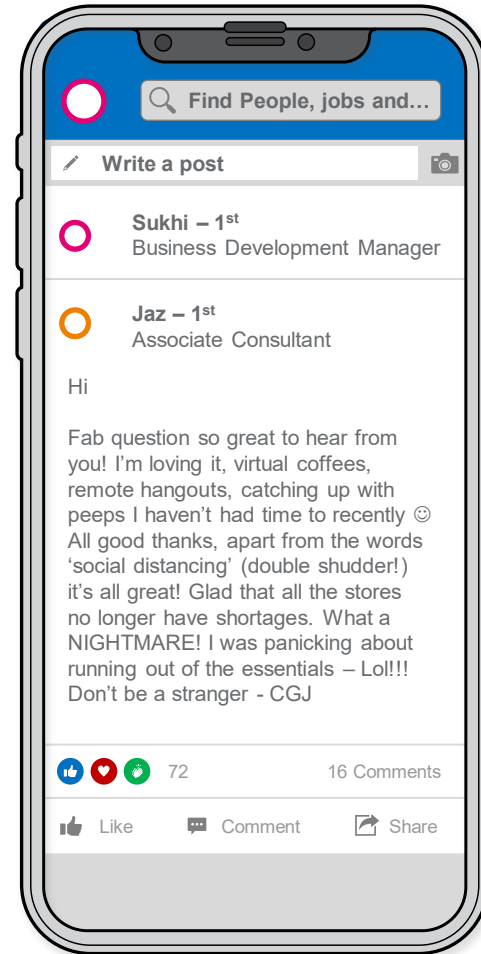
Think of three people you know well.

What clues may indicate their use of the four colour energies?

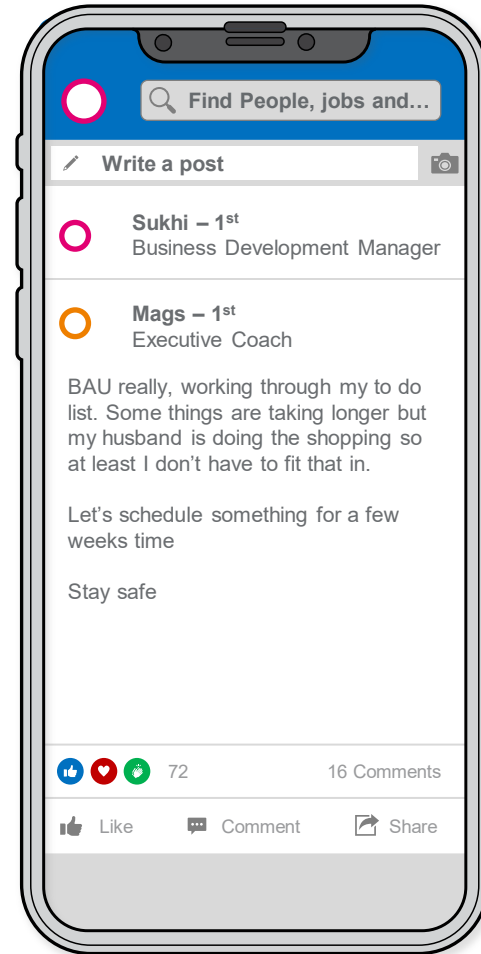
What colour energies do you see and not see?



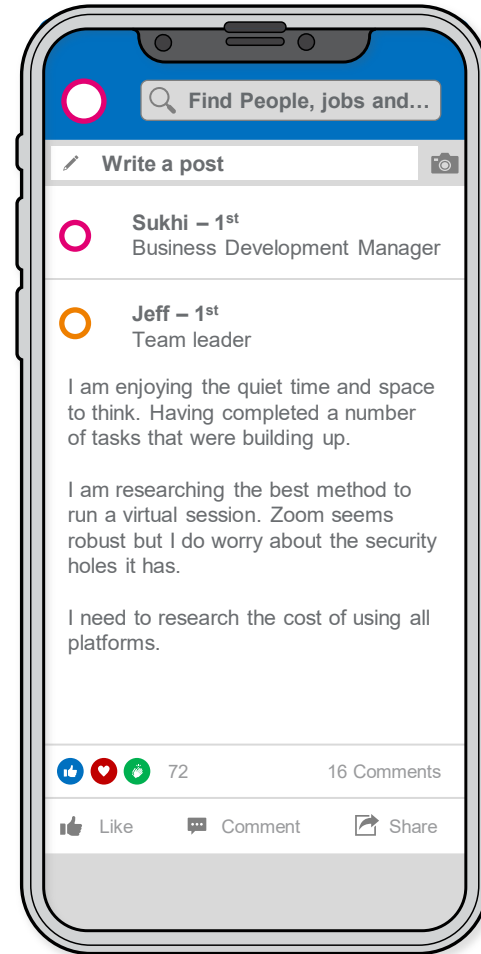
Recognising Type



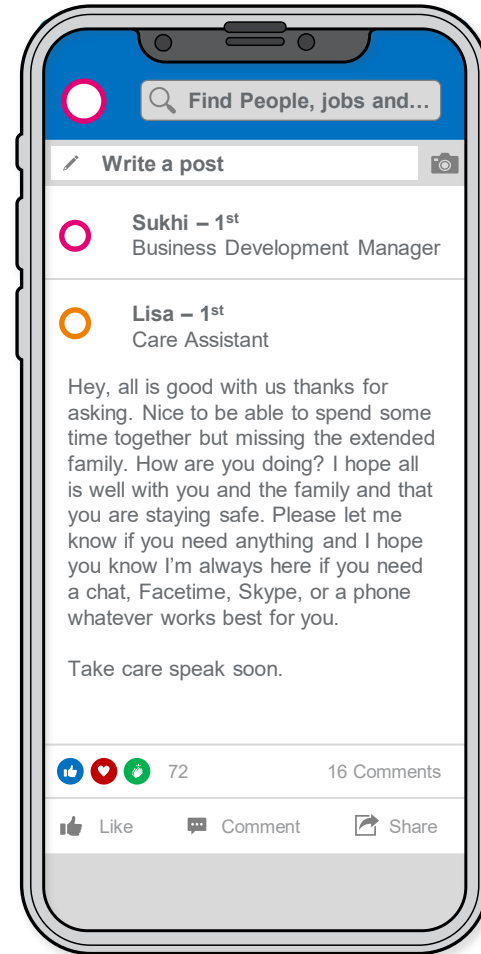
Recognising Type



Recognising Type



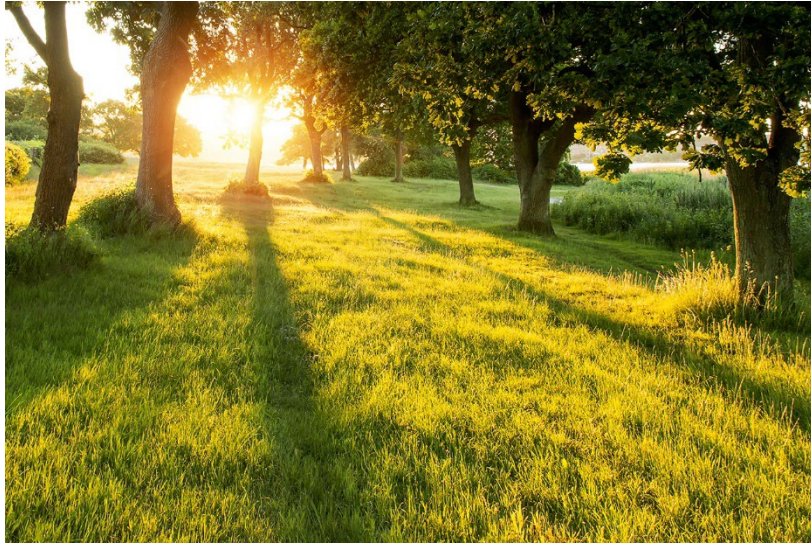
Recognising Type



Lunch Break



Adapting and Connecting



Adapting and Connecting



Use your
Cool Blue
energy to ...



Adapting and Connecting



Use your
Fiery Red
energy to ...



Adapting and Connecting



Use your
Earth Green
energy to ...



Adapting and Connecting



Use your
**Sunshine
Yellow**
energy to ...



Adapting and Connecting

Cool Blue

Be well prepared and thorough

Do not be flippant on important issues

Do not push them to make quick decisions

Be patient and supportive

Earth Green

Fiery Red

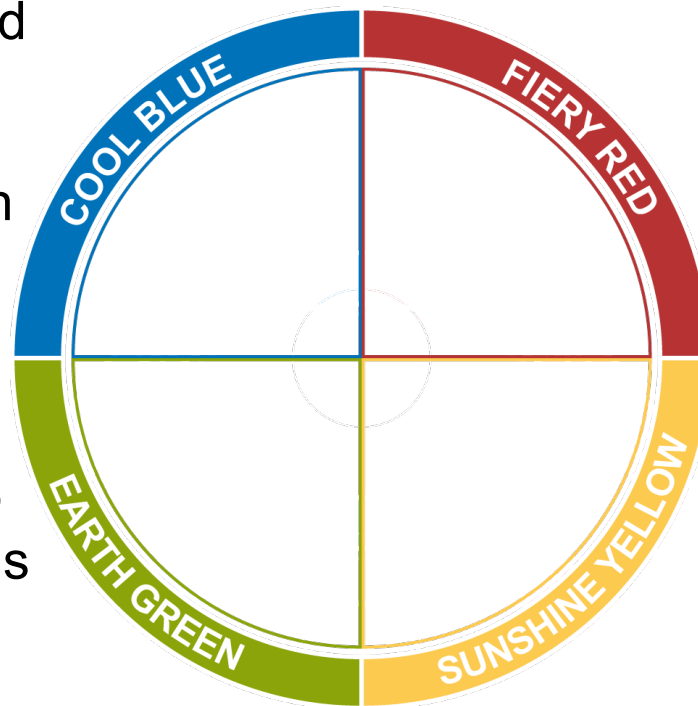
Be direct and to the point

Do not hesitate or waffle

Do not tie them down with routine

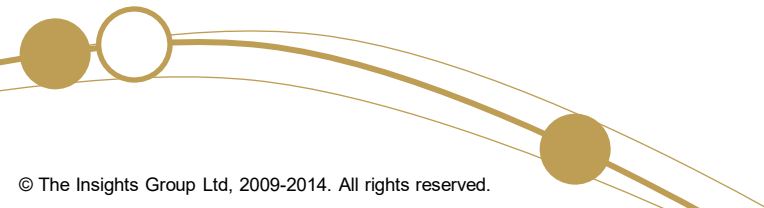
Be friendly and sociable

Sunshine Yellow



Personal development – committing to action

- We are what we repeatedly do.
- Excellence then is not an act but a habit.



*“If we do what we’ve always done,
we’ll get what we’ve always got.”*

*“Whether you think you can or you
think you can’t, you are right.”*

– Henry Ford

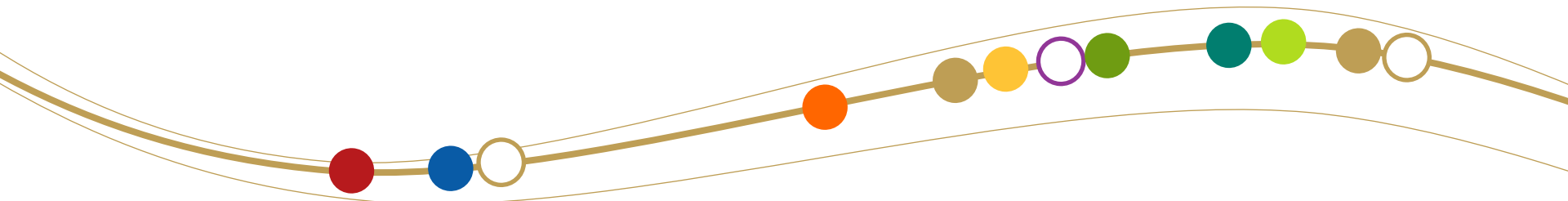
Your Journey Continues ...

How will I adapt my
behaviour?

What did I
discover about
myself?

What is my key
action?

What do I appreciate
about the styles of others?



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