Insights Discovery An Introduction

Beginning the Journey …

Paul Rhodes from Seven Institute

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Objectives

- Identify the steps to personal effectiveness using Insights Discovery
- Understand Perception
- Learn about the Discovery Energy Colours and indentify your colour mix
- Learn about the Jungian preferences and the eight psychological types
- Discover how to recognise types by verbal and visual behaviour
- Explore and understand your own personal Insights Discovery Profile
- Learn to appreciate your unique type as well as others

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Introductions A-Z

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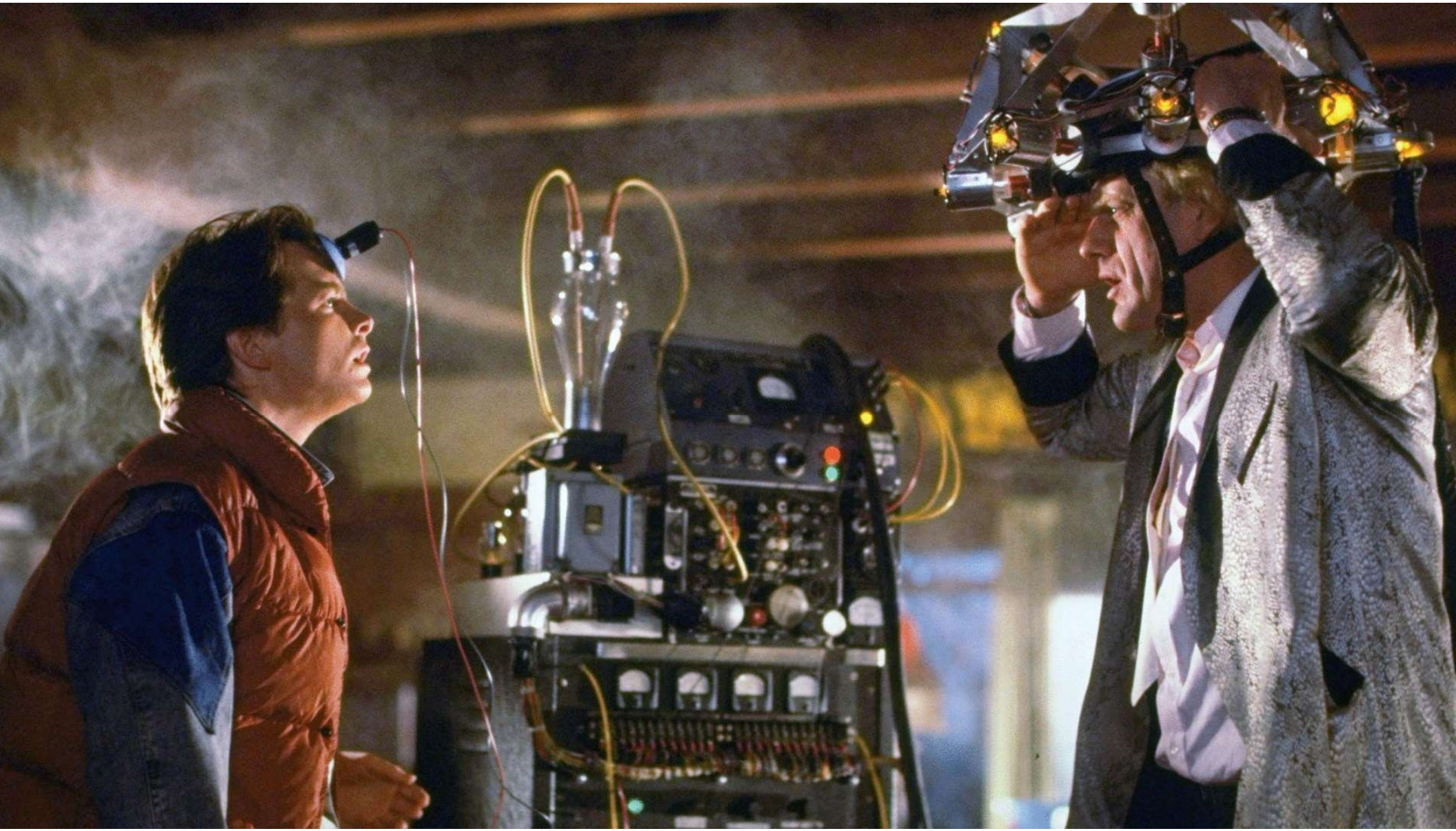

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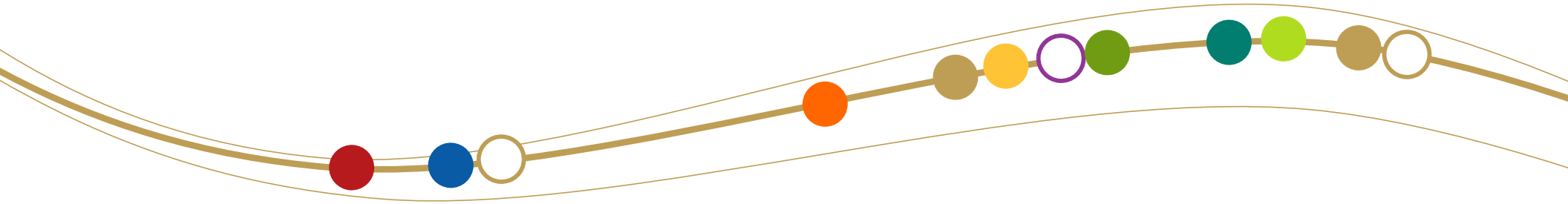
Who am I?



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Who are you!

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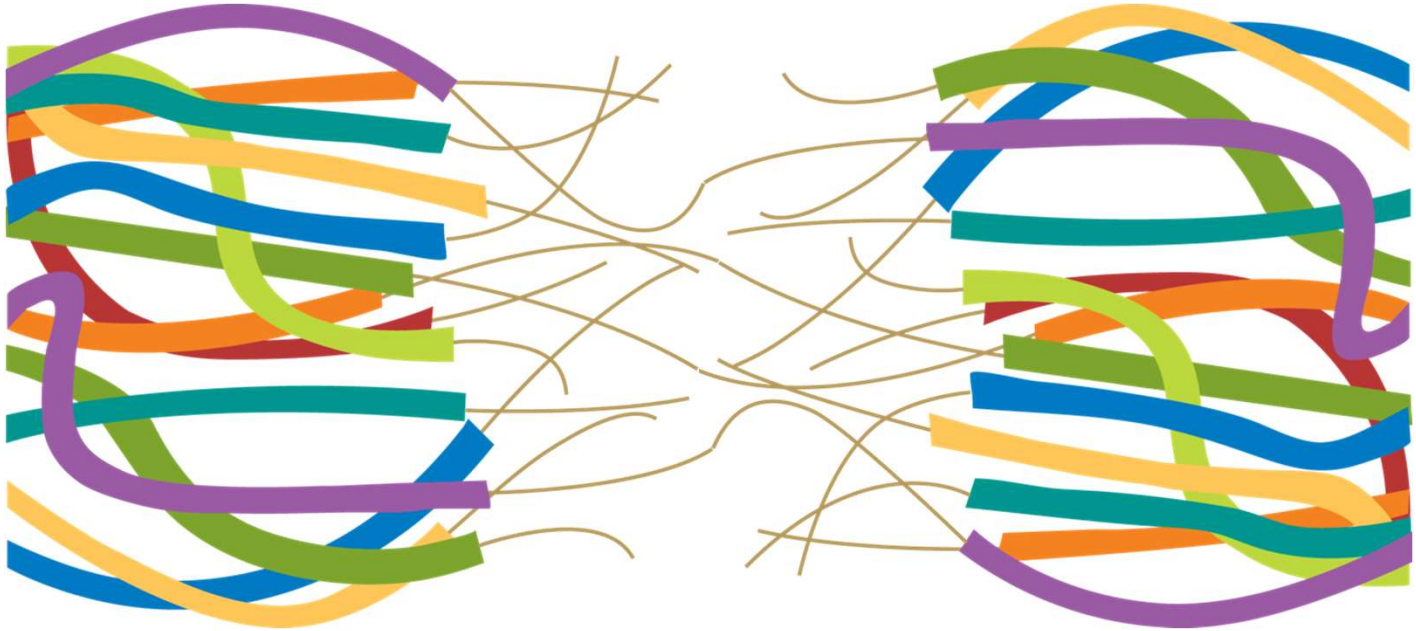

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Perception

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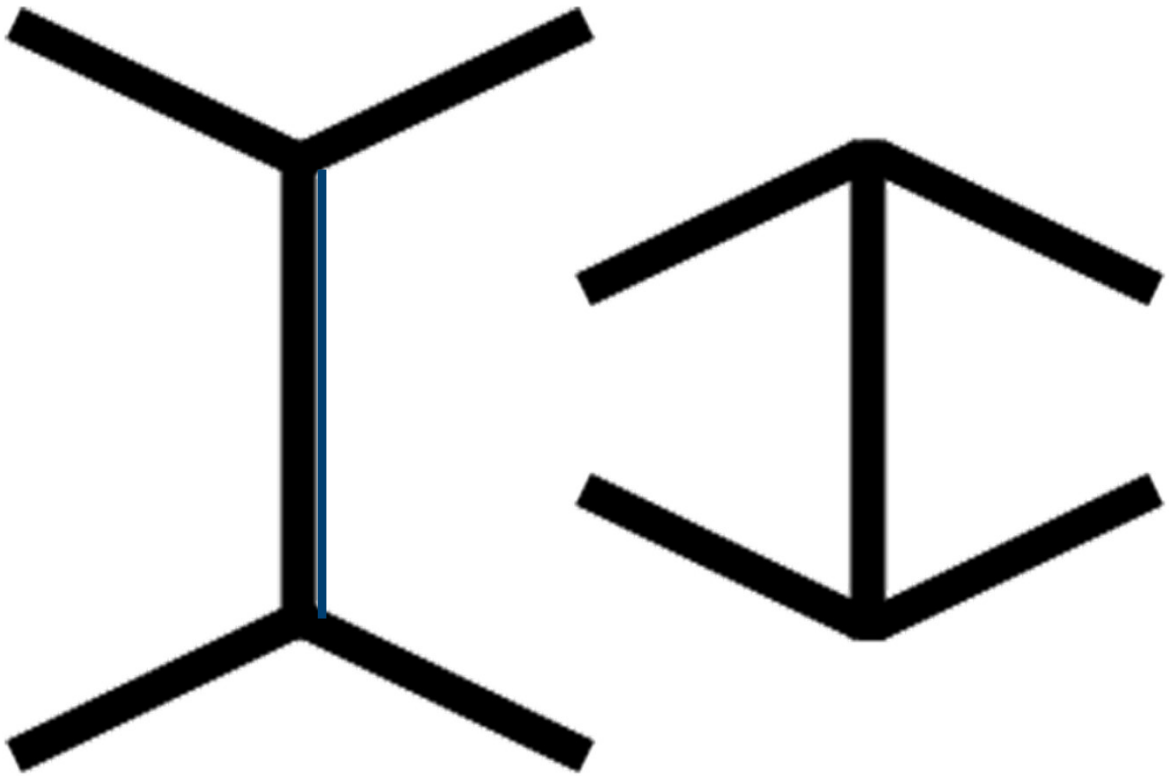
Challenging Perceptions



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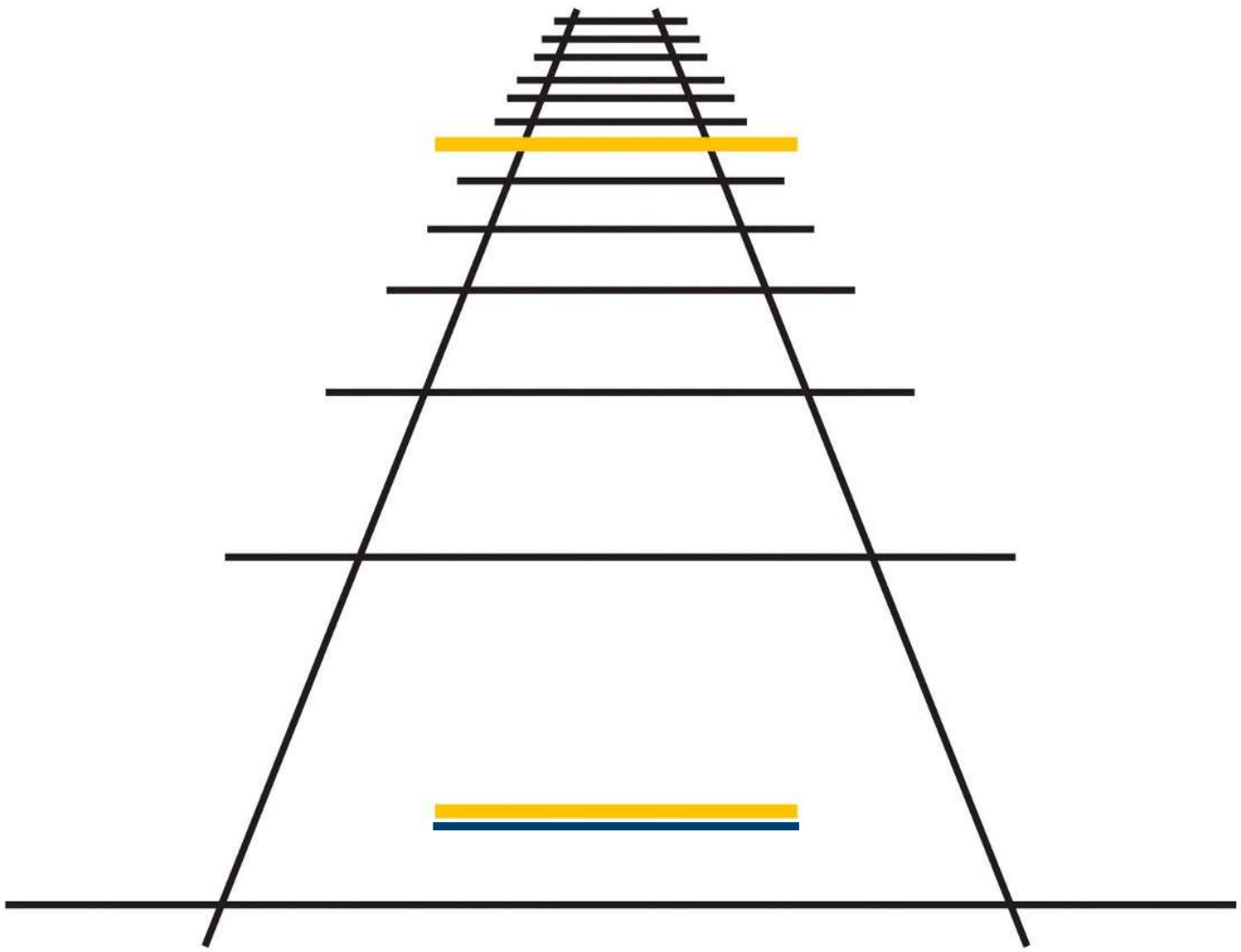
Challenging Perceptions



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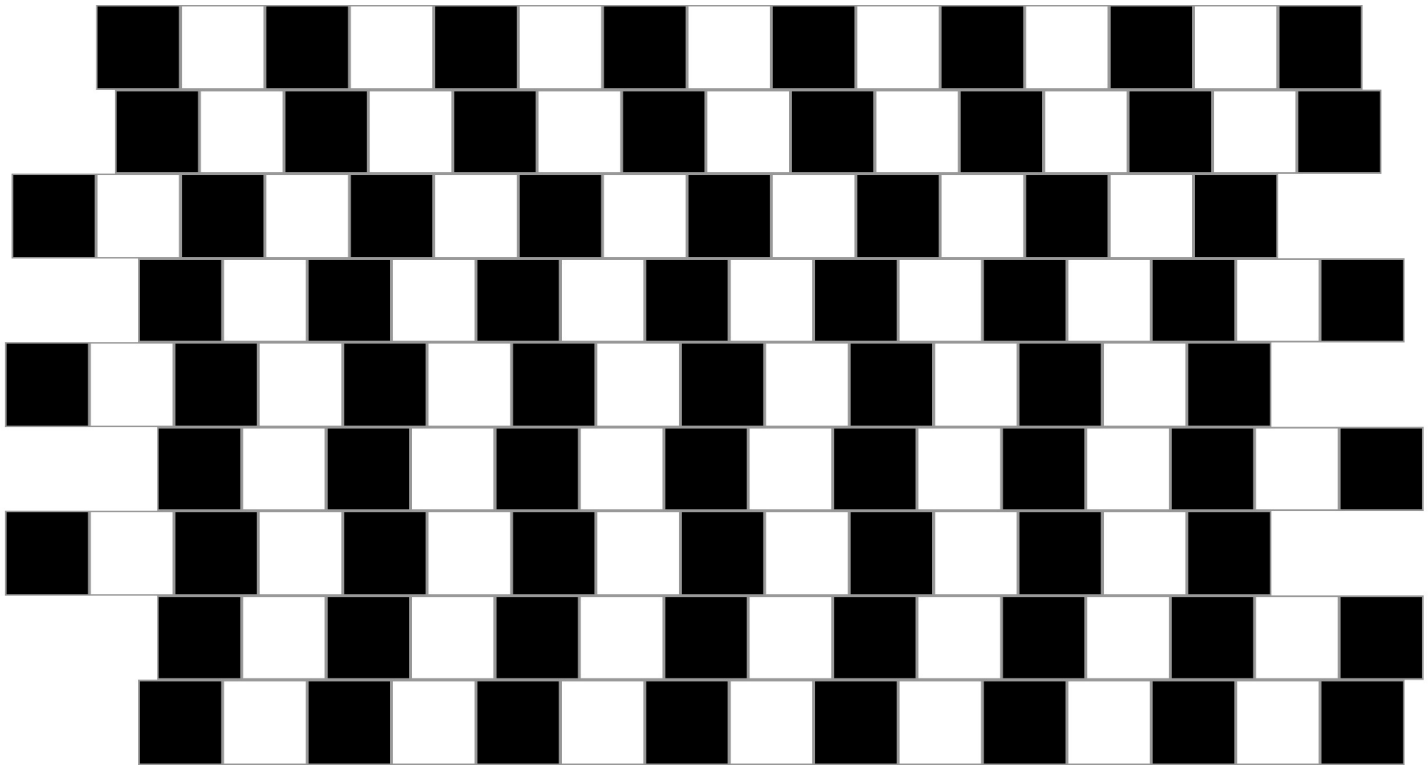
Challenging Perceptions



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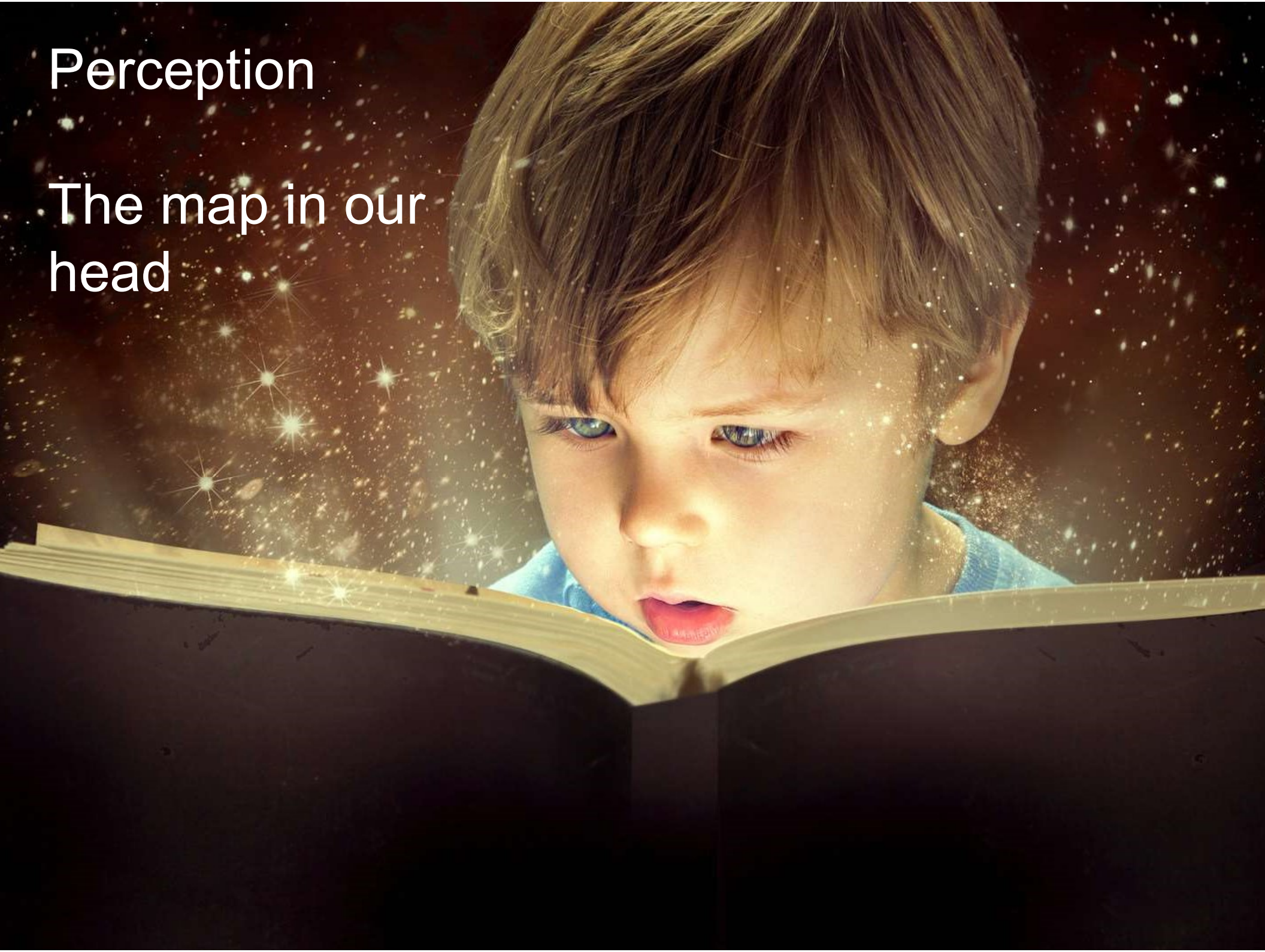
Perception

The map in our head



/Autonomous
/Sensing
/Communication
/Battery
/Navigation
/Mirrorless
/Ecology
Self-Driving
48
mph
Self-Driving
Mode

Coaching Challenges Perceptions and Bias

Belief Bias

Confirmation Bias

Emotional Bias

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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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Activity vector analysis (AVA)

California Psychological Inventory

Eysenck Personality Questionnaire

Herrmann Brain Dominance Instrument(HBDI)

Holland Codes (RIASEC)

Inwald Personality Inventory

Keirsey Temperament Sorter

Myers-Briggs Type Indicator (MBTI)

Sixteen Personality Factor Questionnaire or

16PF Questionnaire (16PF)

Taylor-Johnson Temperament Analysis

Temperament and Character Inventory

DISC assessment

Forte Communication Style Profile

HEXACO model of personality structure

Personality Inventory

Newcastle Personality Assessor (NPA)

Swedish Universities Scales of Personality

The Birkman Method

True Colours (personality) Test

Woodworth Personal Data Sheet

Big Five personality traits

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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

impulsive realistic exact

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impulsive realistic exact

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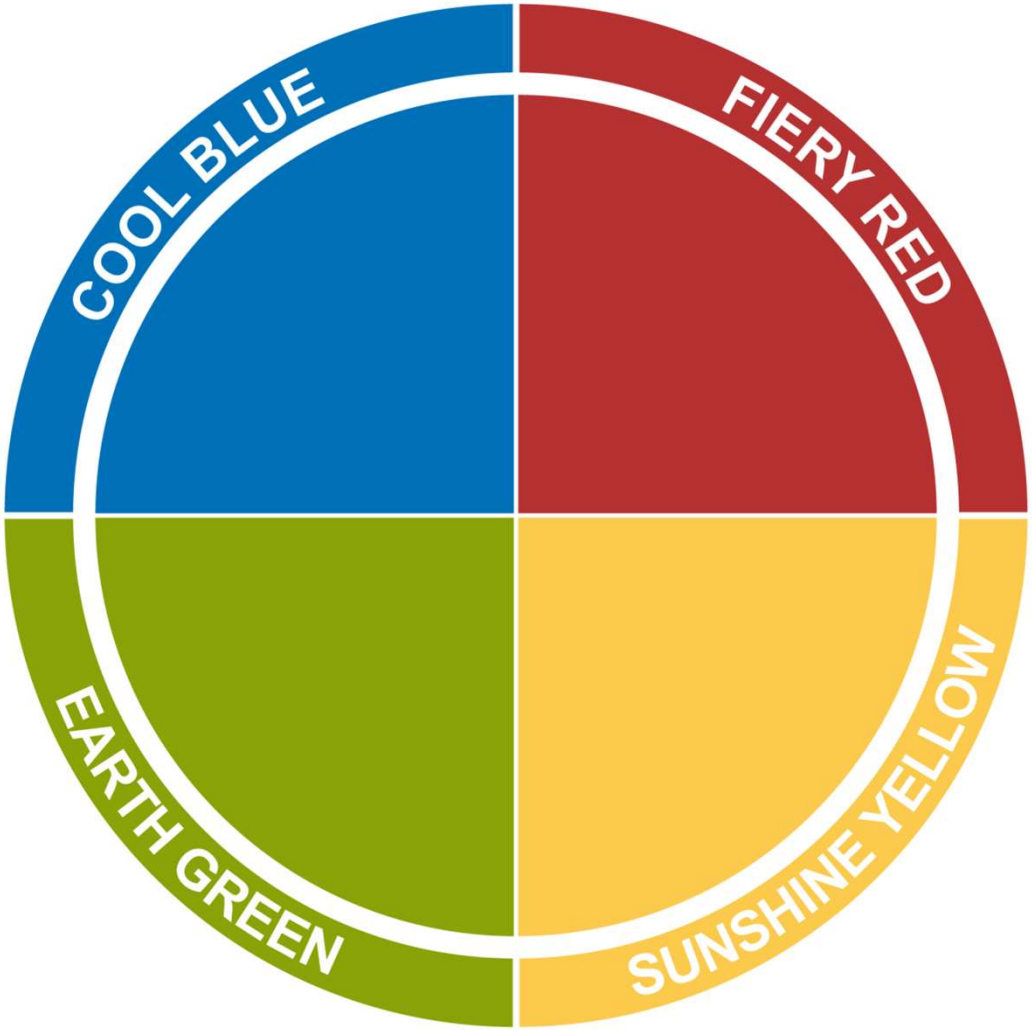
The Insights Discovery System



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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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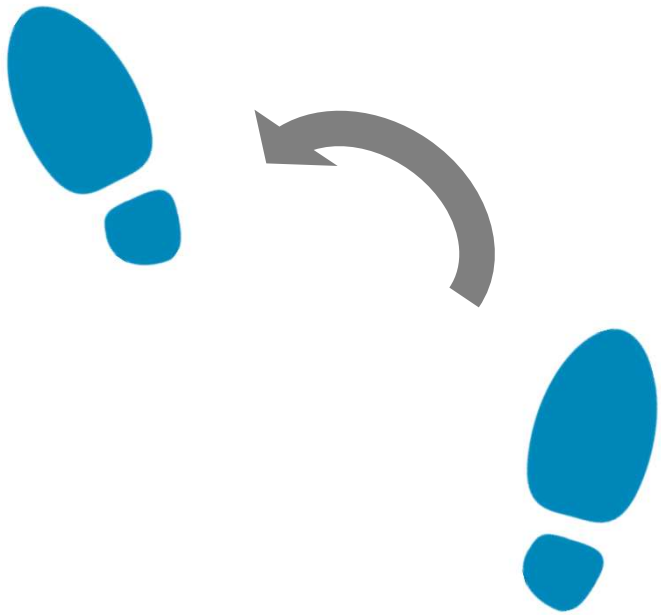
The Stepping Activity



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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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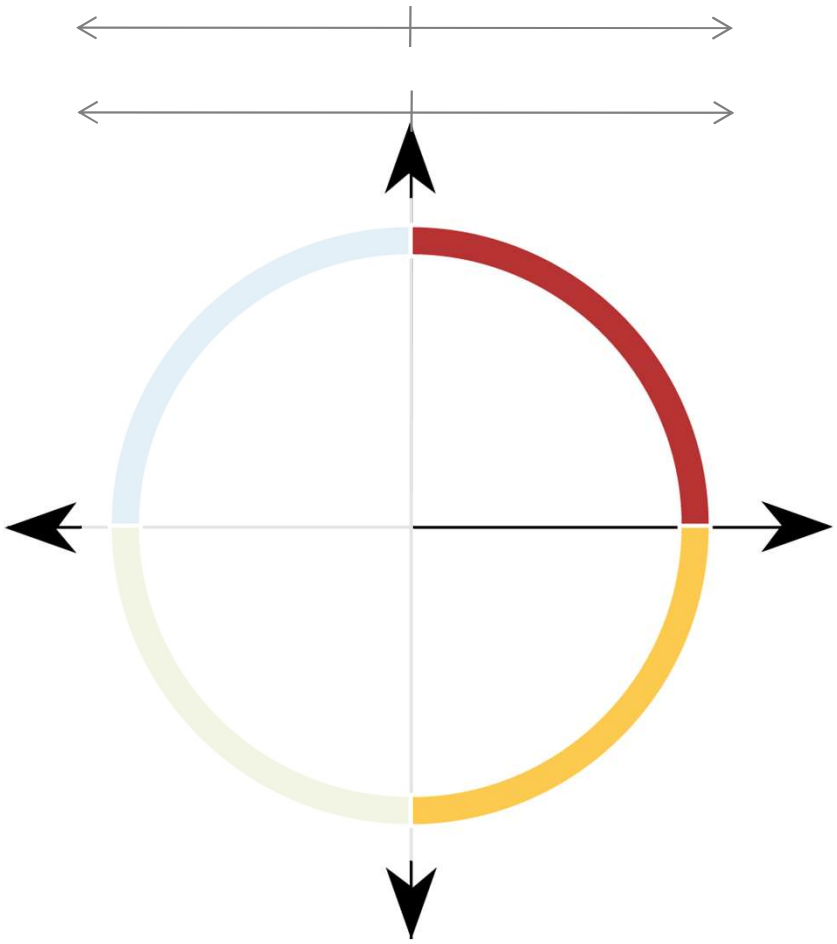
Jungian Preferences and the Colour Energies

Introversion
Thinking



Extraversion
Feeling

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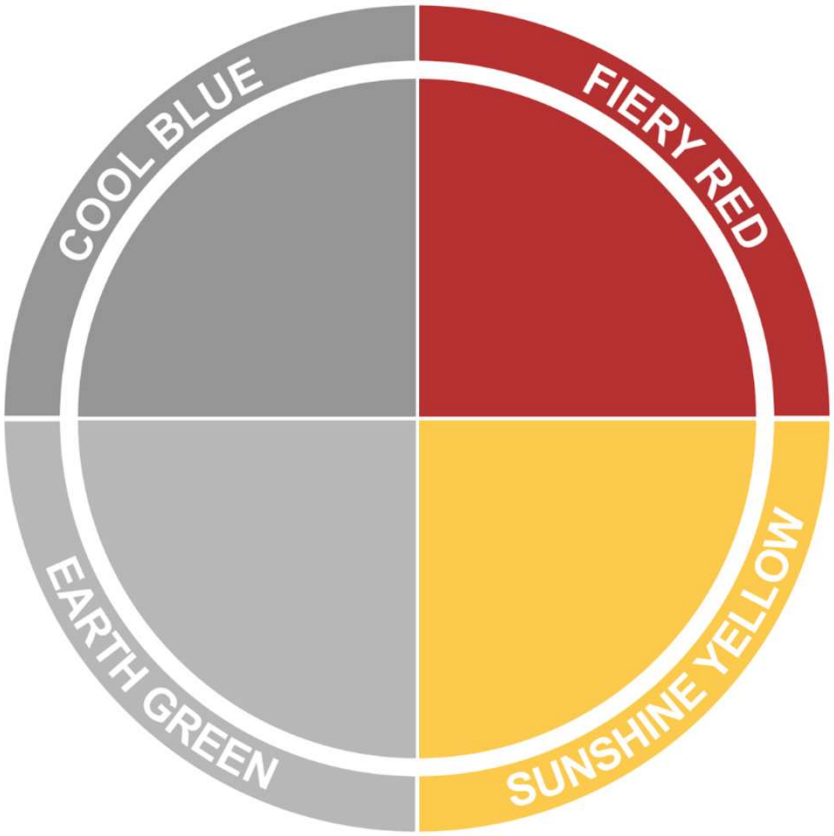

The Extroverts

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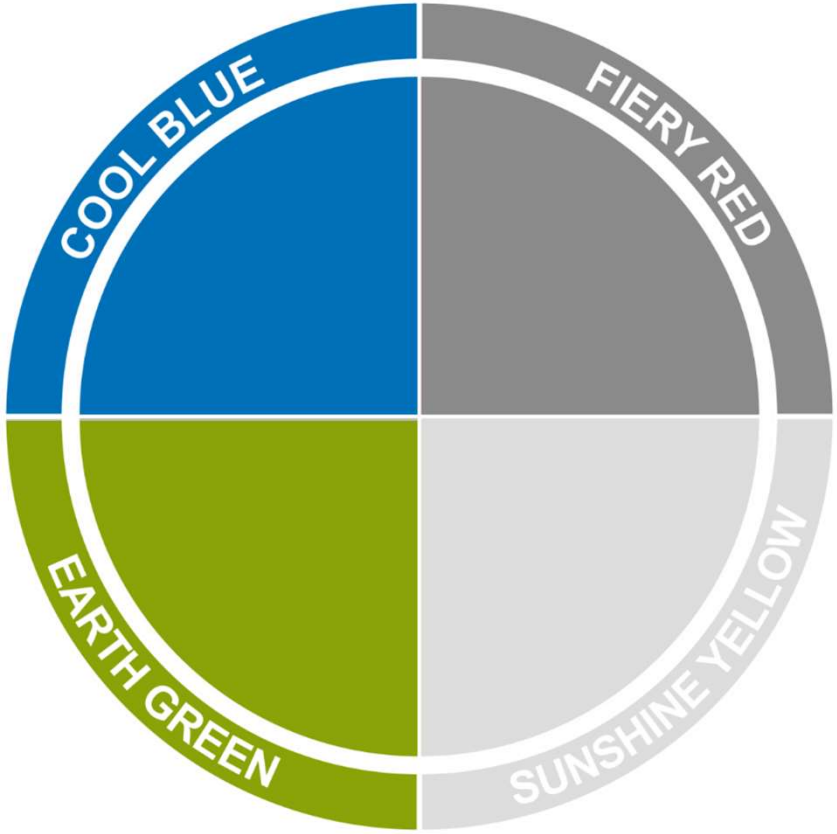
The Introverts



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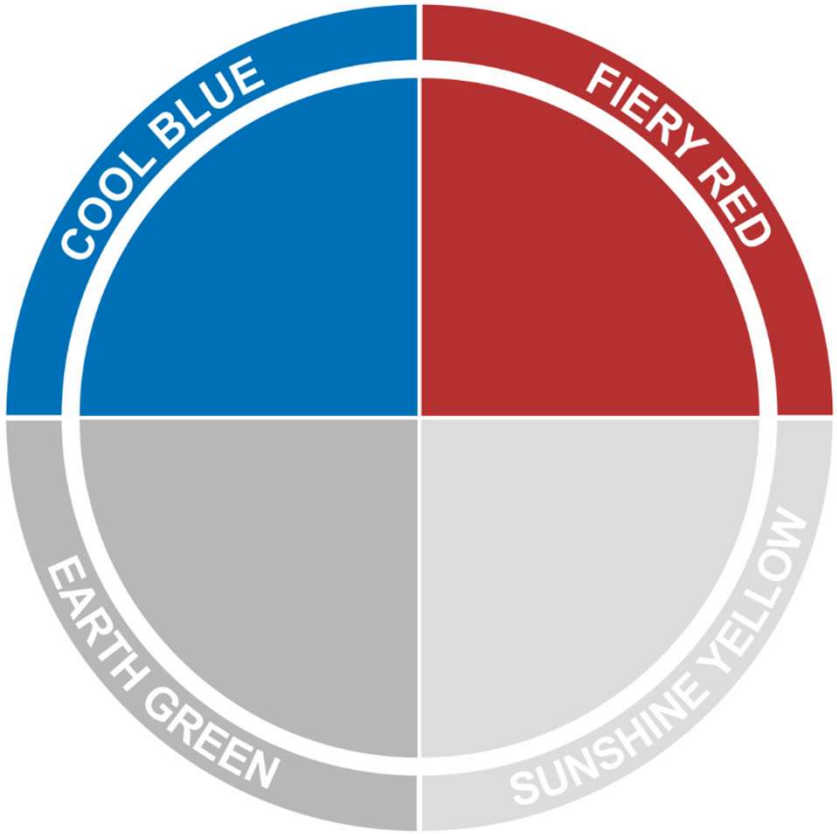
The Thinkers



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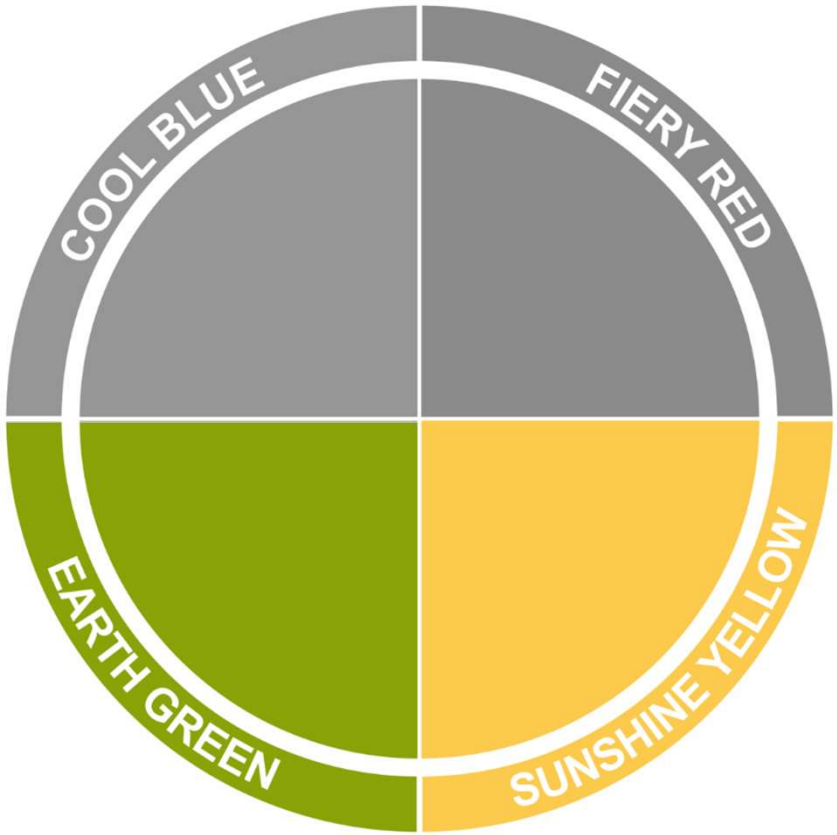

The Feelers

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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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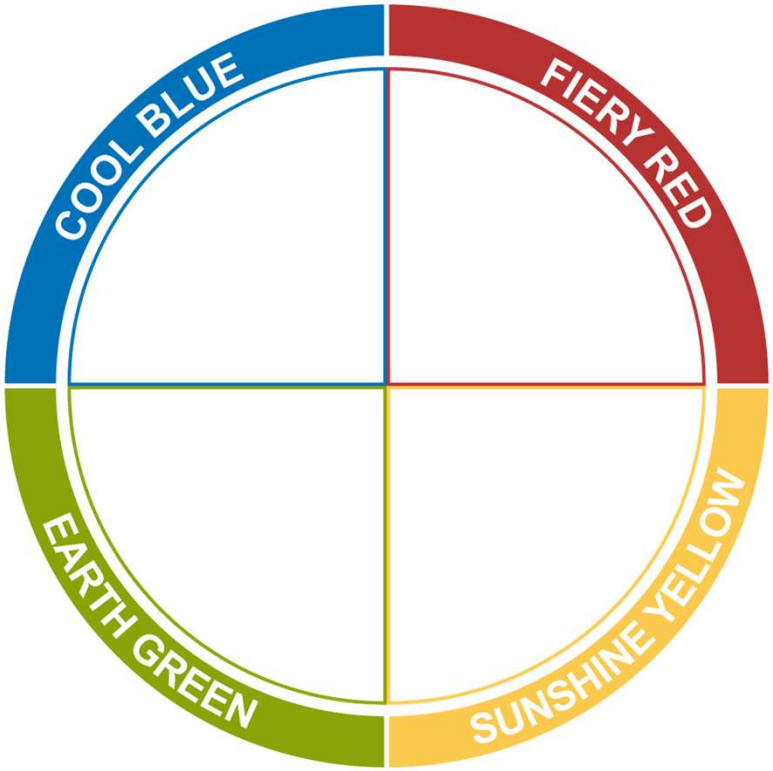
Your Colour Energy Mix



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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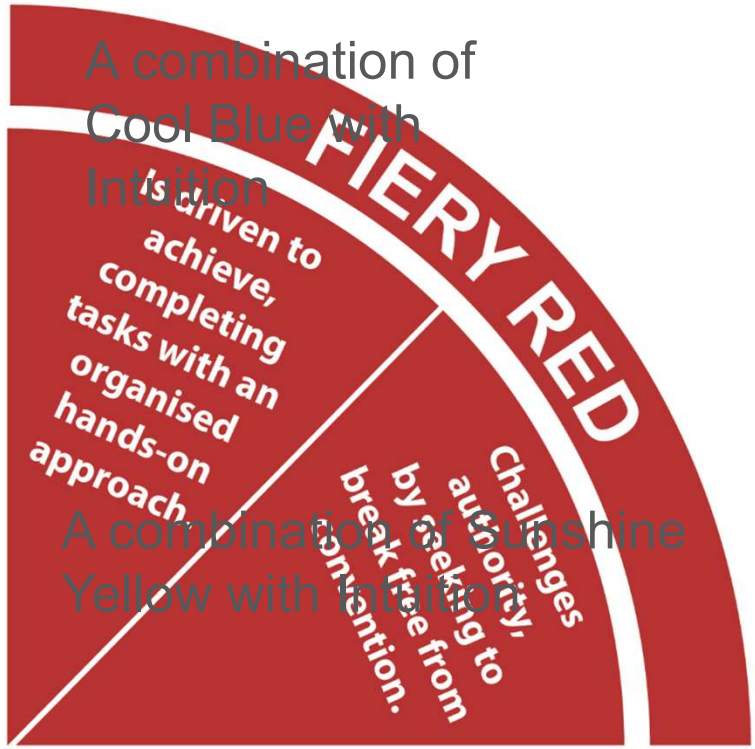
Sensation and Intuition in every colour energy



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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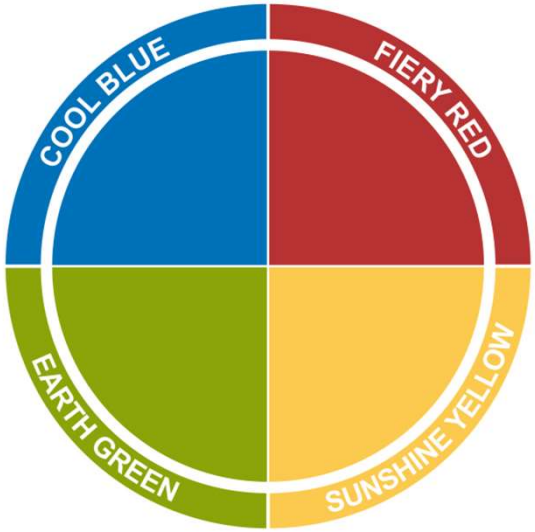
Colour Energy Exercise ‘A Team Celebration’



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 five minutes to create a presentation of your ideas.

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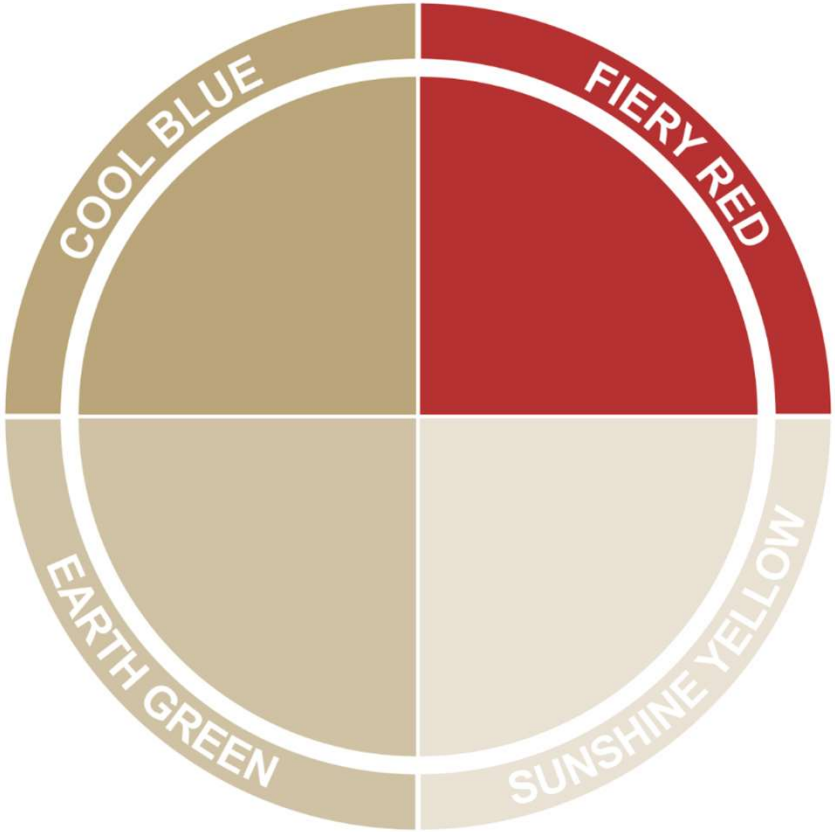
- challenging
- strong-willed
- forceful
- focussed
- driving
- well-argued
- courageous
- decisive
- objective
- determined
- assertive
- firm
- purposeful
- realistic.



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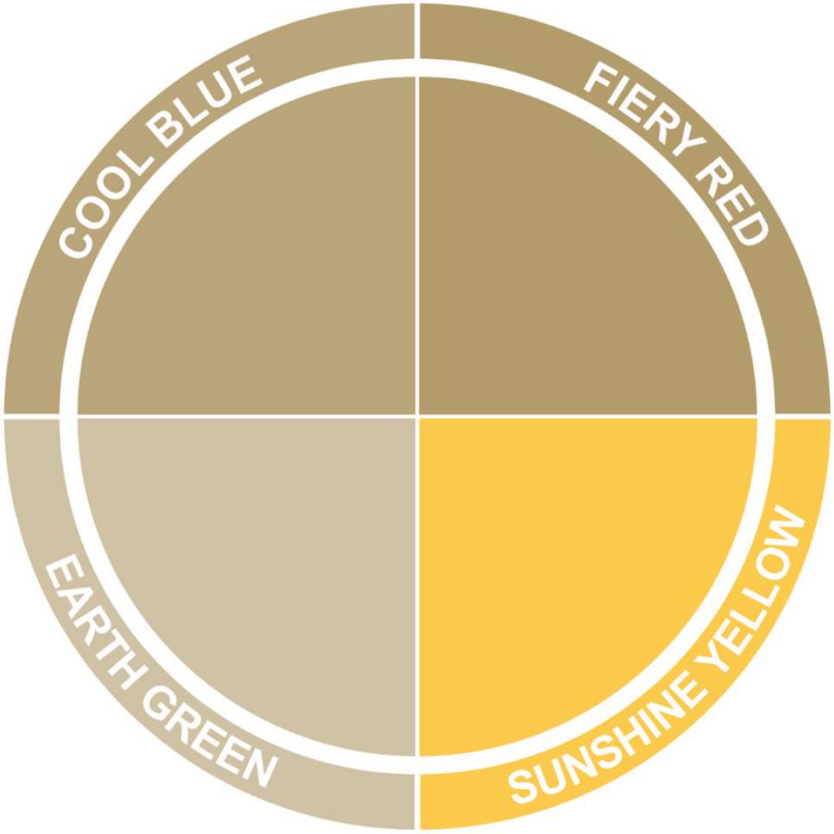

- impulsive
- passionate
- convincing
- optimistic
- sociable
- persuasive
- mobile
- influencing
- cheerful
- active
- engaging
- trusting
- creative
- Relaxed

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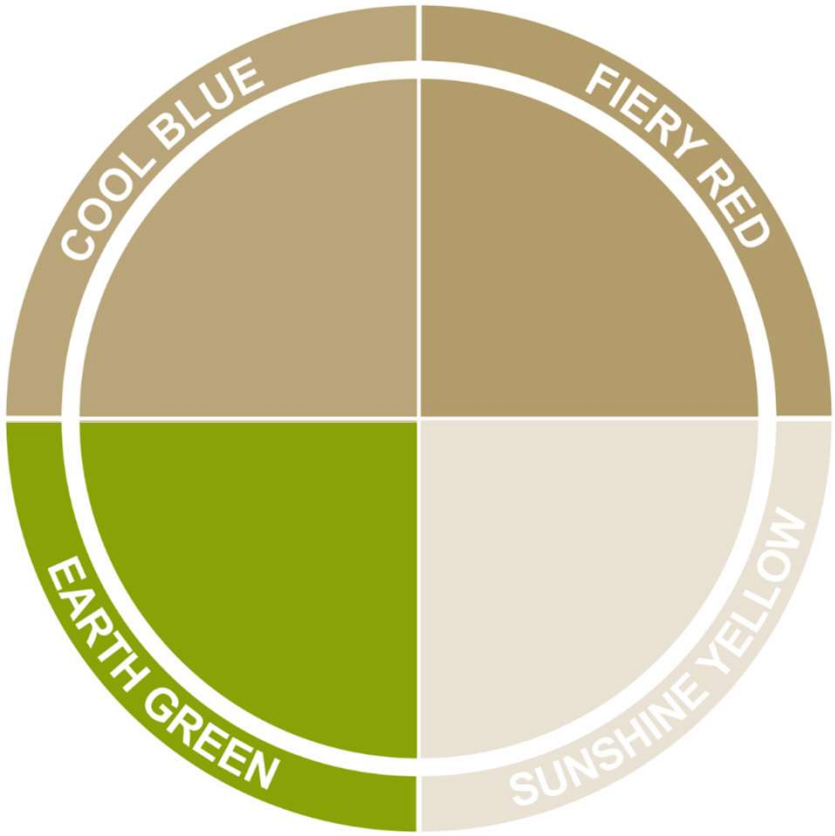
- passive
- sensitive
- caring
- collaborative
- loyal
- constant
- patient
- steady
- reliable
- reflective
- stable
- calm
- integrity
- co-operative



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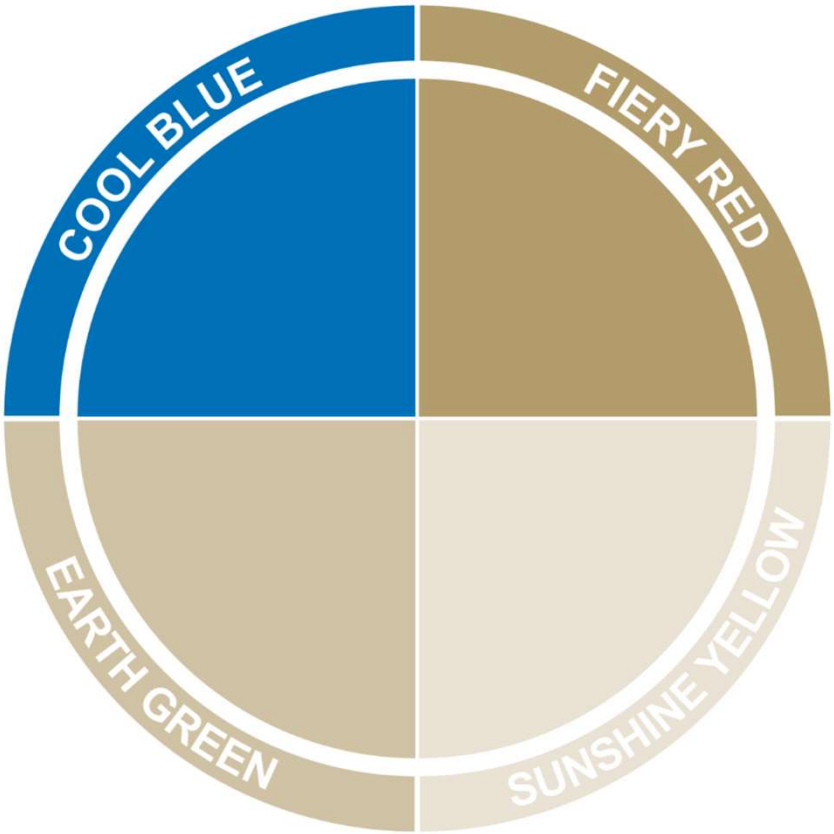

- structured
- conventional
- calculating
- correct
- consistent
- cautious
- analytical
- accurate
- tactful
- diplomatic
- logical
- factual
- concise
- Exact

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Warning

Bad day behaviour ahead

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The Colour Energies on a Bad Day

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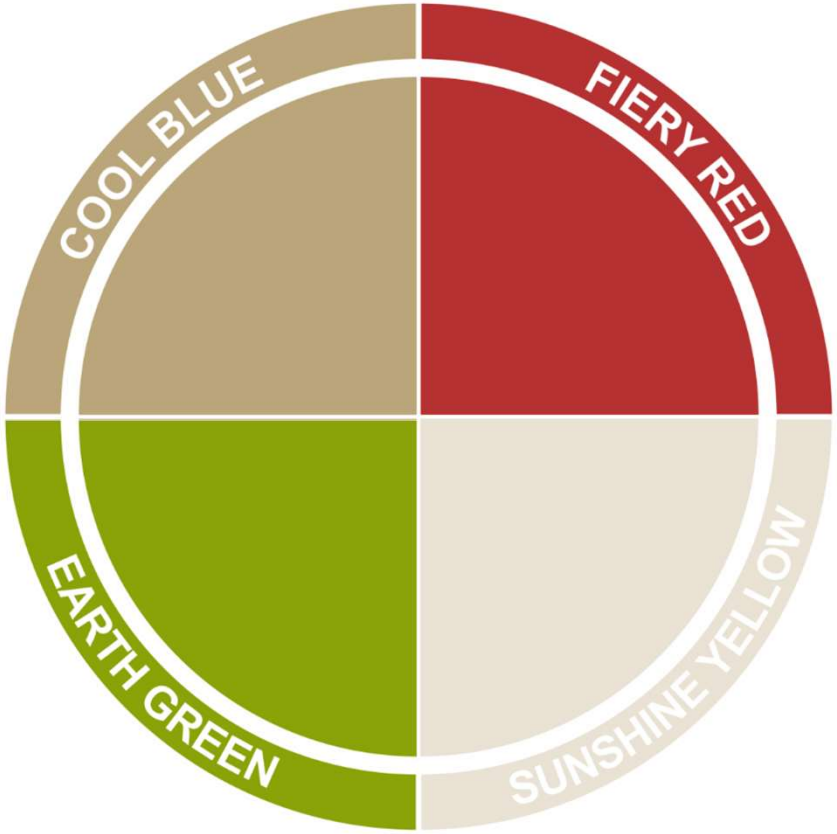

Overly Direct

Aggressive

Controlling

Impatient and dismissive

Lacking empathy

Rash decision making

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Trying to please everyone

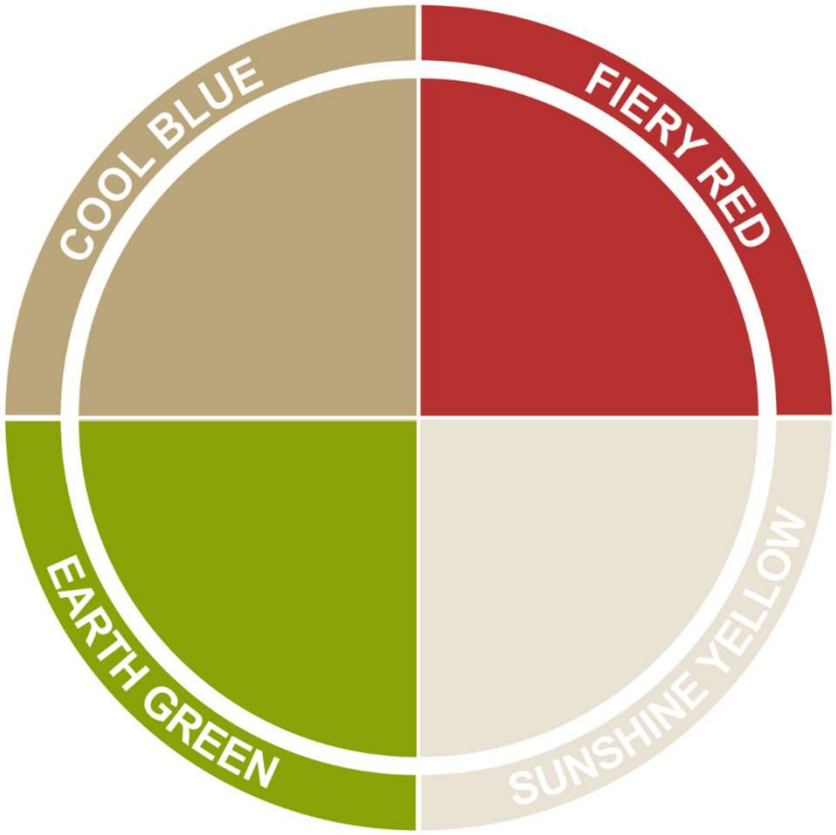
Indecisive

Being taken advantage of

Avoids conflict

To people focused

Not enough outcome focus



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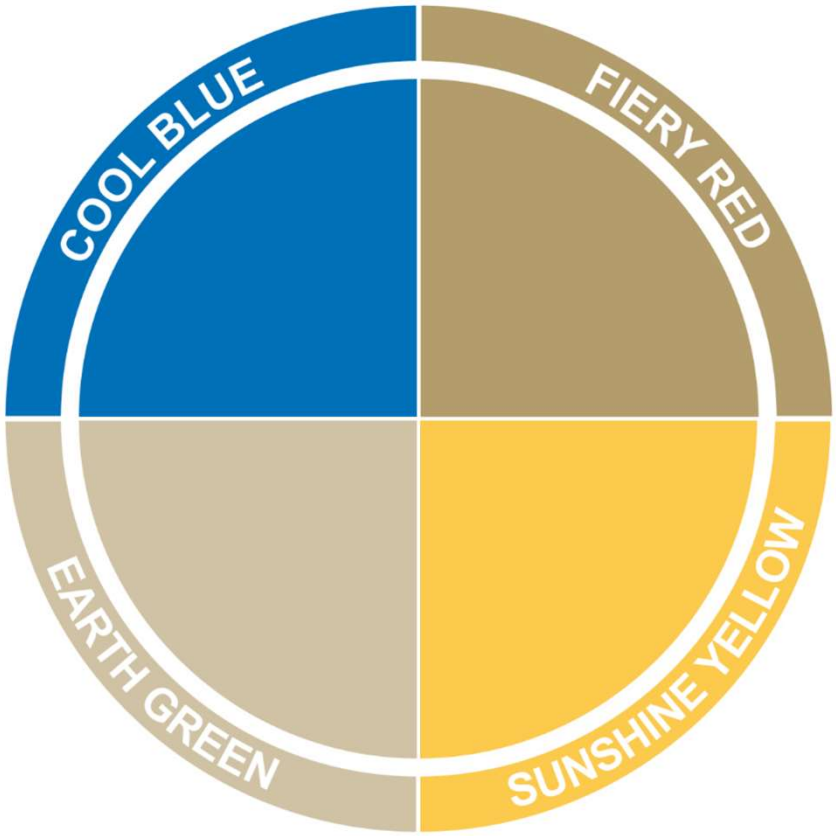

I’m losing interest

Side tracked

No follow through

Overly informal

To much going on

Not enough detail

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Adheres to rules to strictly

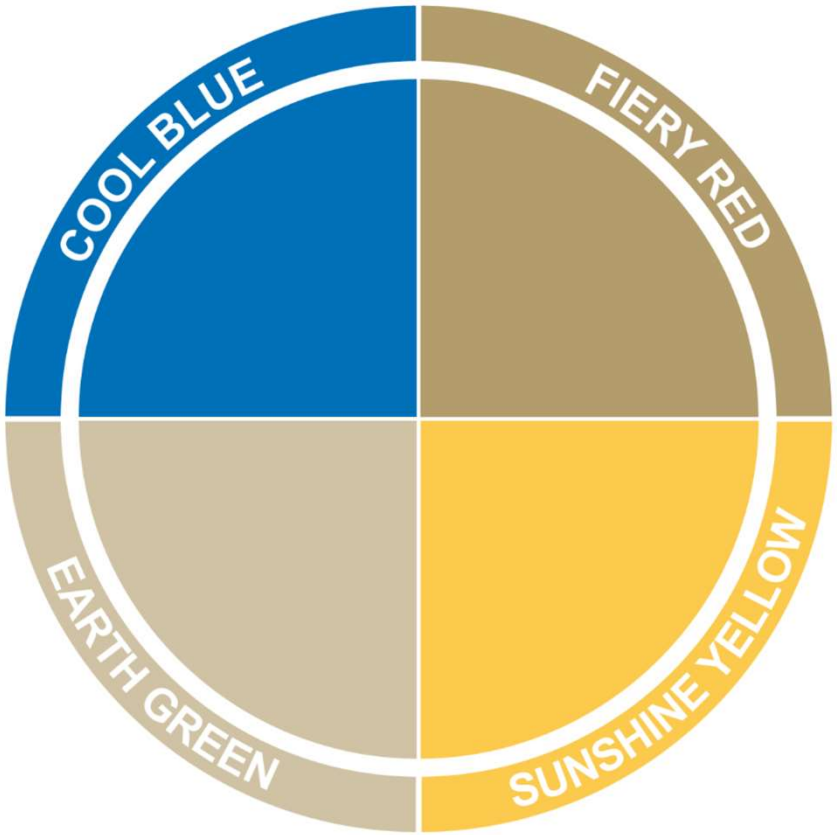
Nit Picking

Slow to adjust

Overly analytical

Intellectual deadlocks

Please slow down



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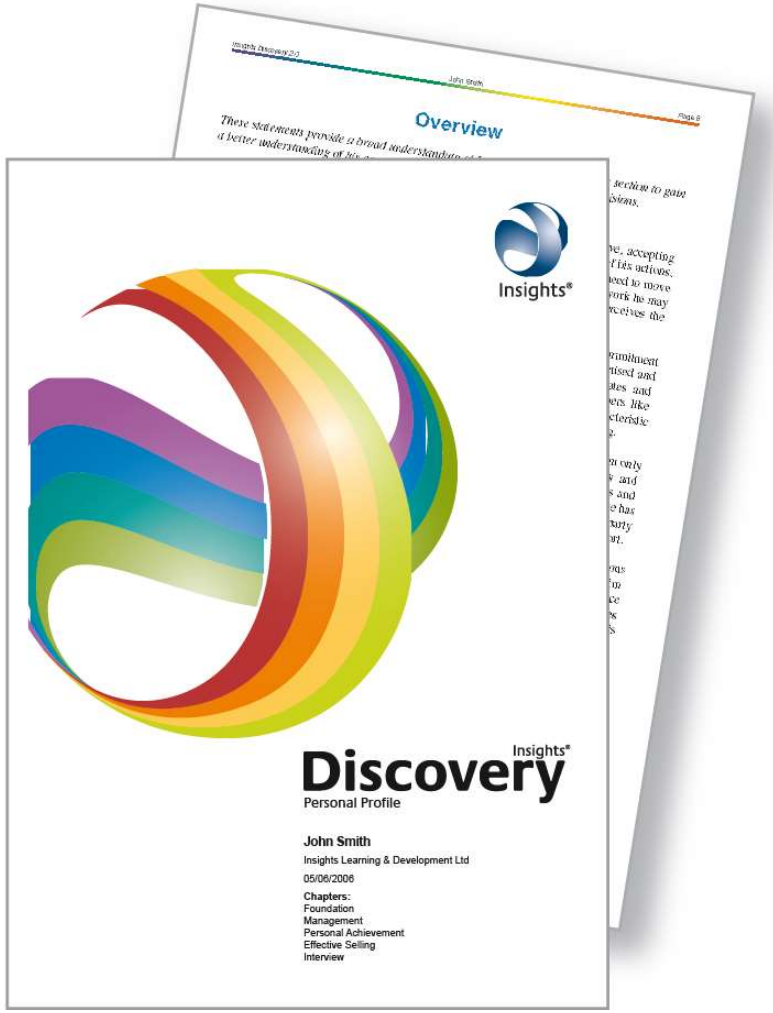
The Insights Discovery Card Activity

The Insights Discovery Personal Profile:

Face Validity



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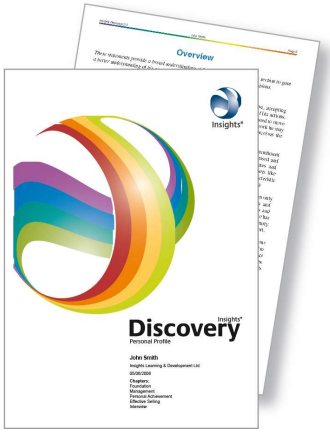
Review the Overview (pages 6-8)



- 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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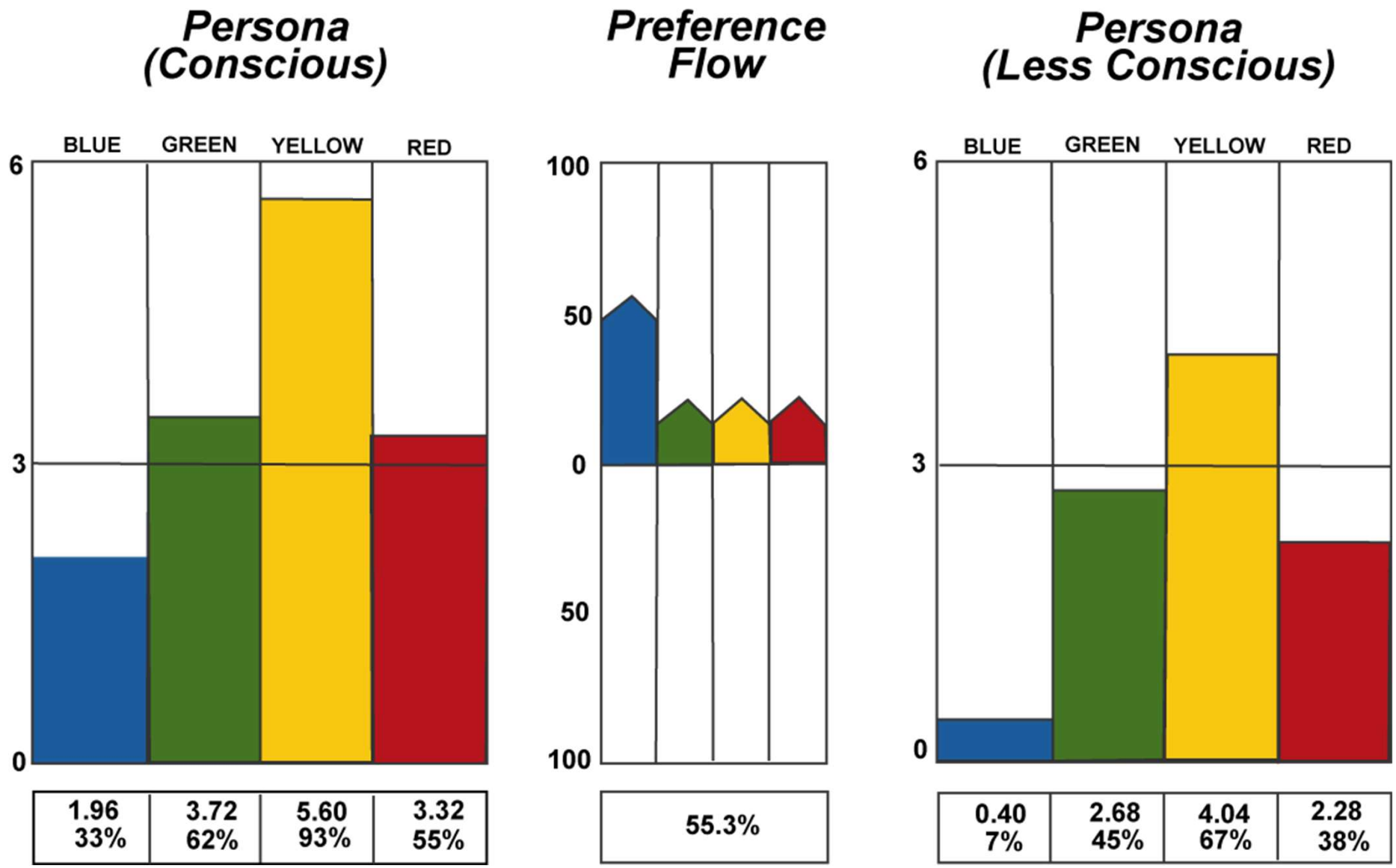
Colour Energy Dynamics



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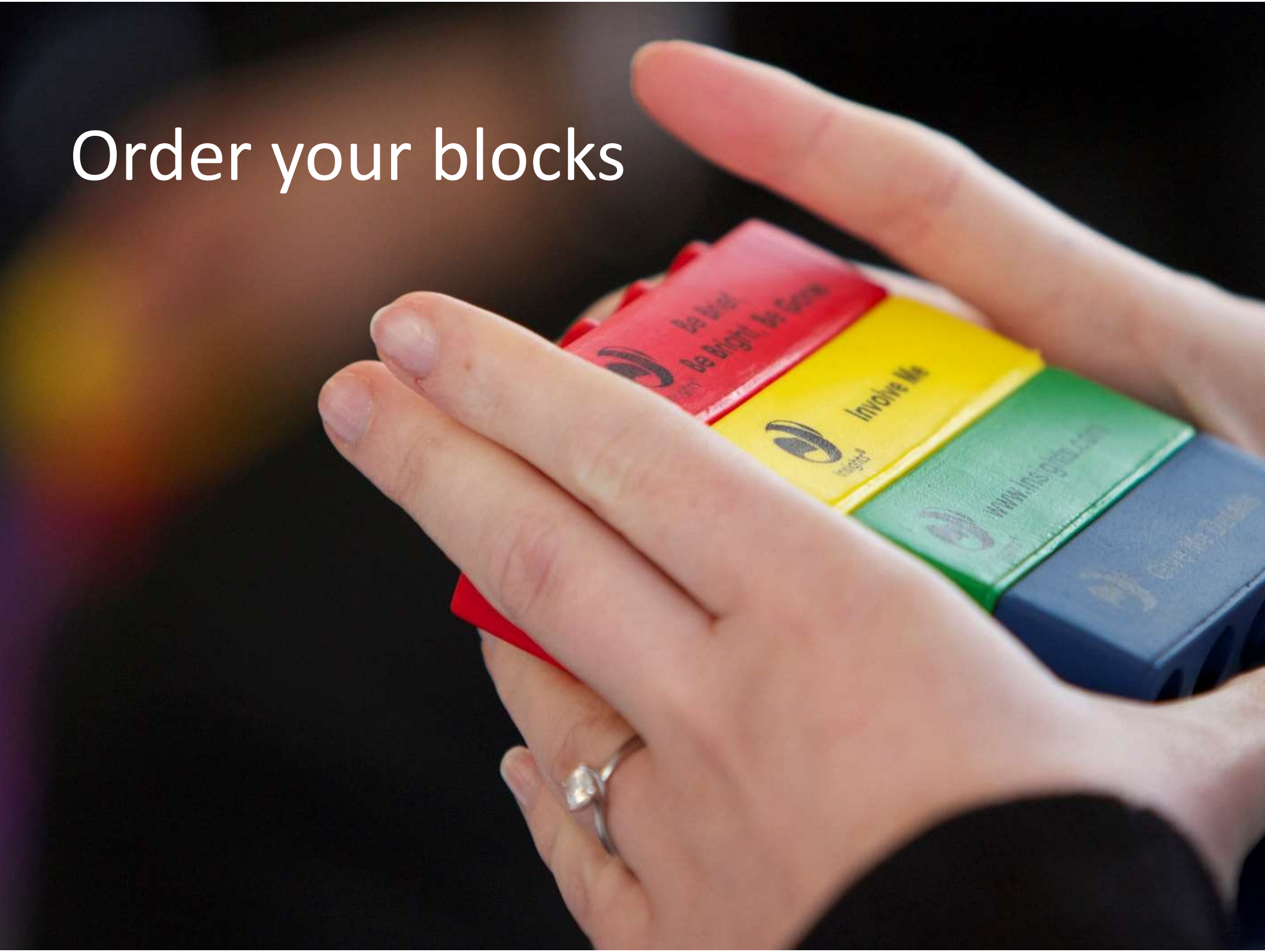
Order your blocks



You and Your Team

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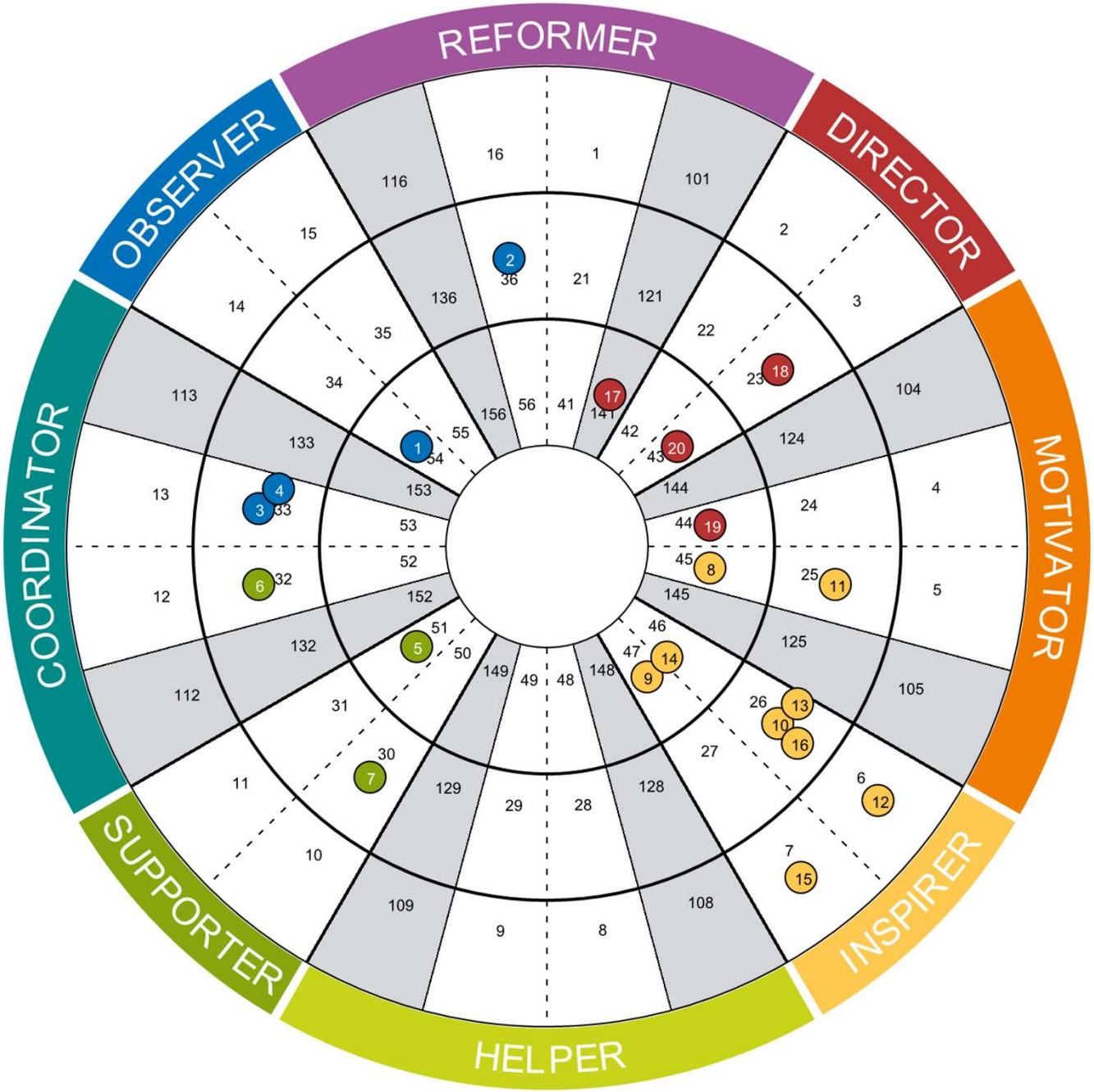
Insights Discovery 72-Type Wheel



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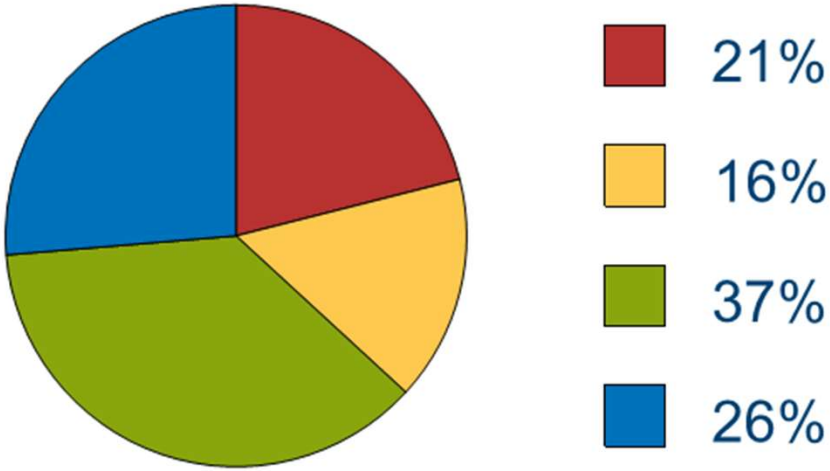
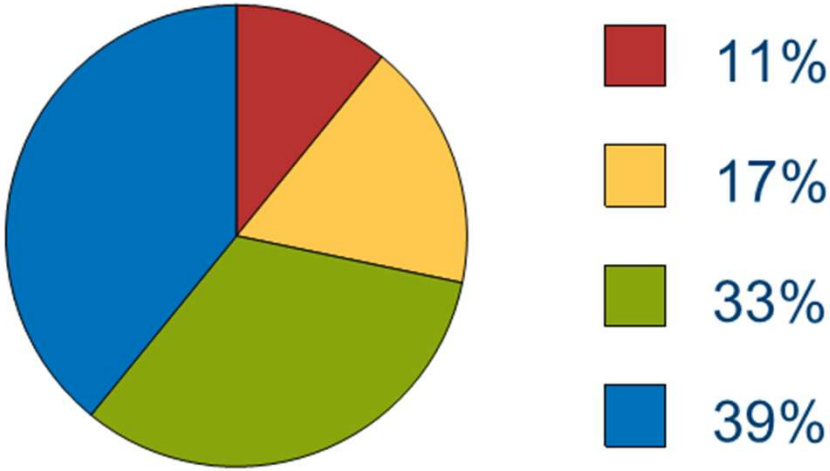
Dominant Energies



Inclined Energies



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Topping up the well…

Composed and observing | Diplomatic and calming | Open and outgoing | Active and controlling

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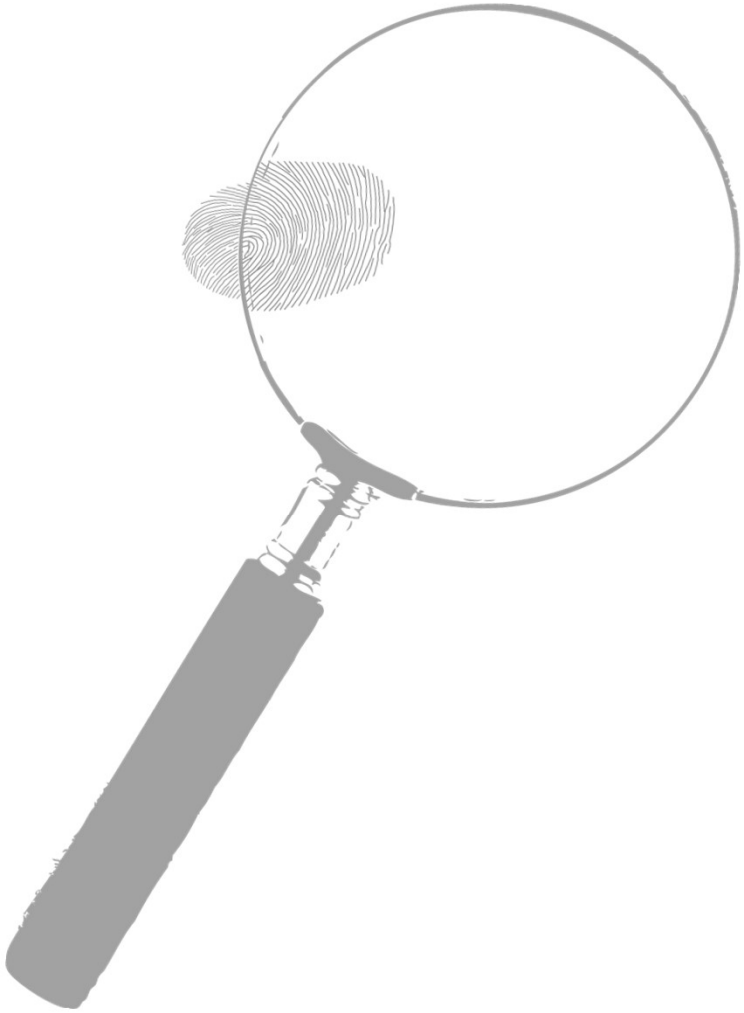
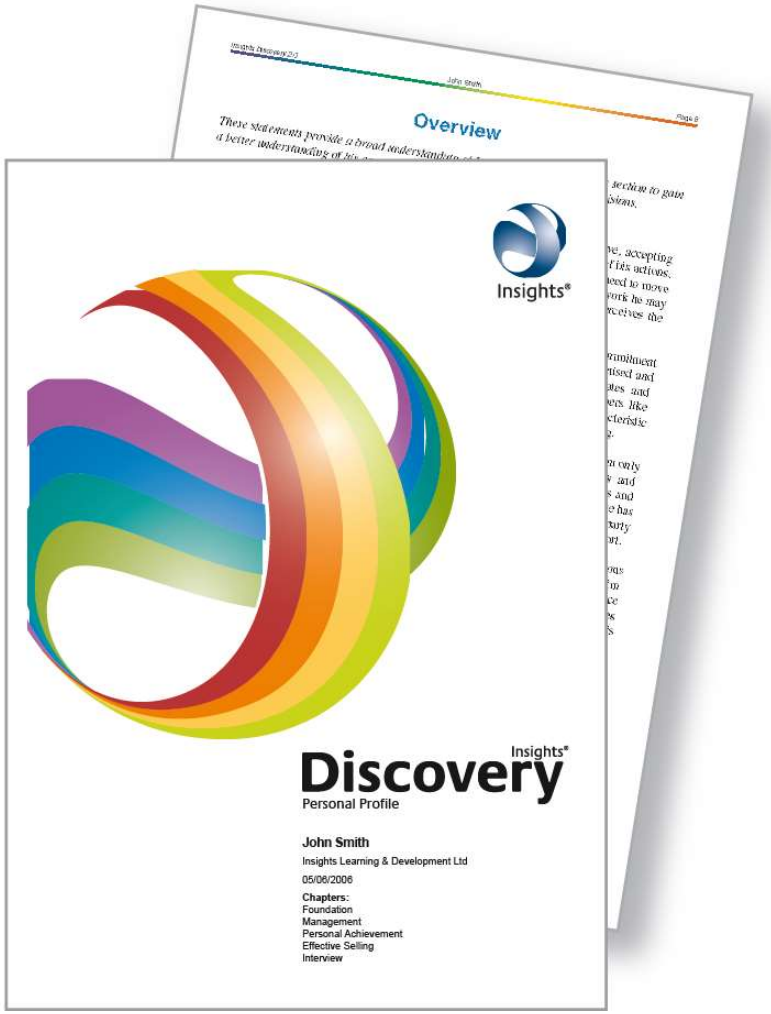
Recognising Types



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



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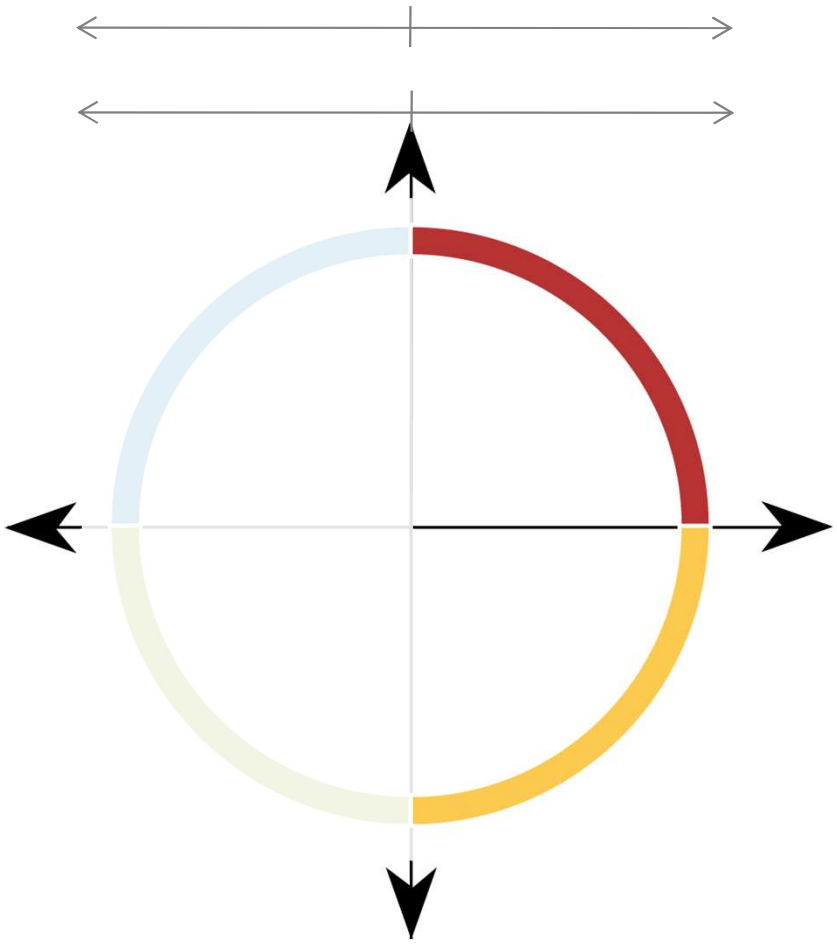
Jungian Preferences and the Colour Energies

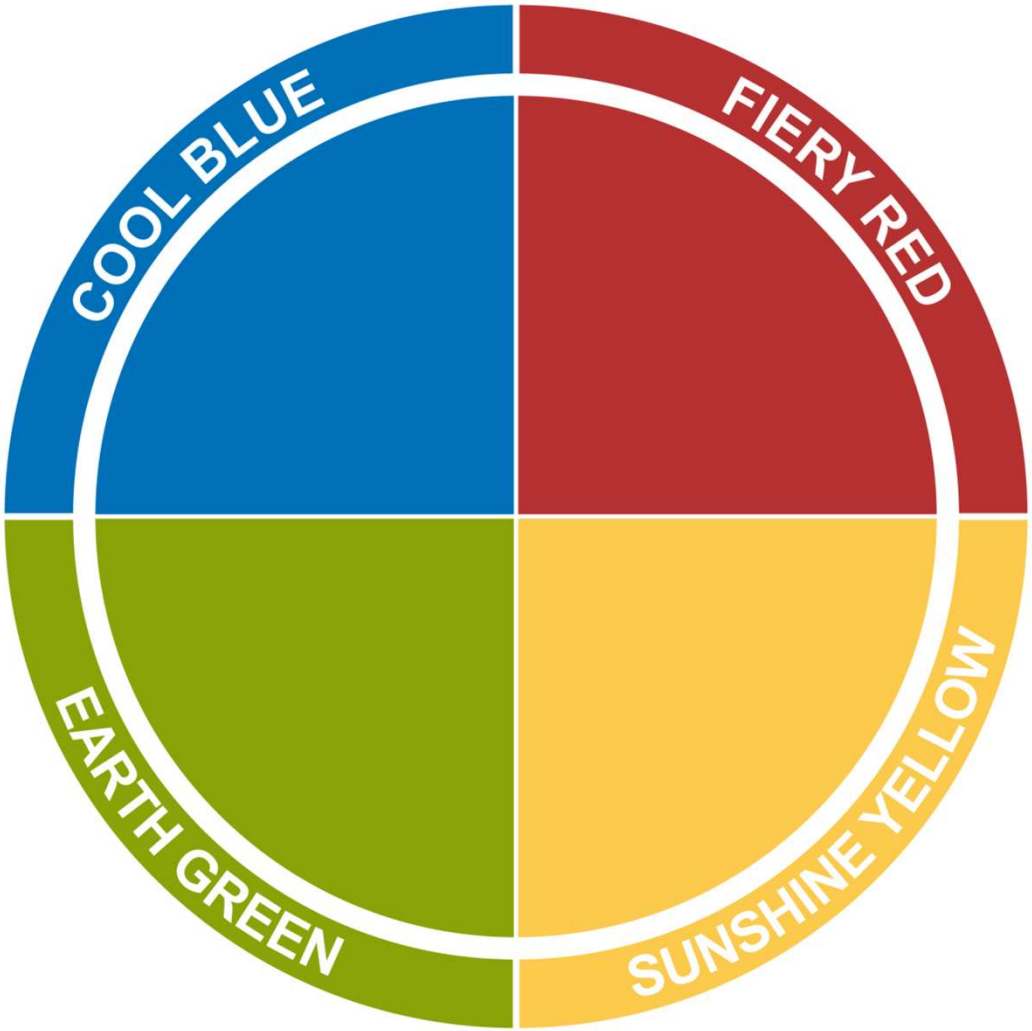
Introversion

Extraversion

Thinking

Feeling

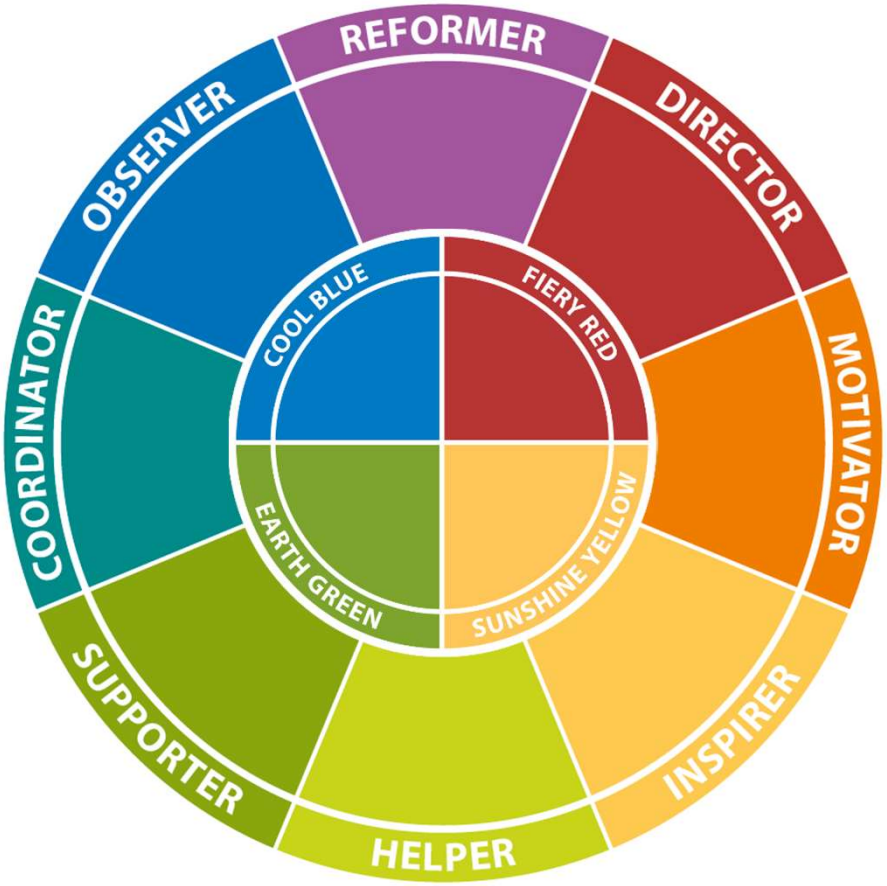



COOL BLUE
FIERY RED
EARTH GREEN
SUNSHINE YELLOW

Recognising type

It is possible to spot clues to individual colour preferences by observing peoples behaviour.

Keep in mind people that you work with.



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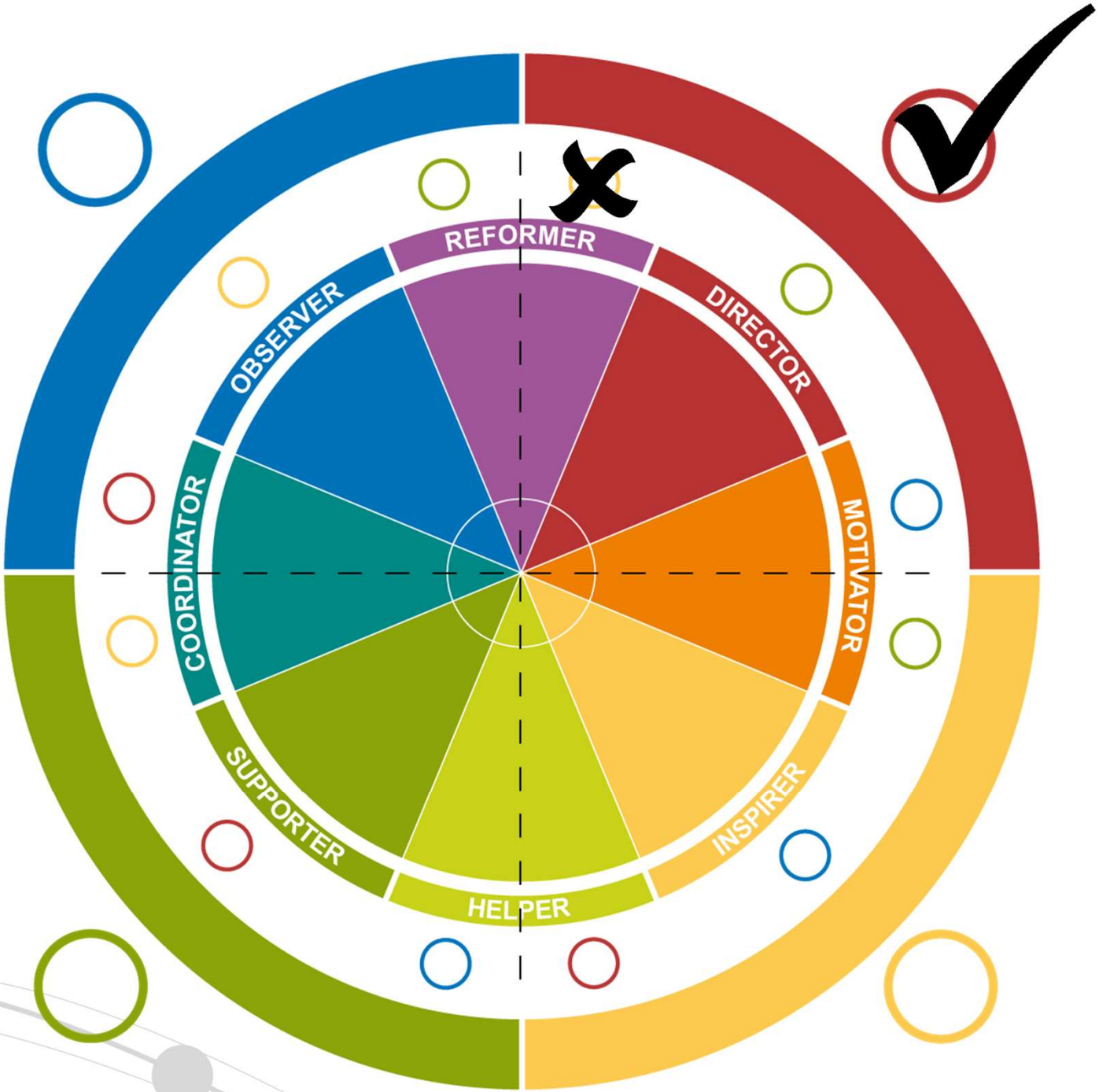
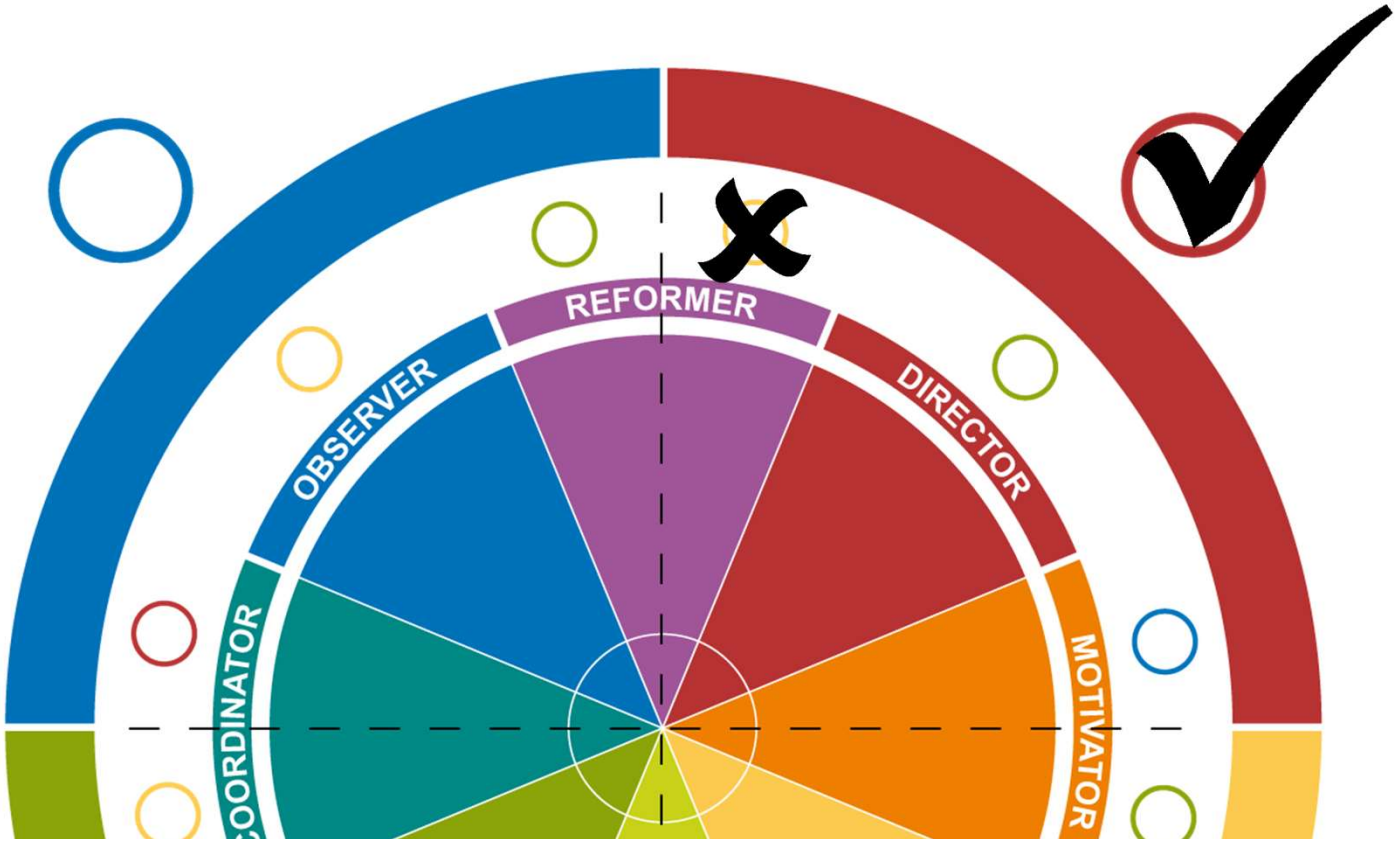

REFORMER
DIRECTOR
MOTIVATOR
INSPIRER
HELPER
SUPPORTER
COORDINATOR
OBSERVER



On a good day	On a bad day	Likes	Goals	Fears
Self-disciplined	Blunt	Rigorous thinking	Excellence	Criticism
Dedicated	Insensitive	Problem solving	Perfection	Lack of respect
Pragmatic	Critical			

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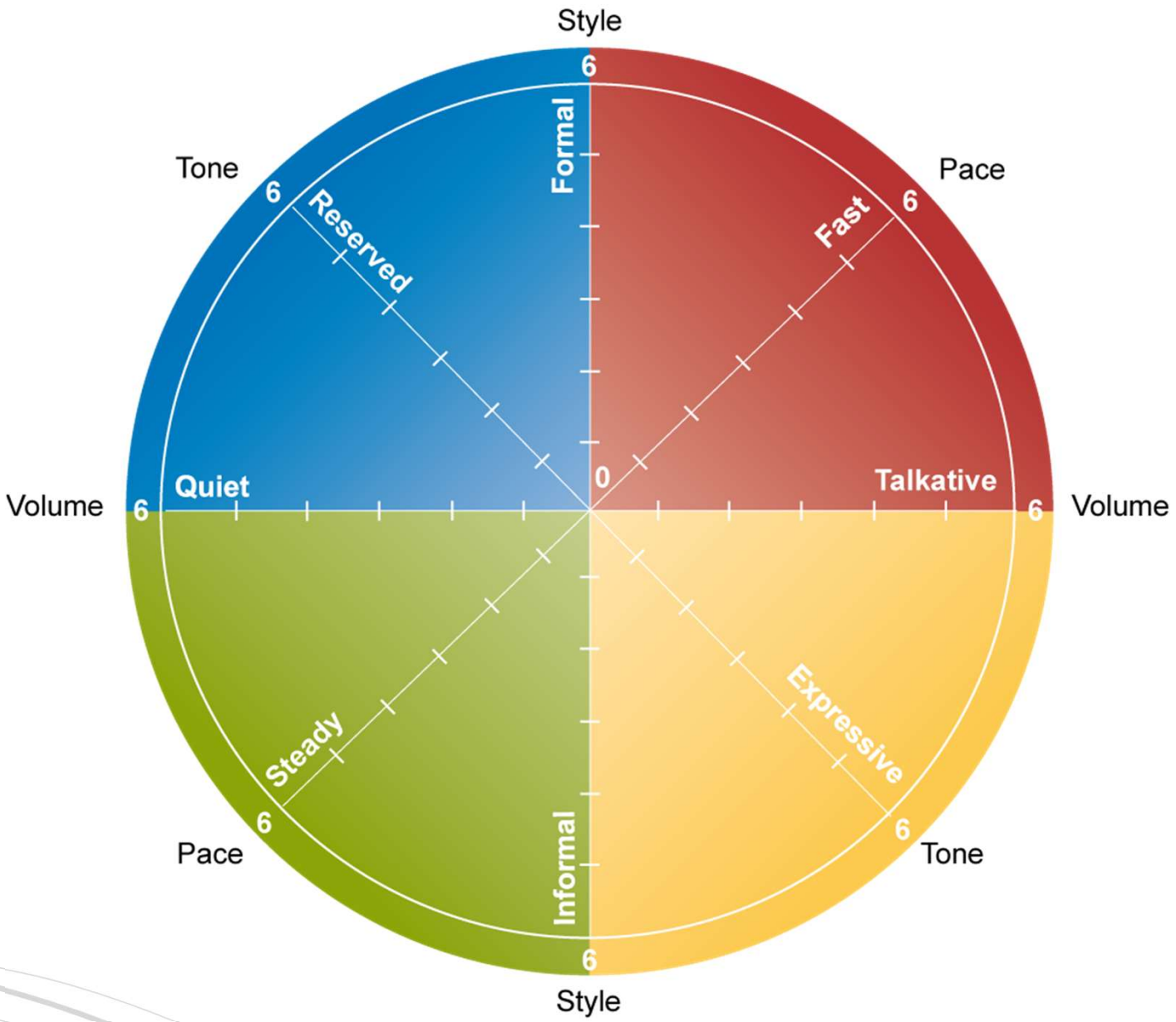
Colour Styles



Body Language

What colour energy clues do you observe?

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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?

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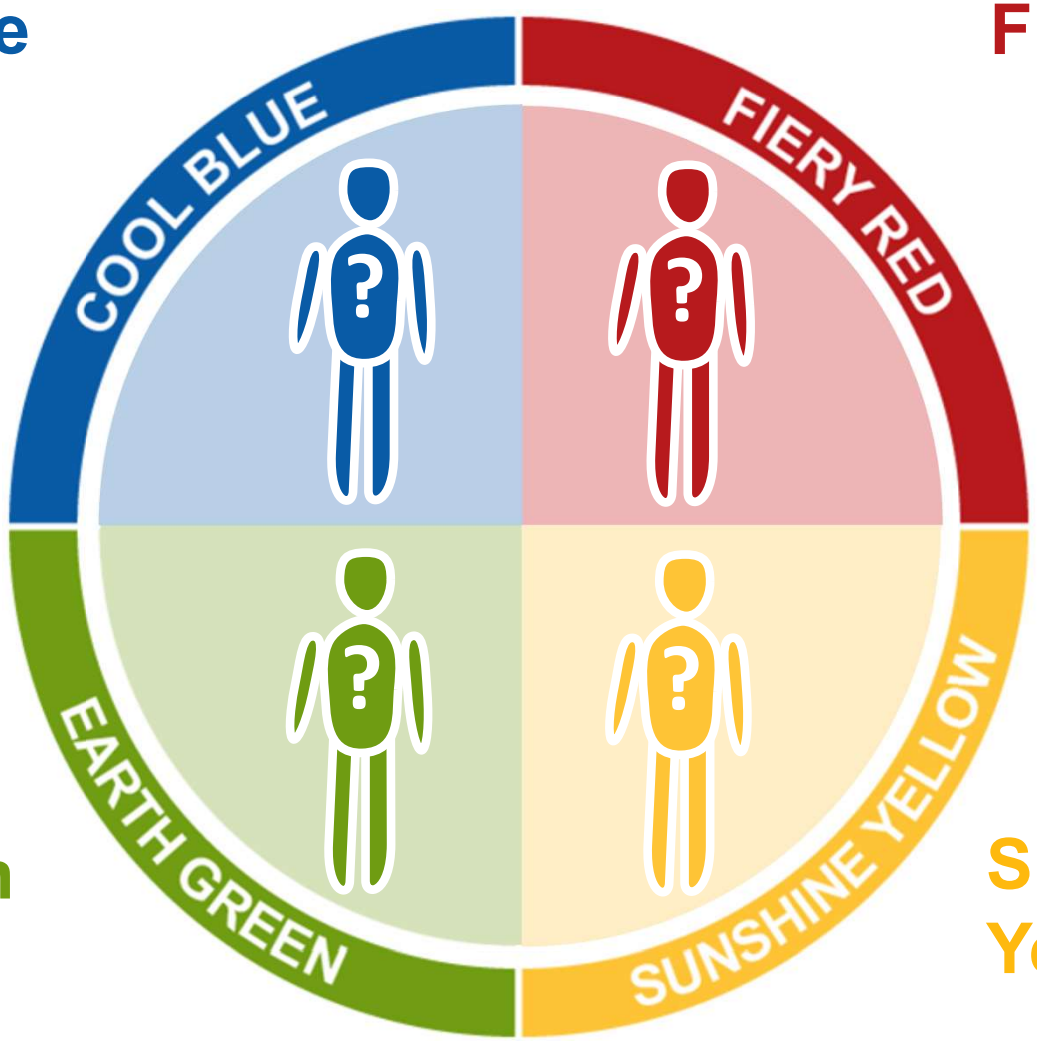
Adapting and Connecting

Cool Blue

Fiery Red



Earth Green

Sunshine Yellow

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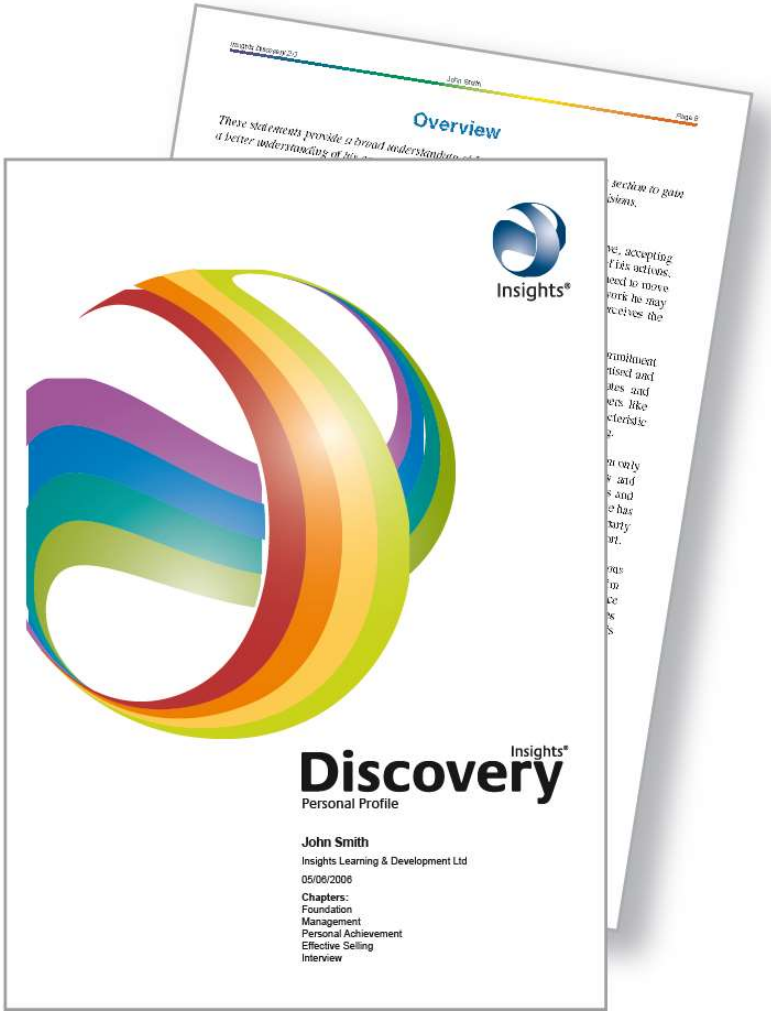

Page 10 and 11

Strategies for communication

- What to do
- What not to do

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Adapting and Connecting

Use your
Cool Blue
energy to …

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Adapting and Connecting

Use your
Fiery Red
energy to …

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Adapting and Connecting

Use your
Earth Green
energy to …

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Adapting and Connecting

Use your
Sunshine
Yellow
energy to …

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Adapting and Connecting

Cool Blue

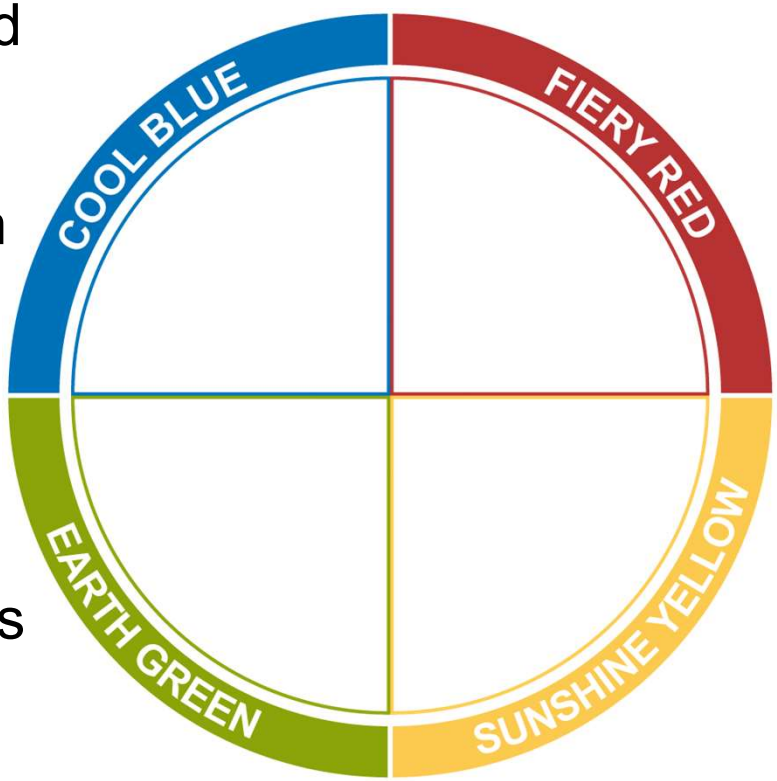
Be well prepared and thorough

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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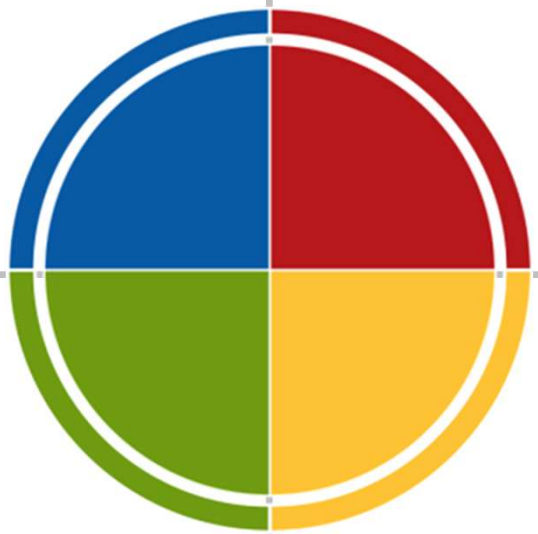
Effective Communication

Purpose

- Show logic and provide a well-researched rationale
- Present the relevance of the information you are sharing
- Give supporting evidence including needs and benefits

Plan

- Propose a call to action
- Present a goal-directed and time-focused plan with clear expectations and next steps
- Describe how success will be measured



People

- Recognise the effect on people
- Connect with feelings, values and role interdependence
- Acknowledge political realities and commit to learning from the past

Big Picture

- Paint a compelling vision of what is possible
- Connect with a creative and far-reaching goal
- Provide a visual image, metaphor, personal story or slogan

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