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Discovery[®]

Full Circle Profile

Frans Voorbeeld

15 February 2018

Introduction

This Insights Discovery Full Circle Profile is based on the response of a feedback group and Frans'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.

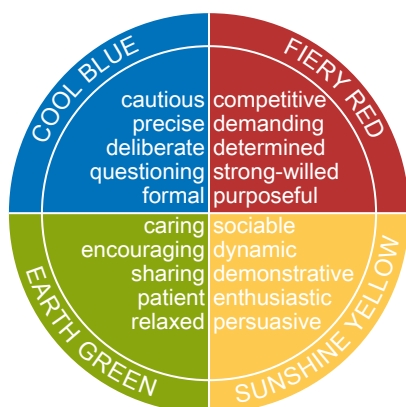
This Insights Discovery Full Circle Profile is compiled from the feedback of a circle of people who live and work around Frans. Every day we deal with perceptions of ourselves from others, therefore an insight into this can help us grow and also improve our relationships. Jung always rated self-perception 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.

Throughout the profile, data from the feedback group includes both collective perception and specific individuals' perceptions.

This profile should be shared with friends and colleagues, including those who contributed to this profile. It will provide valuable input for discussions around the differences between self-perception and the perceptions of others. The profile should ideally be used as a catalyst in developing an action plan for growth, both personally and interpersonally.

Overview of Insights Discovery Colour Energies

The diagram below indicates the key characteristics of each of the four 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 Frans's personal style, in particular how he interacts with others. Frans, and his feedback group can use this section to gain a better understanding of Frans's approaches to relationships. Additional information is available in the Overview section of the Insights Discovery Personal Profile.

Frans's Interaction with Others

An unconditional positive regard for others is a strongly held feeling that Frans values. He may become possessive of people in whom he has invested a lot of his emotional energy. Even-tempered and tolerant, Frans constantly tries to be the diplomat. He excels in promoting harmony around him. He has a natural ability to switch his behaviour between feelings that are shared and those that are private in an effort to relate. Acutely aware of what is and isn't appropriate behaviour, he is often seen as gracious, charming, personable and social.

Frans is a popular colleague and is at ease in the company of most people and in open work situations. He is socially interactive, while preferring to view the world realistically and tangibly. He constantly seeks opportunities to talk things through with others. He is a particularly good communicator and uses his gift of verbal expression often and effectively. Gracious, considerate and sympathetic, he is usually quietly effective in relating to others.

Frans exudes charismatic charm and a natural ability to communicate well. He may assume that he can talk his way round anybody. He is warm-hearted, popular and sociable, with a large number of friends or acquaintances. Compassion, caring, warmth and contented relationships are important to him. He is generous, giving help and assistance to others without expecting any in return. He may dislike and even avoid tasks which require attention to detail or inordinate paperwork.

Characteristics based on Self Perception

This section may identify some of the fundamental gifts that Frans has to offer, indicates how he may show up under pressure, and lists some possible characteristics of Frans'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 Frans.

Key Strengths:

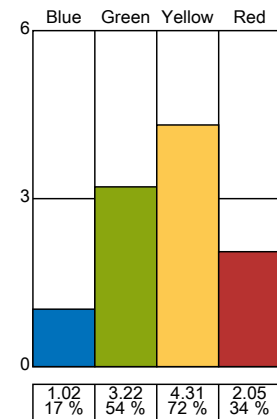
- His glass is usually half full.
- Democratic - will involve others.
- Will work to ensure harmony and equity.

When under pressure, Frans may appear in this way:

- Can be impatient over relatively small issues.
- May prepare inadequately or poorly.
- Over optimistic about the abilities of others.

In leading others Frans may:

- Generate recurring crises through failing to comprehensively plan and organise resources.
- Be too trusting of his people.
- Allow his team plenty of freedom to make decisions.



Frans's perception of self

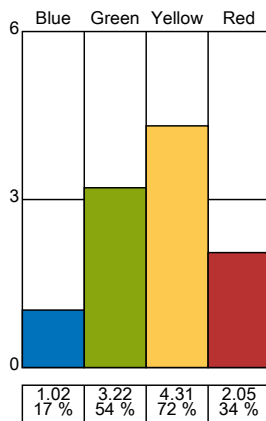
Personal Notes:

Discovery Colour Dynamics

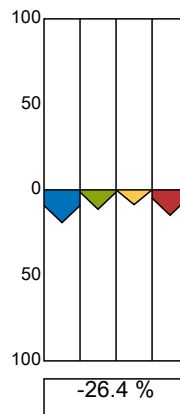
Based on Self Perception

Frans Voorbeeld
03 July 2014

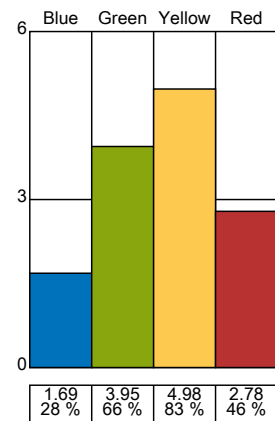
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



Based on how Frans 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 Frans, there is an opportunity to adapt to others' styles to improve the quality of his interactions.

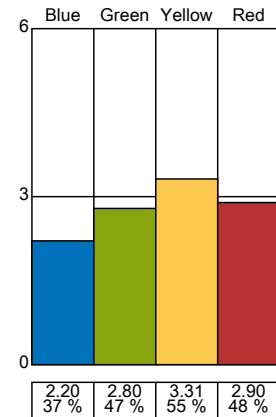
In the supporting Learning Guide: Introduction to Discovery Full Circle, there are some suggestions for individuals to remember when approaching individuals with a different dominant colour. A simple rule to follow - do not change who you are, just adjust the 'volume' of your colour energies by slightly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

Characteristics based on Feedback Group's Perception

Based on the combined perception of the feedback group, this section identifies some of Frans's Key Strengths, how he may show up under pressure and his natural style in leading others. 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 Frans to have these Key Strengths:

- Appreciative of others' contributions.
- Will join different organisations to further his cause.
- Compassionate to those around him.



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

- Unduly affected or influenced by others' opinions.
- May not deliver on time.
- Tends to exaggeration.

Group's perception of Frans

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

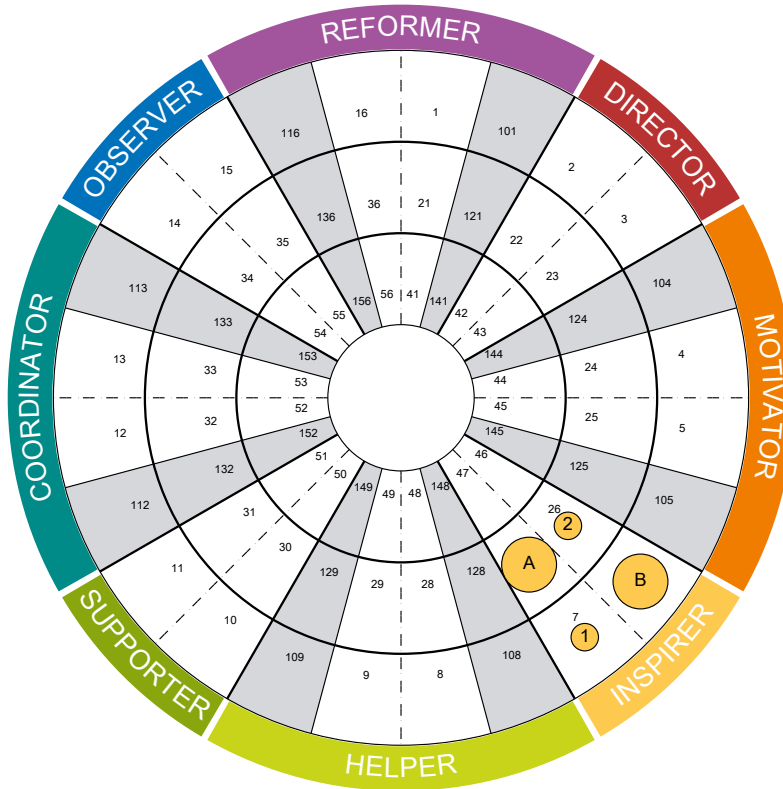
- Have difficulty separating being liked as a manager from being liked for oneself.
- Try to do several things at once.
- Allow his team a great deal of freedom.

Personal Notes:

Insights Discovery Full Circle Wheel

Based on Feedback Group Perception

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



A Frans

B The Feedback Group

27: Helping Inspirer (Classic)

6: Motivating Inspirer (Focused)

The Feedback Group

1 Person 1

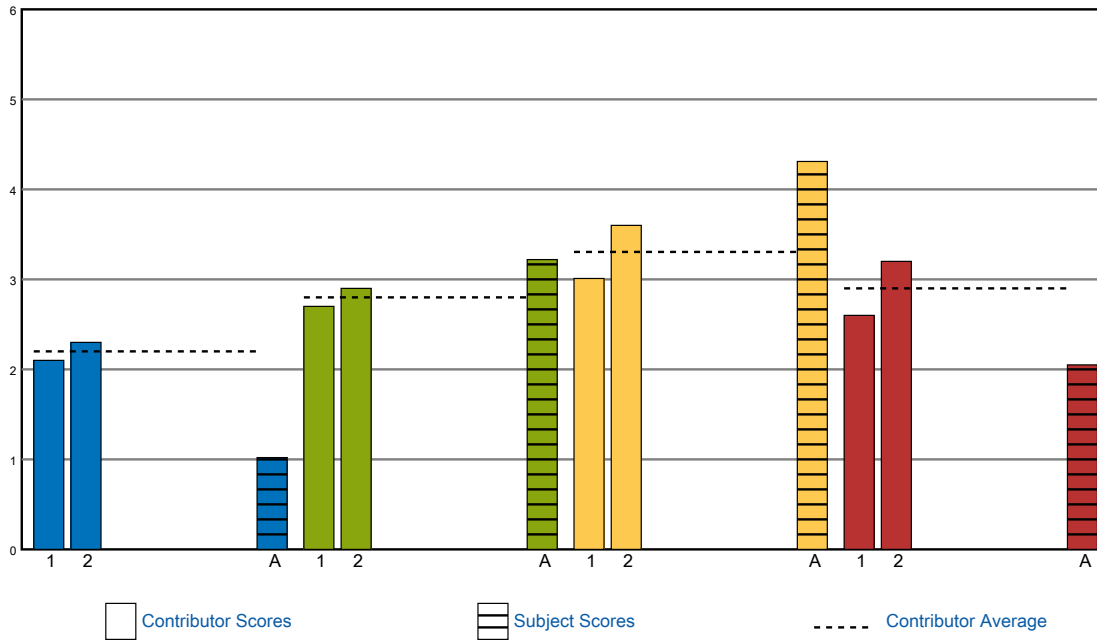
2 Person 2

7: Helping Inspirer (Focused)

26: Motivating Inspirer (Classic)

Discovery Full Circle Colour Distribution

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

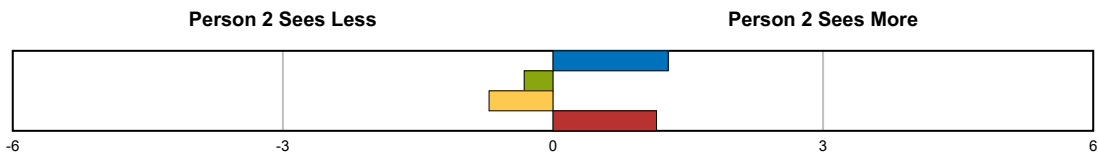
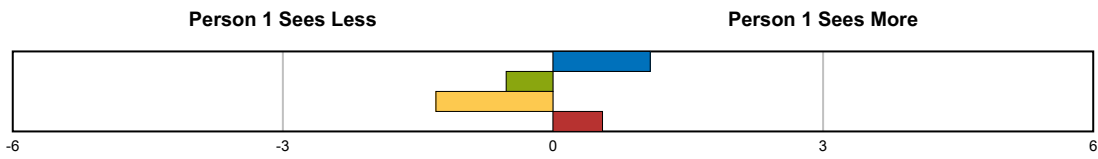


ID	Name	Blue	Green	Yellow	Red
1	Person 1	2.10	2.70	3.01	2.60
2	Person 2	2.30	2.90	3.60	3.20
A	Frans	1.02	3.22	4.31	2.05
B	Group Average	2.20	2.80	3.31	2.90

Perception Comparison

In the individual graphic below, when a colour bar is seen to the left of 0 this indicates that an individual from the feedback group sees less of that colour energy than Frans sees in himself. A colour bar to the right of 0 indicates the individual sees more of that colour energy compared to Frans's self perception.

Individual: Graphical



Perception Comparison

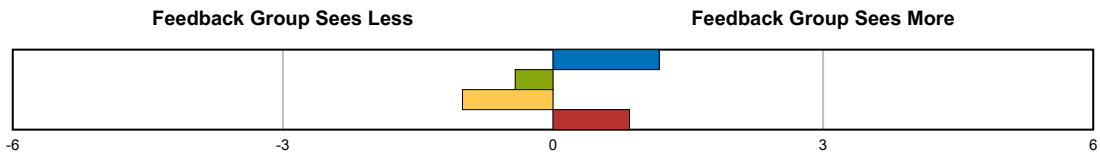
The individual numeric table indicates the difference in colour scores between the individual and Frans, which are represented graphically on the previous page. A minus score indicates the individual sees less of that colour with a positive score indicating they see more of that energy. The aggregate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

Individual: Numeric

	Blue	Green	Yellow	Red
Person 1's difference	+1.08	-0.52	-1.30	+0.55
Person 2's difference	+1.28	-0.32	-0.71	+1.15

Perception Comparison

Collective Perception: Graphical



Collective Perception: Numeric

	Blue	Green	Yellow	Red
Frans	1.02	3.22	4.31	2.05
Group Average	2.20	2.80	3.31	2.90
Difference	+1.18	-0.42	-1.01	+0.85
Group High	2.30	2.90	3.60	3.20
Group Low	2.10	2.70	3.01	2.60

Personal Comment

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

Person 1 test

Person 2 fgfgdfgfdgfdgfdg

Personal Comment

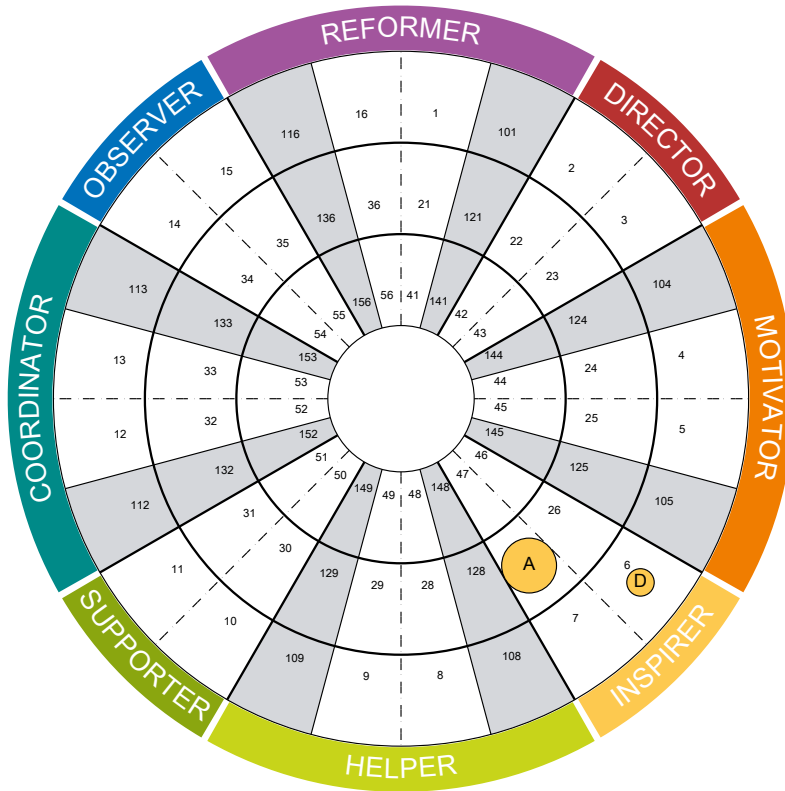
Are there any additional comments that you would like to make?

Person 1 test

Person 2 dfgdfgdfgdgdfg

Full Circle Feedback by Role

This page displays the aggregate data for each role compared with the self perception of Frans.



A Frans

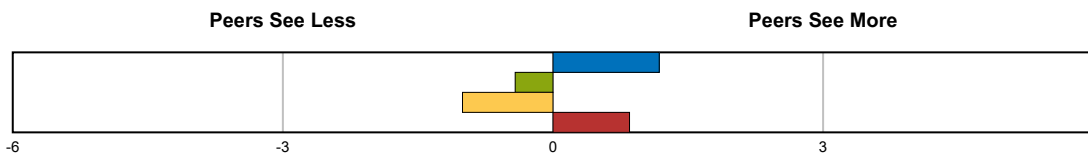
27: Helping Inspirer (Classic)

D Peer Average (2)

6: Motivating Inspirer (Focused)

Perception Comparison by Role

Detailed below is the difference between the average feedback for each Role and the self perception of Frans. The table indicates a summary of scores for each of the Roles.



Colour score comparison for Frans and the average feedback by role

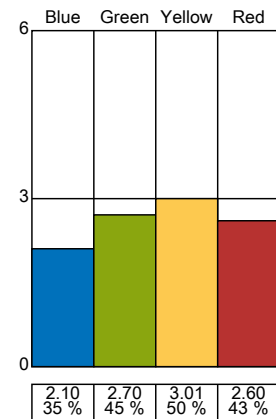
	Blue	Green	Yellow	Red
Frans	1.02	3.22	4.31	2.05
Peer Average	2.20	2.80	3.31	2.90
Difference	+1.18	-0.42	-1.01	+0.85

Person 1's Perception of the Characteristics of Frans

This section may identify some of the fundamental gifts, as perceived by Person 1, that Frans has to offer, indicate how he may show up under pressure, and list some possible characteristics of Frans'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 Person 1.

Person 1 may perceive Frans to have these Key Strengths:

- Adaptable and adventurous.
- Ability to see options and alternatives.
- Appreciative of others' contributions.



When under pressure, Frans may appear to Person 1 in this way:

- May do what is pleasant rather than what is necessary.
- Easily distracted from the routine.
- Somewhat lacking in persistence.

Person 1's perception of Frans

As perceived by Person 1, in leading others, Frans may:

- Lead the team with his energy, enthusiasm and personal charisma.
- Allow his team plenty of freedom to make decisions.
- Fail to listen actively to the views and opinions of others.

Personal Notes:

Person 2's Perception of the Characteristics of Frans

This section may identify some of the fundamental gifts, as perceived by Person 2, that Frans has to offer, indicate how he may show up under pressure, and list some possible characteristics of Frans'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 Person 2.

Person 2 may perceive Frans to have these Key Strengths:

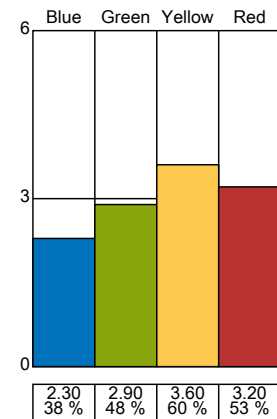
- Democratic - will involve others.
- Imaginative and dynamic.
- Will try anything at least once.

When under pressure, Frans may appear to Person 2 in this way:

- May procrastinate on the longer term task.
- May exaggerate the significance of the event.
- Finds it difficult to concentrate on the detail for long periods.

As perceived by Person 2, in leading others, Frans may:

- Keep rules and regulations to the minimum.
- Be passionate about his ideas.
- Inspire the team with his grand visions.



Person 2's perception of Frans

Personal Notes:



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