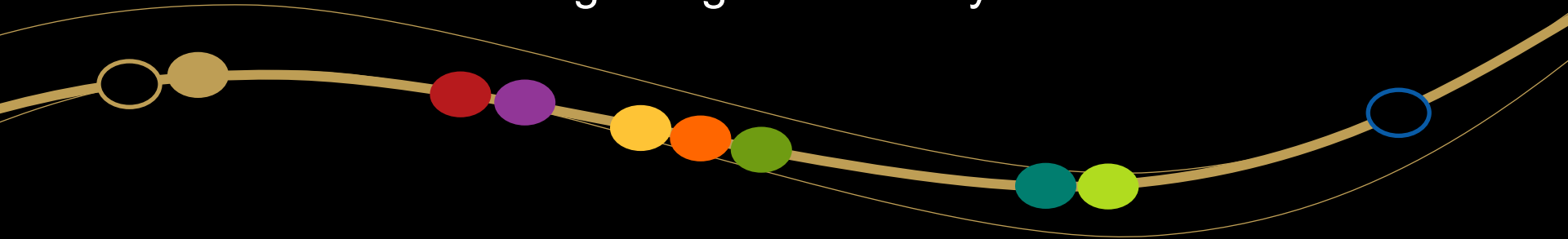




Insights Discovery An Introduction

Beginning the Journey ...



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



Insights Discovery

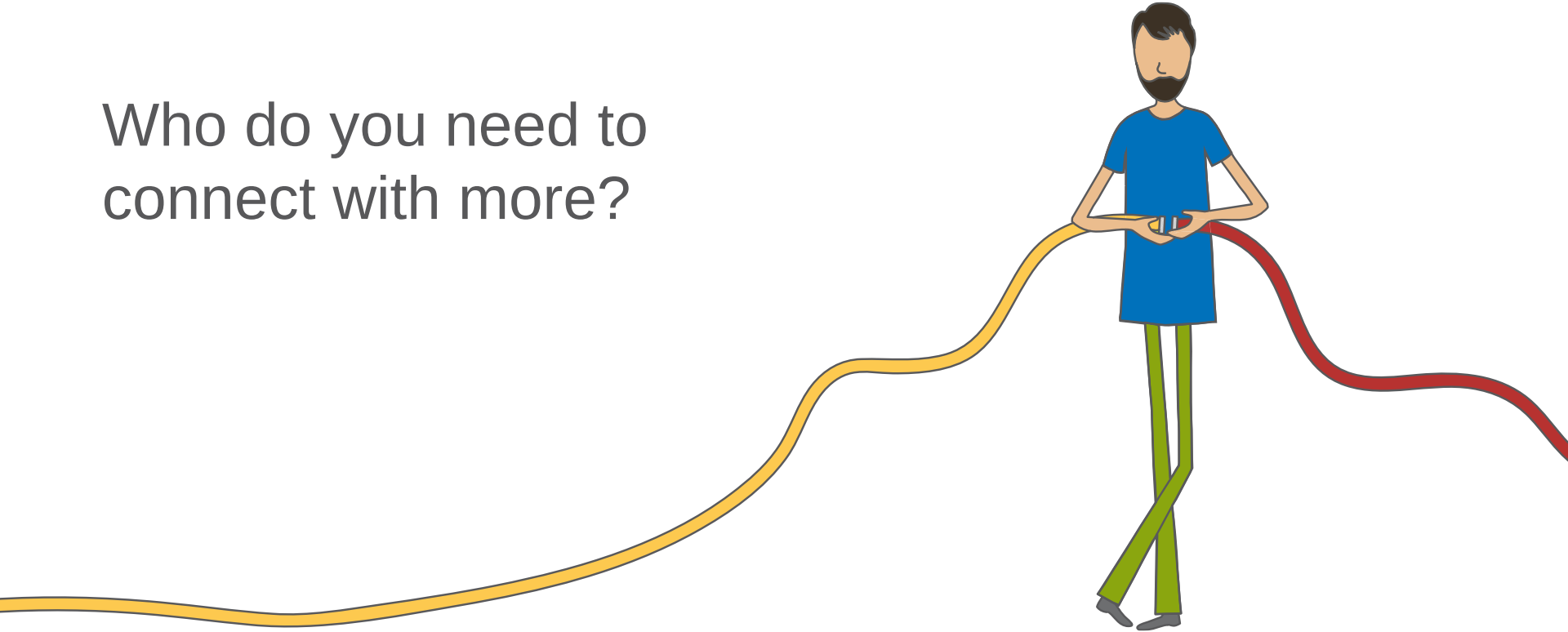
- Focuses on improving personal, interpersonal and team effectiveness
- Provides a common language about what drives our behaviour in the workplace
- Grounded in the work of psychologist Carl Jung

Agenda

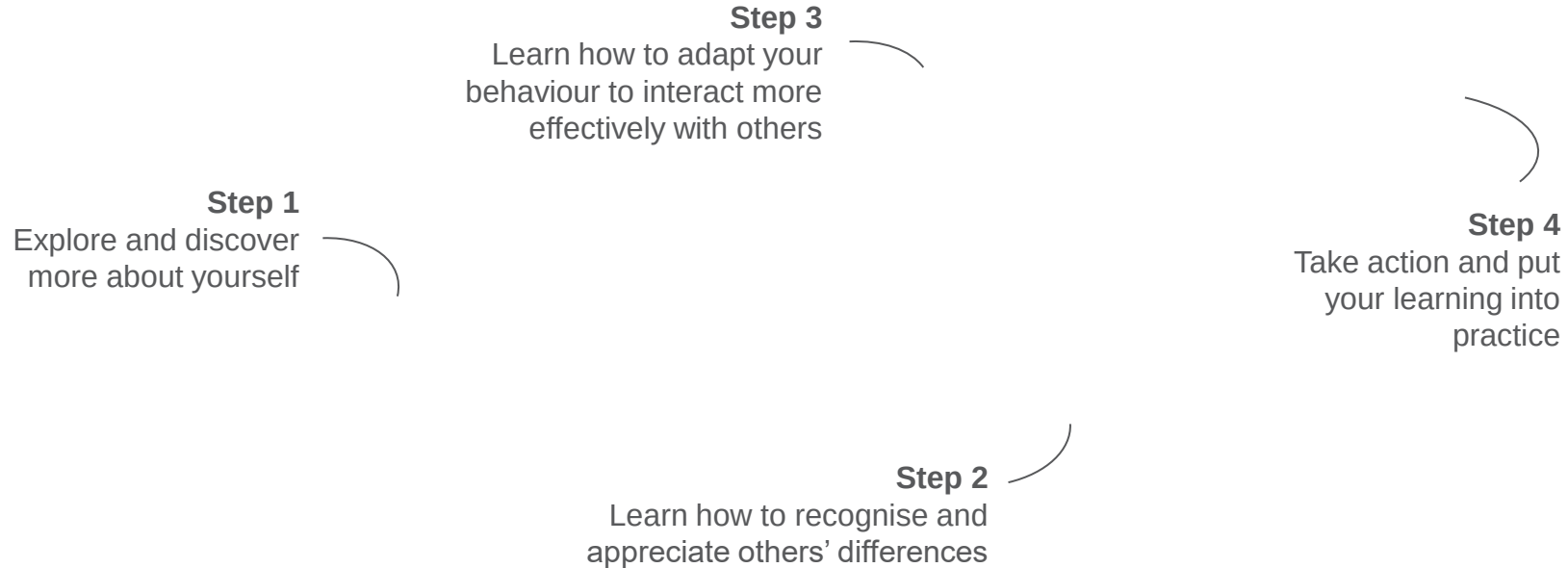
- Perception
- Colour energies
- Preferences
- Insights Discovery graphs and wheels
- Recognising type
- Adapting and connecting

Today is about connections

Who do you need to
connect with more?



The steps to personal effectiveness



Perception

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

Perceptions can change, with awareness.



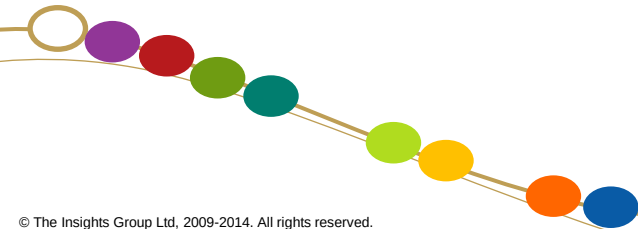
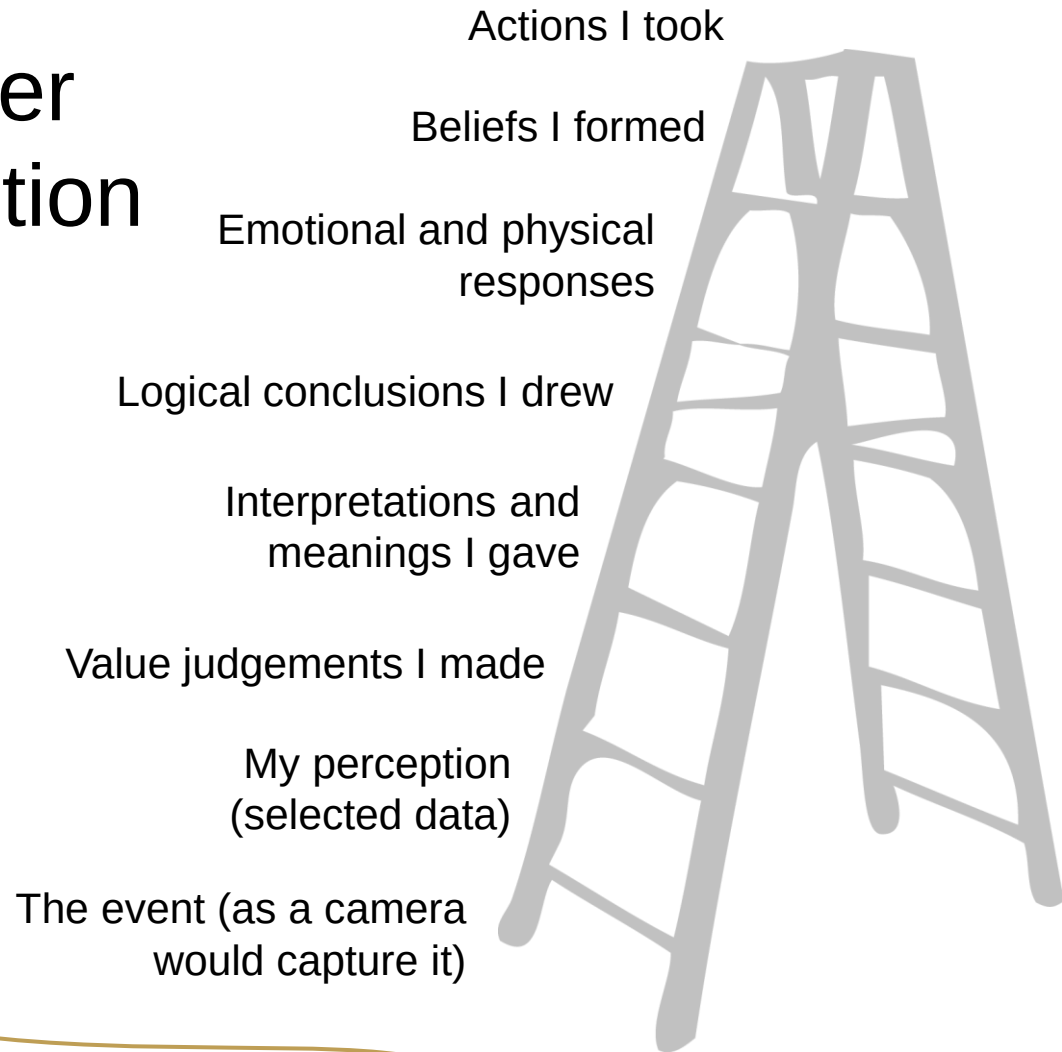
Percentinn



Perception – Pavement art



The Ladder of Perception





The Insights Discovery Colour Energies



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

cheerful reflective concise challenging caring assertive
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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



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

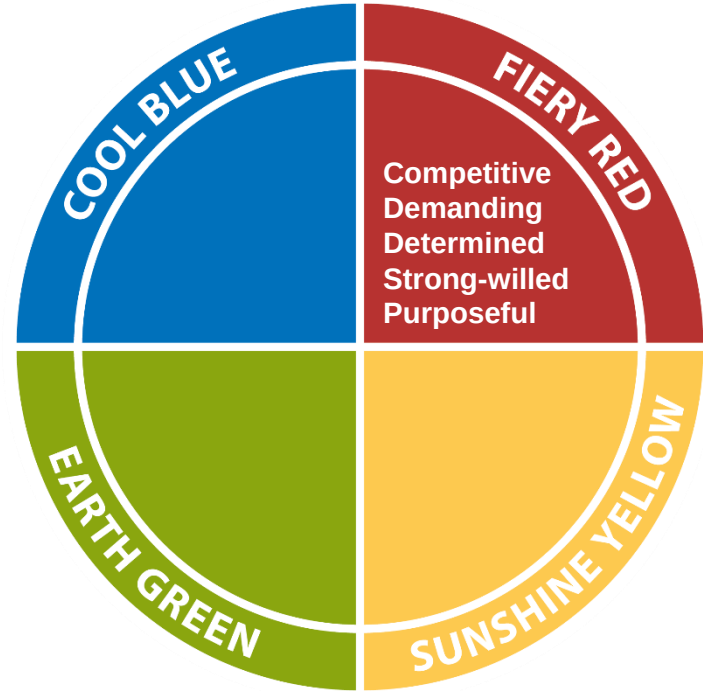


Can generate
fast results by
prioritising well
and taking action



Infectious
enthusiasm

Your colour energy mix



**When we are
using our
Fiery Red
energy, we...**

Are active and
move in a
positive and
firm direction

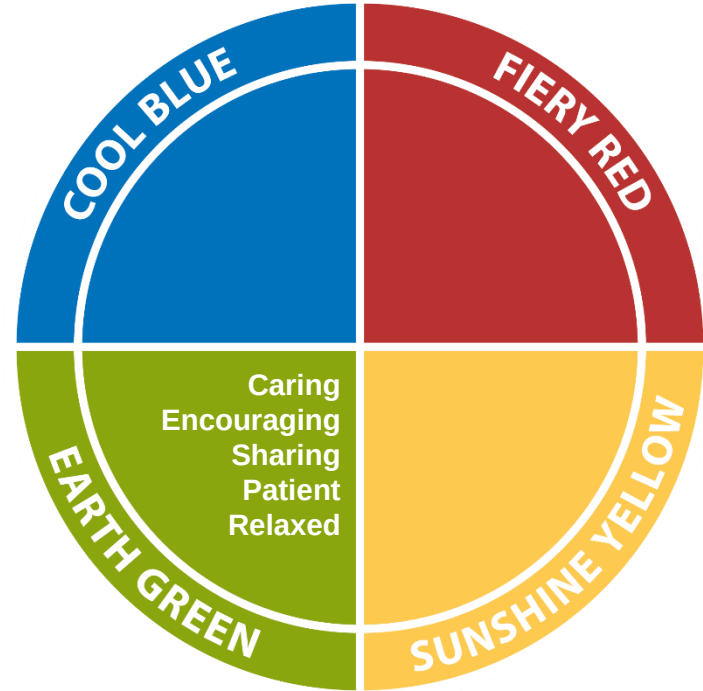
Have a strong
determination
that influences
those we
interact with

Are single-minded
and determined
in our focus
on results

Approach others
in a direct and
straightforward
manner

Seek an outcome
that is specific
and tangible

Your colour energy mix



**When we are
using our
Earth Green
energy, we ...**

View the world
through what we
value and what
is important to us

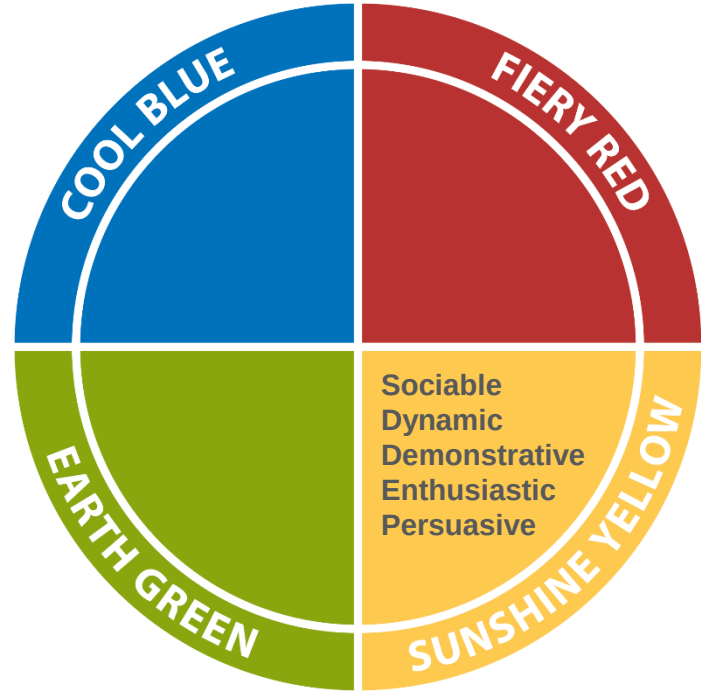
Seek harmony
and depth in
relationships

Defend what we
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

Your colour energy mix



When we are
using our
Sunshine Yellow
energy, we...

Radiate
enthusiasm
and encourage
participation

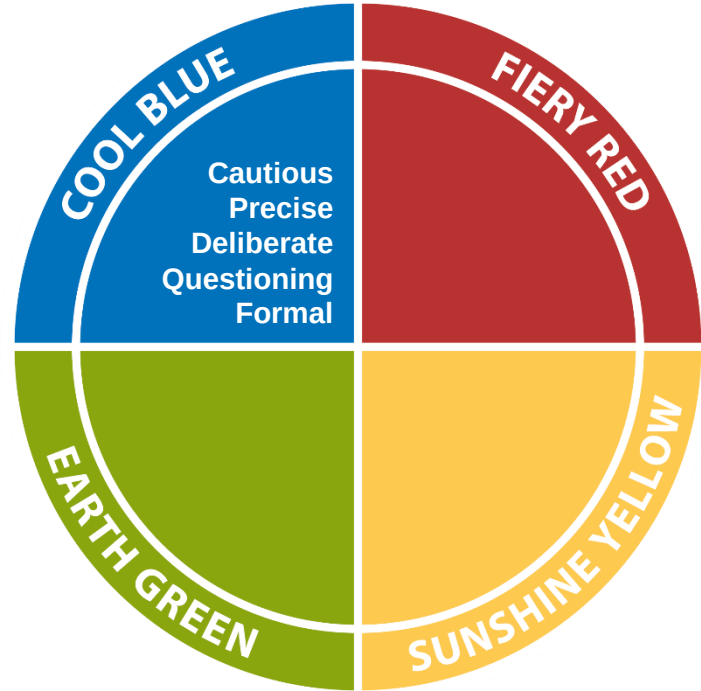
Enjoy and seek
the company
of others

Approach others
in a persuasive,
engaging and
inviting manner

Have a desire
to be involved

Like to be noticed
and appreciated for
their contributions

Your colour energy mix



When we are
using our
Cool Blue
energy, we ...

Desire to know
and understand
the world
around us

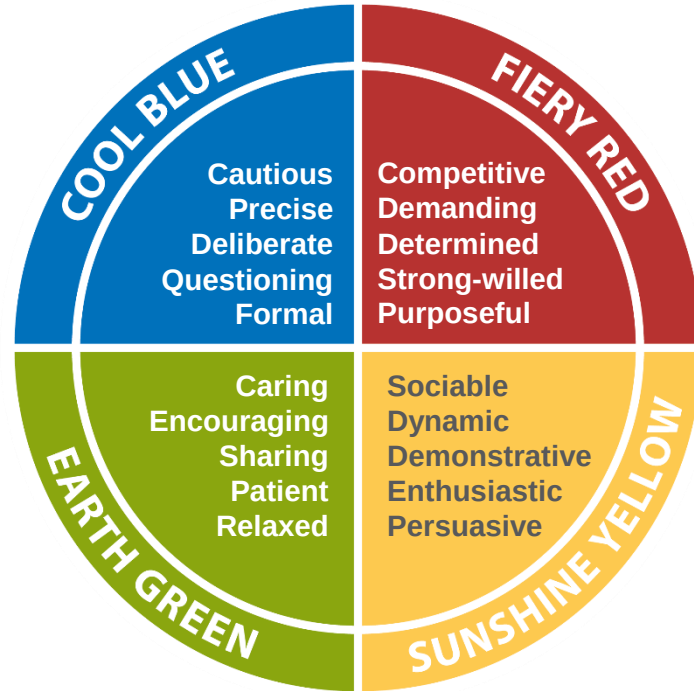
Maintain a
detached and
objective
standpoint

Value
independence
and intellect

Think things
through before
committing to
action

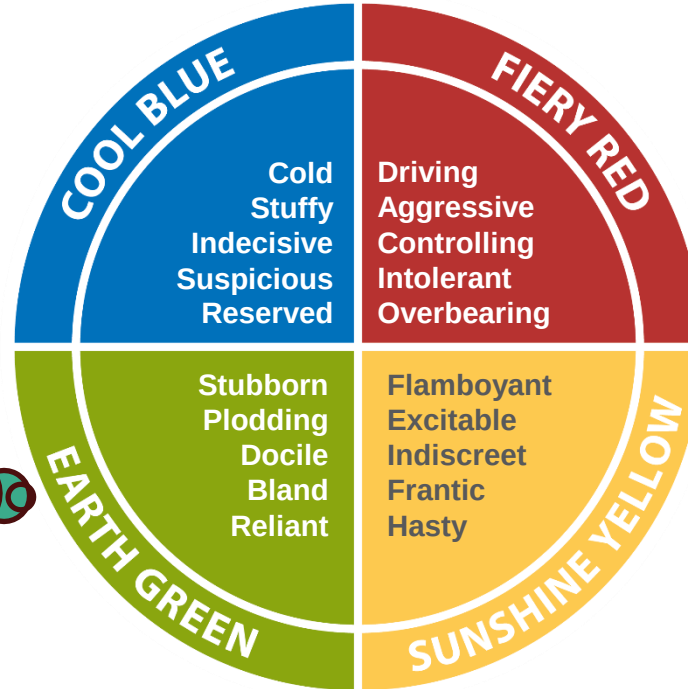
Like information to
be accurate and
complete before
proceeding

Insights Discovery Colour Energies



Insights Discovery Colour Energies

Rename
yourself putting
the initials of the
colour energies
at the front of
your name

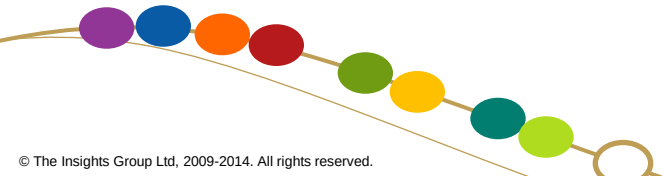


Record your
perceived colour
energies in
strength order

Happy with your choice of preferred colour energy, as you believe it to be?

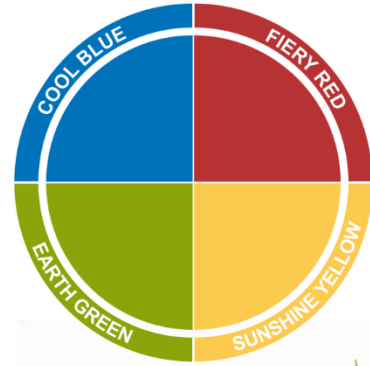


Comfort Break – 10 minutes



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.



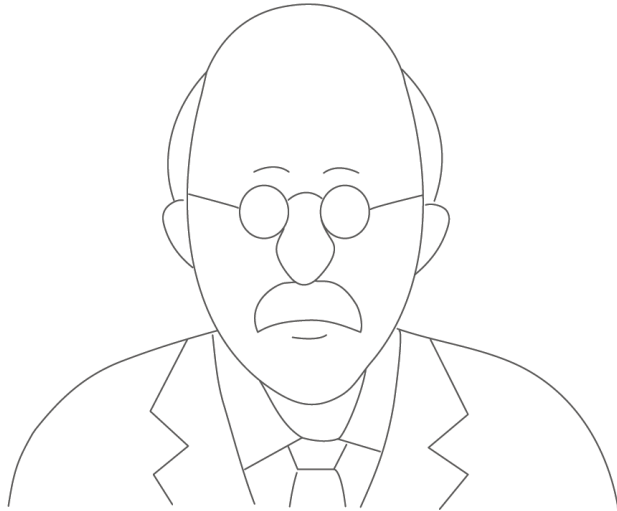
Still happy with your choice of preferred colour energy, as you believe it to be?





The Jungian Preferences

The Jungian preferences



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

– Dr Carl G Jung

Your 'attitude'

Introversion

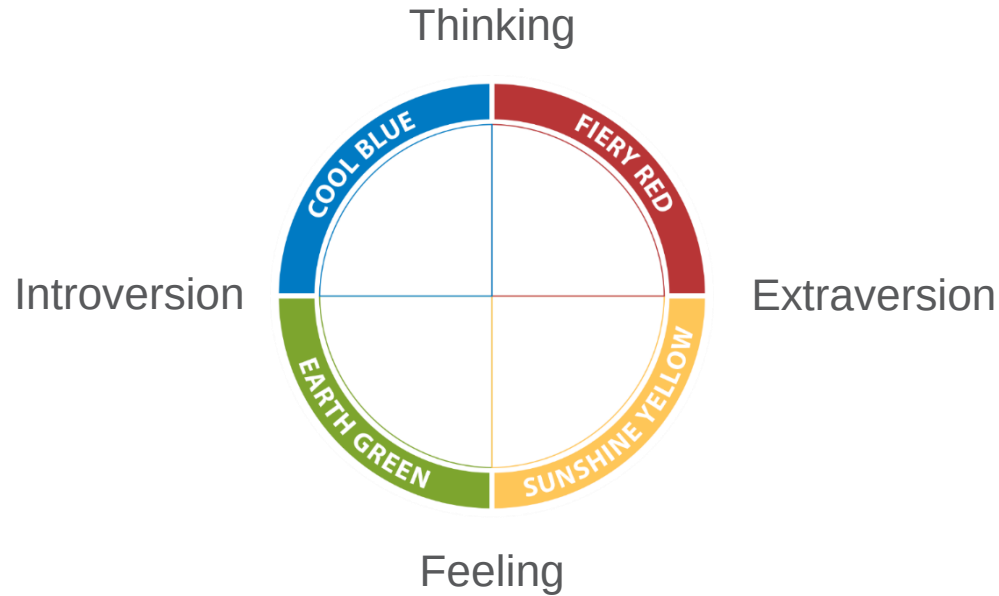
Extraversion

Your decision making 'functions'

Thinking

Feeling

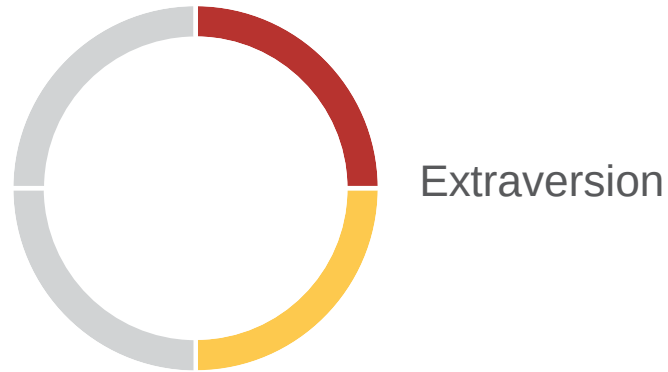
Jungian Preferences and the Colour Energies



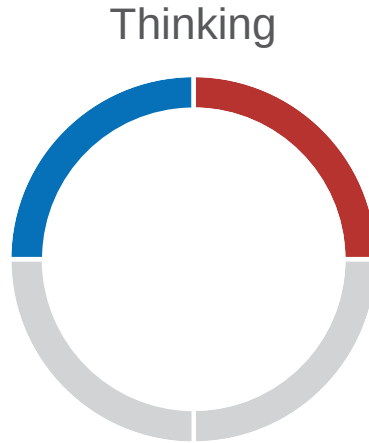
Jungian Preferences and the Colour Energies



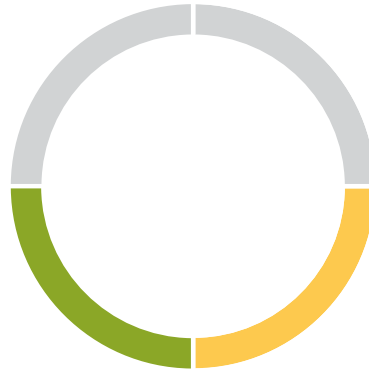
Jungian Preferences and the Colour Energies



Jungian Preferences and the Colour Energies

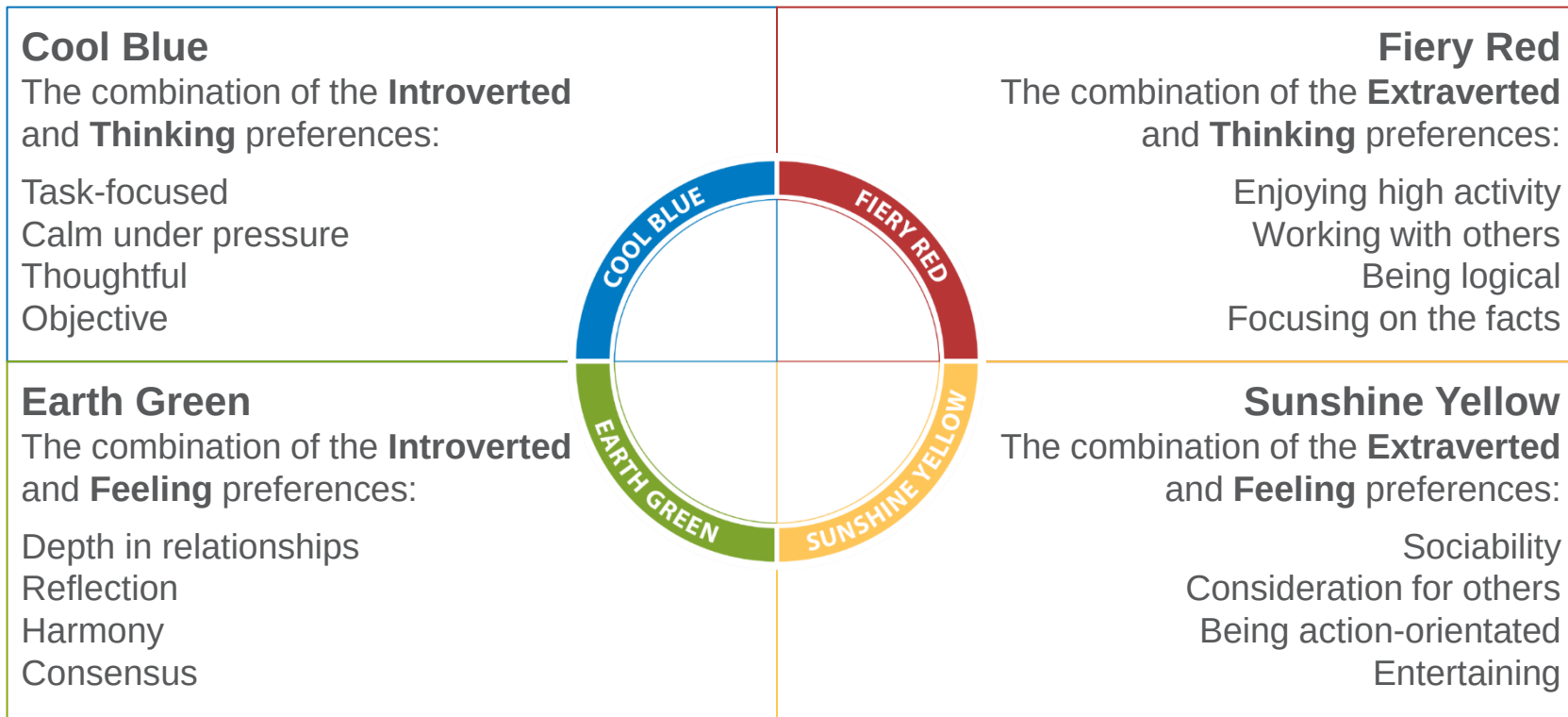


Jungian Preferences and the Colour Energies



Feeling

Jungian Preferences and the Colour Energies



Your perceiving 'functions'

Sensation

Intuition



What was there for you?

Sensation (S)

- Horse
- Sun
- Grass
- Orange

Intuition (N)

- Friendship
- Open space
- Freedom
- Companionship

Your perceiving 'functions'

Sensation

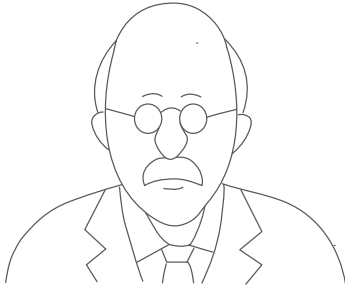
Intuition

Summary of Jung's Psychological Preferences

How we are oriented to the environment (to the object)

Introversion – Internally, through observation and reflection

Extraversion – Externally through engagement, involvement and taking action



How we make decisions

Thinking – With our 'head' using analysis and a logical rationale

Feeling – With our 'heart' deciding on what something is worth, using our personal values

How we take in and process information

Sensation – In a concrete, realistic and tangible way, grounded in the present

Intuition – Finding meaning through interpretation, and future possibilities

Preferred colour energy seems accurate?



A man in a dark suit and blue patterned tie is looking down at a document he is holding. He is standing in front of a large window that offers a view of a city skyline with various buildings and construction cranes under a clear sky. The scene is brightly lit, suggesting daytime.

Insights Reports

Review the Overview (pages 6-7)

- Note 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
- When you have more time, seek feedback from someone you trust on any statements in your Profile which you are not certain describe you

John Smith

insights

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 tends to be at his most flexible, adaptable and easy-going in everyday living, preferring to fit in harmoniously with those around him. He tends to be there when he is needed, offering low-key stability and strength to people and situations in need. His need to be of service to others can occasionally prevent him from relaxing. Low key acknowledgement for his contribution is likely to be appreciated by him. He will make an effort to remember names and birthdays and make his office or home a pleasant place in which to work.

John is patient, flexible and usually easy to get along with, having little personal desire to dominate and control others. He tends to be fiercely loyal to his friends, prepared to sacrifice his own wants for the needs of the other person. Normally a flexible and open minded person, he may dig in his heels to defend something he believes in and that is being threatened. He is at his best in work that involves people and task, where co-operation can be achieved through goodwill. He may speak of or express his ideals indirectly.

Quiet and conscientious, John has an original mind and will try to use this for others' benefit. Finding it hard to understand why some others try to impose limits, order and structure upon others, he avoids attempting to change or control people. He tends to take the things he does well for granted and usually underrates and understates himself. He resists being labelled by others and is engaged in a never-ending search for self-knowledge and self-identity. Although he has a tendency to undertake too much, somehow everything gets done in its own time.

Enjoying a "low profile", one of John's great strengths is his natural, unobtrusive, accepting manner. He may appear more tolerant of others who prefer to operate in a moderate or controlled way. His easy-going exterior may mask a rather more compulsive interior. He may have difficulty asserting himself and in saying "No". Serious, conscientious and loyal, John is a dedicated worker. He will seek an environment in which he can be quietly productive.

John is sympathetic, empathic and affable. He is gently forceful in having his ideas applied where it matters to him. He is loyal, supportive, idealistic and creative. Due to his sociable, friendly and warm-hearted demeanour, he is best employed in providing practical service to others. He is warm and gracious and believes in a philosophy of "live and let live". He has a tendency to play down the rules, particularly if they appear to oppose his values.

Interacting with Others

John has a strong sense of duty and faithfulness, but little desire to impress or influence others. Above all, he is idealistic and capable of great devotion and loyalty to a valued person or cause. He wishes to be valued for himself. In a conflict, he typically appears calm, unruffled, efficient and pragmatic. He will help others to give of their best. He may excel in fields that involve human values.

As his feelings are intense, he may be unable to repress them at times. John probably prefers more relaxed social interaction. Do not assume this to be an indication that he is not serious

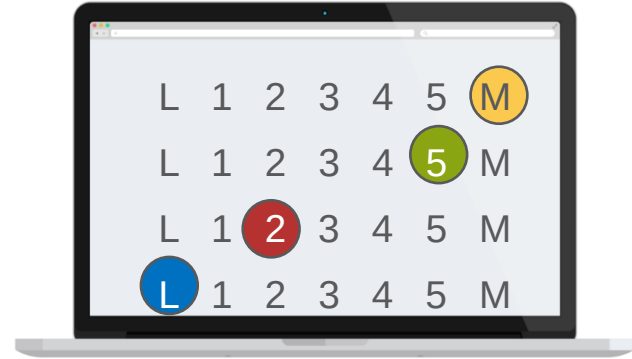
Discovery

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Evaluator Frames

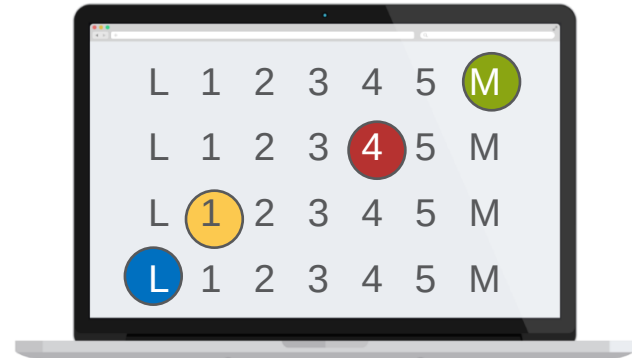
Frame 1

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



Frame 2

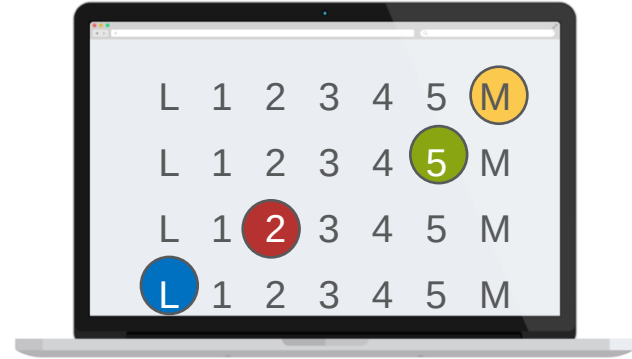
- Calm and even-tempered
- Determined and dominant
- Buoyant and light-hearted
- Exact and precise



Evaluator Frames

Responses (Score between 0 and 6)

- Most likely = Score of 6
- Least likely = Score of 0
- Remaining 2 pairs = Scoring 1-5



The Insights Discovery Personal Profile:



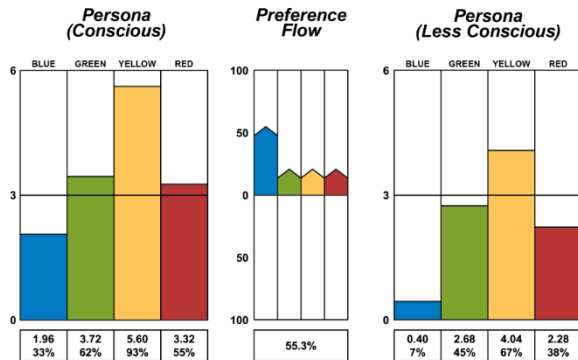
Colour Energy Dynamics

Graph I

Conscious
Persona

The portrait
picture of you

Aware of your
behaviours



Graph II

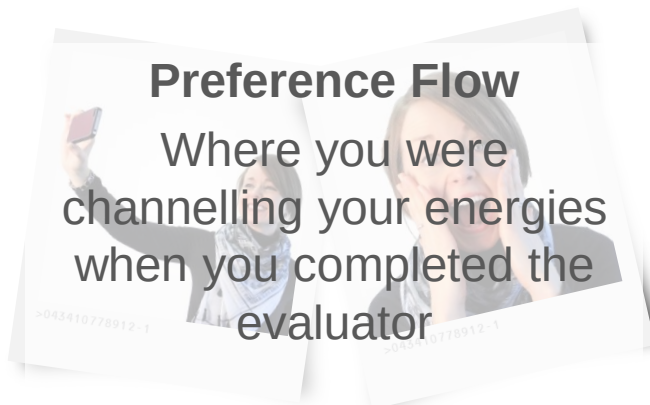
Less Conscious
Persona

The candid
photograph

Less aware of
your behaviours

Preference Flow

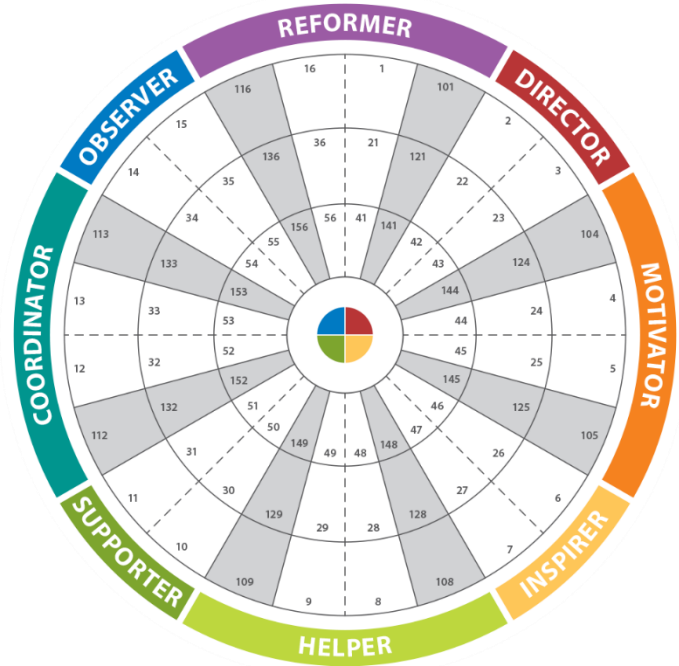
Where you were
channelling your energies
when you completed the
evaluator



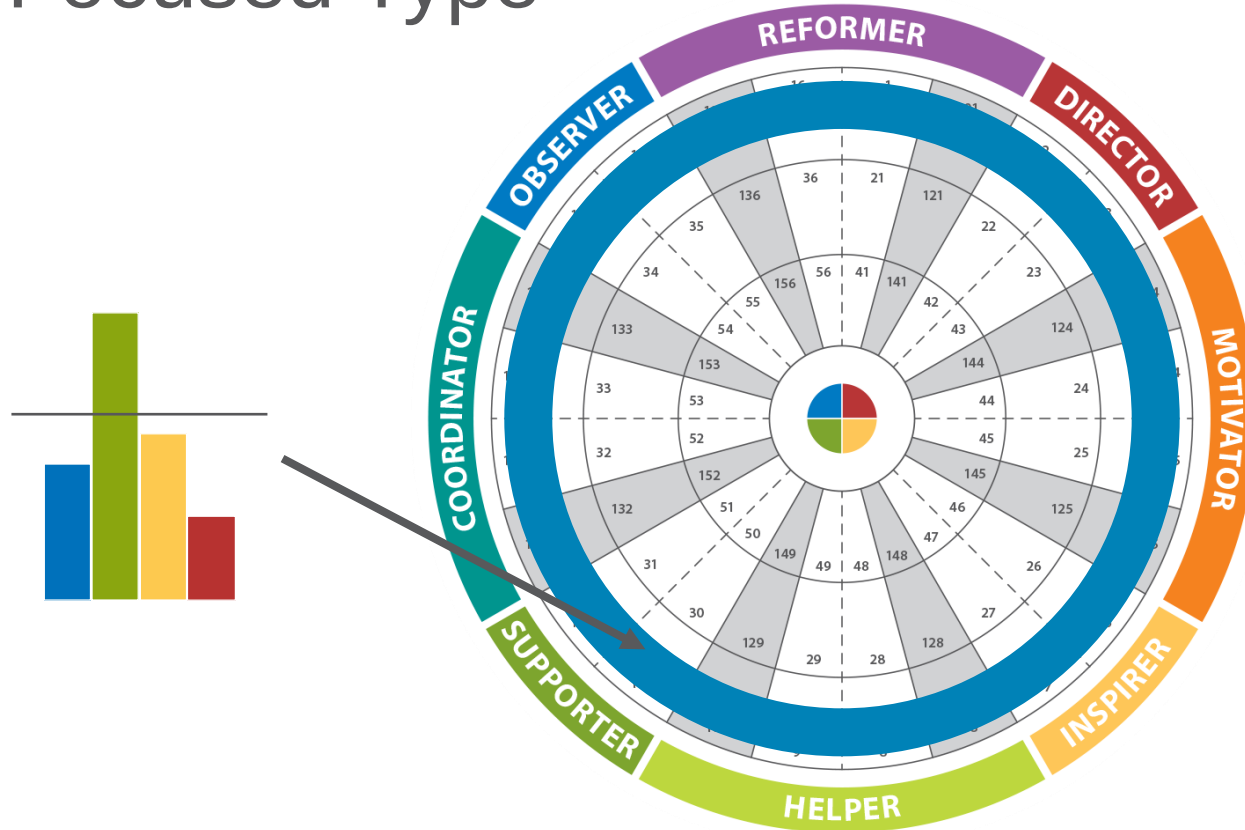
The Insights Discovery 72-Type wheel

Wheel position determined by:

- Order of colour energies
- Number of colour energies above the midline

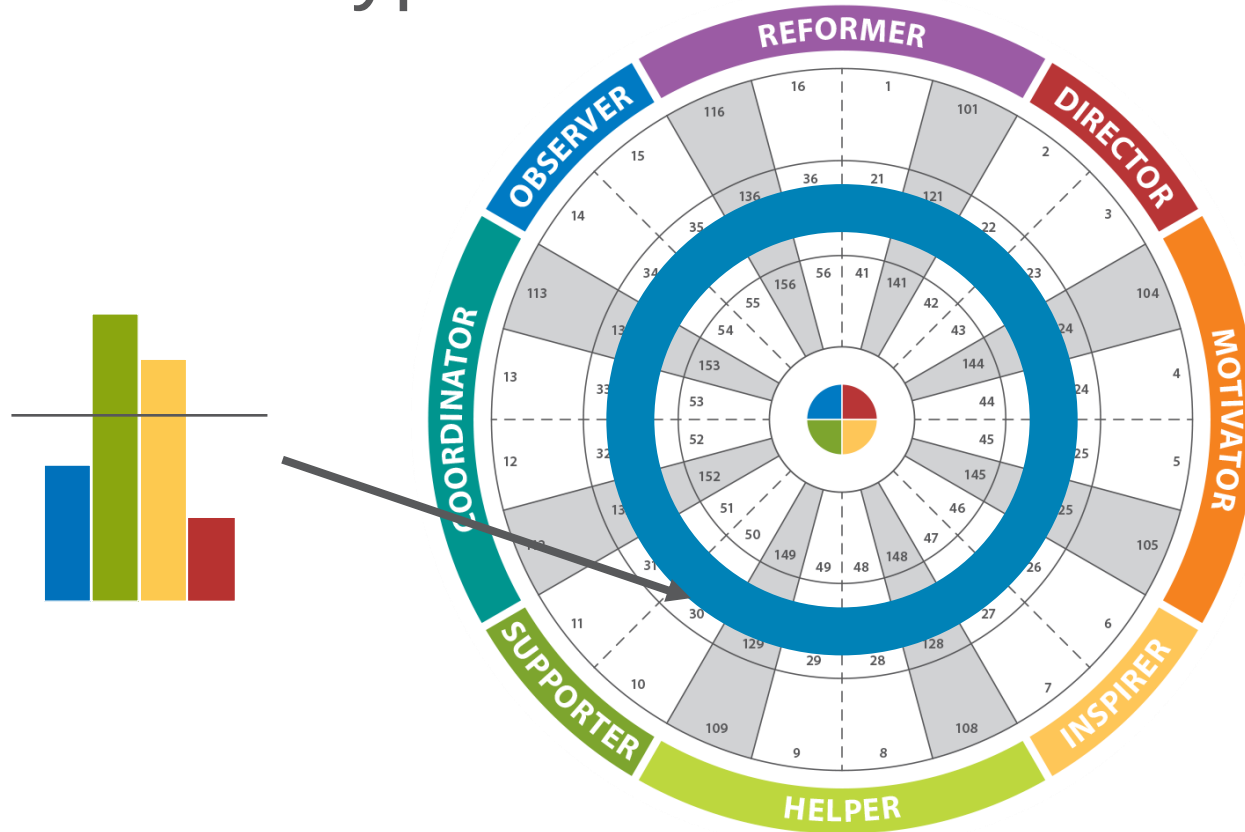


Focused Type



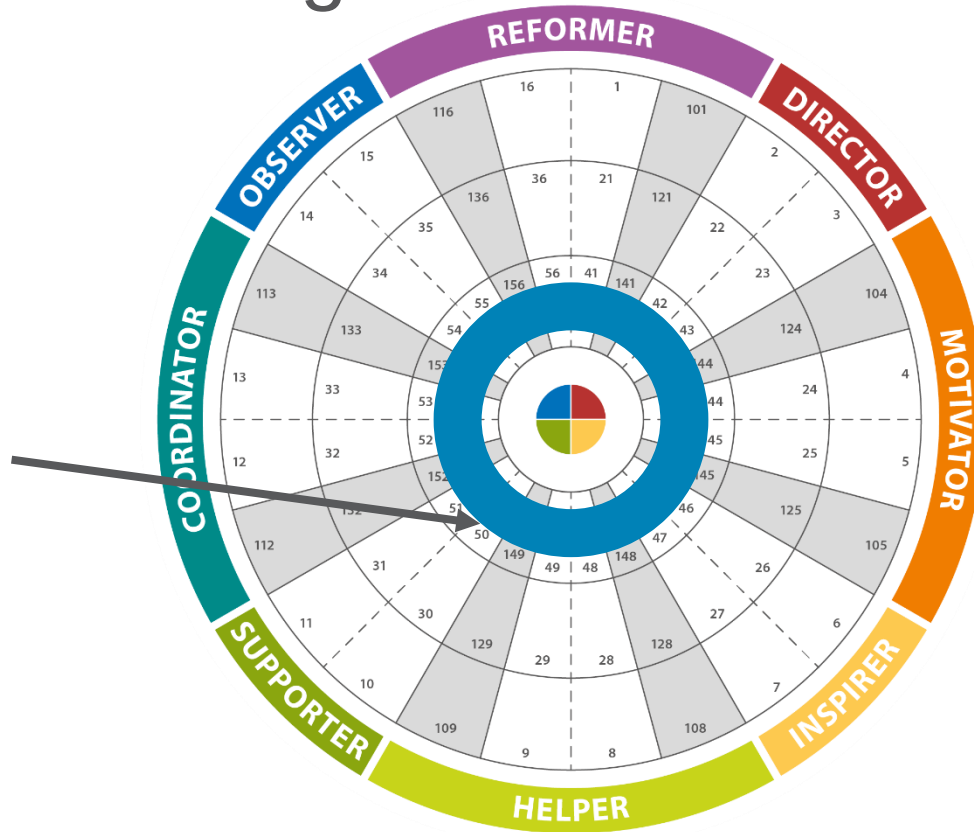
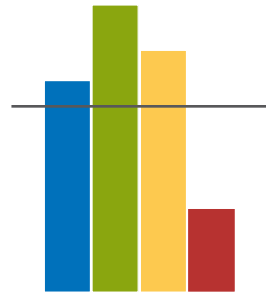
Focused ring =
3% of population

Classic Type



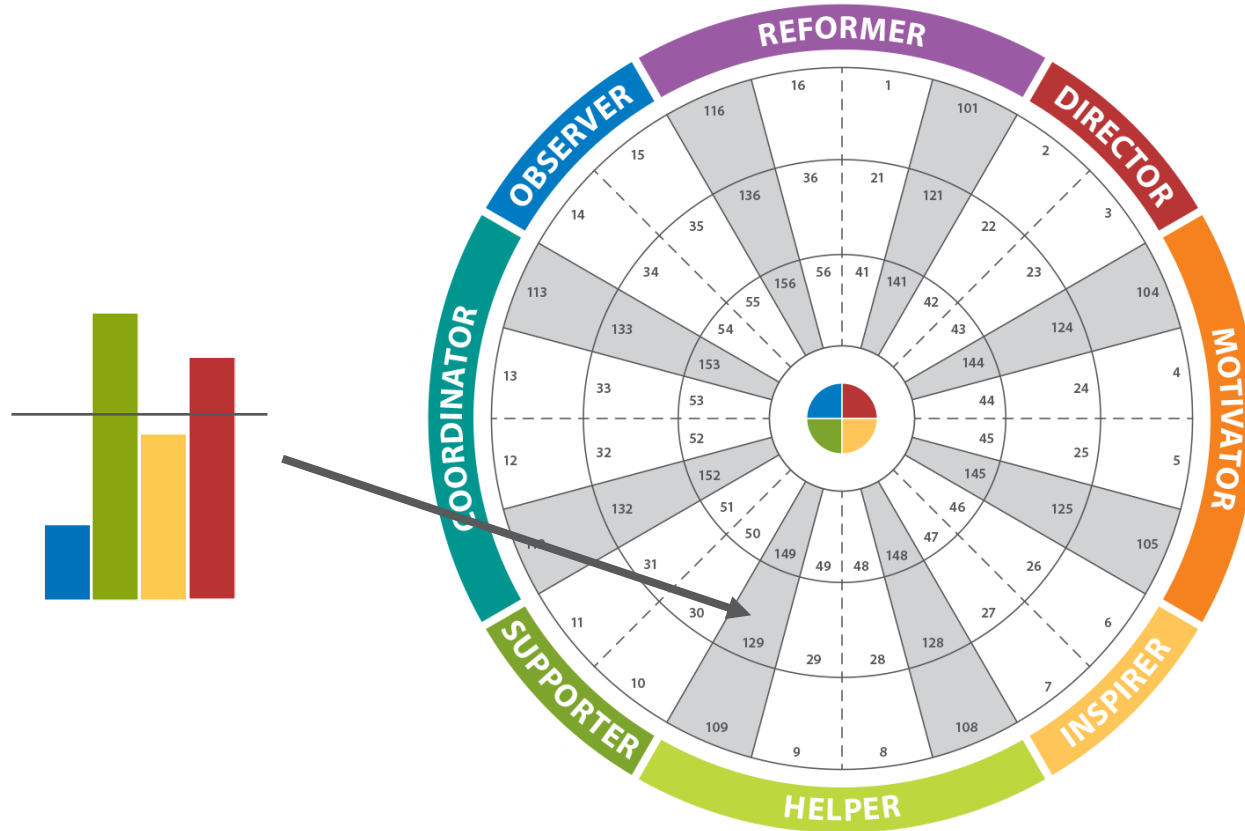
Classic Ring =
54% of population

Accommodating Type



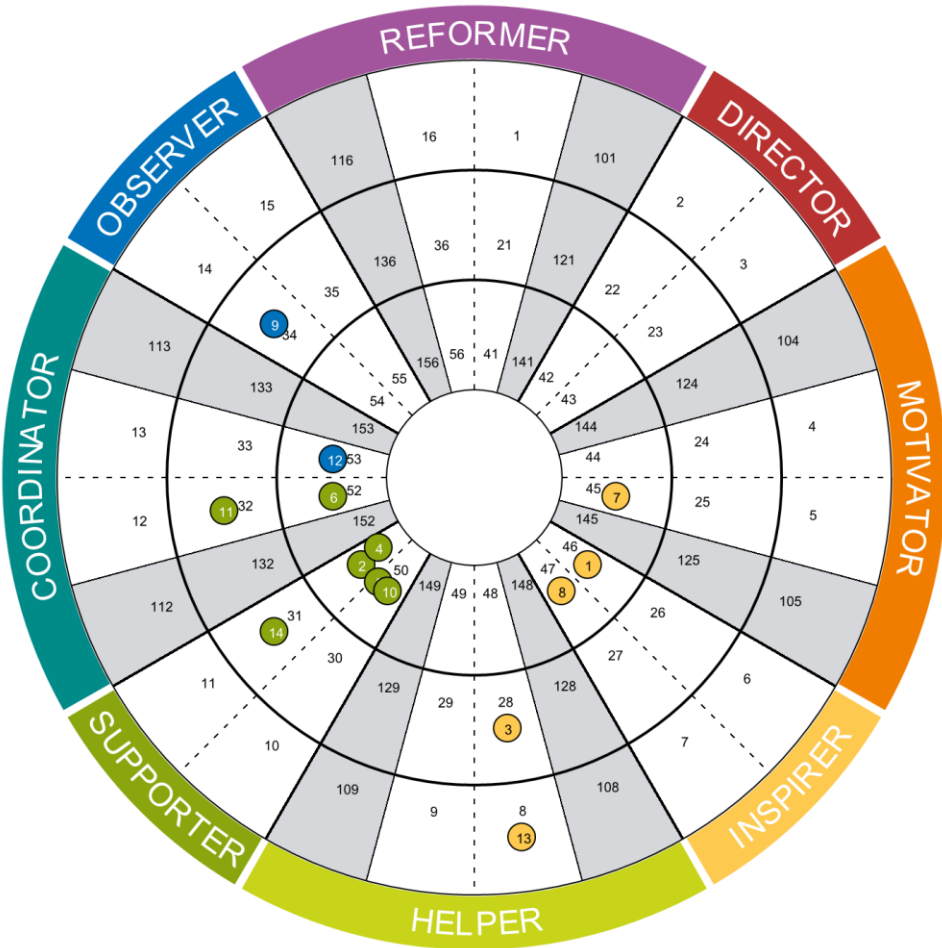
Accommodating
Ring = 43%
of population

Creative types pull on two opposing energies



Creative positions
= 9% of population

Team Wheel



No.	Name	Wheel Position	Colour Order Preference
1	Emlyn Bailey	46	Yellow, Red, Green, Blue
2	Iloyd davies	51	Green, Blue, Yellow, Red
3	Gareth Fox	28	Yellow, Green, Blue, Red
4	Kristy Gordon	51	Green, Blue, Yellow, Red
5	Jeff Green	51	Green, Blue, Yellow, Red
6	Rob Heaton	52	Green, Blue, Red, Yellow
7	Layla Kassim-Ali	45	Yellow, Red, Blue, Green
8	Kelly Keedwell	47	Yellow, Green, Red, Blue
9	Mollie Marcel	34	Blue, Green, Yellow, Red
10	Andrew Oakman	50	Green, Yellow, Blue, Red
11	Celyn Owens	32	Green, Blue, Yellow, Red
12	Lance Palmelance@hotmail.com	53	Blue, Green, Yellow, Red
13	Bethany Thompsett	8	Yellow, Green, Blue, Red
14	Nadine Thomson	31	Green, Blue, Yellow, Red



Recognising Types

Recognising types



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

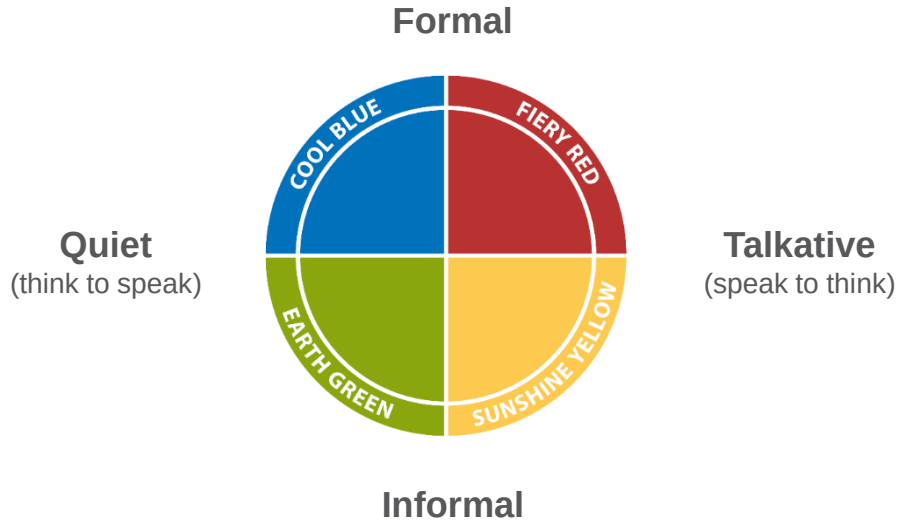
Recognising types

Step One:

- Do they “speak to think”
(**Fiery Red**/**Sunshine Yellow**) or
“think to speak”
(**Cool Blue**/**Earth Green**)?

Step Two:

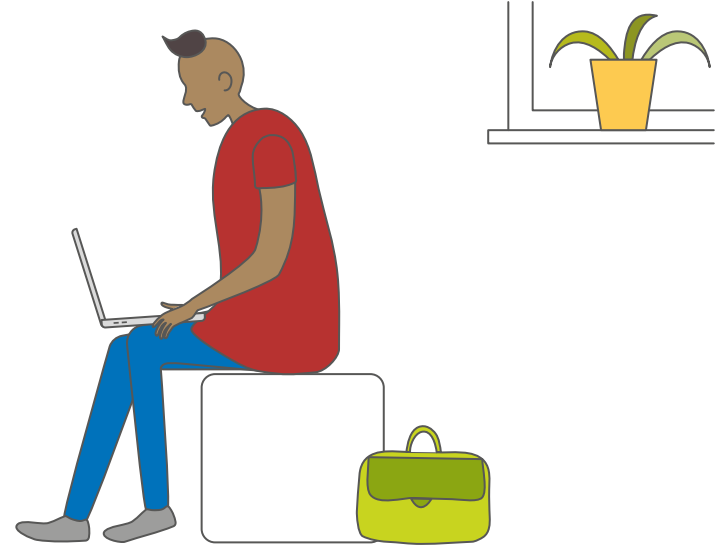
- Are they more formal/task focused
(**Cool Blue**/**Fiery Red**) or more
informal/relationship focused
(**Earth Green**/**Sunshine Yellow**)?



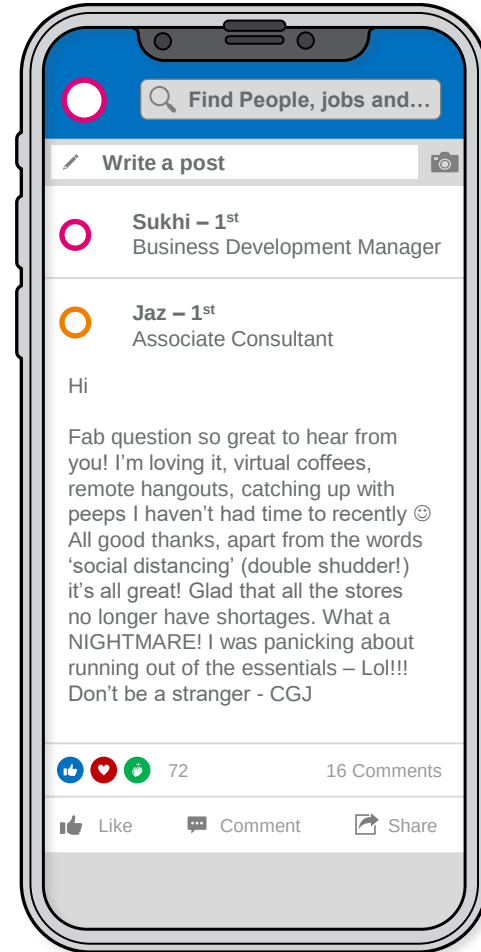
Be the detective ...

Email communications

What clues might indicate
the sender's style?



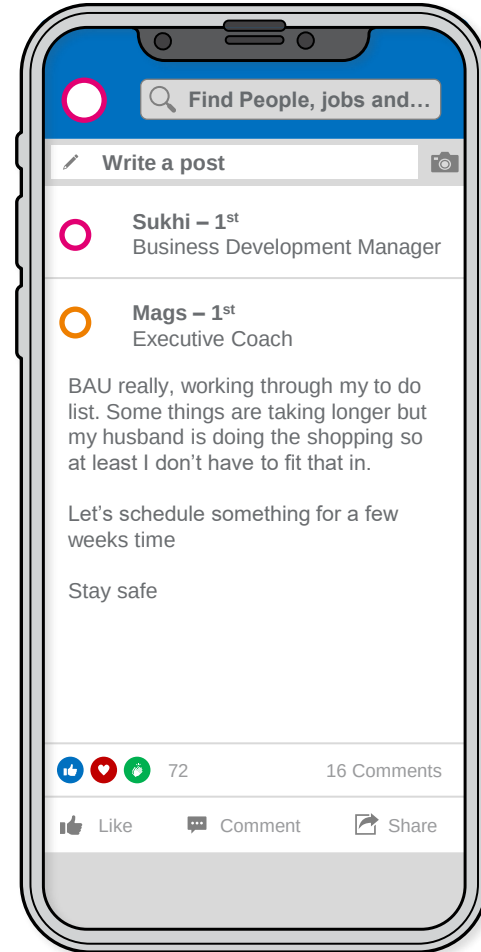
Recognising Type



Hi

Fab question so great to hear from you! I'm loving it, virtual coffees, remote hangouts, catching up with peeps I haven't had time to recently 😊 All good thanks, apart from the words 'social distancing' (double shudder!) it's all great! Glad that all the stores no longer have shortages. What a NIGHTMARE! I was panicking about running out of the essentials – Lol!!! Don't be a stranger - CGJ

Recognising Type

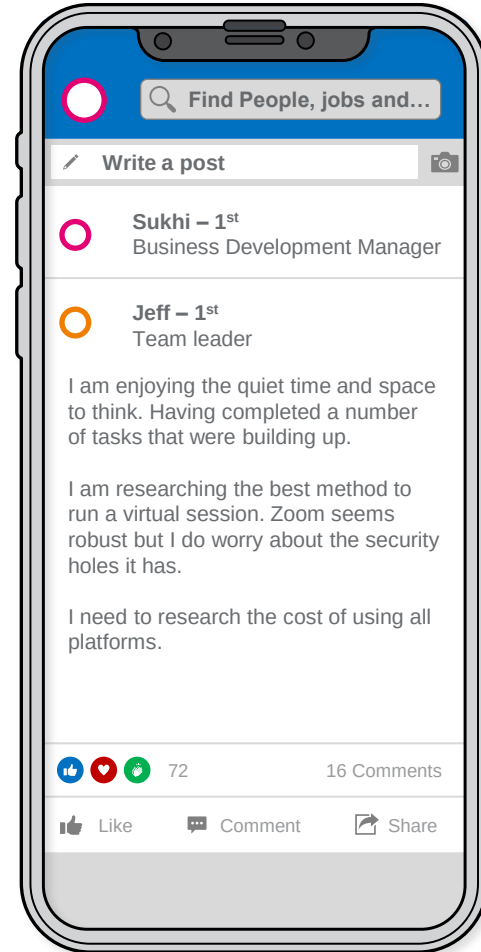


BAU really, working through my to do list. Some things are taking longer but my husband is doing the shopping so at least I don't have to fit that in.

Let's schedule something for a few weeks time

Stay safe

Recognising Type

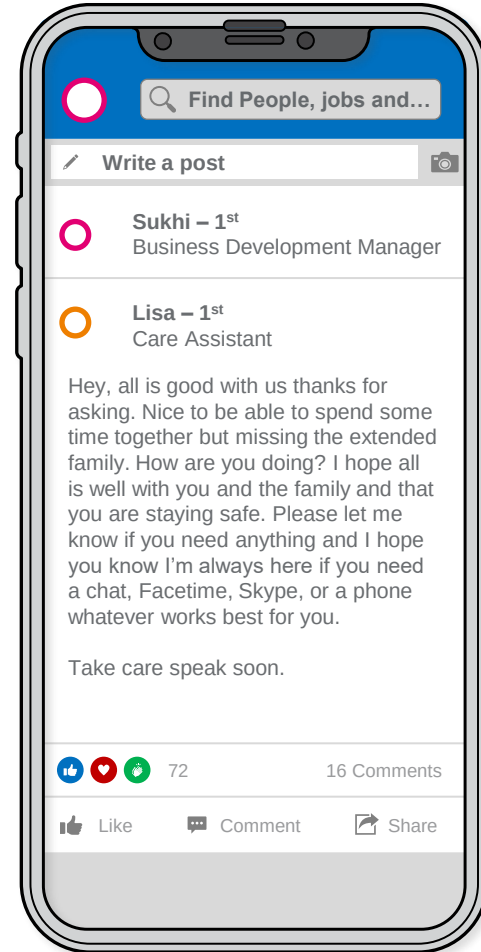


I am enjoying the quiet time and space to think.
Having completed a number of tasks that were building up.

I am researching the best method to run a virtual session. Zoom seems robust but I do worry about the security holes it has.

I need to research the cost of using all platforms.

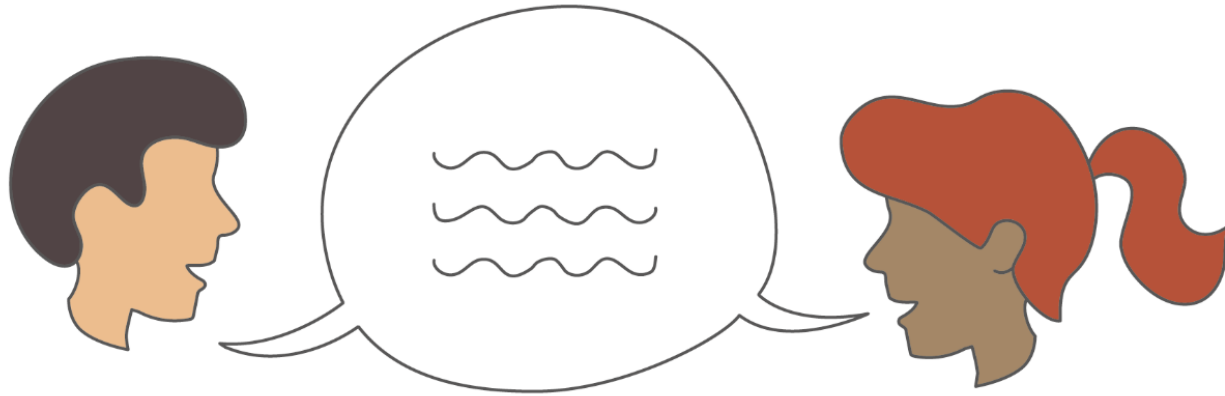
Recognising Type



Hey, all is good with us thanks for asking. Nice to be able to spend some time together but missing the extended family. How are you doing? I hope all is well with you and the family and that you are staying safe. Please let me know if you need anything and I hope you know I'm always here if you need a chat, Facetime, Skype, or a phone whatever works best for you.

Take care speak soon.

Adapting and connecting



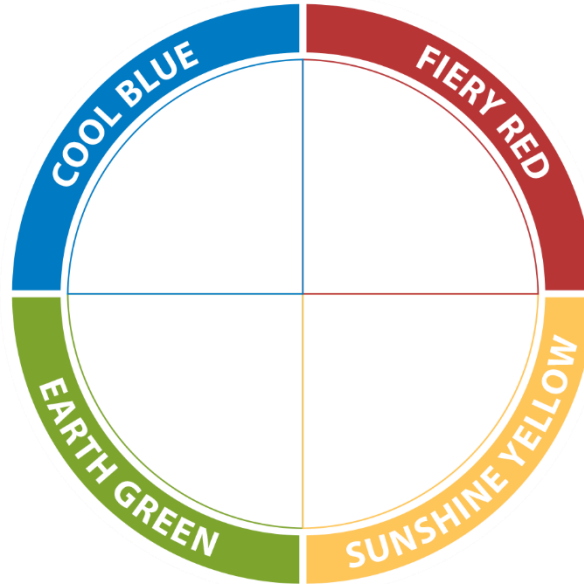
Adapting and connecting

Cool Blue

Be well prepared
and thorough
Do not be flippant on
important issues

Earth Green

Do not push for
quick decisions
Be patient and supportive



Fiery Red

Be direct and to the point
Do not hesitate or waffle

Sunshine Yellow

Do not impose a routine
Be friendly and sociable

Personal development

We are what we
repeatedly do.

Excellence then is not an
act but a habit.



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?



Thank you



julie.crossman@uwtsd.ac.uk

