



Discovery[®]

Full Circle Profile

Jane Smith

29 September 2021

Introduction

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

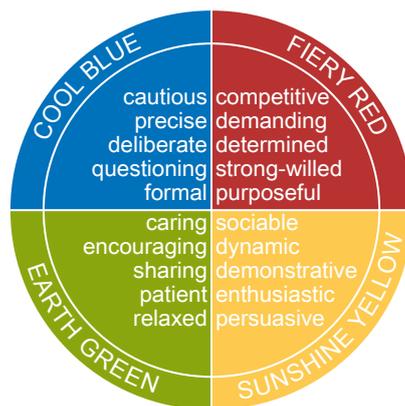
This Insights Discovery Full Circle Profile is compiled from the feedback of a circle of people who live and work around Jane. Every day we deal with perceptions of ourselves from others, therefore an insight into this can help us grow and also improve our relationships. Jung always rated self-perception 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 Jane's personal style, in particular how she interacts with others. Jane, and her feedback group can use this section to gain a better understanding of Jane's approaches to relationships. Additional information is available in the Overview section of the Insights Discovery Personal Profile.

Jane's Interaction with Others

Jane is alert to changing situations and will act quickly to get results, giving direction or instructions to others as she thinks is necessary. She can take issue with both colleagues and superiors but is unlikely to bear a grudge for long. She is a good innovator, negotiator, and manager. Visualising future programmes or outcomes that seem impossible now, she may well see them come to fruition months or even years later. She is noted for her innate ability to inspire and encourage others around her and exhibits excellent interpersonal skills.

Jane loves challenge, and is far-sighted and enthusiastic. While constantly striving to increase her competence and personal power, she is outgoing, talkative and can cope with a large number of different projects. She deals imaginatively with social relationships which generate a large variety of acquaintances. She is a "networking" expert. She needs to be aware of being too outspoken, over-talkative and overly logical with some colleagues. Curious and alert, Jane prefers to understand rather than judge. She may become rebellious or sulk if people try to railroad her or interfere in her plans.

When Jane is in charge of a project she offers the team long-term vision and the ability to inspire and communicate that vision to others. She gets a constant infusion of energy from being around other energetic people, and can successfully combine her talents with the strengths of others. Seen as adaptable, she has the ability to adapt to various work roles and to compliment the characteristics of the current work group. She likes to lead rather than manage, is normally fair but demanding and will not always be willing to accept change without first knowing why. She may frequently rebel against the rules and in so doing will strongly resist attempts by others to regulate her behaviour.

Characteristics based on Self Perception

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

Key Strengths:

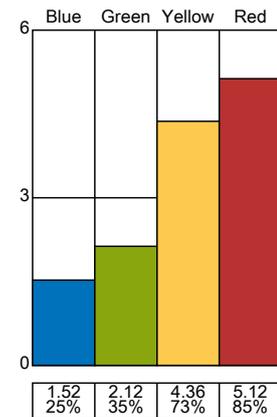
- Creative and future orientated visionary.
- Boundless energy, capable of adopting a number of roles simultaneously.
- Highly resourceful around people.

When under pressure, Jane may appear in this way:

- Her need for variety may leave some tasks incomplete.
- Vocally defends her faults when challenged.
- Can come across as superficial or shallow.

In leading others Jane may:

- See drawbacks simply as challenges to overcome.
- Be seen as manipulating the process when she sells the solution to the team.
- Be good at initiating and developing team contacts.



Jane's perception of self

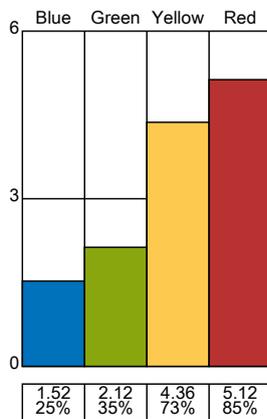
Personal Notes:

Discovery Colour Dynamics

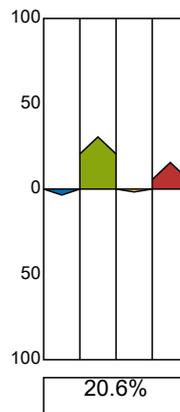
Based on Self Perception

Jane Smith
04 November 2019

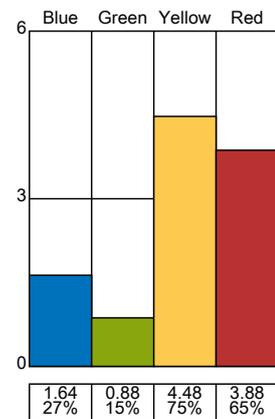
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



Based on how Jane 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 Jane, there is an opportunity to adapt to others' styles to improve the quality of her 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 Jane's Key Strengths, how she may show up under pressure and her 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 Jane to have these Key Strengths:

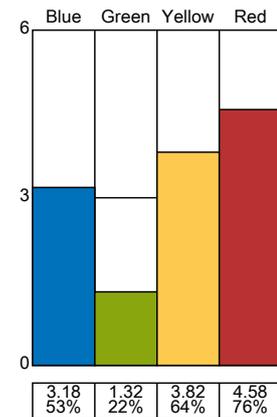
- Embraces change readily.
- Ability to constantly generate ideas.
- Constantly strives towards self improvement.

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

- Dislikes and rebuts personal criticism.
- Her need for variety may leave some tasks incomplete.
- Fears dropping her guard.

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

- Expect others to work as hard as she does.
- Leave people drowning in her wake.
- Always shoot for the goal.



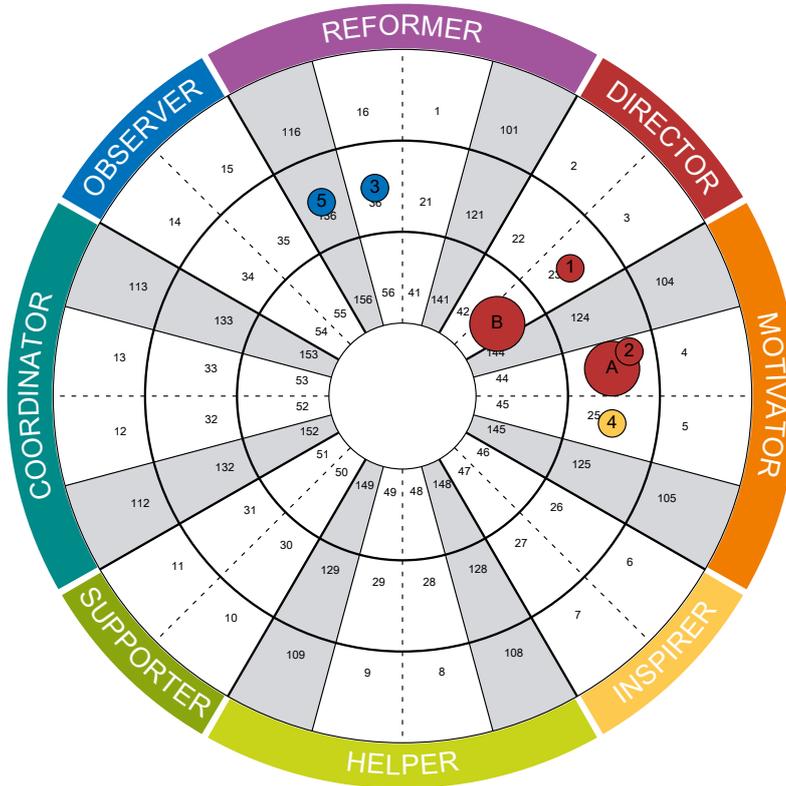
Group's perception of Jane

Personal Notes:

Insights Discovery Full Circle Wheel

Based on Feedback Group Perception

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



A Jane

B The Feedback Group

24: Directing Motivator (Classic)

43: Motivating Director (Accommodating)

The Feedback Group

- 1 Lazare
- 2 Susan
- 3 Kelley
- 4 Tandie
- 5 Hillard

23: Motivating Director (Classic)

24: Directing Motivator (Classic)

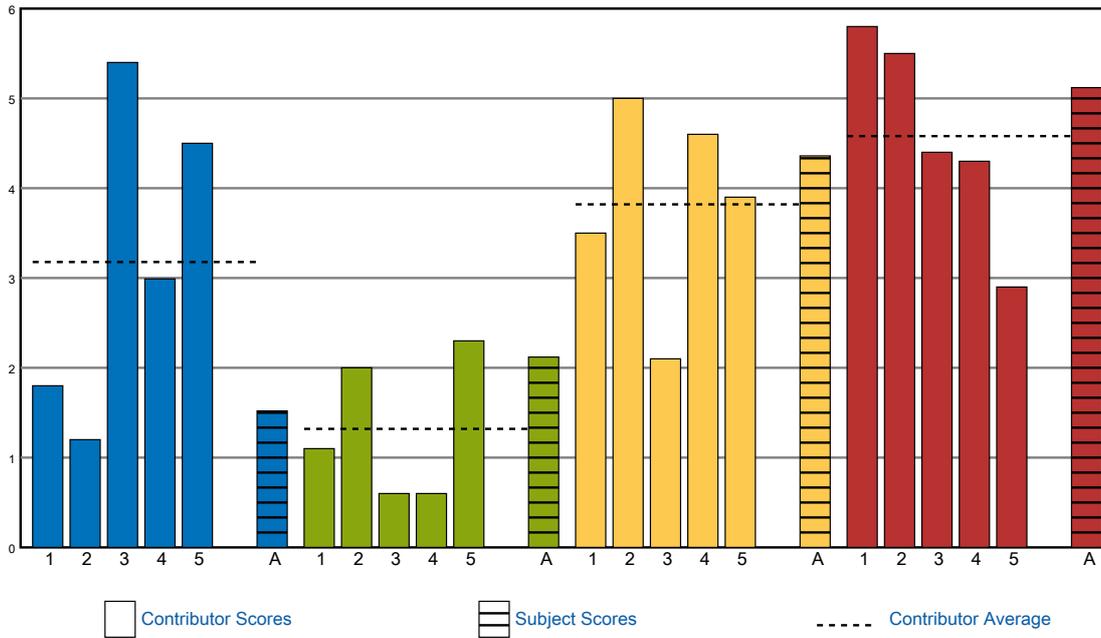
36: Observing Reformer (Classic)

25: Inspiring Motivator (Classic)

136: Creative Observing Reformer (Classic)

Discovery Full Circle Colour Distribution

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

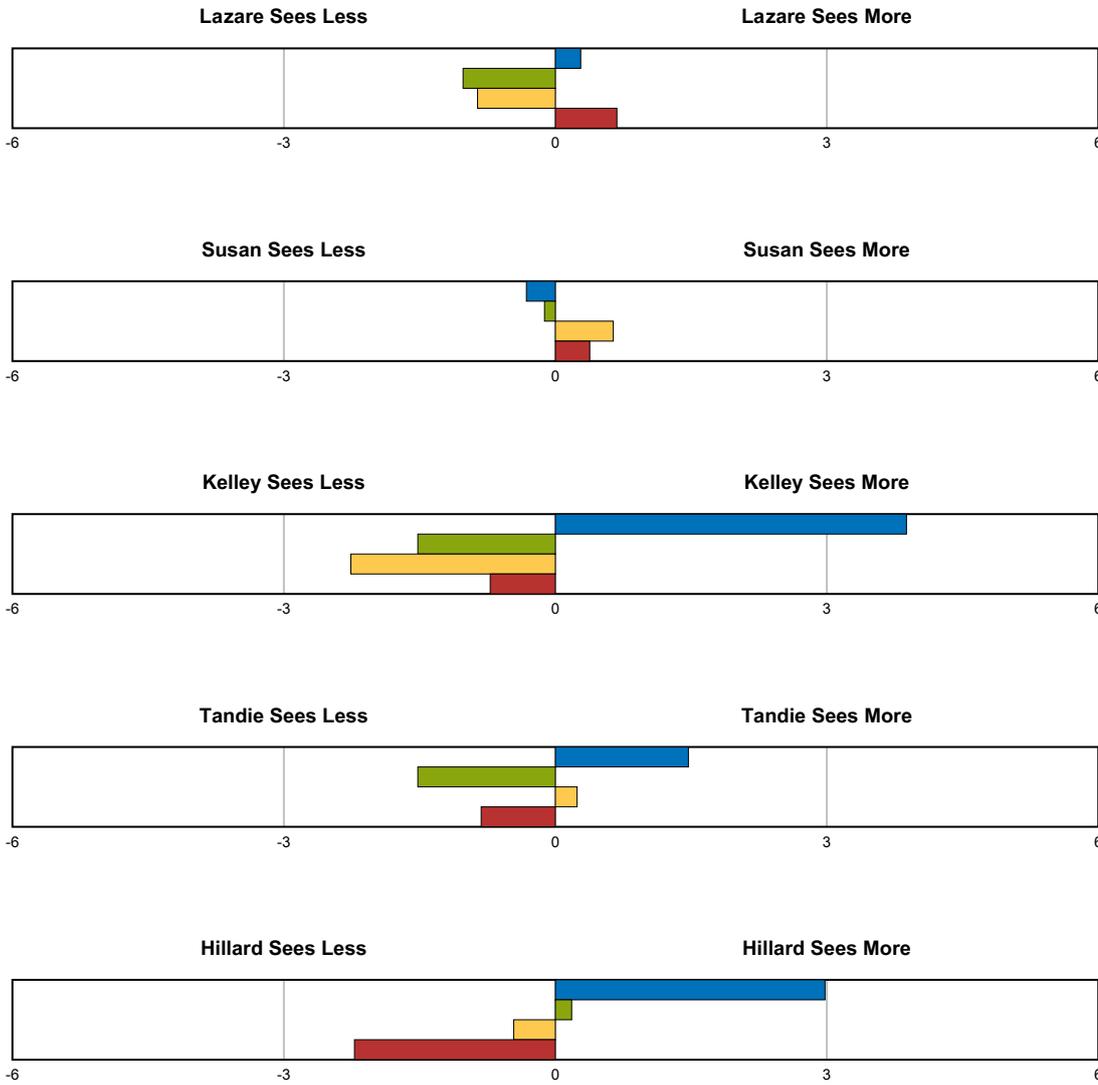


ID	Name	Blue	Green	Yellow	Red
1	Lazare	1.80	1.10	3.50	5.80
2	Susan	1.20	2.00	5.00	5.50
3	Kelley	5.40	0.60	2.10	4.40
4	Tandie	2.99	0.60	4.60	4.30
5	Hillard	4.50	2.30	3.90	2.90
A	Jane	1.52	2.12	4.36	5.12
B	Group Average	3.18	1.32	3.82	4.58

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 Jane sees in herself. A colour bar to the right of 0 indicates the individual sees more of that colour energy compared to Jane's self perception.

Individual: Graphical



Perception Comparison

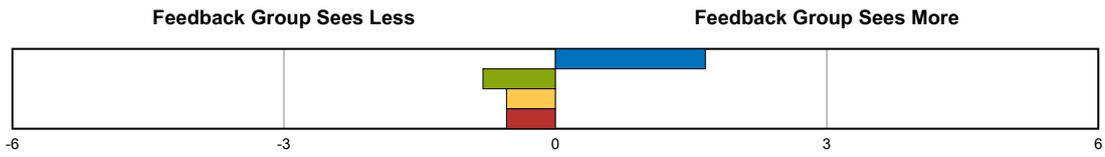
The individual numeric table indicates the difference in colour scores between the individual and Jane, which are represented graphically on the previous page. A minus score indicates the individual sees less of that colour with a positive score indicating they see more of that energy. The aggregate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

Individual: Numeric

	Blue	Green	Yellow	Red
Lazare's difference	+0.28	-1.02	-0.86	+0.68
Susan's difference	-0.32	-0.12	+0.64	+0.38
Kelley's difference	+3.88	-1.52	-2.26	-0.72
Tandie's difference	+1.47	-1.52	+0.24	-0.82
Hillard's difference	+2.98	+0.18	-0.46	-2.22

Perception Comparison

Collective Perception: Graphical



Collective Perception: Numeric

	Blue	Green	Yellow	Red
Jane	1.52	2.12	4.36	5.12
Group Average	3.18	1.32	3.82	4.58
Difference	+1.66	-0.80	-0.54	-0.54
Group High	5.40	2.30	5.00	5.80
Group Low	1.20	0.60	2.10	2.90

Personal Comment

In the Insights Discovery Full Circle Evaluator we asked the Feedback Group for some comments. Their responses are below

What behaviours do you most admire in this individual?

Kelley Jane is very organised and efficient and has a great relationship with the rest of the team

Hillard Ability to manage many tasks simultaneously

Personal Comment

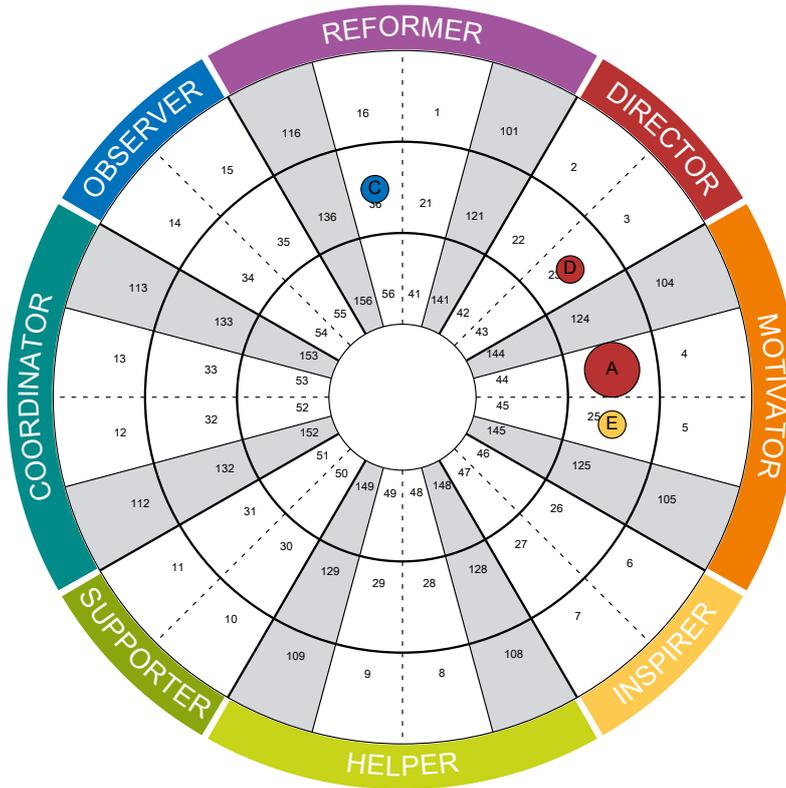
What behaviours would you encourage this individual to develop to be more successful in their role?

Personal Comment

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

Full Circle Feedback by Role

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



- A Jane 24: Directing Motivator (Classic)
- C Manager Average (1) 36: Observing Reformer (Classic)
- D Peer Average (2) 23: Motivating Director (Classic)
- E Team Member Average (2) 25: Inspiring Motivator (Classic)

Perception Comparison by Role

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



Colour score comparison for Jane and the average feedback by role

	Blue	Green	Yellow	Red
Jane	1.52	2.12	4.36	5.12
Manager Average	5.40	0.60	2.10	4.40
Difference	+3.88	-1.52	-2.26	-0.72
Peer Average	2.40	0.85	4.05	5.05
Difference	+0.88	-1.27	-0.31	-0.07
Team Member Average	2.85	2.15	4.45	4.20
Difference	+1.33	+0.03	+0.09	-0.92

Lazare's Perception of the Characteristics of Jane

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

Lazare may perceive Jane to have these Key Strengths:

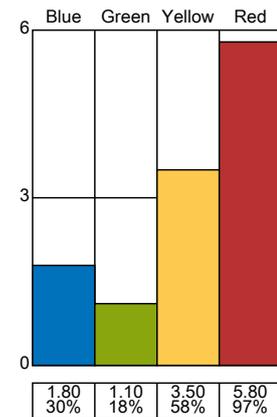
- Brave, daring and bold.
- Motivates others to “achieve the impossible”.
- Boundless energy, capable of adopting a number of roles simultaneously.

When under pressure, Jane may appear to Lazare in this way:

- May jump, seemingly randomly, from task to task.
- Doesn't always consider the fuller implications of her actions.
- Tends to be perceived as arrogant in stressful situations.

As perceived by Lazare, in leading others, Jane may:

- Encourage and push to achieve a high standard of performance.
- Prompt people who naturally work at a slower pace.
- See drawbacks simply as challenges to overcome.



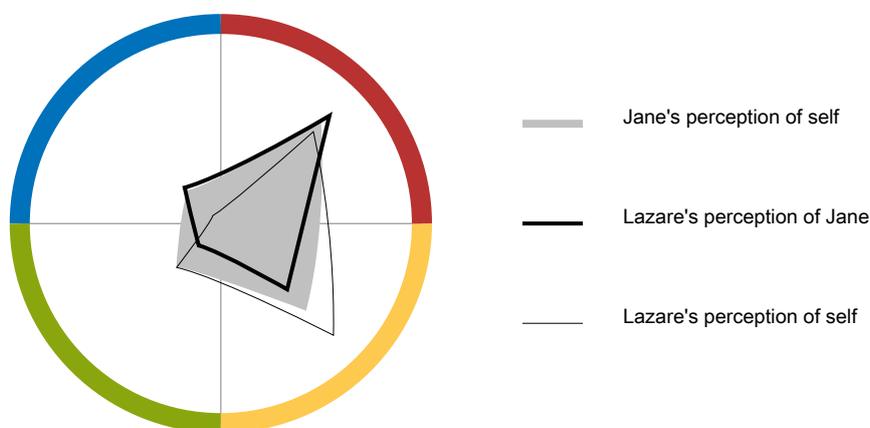
Lazare's perception of Jane

Personal Notes:

Connecting with Lazare

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Lazare.

Where Discovery data is available, this page contains information relating to Lazare's personal profile. The graphic identifies Lazare's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Lazare's perception of Jane.



Strategies for communicating with Lazare:

- Omit unnecessary and intricate details.
- Match his pace in presenting to him.

When communicating with Lazare, DO NOT:

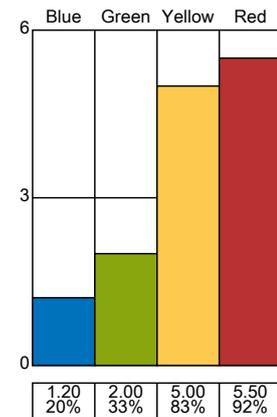
- Overload him with irrelevant information.
- Create a hostile environment devoid of feelings.

Susan's Perception of the Characteristics of Jane

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

Susan may perceive Jane to have these Key Strengths:

- Boundless energy, capable of adopting a number of roles simultaneously.
- Intuitive and optimistic.
- Challenges convention.



Susan's perception of Jane

When under pressure, Jane may appear to Susan in this way:

- Generates so many ideas that chaos often ensues.
- Dislikes and avoids routine tasks.
- Generally impulsive and overlooks important items.

As perceived by Susan, in leading others, Jane may:

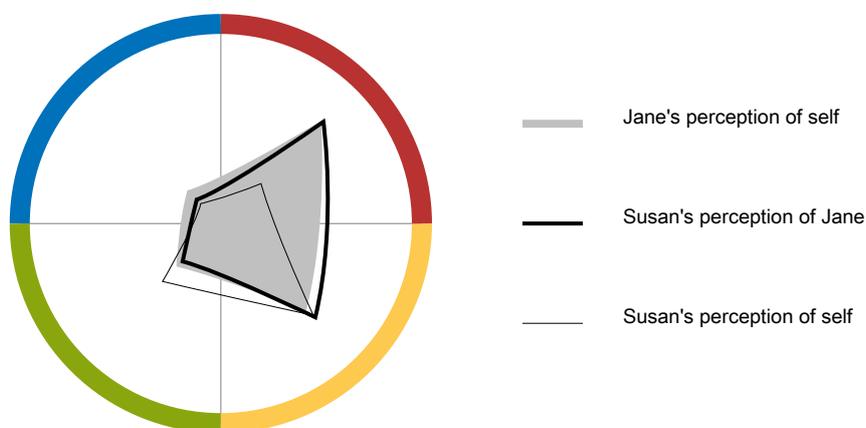
- Always shoot for the goal.
- Delegate administration and concentrate on outcomes.
- Constantly look for an image and presentation that works.

Personal Notes:

Connecting with Susan

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Susan.

Where Discovery data is available, this page contains information relating to Susan's personal profile. The graphic identifies Susan's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Susan's perception of Jane.



Strategies for communicating with Susan:

- Be prepared to share problems openly.
- Listen for the essence of what is being said.

When communicating with Susan, DO NOT:

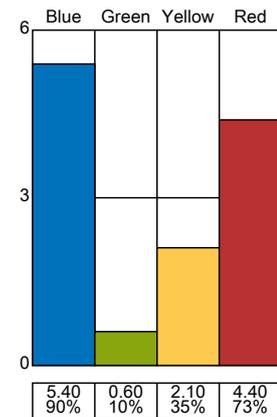
- Pour cold water on her ideas.
- Reduce the pace of a free-flowing conversation.

Kelley's Perception of the Characteristics of Jane

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

Kelley may perceive Jane to have these Key Strengths:

- Analysis.
- Does not accept second best.
- A strong work ethic.



When under pressure, Jane may appear to Kelley in this way:

- When immersed in a task she may be less receptive to change.
- Tends to clam up if not encouraged to express herself.
- Tends to avoid social interaction.

Kelley's perception of Jane

As perceived by Kelley, in leading others, Jane may:

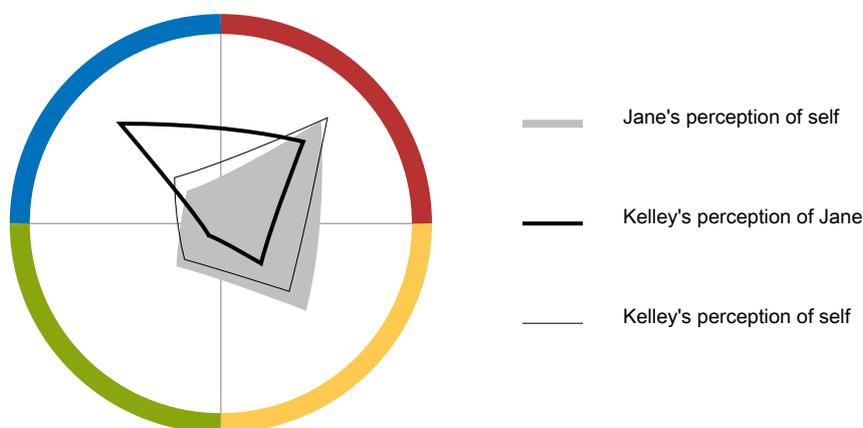
- Not fully appreciate the energies of others.
- Base decisions on facts and logic.
- Worry too much about minor issues.

Personal Notes:

Connecting with Kelley

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Kelley.

Where Discovery data is available, this page contains information relating to Kelley's personal profile. The graphic identifies Kelley's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Kelley's perception of Jane.



Strategies for communicating with Kelley:

- Use colourful and bold language in conversing.
- Present an overview of the essence of the important facts.

When communicating with Kelley, DO NOT:

- Procrastinate, prevaricate or interrupt her.
- Challenge her values or principles.

Tandie's Perception of the Characteristics of Jane

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

Tandie may perceive Jane to have these Key Strengths:

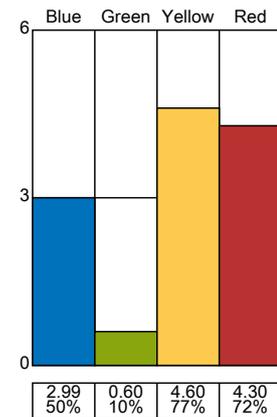
- Excellent communication and presentation skills.
- Keen sense of priorities.
- Becomes involved in many activities.

When under pressure, Jane may appear to Tandie in this way:

- May overpower with emotional rationale.
- Fails to appreciate the seriousness of certain situations.
- Has difficulty delegating. Likes to do it herself.

As perceived by Tandie, in leading others, Jane may:

- Try to do several things at once.
- Create an air of bustle to help with the meeting of deadlines.
- Over-exaggerate and over-embellish the true facts.



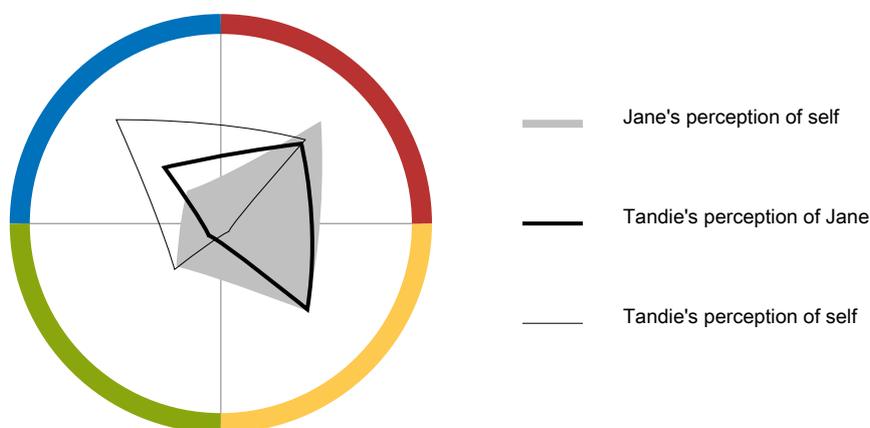
Tandie's perception of Jane

Personal Notes:

Connecting with Tandie

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Tandie.

Where Discovery data is available, this page contains information relating to Tandie's personal profile. The graphic identifies Tandie's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Tandie's perception of Jane.



Strategies for communicating with Tandie:

- Ensure you have a logical reason for any changes.
- Allow time for her to think of the consequences.

When communicating with Tandie, DO NOT:

- Assume her pauses imply lack of interest.
- Call on her when uninvited.

Hillard's Perception of the Characteristics of Jane

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

Hillard may perceive Jane to have these Key Strengths:

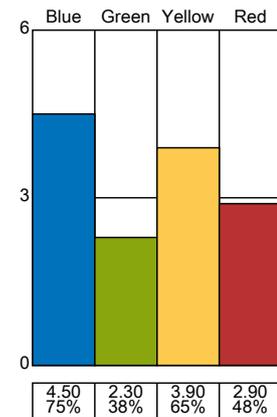
- Good at suggesting improved ways of achieving goals.
- Keeps control in a crisis.
- Sees decision making as a challenge.

When under pressure, Jane may appear to Hillard in this way:

- Tends to undervalue the differences in people.
- May "tinker" with things out of curiosity.
- Can be too self critical.

As perceived by Hillard, in leading others, Jane may:

- Drive for results at all costs.
- Not fully appreciate the energies of others.
- Prefer organising ideas and information rather than people.



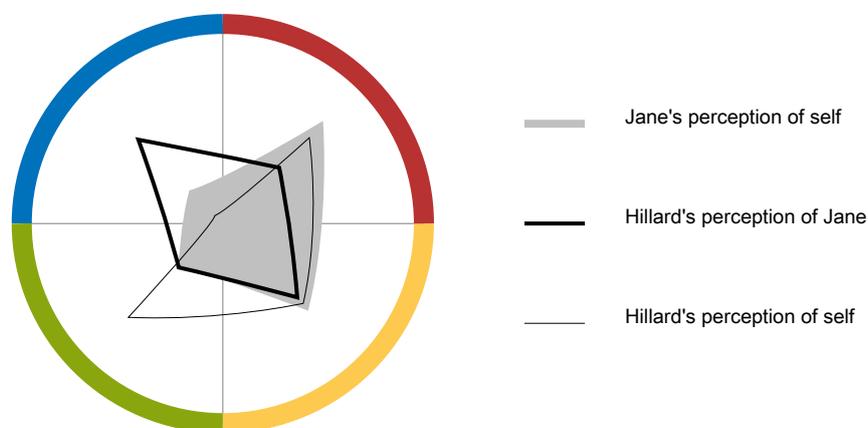
Hillard's perception of Jane

Personal Notes:

Connecting with Hillard

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Hillard.

Where Discovery data is available, this page contains information relating to Hillard's personal profile. The graphic identifies Hillard's 'footprint' on the Discovery Wheel and compares it with Jane's 'footprint', also displaying the 'footprint' for Hillard's perception of Jane.



Strategies for communicating with Hillard:

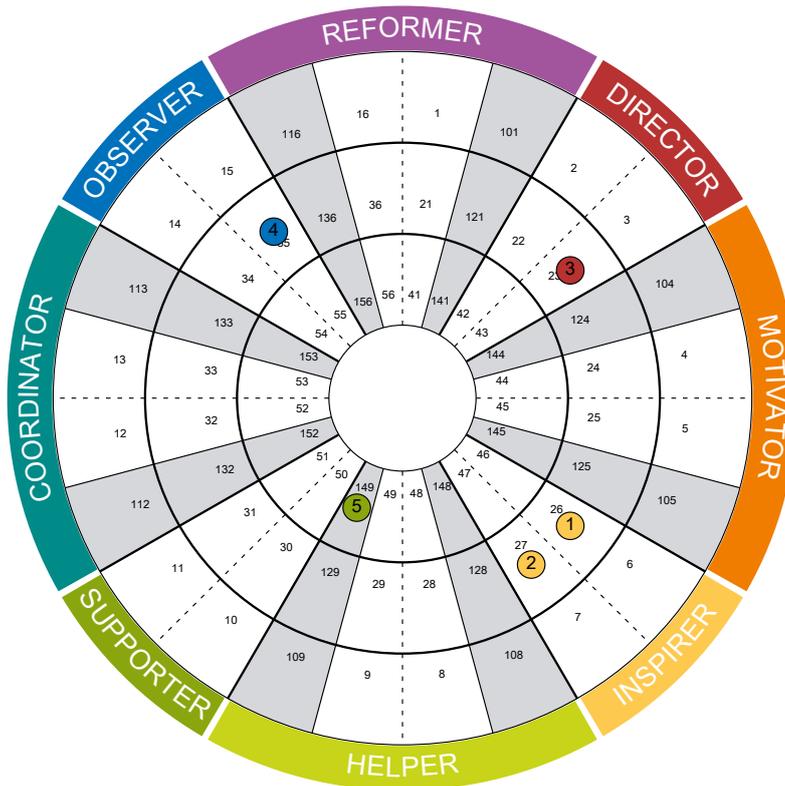
- Listen to his opinions.
- Avoid unnecessary distractions - keep to the point.

When communicating with Hillard, DO NOT:

- Get bogged down in procedure.
- Dream with him - unless you can spare the time!

Feedback Group - Wheel Positions

This section displays the Discovery wheel positions of the Feedback Group. Positions on the wheel do not represent good or bad, but different approaches to situations.



- | | | | |
|---|--|---------|---|
| 1 | | Lazare | 26: Motivating Inspirer (Classic) |
| 2 | | Susan | 27: Helping Inspirer (Classic) |
| 3 | | Kelley | 23: Motivating Director (Classic) |
| 4 | | Tandie | 35: Reforming Observer (Classic) |
| 5 | | Hillard | 149: Creative Supporting Helper (Accommodating) |



GLOBAL HEADQUARTERS PROFILE: DFC_PR_RETENTION
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