



Discovery[®]

Personal Profile

Debbie Stanford

1 July 2023

Foundation Chapter
Management Chapter
Effective Selling Chapter
Personal Achievement Chapter
Interview Chapter

Personal Details

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Introduction

This Insights Discovery profile is based on Debbie Stanford's responses to the Insights Preference Evaluator which was completed on 1 July 2023.

The origins of personality theory can be traced back to the fifth century BC, when Hippocrates identified four distinct energies exhibited by different people. The Insights System is built around the model of personality first identified by the Swiss psychologist Carl Gustav Jung. This model was published in his 1921 work "Psychological Types" and developed in subsequent writings. Jung's work on personality and preferences has since been adopted as the seminal work in understanding personality and has been the subject of study for thousands of researchers to the present day.

Using Jung's typology, this Insights Discovery profile offers a framework for self-understanding and development. 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.

Generated from several hundred thousand permutations of statements, this profile is unique. It reports statements which your Evaluator responses indicate may apply to you. Modify or delete any statement which does not apply, but only after checking with colleagues or friends to identify whether the statement may be a "blind spot" for you.

Use this profile pro-actively. That is, identify the key areas in which you can develop and take action. Share the important aspects with friends and colleagues. Ask for feedback from them on areas which seem particularly relevant for you and develop an action plan for growth personally and interpersonally.

Overview

These statements provide a broad understanding of Debbie's work style. Use this section to gain a better understanding of her approaches to her activities, relationships and decisions.

Personal Style

Debbie radiates goodwill and enthusiasm. She is optimistic about life in general and human potential in particular. Socially adept, even-tempered and tireless in her efforts to bring about peace and well-being, she tends to hold the perfect relationship as the ideal. Although her feelings are deep they can change quickly with her mood. Her social gatherings are frequent and worth attending, particularly when they mark important events. She is aware of and involved in her physical environment and likes to be active and productive.

She enjoys socialising, but likes to plan her entertaining for maximum effect. She is proficient at alleviating the concerns of others. She looks for the good in every situation. Attending to others' wants is felt by her to be a satisfying, legitimate way of expressing her own deeper needs. Debbie can be very effective in using her concern for others to ensure involvement.

Debbie is warm, open, realistic and radiates optimism. She may ignore or deny anything that threatens the harmony she seeks. She relies on what she can hear, see and know from first hand experience. She is convinced of her own abilities and is constantly seeking environments where people will appreciate her. Her home will be a haven for people to have a good time, and will have mementos or photographs of people having a good time!

She tends to be disinterested in subjects for which she sees no practical application. She is often more interested in "real things" than intangibles, such as abstract ideas and theories. She is comfortable letting others manage the more technical aspects of a project so she can devote her full energies to creating a co-operative, comfortable environment. She needs to be appreciated for herself and her service, and she can be highly sensitive to indifference or criticism of the support she offers or provides. Debbie enthusiastically and co-operatively joins in activities and can juggle several activities at once.

She tends to live for today with a "you only go around once" philosophy. Debbie is team-centred, thorough and articulate. She will be hurt if people ignore her and likes to be remembered and appreciated for the services she continually seeks to offer to others. She welcomes support, encouragement and social interaction, especially during stressful encounters when she may need to consciously divert her energy to more practical tasks to show positive results. At times, events can overwhelm her and she may find it almost impossible to say "No", even when the demands are unreasonable.

Interacting with Others

Debbie is both charming and popular, constantly enthusing through her gift of ready articulation. She likes to seek out the company of others and is a good conversationalist. Friendly and effusive, she displays her emotions openly and enjoys the company of other people. She functions best when she is talking with people, which she enjoys immensely. Much of her pleasure and satisfaction comes from other's warm responses. She is enthusiastic in helping people make the best of themselves and she is proficient in making lots of contacts.

She may find it painful to face reality when there are difficult problems with people she cares deeply about. Usually verbal and persuasive, she will seek or wish to withdraw quickly from confrontation unless provoked to the extreme, when she may go "off the deep end" verbally. She constantly seeks opportunities to talk things through with others. She is at her best in co-operative roles that deal with people and allow her to air her views. She radiates sympathy and understanding to all by nurturing and supporting.

Outgoing, friendly, challenging and sympathetic, Debbie radiates warmth and fellowship. Her major goal is to create and maintain good feeling and harmony among the people she relates to. She may appear as rather soft-hearted and sentimental; she will usually recall special occasions and anniversaries which others forget. Her outgoing nature may lead her to misinterpret the significance of some issues. She may dislike and even avoid tasks which require attention to detail or inordinate paperwork.

Decision Making

Debbie will respect alternative views and although she may not agree with them, they will be considered. She views talking through ideas with people to promote decision making as an effective strategy of itself. If everyone can be involved in a project, she will ensure that they are. She needs to learn to consciously delay making decisions until she has considered more information as she may have overlooked sounder alternatives. Her slogan might be "Act now pay later" and her perceptions of life are based on the impact her decisions have on those around her.

She may make decisions without considering all the consequences of her actions. She will tend to be concerned with the effect that the decision making process, and its result, will have on others. She prefers tasks or projects which allow flexibility of scheduling. When a situation demands forceful tactics, she can take the action necessary but will seldom go to extremes to obtain retribution or reward. She is flexible in modifying conclusions already reached, so long as no one is compromised by the changes.

She may get bored quickly and tend to ignore significant detail in her desire to move on to more exciting things. She is likely to decide in favour of the solution that brings the highest level of approval from others. She is prone to jump to conclusions and may act on assumptions that may well turn out to be wrong. She may value opinions over facts in considering a possible course of action. Her occasional failure to face up to disagreeable facts can mean that problems are sometimes ignored rather than solutions sought.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Debbie brings to the organisation. Debbie has abilities, skills and attributes in other areas, but the statements below are likely to be some of the fundamental gifts she has to offer.

Debbie's key strengths:

- Effective and flexible in relationships.
 - Accommodating and will provide help where needed.
 - Can act spontaneously.
 - Willing to be involved in most activities.
 - Ability to see options and alternatives.
 - Articulate and communicative.
 - Can “go with the flow”, particularly where people are concerned.
 - Highly resourceful around people.
 - Friendly and sociable.
 - Sees the positive in every situation.
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Personal Notes

Key Strengths & Weaknesses

Possible Weaknesses

Jung said “wisdom accepts that all things have two sides”. It has also been said that a weakness is simply an overused strength. Debbie's responses to the Evaluator have suggested these areas as possible weaknesses.

Debbie's possible weaknesses:

- Finds it difficult to say “no” if relationships are being threatened.
 - Finds it difficult to concentrate on the detail for long periods.
 - Procrastinates when required to confront others.
 - Easily distracted from the routine.
 - Her solutions may appear rather “off the wall”.
 - Becomes impatient with routine and repetition.
 - Tends to exaggeration.
 - De-motivated by routine tasks.
 - Has difficulty in sharing concerns and reservations except with close and trusted peers.
 - May not dot all the “i's” and cross all the “t's”.
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Personal Notes

Value to the Team

Each person brings a unique set of gifts, attributes and expectations to the environment in which they operate. Add to this list any other experiences, skills or other attributes which Debbie brings, and make the most important items on the list available to other team members.

As a team member, Debbie:

- Uses her highly-developed relationship skills.
 - Can organise the social calendar.
 - Works well with a variety of tasks and activities.
 - Is seen as a positive team player.
 - Creates and maintains a harmonious atmosphere.
 - Displays inventive and infectious leadership.
 - Creative in providing team “welfare” solutions.
 - Displays a strong people-orientation.
 - Is a forthright advocate for the team.
 - Is always willing to lend a hand where team activities are involved.
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Personal Notes

Communication

Effective Communications

Communication can only be effective if it is received and understood by the recipient. For each person certain communication strategies are more effective than others. This section identifies some of the key strategies which will lead to effective communication with Debbie. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Debbie:

- Be prepared to share problems openly.
 - Avoid detailed reports, focus on people issues.
 - Set challenges but recognise her close relationships with others.
 - Use warm gestures and expressive body language.
 - Maintain harmony in exchanges - minimise conflict.
 - Use lots of words and body gestures.
 - Avoid personal conflict.
 - Don't always expect brief, specific answers.
 - Leave time for the relationship as well as the task.
 - Maintain personal content in communication.
 - Show concern for her opinions and be willing to discuss personal matters.
 - Take care that you don't overload her.
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Personal Notes

Communication

Barriers to Effective Communication

Certain strategies will be less effective when communicating with Debbie. Some of the things to be avoided are listed below. This information can be used to develop powerful, effective and mutually acceptable communication strategies.

When communicating with Debbie, DO NOT:

- Talk with her using a low-key voice tone.
 - Place undue emphasis on unproven theory.
 - Speak too slowly or hesitantly.
 - Fail to recognise her best personal achievements.
 - Pour cold water on her ideas.
 - Criticise, condemn or suppress her enthusiasm.
 - Talk slowly, mumble or whisper.
 - Be dull, dour or redundant.
 - Forget to offer praise and recognition when it is due.
 - Remove the opportunity for socialising.
 - Show disregard for her feelings by your words or actions.
 - Stick rigidly to business issues.
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Personal Notes

Possible Blind Spots

Our perceptions of self may be different to the perceptions others have of us. We project who we are onto the outside world through our “persona” and are not always aware of the effect our less conscious behaviours have on others. These less conscious behaviours are termed “Blind Spots”. Highlight the important statements in this section of which you are unaware and test them for validity by asking for feedback from friends or colleagues.

Debbie's possible Blind Spots:

Debbie takes even the most well-intentioned criticism personally and can respond by becoming flustered, hurt or angry. She focuses on emotions to the point that she may fail to see the logical consequences of her actions. Her natural quickness and pressure to anticipate what is coming means she occasionally assumes wrongly that she knows what a person is going to say, and is tempted to jump in to finish their sentences.

Because Debbie places such a strong priority on experiencing new things, she sometimes allows her other responsibilities to suffer from lack of attention. Sometimes she is so intent on her own plans that she doesn't stop to listen to what others have to say. She could learn to protect herself against closed-mindedness by waiting a few seconds more before speaking, giving others the chance to offer input. Debbie may feel pressured to make decisions too quickly, before she has had adequate time to gather all the more obscure facts and consider the fuller implications of her actions. She should try to suppress her automatic good feeling towards people who treat her well, applying a cooler perception to the reality of the situation.

Her constant ready socialising can interfere with the job at hand and get her into trouble. Because she is rather easily distracted, she may have difficulty disciplining herself to complete the task at all costs. Debbie enjoys democratic and participative relations and promoting ideas to and with other people. She may find it difficult to work alone. She needs to learn to deal more directly and honestly with conflict, trusting that her natural sensitivity to others' feelings will provide her with what needs to be done even in the most difficult situations. She is genuinely interested in others and may seek to get on closer terms with those who particularly interest her. She is occasionally taken advantage of and can be hurt in the process. Tending to take on too much at one time she can find herself overloaded and unable to keep her commitments.

Personal Notes

Opposite Type

The description in this section is based on Debbie's opposite type on the Insights Wheel. Often, we have most difficulty understanding and interacting with those whose preferences are different to our own. Recognising these characteristics can help in developing strategies for personal growth and enhanced interpersonal effectiveness.

Recognising your Opposite Type:

Debbie's opposite Insights type is the Observer, Jung's "Introverted Thinking" type.

Observers are precise, cautious and disciplined and are painstaking and conscientious in work that requires attention and accuracy. They are objective thinkers, concerned with the right answer and will avoid making quick decisions. Debbie may see the Observer as hesitating to acknowledge a mistake or as becoming immersed in researching for data to support an isolated view.

Observers tend not to trust strangers and will worry about outcomes, their reputation and their job. They are reticent about expressing their feelings and Debbie will often see the Observer as unresponsive, cool and uncaring. Observers draw conclusions based on factual data. They may be slow at producing results, as gathering data is the stimulating part of the job for them.

Observers like to make rules based on their own standards and apply those rules to daily life. Debbie may find herself at odds with Observers due to their private nature and lack of enthusiasm for social events. Introverted analysis may prevent the Observer from expressing thoughts as readily as Debbie would wish.

Personal Notes

Opposite Type

Communication with Debbie's Opposite Type

Written specifically for Debbie, this section suggests some strategies she could use for effective interaction with someone who is her opposite type on the Insights Wheel.

Debbie Stanford: How you can meet the needs of your Opposite Type:

- Expect her to come back later for clarification.
- Use humour in moderation.
- Be precise and detailed.
- Provide evidence to appeal to her senses.
- Listen to her opinions.
- Allow her to explain the logic behind her views.

Debbie Stanford: When dealing with your opposite type DO NOT:

- Go to a meeting with her without adequate facts and figures.
 - Try to control the conversation.
 - Assume that outward calm reflects inner feelings.
 - Disturb her work space without prior warning.
 - Question her motives or competence.
 - Expect rapid acceptance of new ideas.
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Personal Notes

Suggestions for Development

Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Debbie's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Debbie may benefit from:

- A weeks private meditation - alone.
 - Constant reminding of the need to consider alternatives and anticipate consequences.
 - Really listening to the views of others.
 - Concentrating on the task in hand.
 - Listening more than she talks.
 - A more structured approach to living.
 - Drafting watertight policy statements, agreements or procedures.
 - Paying meticulous attention to detail before leaping to a conclusion.
 - Reducing the level of activities in her life.
 - Maintaining a more objective view of others and their motives.
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Personal Notes

Management

Creating the Ideal Environment

People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between Debbie's ideal environment and her current one and to identify any possible frustrations.

Debbie's Ideal Environment is one in which:

- Opportunity is provided for social contact.
 - She has freedom from authority and bureaucracy.
 - She is kept busy on a variety of tasks.
 - There are opportunities to socialise with colleagues in and out of work.
 - “Brainstorming” sessions are a regular event.
 - There are adequate but not excessive amounts of detailed and technical information.
 - There are few “heavy” interruptions to dampen the atmosphere.
 - There is time for play during work hours, and social bonding outside of work.
 - There is a wide variety of differing tasks and challenges, with teams fully supported.
 - She is free to be herself.
-

Personal Notes

Management

Managing Debbie

This section identifies some of the most important strategies in managing Debbie. Some of these needs can be met by Debbie herself and some may be met by her colleagues or management. Go through this list to identify the most important current needs, and use it to build a personal management plan.

Debbie needs:

- Involvement in all the team activities.
 - The opportunity to think aloud.
 - Varied work, which will incorporate her creativity and allow her free expression of ideas.
 - Freedom from bureaucracy.
 - To know clearly where the future prospects and opportunities lie.
 - Consistent recognition of her achievements.
 - Time to think and reflect.
 - To be aware of her frenetic work pace and recognise the effect this may have on others.
 - Continual opportunity to generate and express ideas.
 - To fully understand the corporate mission.
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Personal Notes

Management

Motivating Debbie

It has often been said that it is not possible to motivate anyone - only to provide the environment in which they will motivate themselves. Here are some suggestions which can help to provide motivation for Debbie. With her agreement, build the most important ones into her Performance Management System and Key Result Areas for maximum motivation.

Debbie is motivated by:

- The prospect of working for the common good.
 - Gadgets, trinkets and creature comforts.
 - Investment in equipment for her exclusive use that encourages her sense of worth.
 - Tasks which necessitate “group” involvement.
 - Team activities to lighten the gloom.
 - Knowing she has the approval of others.
 - Seeing the results of her efforts.
 - The chance to make a reputation for herself.
 - A high degree of freedom and independence.
 - Freedom from constraints and supervision.
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Personal Notes

Management Style

There are many different approaches to management, most of which have different situational applications. This section identifies Debbie's natural management approach and offers clues to her management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Debbie may tend to:

- Be highly trusting of her team.
 - Lead with agility, stepping in quickly to keep things moving in fast-changing situations.
 - Overvalue some of her personal relationships.
 - Over-exaggerate and over-embellish the true facts.
 - Manage democratically, whilst attempting to appease those who do not agree.
 - Be articulate, verbally expressive and animated.
 - Inspire others by telling heartfelt stories that capture the imagination.
 - Keep things moving with a responsive approach, often juggling multiple priorities with ease.
 - Surround herself with like-minded, open, enthusiastic people.
 - Show great pride in, and demand recognition for, her team.
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Personal Notes

Effective Selling Chapter

Effective selling has three main requirements:

First, the salesperson must understand themselves, and how to build on strengths and develop any areas of weakness, aware of how different customers perceive them.

Secondly, the salesperson must understand others - particularly customers - who are different. Customers will often have opposing needs, expectations, desires and motivations than those of the salesperson. These distinctions need to be appreciated and respected.

Thirdly, the salesperson must learn to adapt their behaviour to relate to, connect effectively with, and influence, the customer.

This chapter is designed to support the development of each of these requirements at each stage of the sales process.

The model below illustrates the conceptual overview of each of these different stages and the corresponding sections explored in this chapter.

Use the Effective Selling Chapter to develop strategies for improved customer relationships, greater self-understanding and more & greater sales.



Selling Style Overview

These statements provide a broad understanding of Debbie's selling style. Use this section to gain a better understanding of her approaches to her customer relationships.

Selling Style Overview

Debbie places a high priority on building harmonious relationships with her customers. More reserved customers may feel impressed, though perhaps exhausted, by her sales presentation. She can be vocal about people issues that concern her and can be a true customer's "champion".

She will maintain a high level of social interaction as a means to making the sale happen. Referrals often happen naturally for her as she makes lots of contacts. Others see Debbie as an easy-going, talkative and practical person. Seldom at a loss in any sales situation, she can be relied on to say something appropriate to put people at their ease. In the sales situation, Debbie is both tolerant and even-tempered. She will promote peace sometimes to the detriment of developing the sale to an earlier conclusion. She may overlook unpalatable facts and, if she does, a problem may be bypassed rather than a solution identified.

Debbie likes mixing with like-minded customers - a relationship which allows her the opportunity to socialise and enjoy the interaction. As most of her energies are directed towards pleasing others, she has difficulty understanding why she can't always convert every prospect. She may have an over-optimistic view of the world, causing her to make promises on which she cannot deliver. Remarkably insightful and perceptive, Debbie cares about her customers needs. She enjoys sales relationships in which she can contribute to the growth and development of her customer.

Personal Notes

Before The Sale Begins

The sale begins long before the formal sales process starts and continues long after it ends. Here are some of the key ideas that Debbie needs to be aware of in the initial stages when planning and approaching the customer.

Debbie's key strengths before the sale begins:

- Generates quality leads by spending time with others.
- Has a natural charm, which customers will warm to on first meeting.
- Builds connections and long-term relationships through the sales process.
- Uses her imagination to create high value leads and opportunities.
- Is positive and adaptable in prospecting.
- Is highly resourceful when prospecting.



Before the sale begins Debbie could:

- Reflect on the objective of the meeting beforehand, and refer to the plan often during the meeting.
- Be prepared to get to the point quickly.
- Remember that rejection is seldom personal.
- Research the strengths and weaknesses of competition in advance.
- Schedule adequate pre-call time for account planning.
- Recognise the benefits of a more carefully planned call preparation.

Personal Notes

Identifying Needs

In identifying needs, the goal is to find out what the customer's real problems are. Here is an overview and some advice relating to how Debbie may identify customer needs.

Debbie's key strengths in identifying sales needs:

- Employs a relaxed, conversational questioning style.
- Is fascinated by others' motivations, needs, fears and problems.
- Readily senses the customer's deeper emotional needs.
- Encourages openness in dialogue by offering openness herself.
- Bonds by encouraging her customers to share relevant personal information.
- Articulates critical issues when communicating her view of customer priorities.



When identifying needs Debbie could:

- Keep more detailed, organised notes during the questioning process.
- Really focus on the customer's hot buttons, and push them at the appropriate moments!
- Be organised in note-taking.
- Make sure she covers more of the details there and then, rather than deferring.
- Pause for a few seconds before replying.
- Stick to a pre-determined structure when questioning customers.

Personal Notes

Proposing a Solution

Having identified the customer's needs, the proposing phase should close the gap between their needs and the current situation. Here are some of the keys for Debbie to develop a powerful and effective proposing style.

Debbie's key strengths in proposing a solution:

- Understands the customer's values set, and proposes accordingly.
- Knows the appropriate pace and response.
- Excels in presentations when she is allowed to verbalise the benefits.
- Tunes in psychologically to customers deeper requirements.
- Enjoys an easy going and fun approach.
- Is fluent and reassuring in articulating customer's goals.



When proposing a solution Debbie could:

- Take care not to overwhelm with emotional enthusiasm.
- Balance engaging with the customer with maintaining a task-focus.
- Show customers a more serious side of her personality as appropriate.
- Be careful not to over-elaborate just to win the order.
- Check every detail of the proposition carefully.
- Heighten the authority of her delivery.

Personal Notes

Dealing with Buying Resistance

If the customer relationship has been built effectively, buying resistance should be low. However, this section suggests strategies for Debbie to deal effectively with buying resistance.

Debbie's key strengths in dealing with buying resistance:

- Reacts in a direct and quick-thinking way when questioned.
- Meets customer concerns with a tolerance.
- Almost always sees a good side however tough customers appear.
- Maintains a charming disposition throughout.
- Disarms potential aggression with her sociable and considerate manner.
- Is confident that a positive outcome can be found.



When dealing with buying resistance Debbie could:

- Take fewer objections at face value.
- Resist the temptation to leap in with solutions.
- Conceal her deeper feelings if vigorously challenged.
- Persist to resolve the tougher issues there and then.
- Avoid the temptation to reach conclusions too quickly.
- Pause and reflect before moving to handle the objection.

Personal Notes

Gaining Commitment

The close should be the natural progression of the sale, not the conflict at the end! When your customer trusts you, is clear about what they are buying and needs what you have to sell, you are ready to propose commitment. Here are the strengths and suggestions for development in Debbie's closing style.

Debbie's key strengths in gaining commitment to the sale:

- Anticipates a positive outcome to every situation.
- Wins the sale through infectious enthusiasm.
- Persuades others through a passion for her subject.
- Focuses on future long-term benefits.
- Brings comfort to her prospective customers during the decision-making process.
- Seeks win/win solutions to avoid conflict.



When gaining commitment Debbie could:

- Ask more questions.
- Be aware of a tendency to talk through or past the sale.
- Seek clarification even when she thinks it may not be necessary.
- Diversify! Try a variety of closing styles.
- Recap and check before asking for a commitment.
- Concentrate more carefully on tying down all the details.

Personal Notes

Follow-up and Follow Through

It is your job, having built a relationship with your customer, to continue that relationship and to be of service to your customer beyond the initial sale. Here are some ideas which Debbie can use to support, inform and follow-up with the customer.

Debbie's key strengths in sales follow-up and follow through:

- Develops a broad networking base of contacts.
- Will go the extra mile in ensuring total customer satisfaction.
- Can involve relevant people in the after-sales processes.
- Works supportively in partnership with her customers.
- Seeks commitment through gaining consensus rather than asserting the facts.
- Enjoys the customers' company and sees many of them as friends.



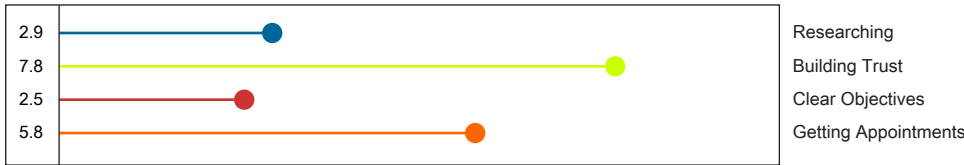
When following-up and following through Debbie could:

- Ensure all the relevant paperwork is accurately completed before moving on.
- Ensure action is taken the way the customer requests.
- View negative comments more as an opportunity for development.
- Confirm the details of the sale with the customer.
- Explain fully what will happen in the post-sale process.
- Keep the follow-up agenda and objective clearly in mind.

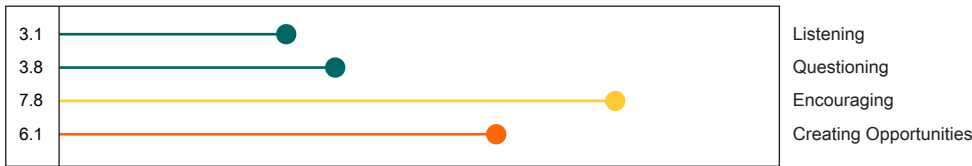
Personal Notes

Sales Preference Indicators

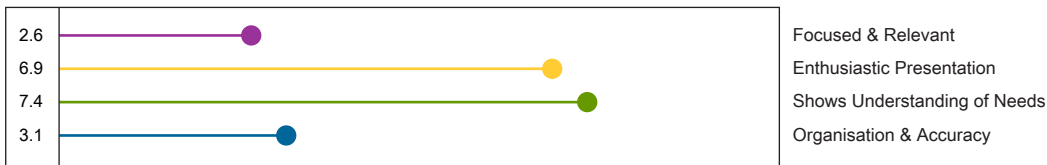
Before The Sale Begins



Identifying Needs



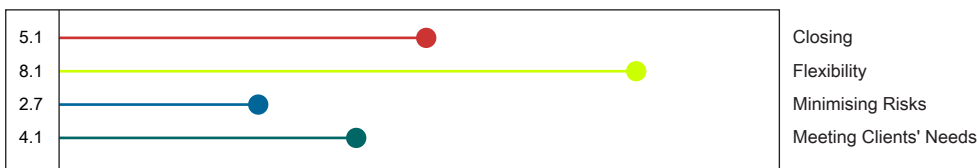
Proposing a Solution



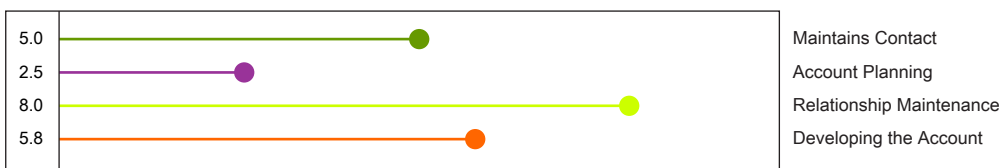
Dealing with Buying Resistance



Gaining Commitment



Follow-up and Follow Through



Personal Achievement Chapter

At its best, life is a rewarding journey of personal exploration and growth.

This chapter is designed to focus on several highly important aspects of personal development. Using the guidance suggested in these pages can lead to exciting changes and can have a profound impact on success.

The sections will help Debbie define her life's purpose, set her goals and organize her time and life to achieve them. It offers suggestions on how she can tap into her natural creativity, and unleash further creative potential from deeper aspects of her personality, to overcome any obstacle.

Finally, it gives powerful suggestions for Debbie to understand and enhance her preferred learning styles.

When applied, the ideas contained in this profile can provide insights and support to life's journey of development.

Living on Purpose

Having a sense of purpose and worthy goals are important to building a strong foundation for a successful life. Here are some of the things Debbie should be aware of in setting goals and defining her purpose.

Living on Purpose

Preferring to give just as much as she may receive, Debbie's ambitions may reflect a desire to satisfy others' needs as her own. In order to maintain the focus on her own agenda, Debbie could say "no" more often. Her goals will often relate to people issues. She may need to be reminded to concentrate more on the task to provide some balance. Focusing on the "what, who and the when" is easier to her than the "how". This ensures that achieving goals is never quite as easy as it may first appear.

She drives towards her objectives at her own fast pace rather than follow a more moderate one set by others. Once committed to a goal, she will want to see it through...until something of greater interest comes along! A keen team player, Debbie may see her involvement in team issues as key to realising her dreams. She will sometimes steer clear of outcomes that could invite criticism or result in conflict. She is attracted to prestigious people whom she perceives may assist her in developing her ambitions. Debbie uses her strong networking skills to solicit the help of others in reaching her destination. Debbie's goals are usually underpinned by a strong core set of personal values.

If her efforts are not recognised, or approval is withheld, she may feel deflated. She may need to take time out occasionally to review the original goal and the progress being made towards it. Doing this will also ensure she is heading in the right direction.

Personal Notes

Time and Life Management

Benjamin Franklin said "Dost thou love life? Then do not squander time, for that is the stuff life is made of". This section contains some strategies that Debbie can use to become more effective in the area of time and life management. Choose the most significant ones and apply them every day for high levels of effectiveness.

In managing her time, Debbie,

Tends to prefer to avoid confrontation.

Plans spontaneously to good effect.

Often gets side-tracked easily into others' agendas.

Can unintentionally sacrifice own needs for those of others.

Is happy to listen to anyone and commit to helping them.

Will seek opportunities for team work and involvement.

Suggested Action For Development

→ Consider the deed and not the person.

→ Remember failing to plan is planning to fail!

→ Realise that accepting others' priorities may not be the best use of her own time.

→ Schedule regular time to spend on personal interests.

→ Recognise that "no" can be said in a supportive way.

→ Define and protect personal time for both action and reflection.

Personal Notes

Personal Creativity

Creativity has been defined as seeing the same thing as someone else but thinking something different. Different people have different creative strengths. This section identifies some of Debbie's creative characteristics and how she can build on them.

In her creativity, Debbie,

Will generate more ideas in an hour than some will generate in a month.

Seeks input and approval from her friends and colleagues.

Senses the concerns in a group when problem solving.

May embellish the facts for effect.

Will seek involvement around people projects.

Brings a happy-go-lucky approach to the problem.

Suggested Action For Development

→ Quality and quantity both need to be considered.

→ Too much input may muddy the waters.

→ Vocalise any concerns earlier to facilitate resolution.

→ Remember some people do not believe the spoken word, particularly when it's exaggerated!

→ Remember the right outcome may not always please everyone.

→ Be careful that this isn't viewed as being too frivolous.

Personal Notes

Lifelong Learning

Continual learning is a key part of personal development and growth. This section identifies several ideas Debbie can use to learn more effectively. Use these statements to map out a learning strategy and to create the environment for optimum personal growth.

Debbie's preferred learning style is supported when she:

- Can have a relaxed and open relationship with others.
- Seeks a range of views to cement her understanding.
- Works in situations where the people involved are as important as the end product.
- Has freedom to act spontaneously on a whim.
- Has excitement and fun during the learning process.
- Has full involvement in the process.

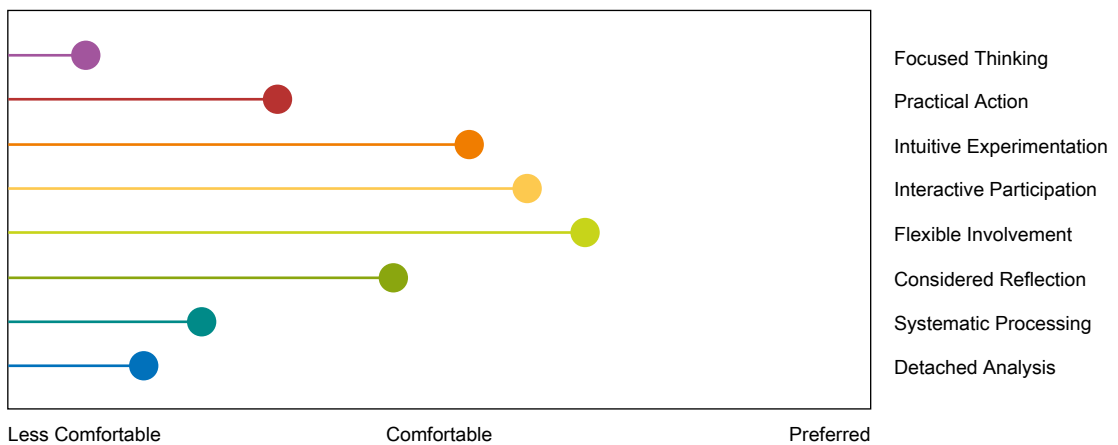
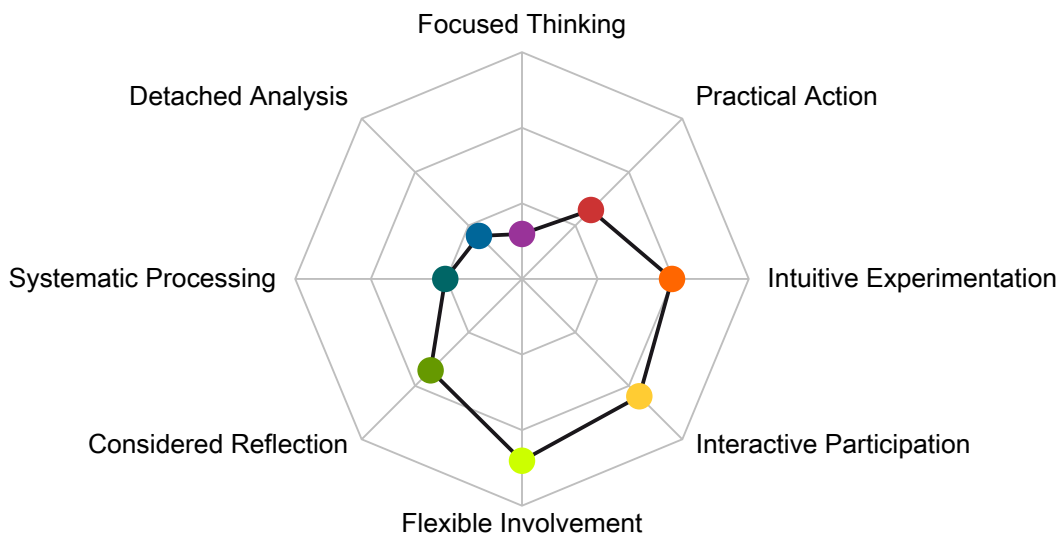
Debbie can stretch in learning by:

- Gathering facts from a wide range of sources and acting on them.
 - Dotting all of the 'i's and crossing the 't's before continuing.
 - Improving her business awareness by also considering the 'big picture'.
 - Taking a little bit more time to reach conclusions.
 - Setting aside time to study the problem in depth.
 - Following the instructions step-by-step.
-

Personal Notes

Learning Styles

1 July 2023



Interview Questions

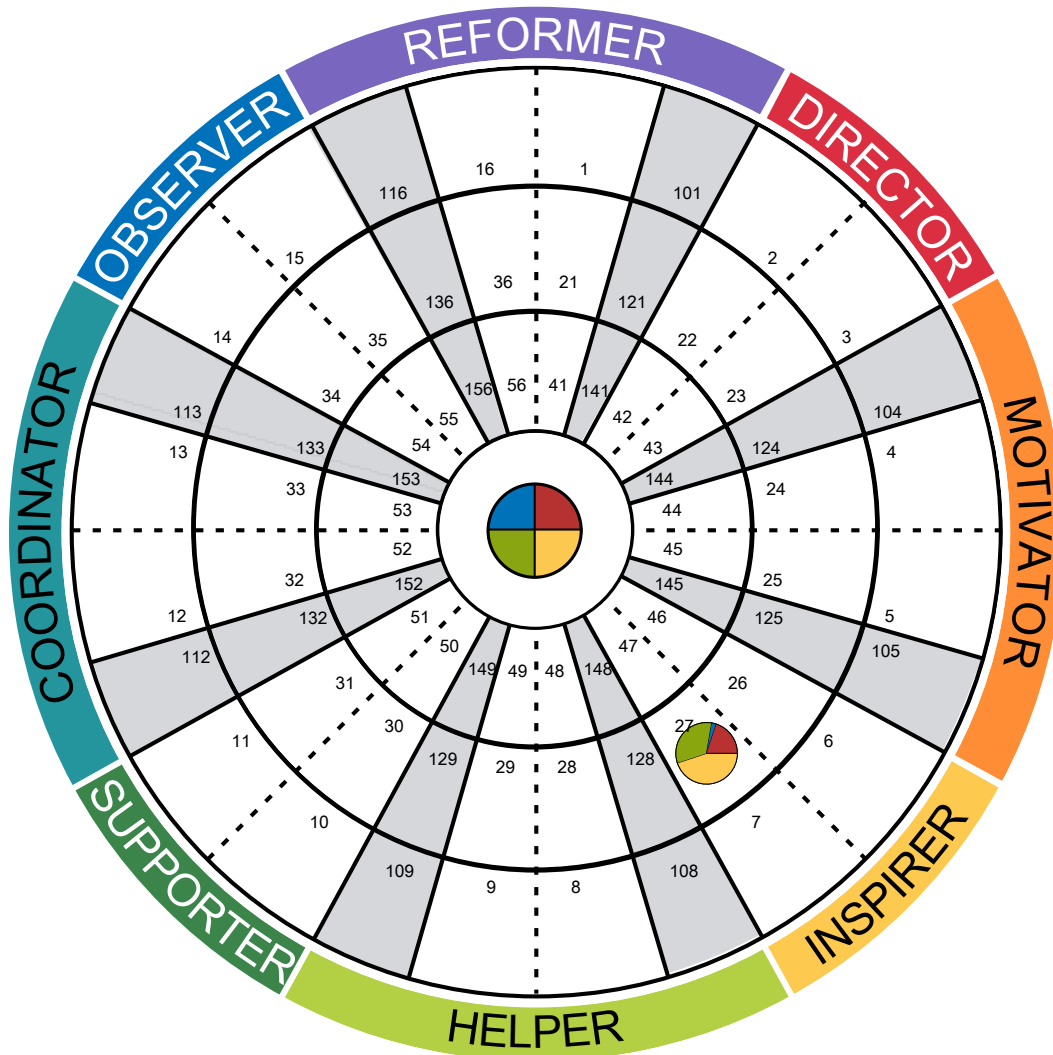
This section lists several questions which can be used in interviewing Debbie Stanford. The questions can be used as they appear here, or can be adapted to suit the interviewer's own style or needs. The questions are raised by considering issues Debbie may be less comfortable with - those development areas in which she may have fewer strengths. Some or all of these topics should be used along with other questions which may be job specific. Using them will help establish the level of Debbie's self-awareness and personal growth.

Interview Questions:

- How much do you pay attention to detail before reaching a conclusion?
 - How might you analyse procedures to identify overlaps and possible conflict?
 - Describe how you learn from your mistakes and disappointments.
 - Gathering detail can be quite overbearing at times. When would you decide to gather more information than you feel is required?
 - When did you last discipline somebody? Outline the facts.
 - What do statistics mean to you?
 - Why did you decide to apply for this job? What were the alternatives?
 - In what way do you prioritise tasks/events in your life?
 - What merits can you see in keeping your opinions to yourself?
 - At what times do you feel it important to be precise, detailed and rigid when dealing with others?
-

Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

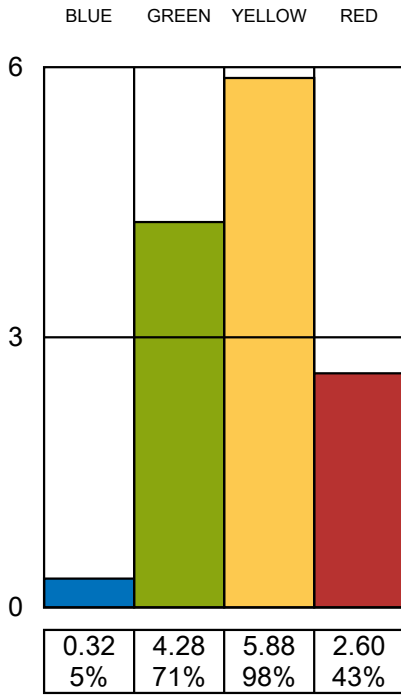
27: Helping Inspirer (Classic)

Less Conscious Wheel Position

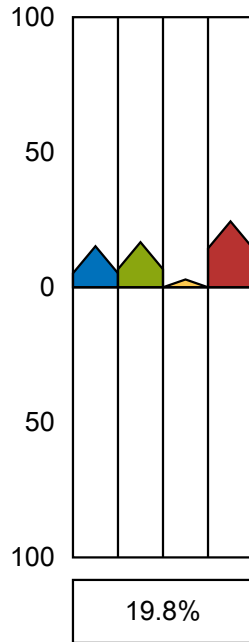
27: Helping Inspirer (Classic)

The Insights Discovery® Colour Dynamics

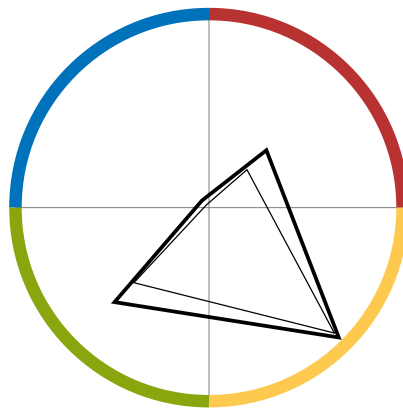
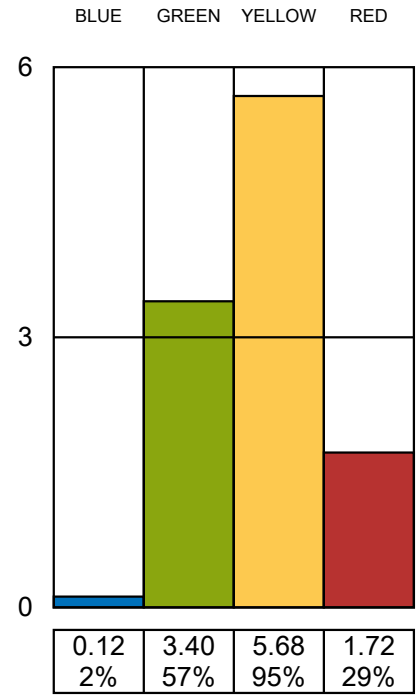
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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