Insights Discovery An Introduction

Beginning the Journey …

February 2021

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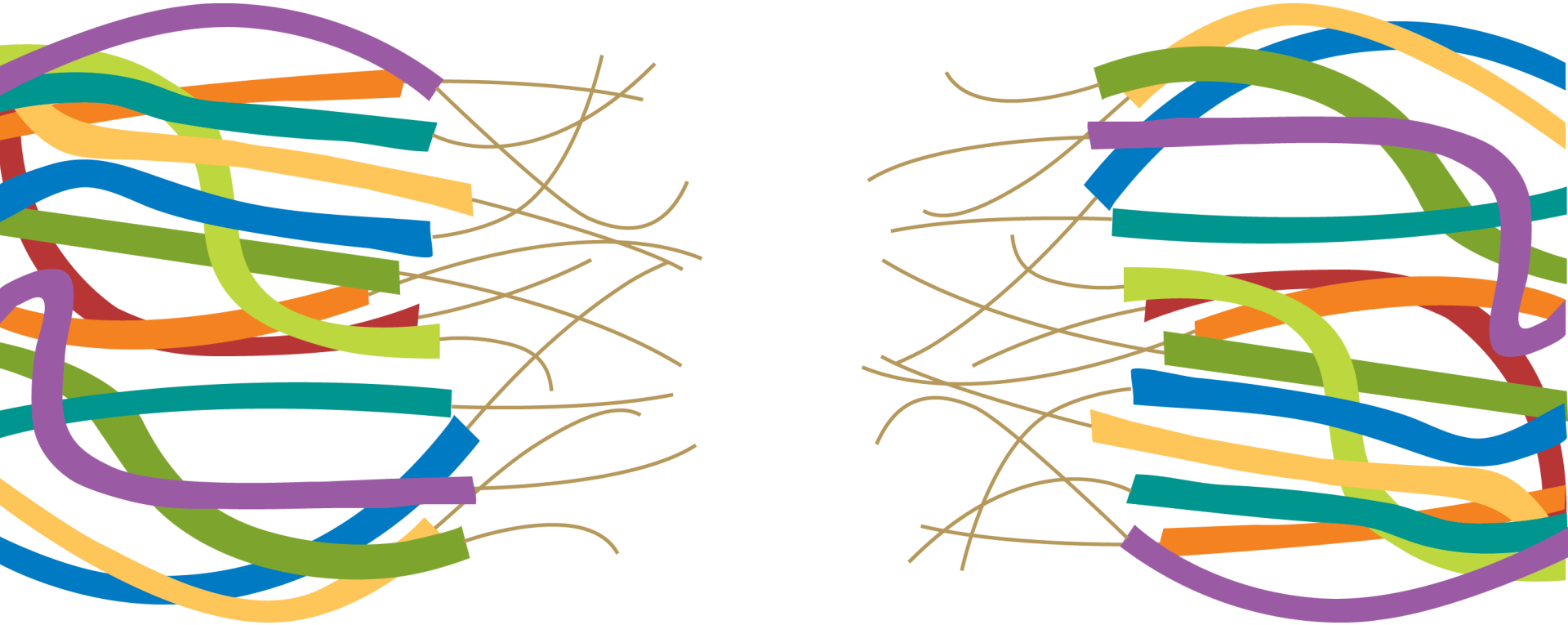
Today is about connections



Who do you need to connect more with?

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Hopes & Fears

Ground Rules

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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

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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

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The Insights Discovery Card Activity

Select three of each colour.

Keep those that describe you well.

Give away those that do not describe you.

Receive cards from others that do describe you.

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Perception

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

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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)

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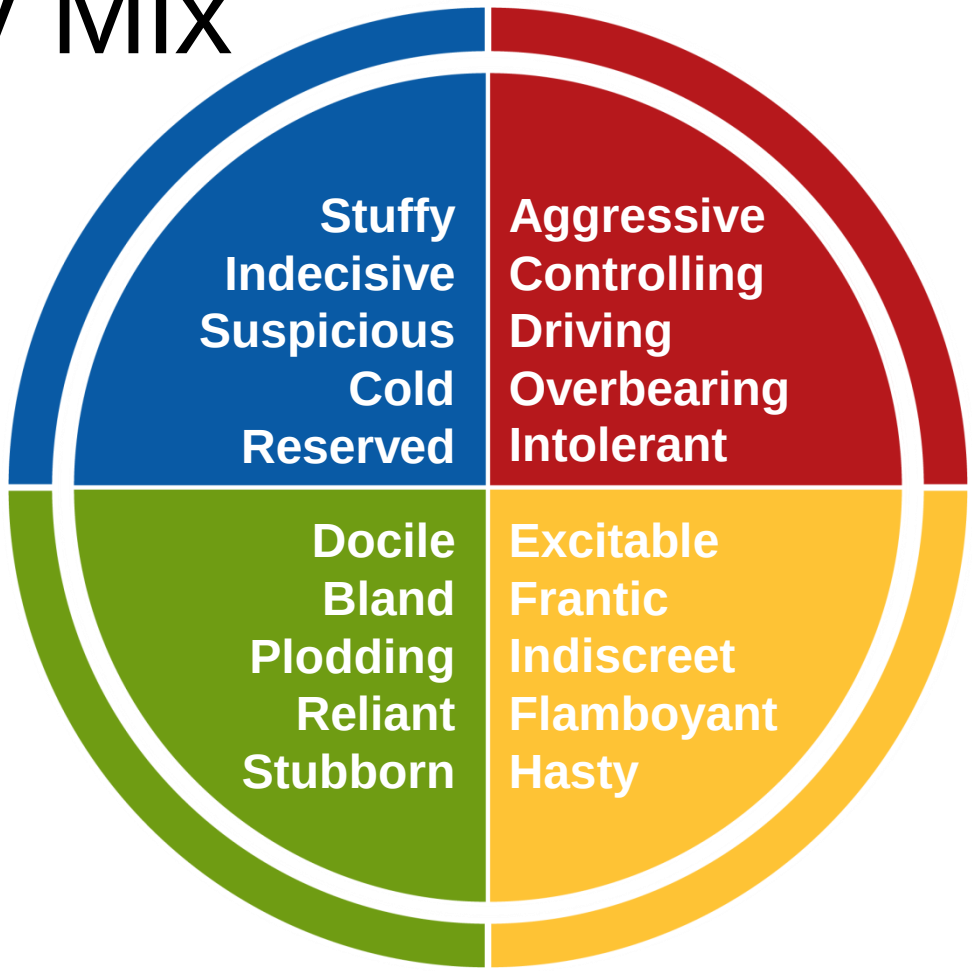
Your Colour Energy Mix



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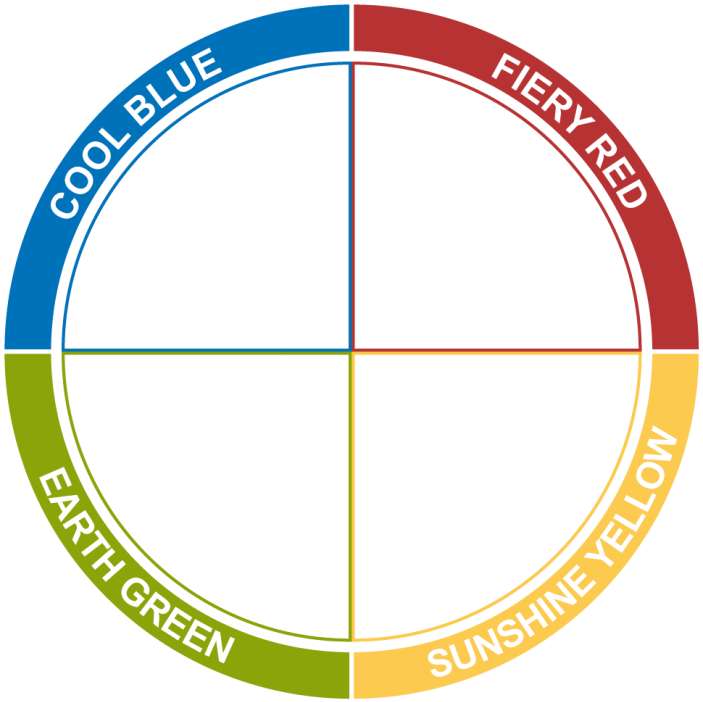
Your Colour Energy Mix



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

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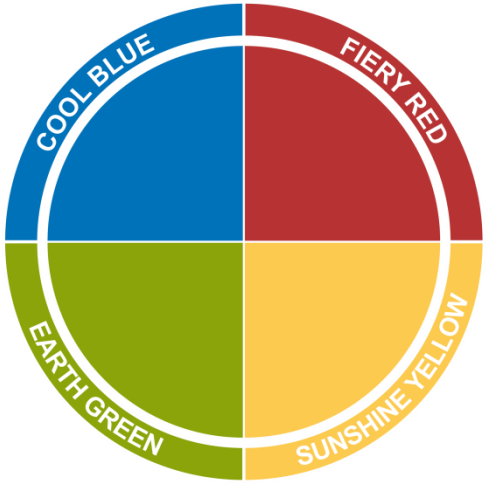
Colour Energy Exercise ‘A Team Celebration’



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

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

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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

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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

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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

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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

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The Jungian Preferences

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

– Dr Carl G Jung

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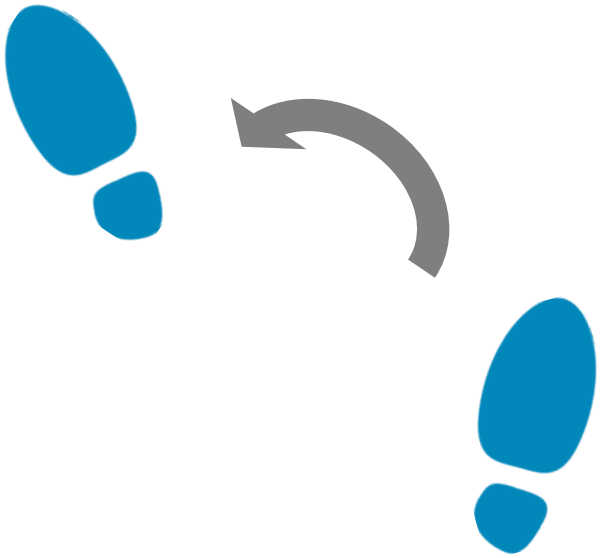
The Stepping Activity



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Your ‘Attitude’

Introversion		**Extraversion**
Quiet	← | →	Talkative
Observant	← | →	Involved
Inwardly focused	← | →	Outwardly focused
Depth focused	← | →	Breadth focused
Intimate	← | →	Gregarious
Reserved	← | →	Flamboyant
Reflective	← | →	Action oriented
Thoughtful	← | →	Outspoken
Cautious	← | →	Bold

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Your Decision Making ‘Functions’

Thinking		**Feeling**
Formal	← | →	Informal
Impersonal	← | →	Personal
Analytical	← | →	Illogical
Detached	← | →	Involved
Objective	← | →	Subjective
Strong-minded	← | →	Flexible
Competitive	← | →	Accommodating
Particular	← | →	Ambivalent
Task focused	← | →	Relationship focused

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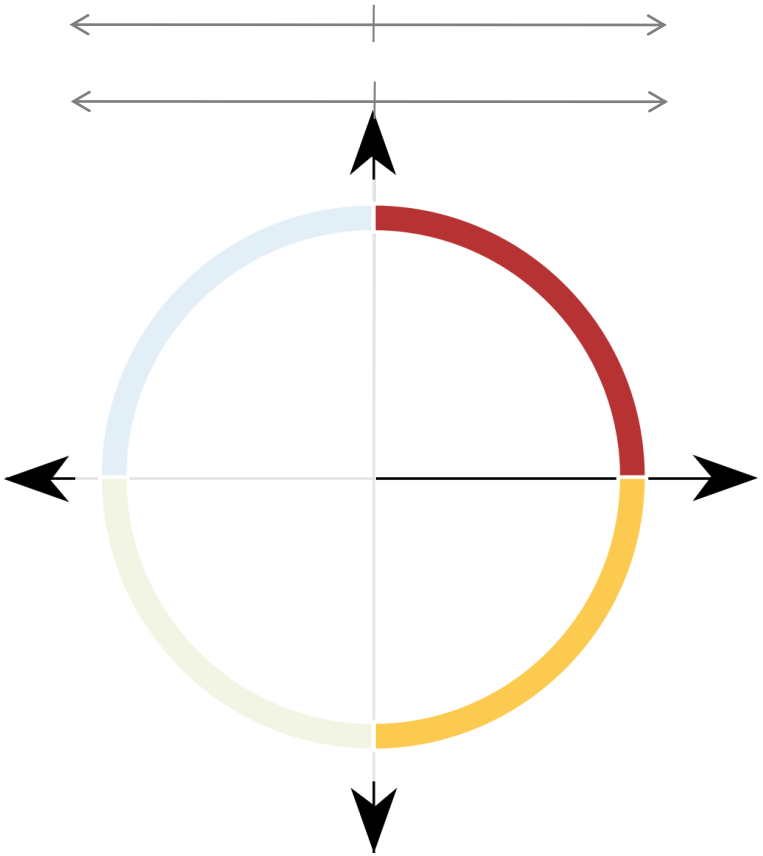
Jungian Preferences and the Colour Energies

Introversion
Thinking



Extraversion
Feeling

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

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Your Perceiving ‘Functions’

Sensation		**Intuition**
Specific	← | →	Global
Present-oriented	← | →	Future-oriented
Realistic	← | →	Imaginative
Consistent	← | →	Unpredictable
Down-to-earth	← | →	Blue-sky
Practical	← | →	Conceptual
Precise	← | →	General
Factual	← | →	Abstract
Step-by-step	← | →	Spontaneous

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Sensation and Intuition in every colour energy

A combination of Fiery Red with Sensation

A combination of Cool Blue with Intuition

A combination of Earth Green with Sensation

A combination of Sunshine Yellow with Intuition

A combination of Cool Blue with Sensation

A combination of Fiery Red with Intuition

A combination of Sunshine Yellow with Sensation

A combination of Earth Green with Intuition

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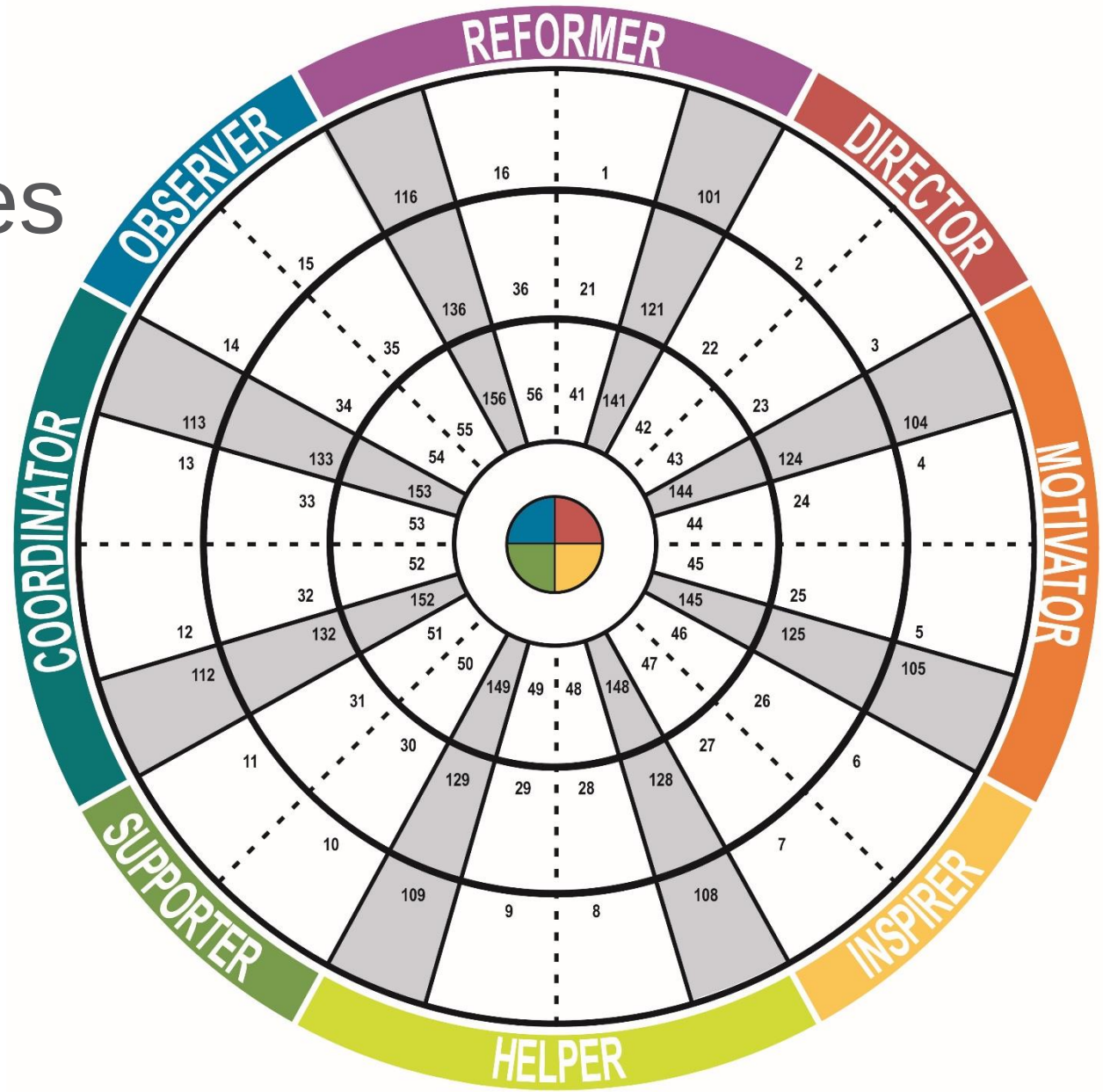
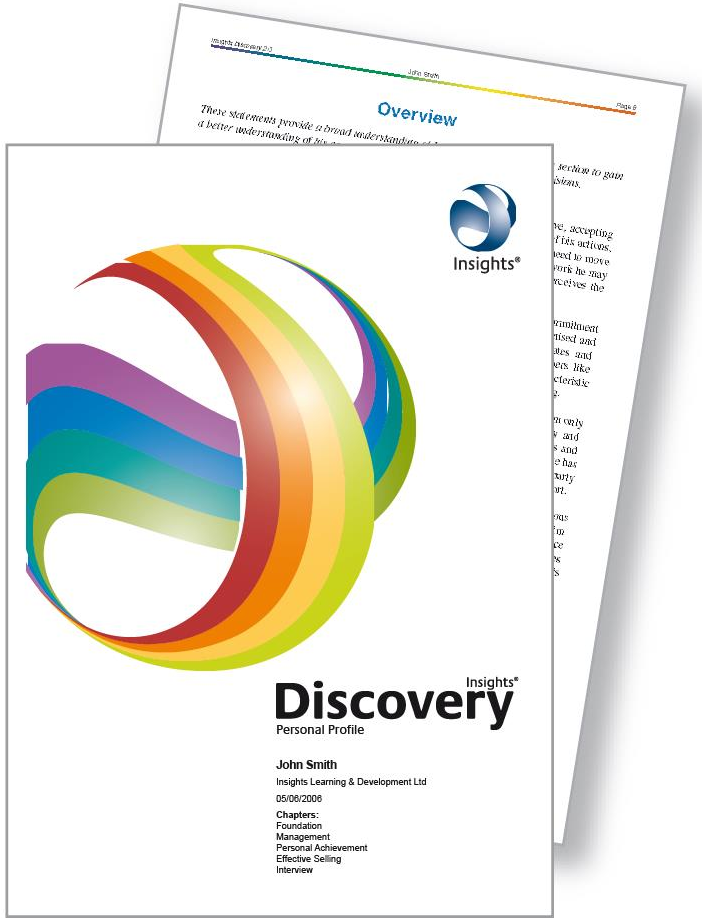
The 8 Types


REFORMER
DIRECTOR
MOTIVATOR
INSPIRER
HELPER
SUPPORTER
COORDINATOR
OBSERVER

The Insights Discovery Personal Profile:

Face Validity



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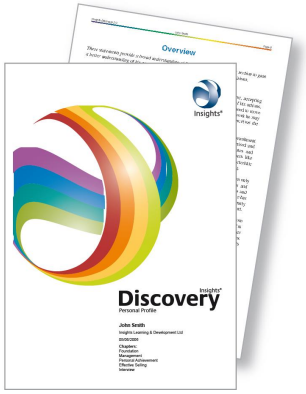
Review the Overview (pages 6-8)



- 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 sentences x 2% = 3%

100% - 3% = 97% Accuracy

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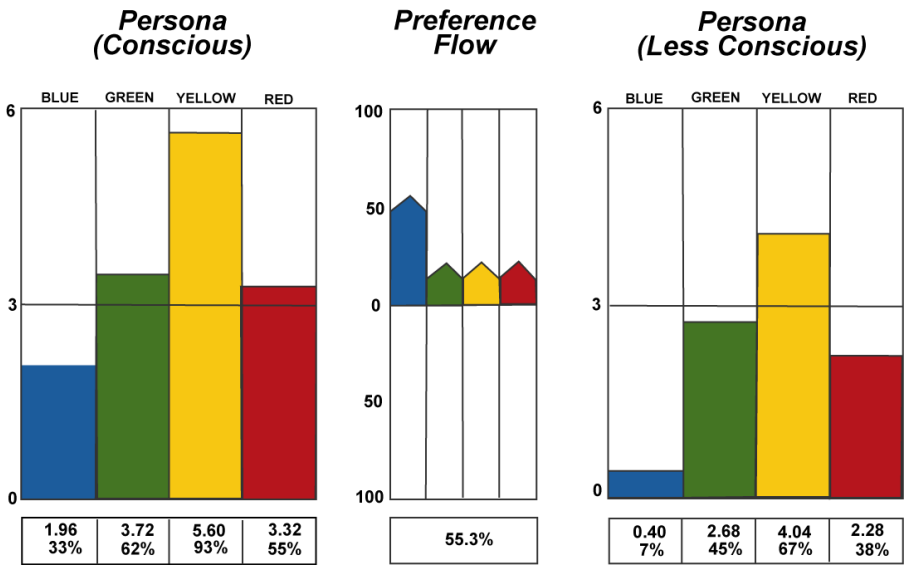
Colour Energy Dynamics

Graph I
Conscious Persona

The portrait picture of you

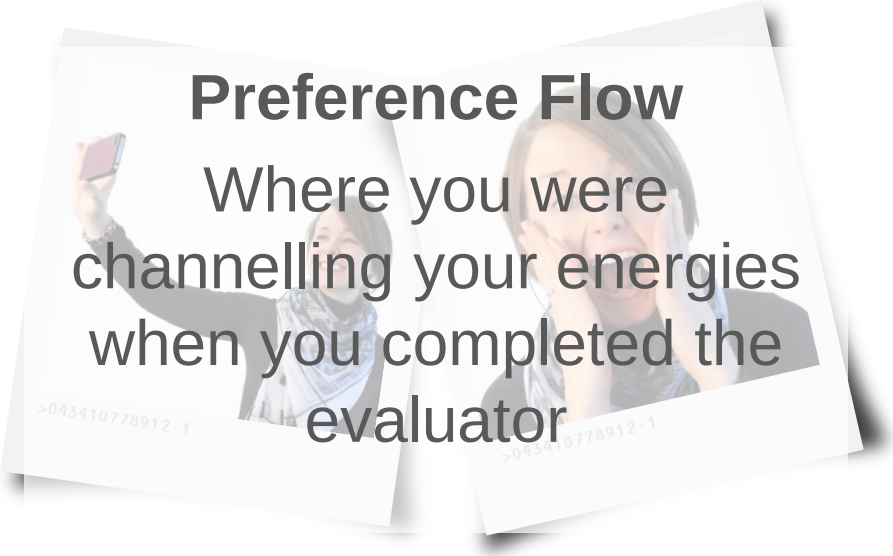
Aware of your behaviours



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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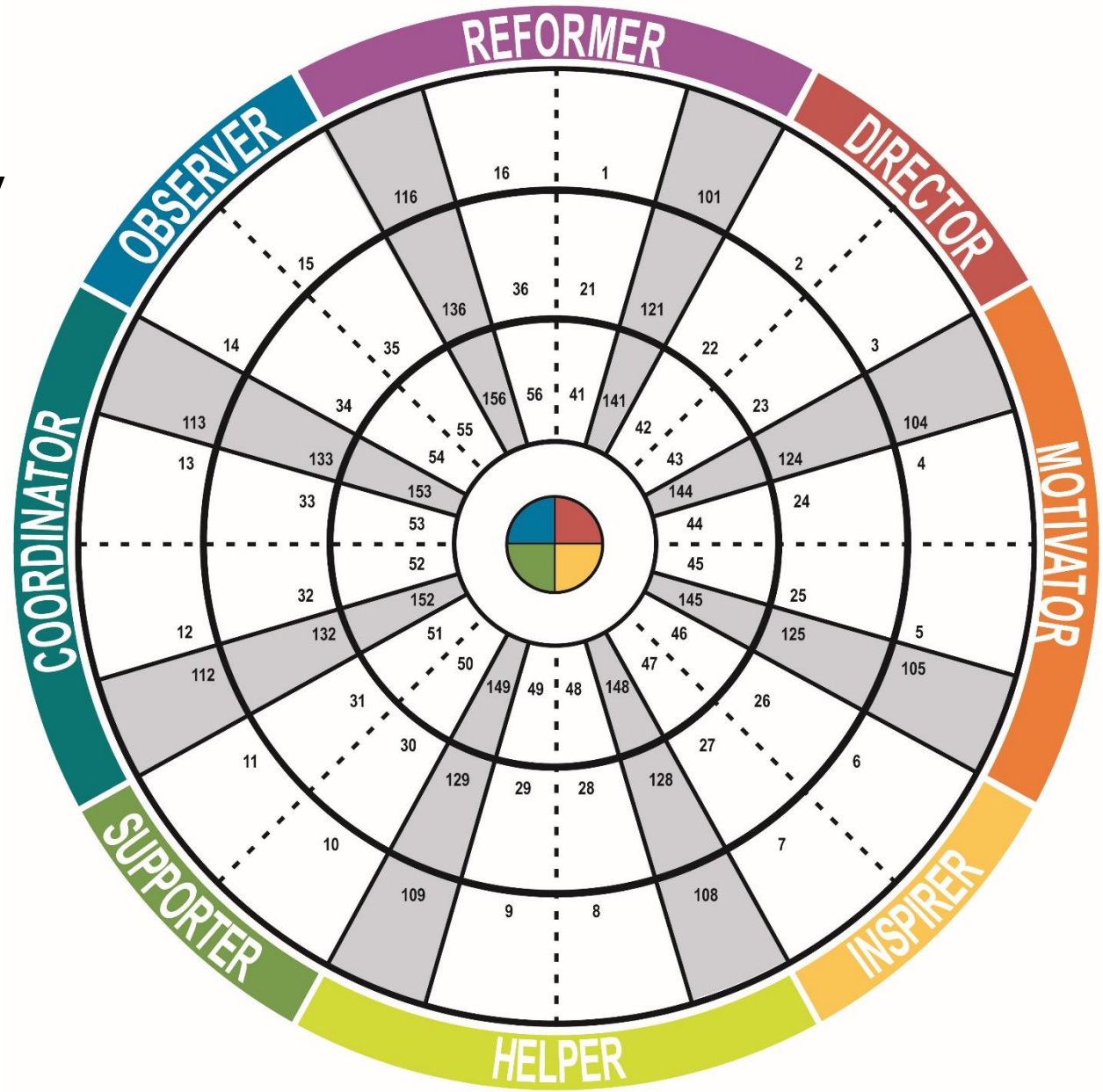
Insights Discovery 72-Type Wheel



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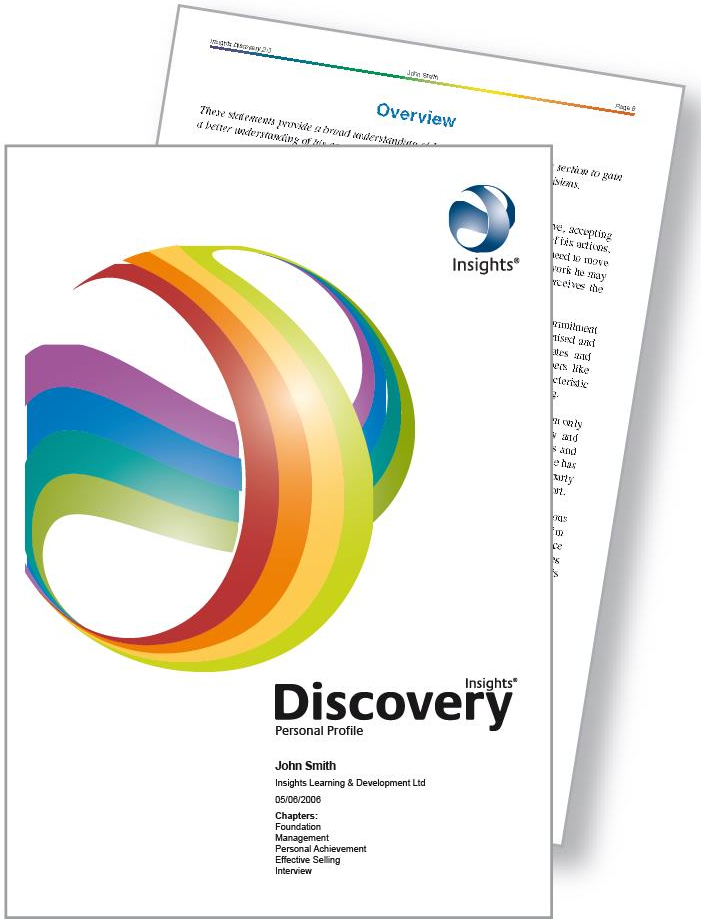
Working with Your Insights Discovery Personal Profile



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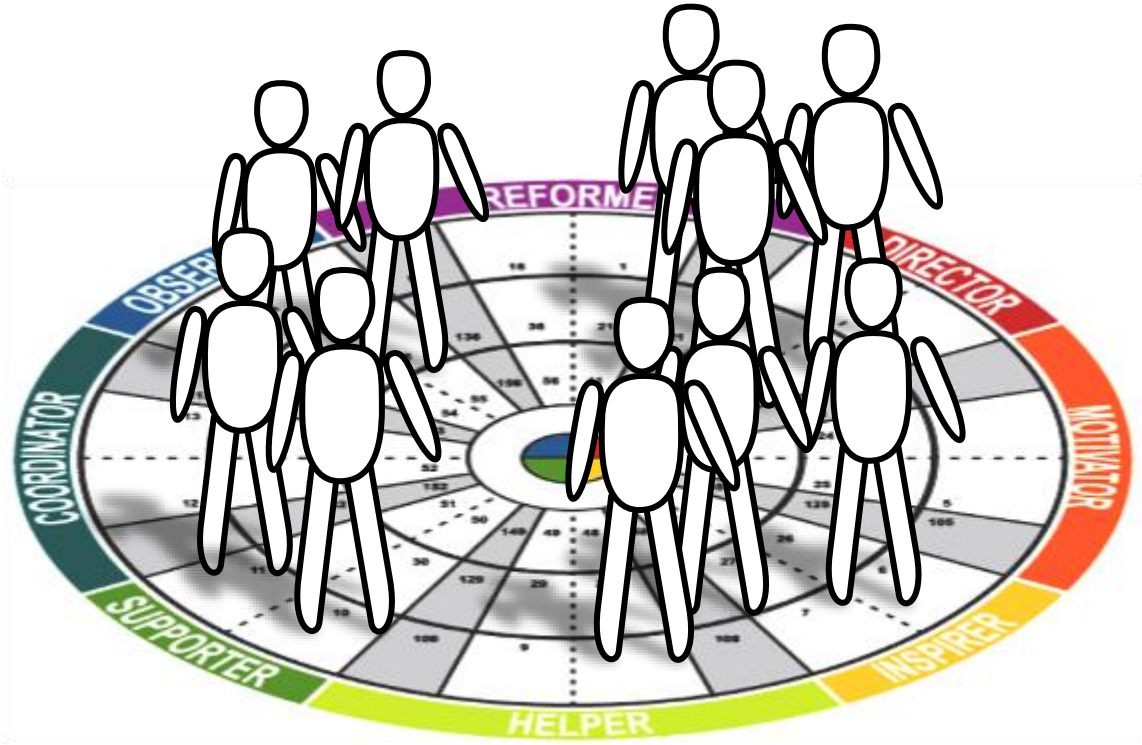
Around the wheel
on the mat ...



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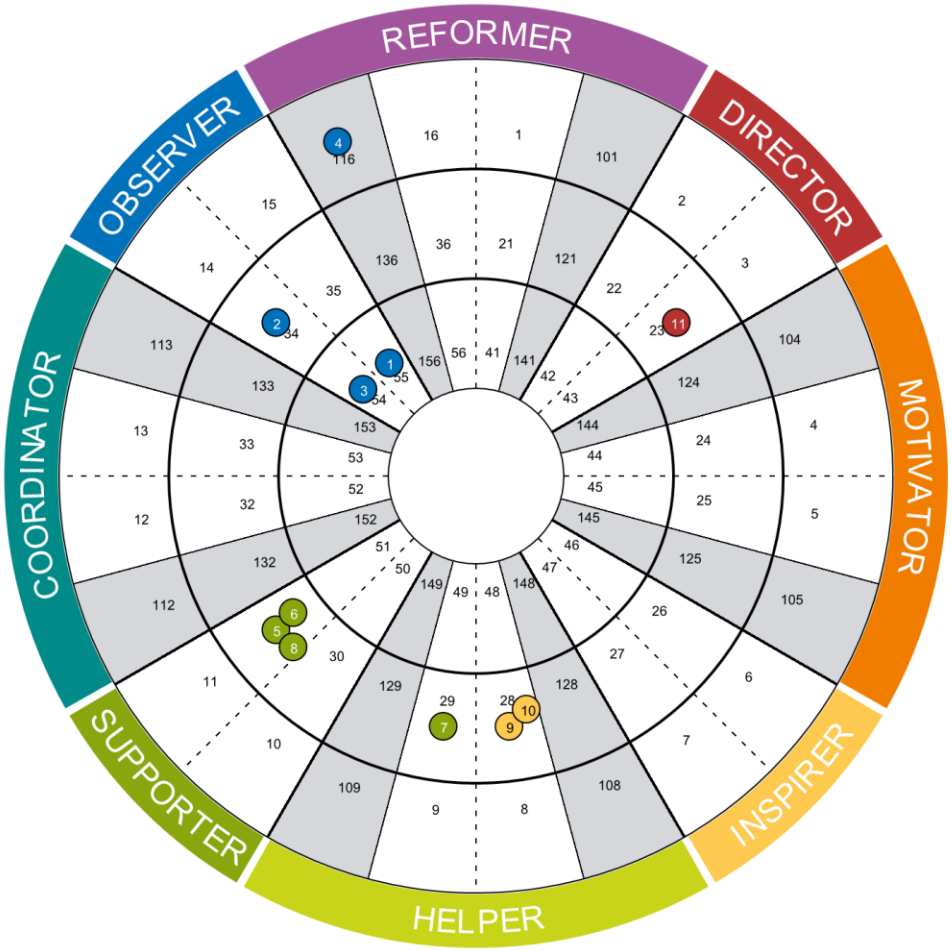
Team Wheel



No.	Name	Wheel Position	Conscious Pie Chart
1	hussain ali	55	
2	Jon Frost	34	
3	Nic Dieu	54	
4	SARAH EDWARDS	116	
5	Chetna Mehta	31	
6	DANIEL KILBOURN	31	
7	EWA TARCZEWSKA	29	
8	James Mckivett	31	
9	Emily Erswell	28	
10	Paige Griffiths	28	
11	Luca Cabras	23	

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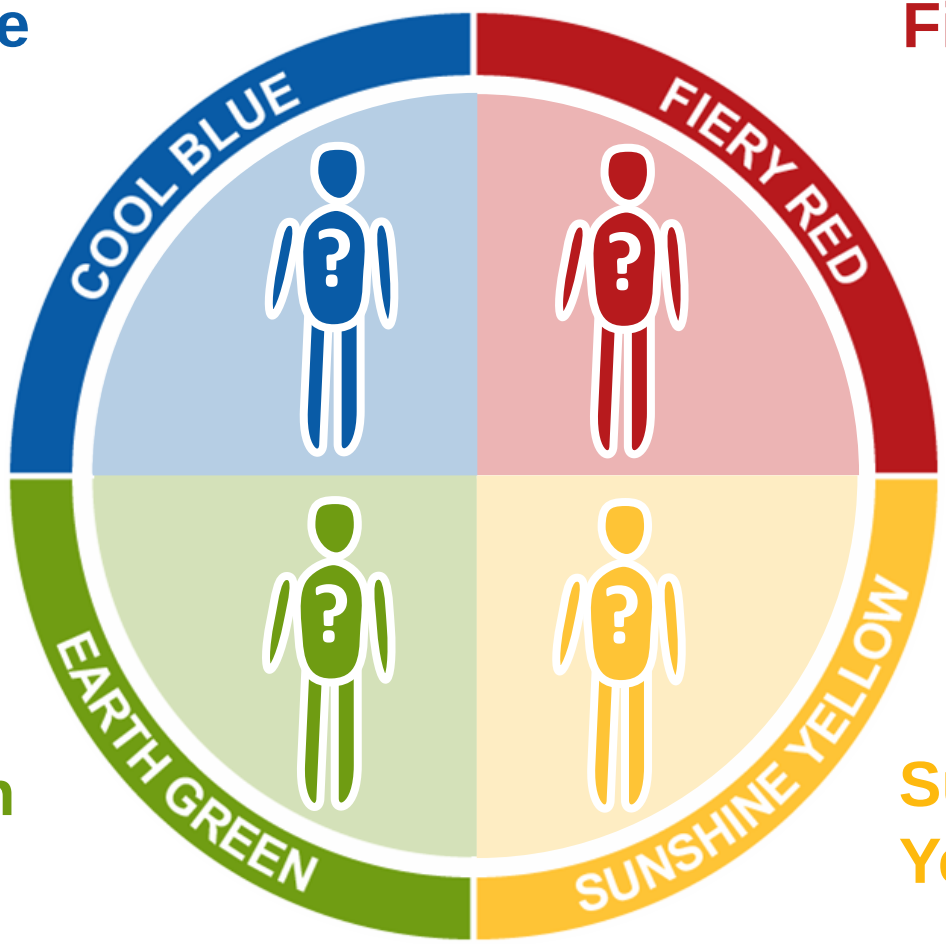
Colourful people

Where do you connect?

Cool Blue

Fiery Red



Earth Green

Sunshine Yellow

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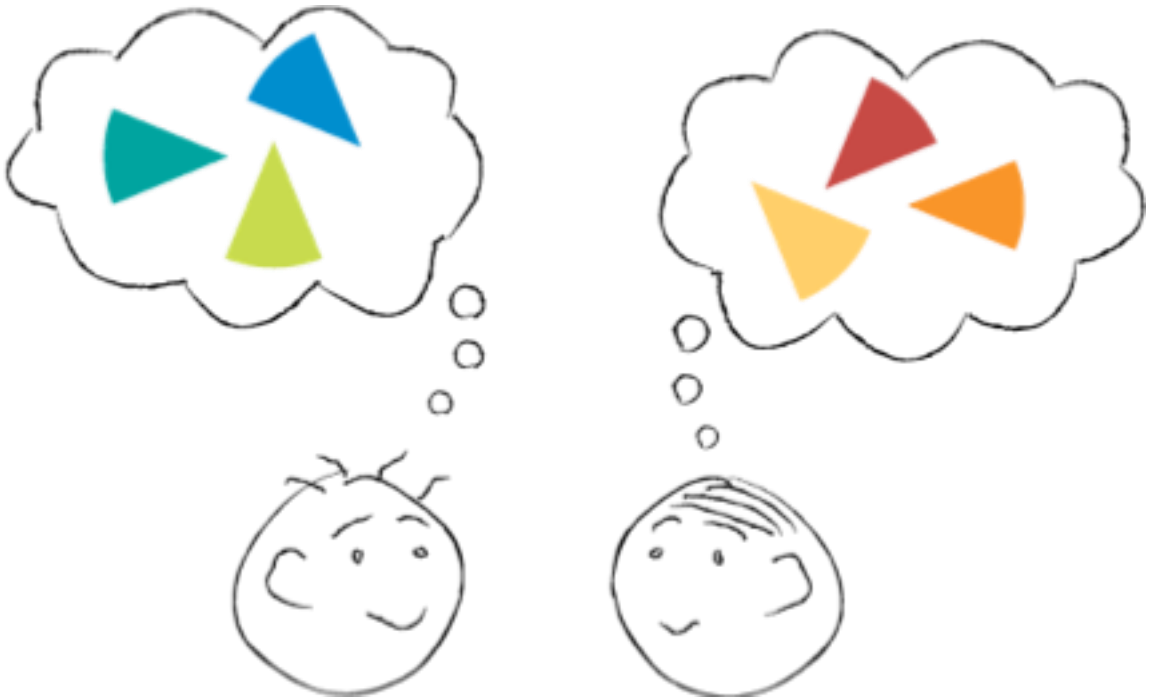
Interacting With Others



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Adapting and Connecting Exercise

Arrange in two rows facing each other.

In this activity, you will be asked to practise using each of the four colour energies in turn for one minute each. The intention is to positively influence the other person.

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Adapting and Connecting

Cool Blue

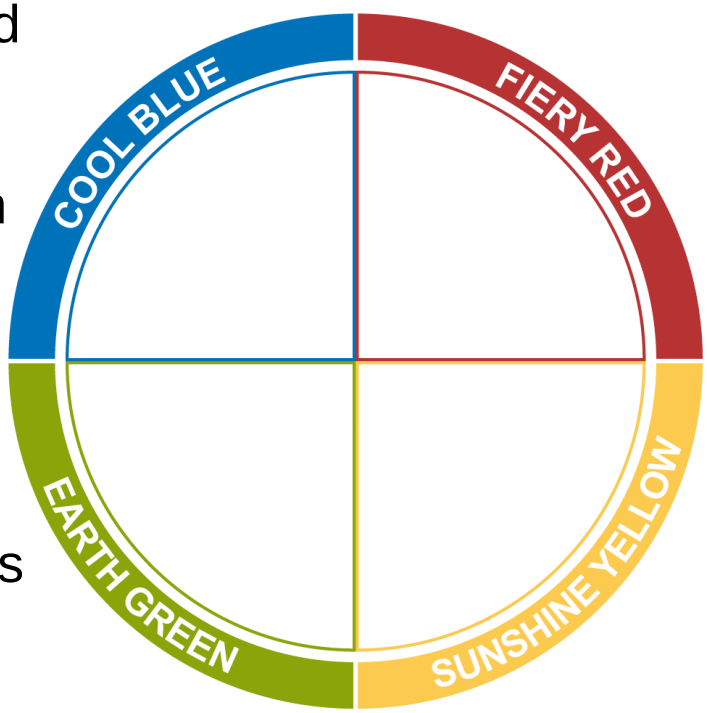
Be well prepared and thorough

Do not be flippant on important issues

Fiery Red

Be direct and to the point

Do not hesitate or waffle



Do not push them to make quick decisions

Be patient and supportive

Earth Green

Do not tie them down with routine

Be friendly and sociable

Sunshine Yellow

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Personal development

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

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Your Journey Continues …

How will I adapt my behaviour?

What is my key action?

What did I discover about myself?

What do I appreciate about the styles of others?

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