



Discovery[®]

Personal Profile

Nicole Richard

11 March 2025

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 Nicole Richard's responses to the Insights Preference Evaluator which was completed on 11 March 2025.

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 Nicole Richard's work style. Use this section to gain a better understanding of her approaches to her activities, relationships and decisions.

Personal Style

Able to cope with a number of projects at once, Nicole Richard gets a lot of enjoyment from the social aspects of work. She is warm and gracious and believes in a philosophy of “live and let live”. 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. Nicole Richard enjoys work that provides variety as she is quick and resourceful and can turn her attention to many things. Her original thinking generates a constant stream of ideas. Nicole Richard can combine social expertise within her normally assertive behaviour.

Nicole Richard wants to sample the best that life can offer. She has a sense of adventure and likes to keep her spirits and expectations high. Routine is the real bad news for her, and it may sap her energy. Nicole Richard's interest, enthusiasm and energy levels are high. She will dismiss negatives, being eager to accomplish the task. She is proficient at alleviating the concerns of others. Her vivid imagination constantly pushes her towards turning her ideas into reality.

Nicole Richard is interested both in possibilities beyond what is already obvious and in the ways that these possibilities might affect others. She is good at “reading” people and situations and will seldom be far wrong about the motivation or intent of another person. Despite this, she may be hurt when a relationship goes wrong. She is motivated by approval and reacts unfavourably to indifference or rejection from others. Nicole Richard radiates goodwill and enthusiasm. She is optimistic about life in general and human potential in particular. Her focus is on the immediate, resulting in a rather low tolerance for detailed procedures and routines.

Nicole Richard can be very effective in using her concern for others to ensure involvement. She has an urge for lifelong learning and may shake off a temporary malaise by finding projects that fascinate her. She possesses a natural gift for presentation. She tends to see the environment as welcoming, challenging and exhilarating, and if it is not, she tries to create that atmosphere. Nicole Richard enthusiastically and co-operatively joins in activities and can juggle several activities at once. At her best in jobs which deal with people and situations that require co-operative working, she dislikes impersonal tasks and work demanding factual accuracy, unless she can be free to include the people factor.

Nicole Richard displays fierce loyalty to and for people who report to her. At times, events can overwhelm her and she may find it almost impossible to say “No”, even when the demands are unreasonable. She is a good improviser who will go to great lengths to please others. Her social gatherings are frequent and worth attending, particularly when they mark important events. She should take care to include the practical details in her projects and continually try to look at situations from an objective viewpoint rather than just her own perception.

Interacting with Others

Nicole Richard exudes charismatic charm and a natural ability to communicate well. She prefers a stimulating life of co-operation and harmony. She does not appreciate critical comments about her personal qualities as she sees these comments as personal attacks on her integrity. She is enthusiastic in helping people make the best of themselves and she is proficient in making lots of contacts. She can take issue with both colleagues and superiors but is unlikely to bear a grudge for long.

Even-tempered and tolerant, Nicole Richard constantly tries to be the diplomat. She excels in promoting harmony around her. As a result of her natural desire to please, she can be seen as overly concerned with others' needs. She is motivated to help other people in what she sees as real and practical ways through direct action and co-operation. Nicole Richard is very co-operative and articulate, communicating sympathy, concern and a willingness to become involved. Remarkably insightful and perceptive, Nicole Richard cares about the development of others.

Nicole Richard's ingenuity, warmth and her understanding of others allows her to proceed through life with great confidence. She is very effective in a leadership role, able to persuade others of the value of her vision. She prefers to be active and working with like minded people. If she cannot avoid putting off telling someone an unpleasant truth, she will soften the message by putting it in an affirmative way. Her major goal is to create and maintain good feeling and harmony among the people she relates to. 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.

Decision Making

Nicole Richard's natural curiosity for new ideas will bring new and fresh ways of thinking to the group. Through her intuitive feeling personality, she may have difficulty in limiting herself to a single project and usually prefers to keep many balls in the air. She would perform better if she focused more on in-depth study of analytical data during the decision making process. She may value opinions over facts in considering a possible course of action. In decision-making she may prefer to apologise for exceeding her authority rather than getting permission in the first place.

Nicole Richard's tendency to think "out loud" enables others to follow her line of thinking. Her occasional failure to face up to disagreeable facts can mean that problems are sometimes ignored rather than solutions sought. She will not allow systems and procedure to stand in the way of what she believes is right. She is prone to jump to conclusions and may act on assumptions that may well turn out to be wrong. Highly technical or factual information may appear dry and uninspiring to her and may not receive her full attention.

Preferring a harmonious outcome, Nicole Richard will go to great lengths to ensure the preservation of relationships. She has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them. Her direct, sometimes erratic approach tends to work against her being totally consistent on a day to day basis. 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 unconsciously manipulate the process to get her own way.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Nicole Richard brings to the organisation. Nicole Richard 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.

Nicole Richard's key strengths:

- Easy going and fun approach to most things.
 - Creative and future orientated visionary.
 - Can be bubbly, effusive and spontaneous.
 - Will join different organisations to further her cause.
 - Builds relationships quickly and effectively.
 - Adaptable and adventurous.
 - Will look for the good in people and events.
 - Seeks variety in both tasks and relationships.
 - Her glass is usually half full.
 - Excellent communication and presentation skills.
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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. Nicole Richard's responses to the Evaluator have suggested these areas as possible weaknesses.

Nicole Richard's possible weaknesses:

- May take criticism of her work personally.
 - Her need for variety may leave some tasks incomplete.
 - Answers the question before it has been asked.
 - Can appear insincere.
 - Becomes impatient with routine and repetition.
 - May overpower with emotional rationale.
 - May not finish everything she starts.
 - Optimism is occasionally misplaced.
 - Finds it difficult to say “no” if relationships are being threatened.
 - May do what is pleasant rather than what is necessary.
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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 Nicole Richard brings, and make the most important items on the list available to other team members.

As a team member, Nicole Richard:

- Has an awareness of the people issues in the world around her.
 - Provides inspiration and ingenuity.
 - Impacts many and varied ideas.
 - Leads by personal example.
 - Promotes ideas to, with and through others.
 - Influences others by her infectious enthusiasm.
 - Provides a sharp and quick opinion.
 - Is innovative and imaginative.
 - Enjoys an empathic approach to others.
 - Makes full use of every initiative.
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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 Nicole Richard. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Nicole Richard:

- Acknowledge her talent for leadership.
 - Agree exactly what needs to be done.
 - Be aware of her social interests.
 - Be tolerant of her need to switch topics without notice.
 - Avoid detailed reports, focus on people issues.
 - Share in and promote her ideas and visions.
 - Keep up a lively, but steady pace.
 - “Temper” her optimism with realism.
 - Provide lots of opportunities for team contact.
 - Add to the challenge and opportunity regularly.
 - Maintain a positive and open stance.
 - Indulge in speculation and offer opinions readily.
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Personal Notes

Communication

Barriers to Effective Communication

Certain strategies will be less effective when communicating with Nicole Richard. 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 Nicole Richard, DO NOT:

- Reduce the pace of a free-flowing conversation.
 - Assume that her sunny disposition means that she agrees with everything you say.
 - Say “any time will do”.
 - Forget to offer praise and recognition when it is due.
 - Assume you will complete all of your agenda.
 - Be vague or leave things open to interpretation.
 - Appear slow, sluggish or too formal.
 - Get carried away by her enthusiasm.
 - Attempt to impose too much structure and formality.
 - Be dull, dour or redundant.
 - Inhibit or restrict “networking” opportunities.
 - Make your lack of interest in her “problems” too obvious.
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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.

Nicole Richard's possible Blind Spots:

Nicole Richard is occasionally tempted to opt for the quick decision even though some of the key facts may not be in place. 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. She may jump to conclusions without gathering all the necessary information or taking the time to really understand the situation.

Seen by many as a smooth talking persuader, Nicole Richard may seem indifferent to people who appear to be less of an extraverted achiever than herself. 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. It is difficult to know what to expect from her next. She would much rather engage in quick intellectual banter than complete some mundane task or consider spending quiet time on her own. Nicole Richard would do well to take a step back and try to see a situation more objectively before reacting.

Nicole Richard needs to work toward making commitments to fewer projects so she completes more of the ones she begins. She may need to learn and apply time management and long-range planning techniques to help her complete her projects. She tends to ignore her problems instead of finding rational solutions for them and needs to try to keep her eyes and mind open as well as her heart. While she can be charming, funny and entertaining, occasionally she gives the impression of insincerity. She can sometimes make mistakes by making decisions before receiving all the information.

Personal Notes

Opposite Type

The description in this section is based on Nicole Richard'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:

Nicole Richard'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. Nicole Richard 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 Nicole Richard 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. Nicole Richard 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 Nicole Richard would wish.

Personal Notes

Opposite Type

Communication with Nicole Richard's Opposite Type

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

Nicole Richard: How you can meet the needs of your Opposite Type:

- Stick to business at all times.
- Expect her to be concerned and critical at times.
- Respect her personal experience.
- Explain why, what and how, and do it clearly and concisely.
- Be practical and logical.
- Ensure that your statements are accurate and factual.

Nicole Richard: When dealing with your opposite type DO NOT:

- Substitute rhetoric for accuracy.
 - Assume her pauses imply lack of interest.
 - Demand an instant reaction.
 - Try to rush her into a decision.
 - Jump to the next subject until she is ready.
 - Be too light hearted or superficial.
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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 Nicole Richard's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Nicole Richard may benefit from:

- Help to discover the real meaning behind the statistic.
 - Asking searching and probing questions.
 - Seeking to understand other peoples theories, hypothesis and explanations.
 - Not expecting others to always share her optimistic stance.
 - Making sure she has the time to meet her agreed commitments.
 - A plethora of rules and regulations for her to follow.
 - Organising situations so they proceed exactly as she predicts and plans.
 - Questioning people about their assumptions.
 - Accepting rather than rejecting negative feedback.
 - Trying to finish one thing completely before moving to the next.
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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 Nicole Richard's ideal environment and her current one and to identify any possible frustrations.

Nicole Richard's Ideal Environment is one in which:

- The workplace is light, spacious and attractive.
 - She is free to be herself.
 - She has freedom from authority and bureaucracy.
 - There are social activities outside of work.
 - There are opportunities to socialise with colleagues in and out of work.
 - She has opportunities to reinforce one-to-one relationships.
 - Regular feedback and encouragement is given.
 - New products and strategies can be implemented regularly.
 - Detail and routine tasks are carried out by someone else.
 - Certificates of achievement and quality awards can be seen.
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Personal Notes

Management

Managing Nicole Richard

This section identifies some of the most important strategies in managing Nicole Richard. Some of these needs can be met by Nicole Richard 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.

Nicole Richard needs:

- The opportunity to think aloud.
 - To maintain focus and direction.
 - Established support systems and procedures.
 - Varied work, which will incorporate her creativity and allow her free expression of ideas.
 - An adaptive, understanding and patient manager.
 - Plenty of verbal “strokes” and praise.
 - To give more weight to facts when making decisions.
 - To be given clear direction and know the required standards.
 - An understanding manager, who is mentor and coach, and who is consistent, patient and calm.
 - Continual opportunity to generate and express ideas.
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Personal Notes

Management

Motivating Nicole Richard

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 Nicole Richard. With her agreement, build the most important ones into her Performance Management System and Key Result Areas for maximum motivation.

Nicole Richard is motivated by:

- The prospect of working for the common good.
 - Status, influence and prestige.
 - Peer “heroes” that she admires, respects and can emulate.
 - Rewards that reflect her immediate needs.
 - Congratulations for her exceptional efforts.
 - A “key” role within a successful team.
 - Participation in lively arguments, debate and discussions.
 - Tasks which predominantly involve the group.
 - Freedom from constraints and supervision.
 - Financial incentives, with bells and whistles!
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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 Nicole Richard'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, Nicole Richard may tend to:

- Take insufficient time to reflect on other options and alternatives.
 - “Explode” if publicly embarrassed on a personal/status matter.
 - Keep rules and regulations to the minimum.
 - Choose “favourites” in her team and offer them individual inducements to achieve objectives.
 - Show great pride in, and demand recognition for, her team.
 - Be optimistic and sometimes over-confident of the abilities of her staff to perform effectively.
 - Motivate others through her creativity and imagination.
 - Surround herself with like-minded, open, enthusiastic people.
 - Appear somewhat shallow at times.
 - Light “false fires” to divert attention.
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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 Nicole Richard's selling style. Use this section to gain a better understanding of her approaches to her customer relationships.

Selling Style Overview

Possessing a contagious enthusiasm, Nicole Richard uses her strong networking skills to maximum effect. She enjoys sales processes that involve the whole team. She influences the setting of new trends and regards being appreciated by key people as an important motivator.

Nicole Richard's desire for happy relationships is manifested in a high level of acceptance from most new prospects. She may find it takes real effort to follow systems and processes needed for a truly balanced sales performance. She brings harmony and goodwill to any sales situation or customer relationship. Referrals often happen naturally for her as she makes lots of contacts. Caring, warmth, and contented relationships are important to her.

Some sales events of Nicole Richard's quickly turn into special occasions for everyone involved. She tends to use her emotions to good effect during relationship building, and will open up with customers early in the sales process. She uses her natural enthusiasm and flair to win over her customers. Because she is so interested in possibilities beyond the sale, she prefers to keep lots of options open. Nicole Richard is particularly enthusiastic about helping customers feel good about themselves and her products and services. She is extremely proficient in networking strategies that generate new prospects.

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 Nicole Richard needs to be aware of in the initial stages when planning and approaching the customer.

Nicole Richard's key strengths before the sale begins:

- Is responsive to requests for help.
- Enjoys meeting new customers and building relationships.
- Has a natural charm, which customers will warm to on first meeting.
- Seeks variety in her approaches to customers.
- Builds connections and long-term relationships through the sales process.
- Generates quality leads by spending time with others.



Before the sale begins Nicole Richard could:

- Bring more discipline and structure to her time management.
- Recognise the benefits of a more carefully planned call preparation.
- Avoid procrastination when tedious tasks require attention.
- Avoid becoming involved in too many activities - appreciate taking time out for self.
- Exercise disciplined account planning strategies.
- Remain focused on the task.

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 Nicole Richard may identify customer needs.

Nicole Richard's key strengths in identifying sales needs:

- Shows strong relating skills.
- Uses humour and sociability to create an open environment.
- Asks innovative questions.
- Promptly addresses critical concerns that might preoccupy her customer.
- Generates a fast pace for the interaction.
- Looks for the good and the opportunities in the people and events her customer describes.



When identifying needs Nicole Richard could:

- Use a more structured questioning approach.
- Make use of her natural creativity to uncover hidden needs and opportunities.
- Use diplomacy in her questioning style.
- Be less concerned with demonstrating knowledge and more concerned with understanding needs.
- Pause for a few seconds before replying.
- Allow the customer to express their views.

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 Nicole Richard to develop a powerful and effective proposing style.

Nicole Richard's key strengths in proposing a solution:

- Can go with the flow and take interruptions in her stride.
- Can display high levels of energy when proposing.
- Appears highly confident in group presentations.
- Makes confident presentations that can generate positive outcomes.
- Employs an emotive language which engages the customer's attention.
- Readily paints word pictures that illustrate the potential.



When proposing a solution Nicole Richard could:

- Support the use of systems and procedures into the process.
- Underpin her customer relationships with credible business cases.
- Describe, rather than overstate, the benefits to the customer.
- Be careful not to engage in inappropriate humour.
- Be aware that her style may be interpreted as somewhat controlling.
- Take care not to overwhelm with emotional enthusiasm.

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 Nicole Richard to deal effectively with buying resistance.

Nicole Richard's key strengths in dealing with buying resistance:

- Is constantly alert to customer concerns.
- Negotiates in a genuinely sympathetic and understanding manner.
- Ensures a harmonious and equitable environment is sustained.
- Is confident that a positive outcome can be found.
- Avoids rebuttals by using her strong people skills.
- Uses intuition to uncover the hidden blockers to the sale.



When dealing with buying resistance Nicole Richard could:

- Aim not to take rejection personally.
- Remember the importance of asking more questions and really listening to the answers.
- Try to use one mouth closed and two ears in proportion!
- Listen for, and get to the root of, implied or hidden objections.
- Avoid glossing over customer concerns in an effort to close quickly.
- Probe more to discover the customer's real fears.

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 Nicole Richard's closing style.

Nicole Richard's key strengths in gaining commitment to the sale:

- Makes the process fun!
- Helps customers to identify optimum outcomes.
- Heightens the customer's understanding of potential future loss or gain.
- Wins the sale through infectious enthusiasm.
- Instinctively knows the best time to suggest commitment.
- Can use both authority and involvement to lead her customer through the process.



When gaining commitment Nicole Richard could:

- Refrain from over-assuming during the sales process. At times, try taking smaller steps.
- Watch very carefully so as not to miss the buying signals.
- Avoid creating unrealistic expectations.
- Be more methodical about gathering all the details.
- Confirm with the customer the exact details of the order arrangements.
- Respect that certain customers need more time to reflect before deciding.

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 Nicole Richard can use to support, inform and follow-up with the customer.

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

- Networks to further her business.
- Excites the customer with her products or services.
- Builds a large and effective network within her customer base.
- Develops a broad networking base of contacts.
- Enjoys the customers' company and sees many of them as friends.
- Remains keenly aware of new development opportunities.



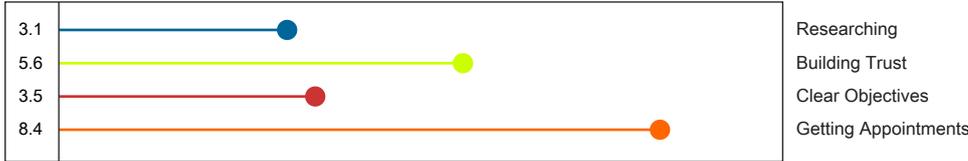
When following-up and following through Nicole Richard could:

- Ask for referrals and testimonials to be provided in writing.
- Agree the next step clearly with the customer.
- Work as hard with the customer she does not respect as those she likes.
- Explain fully what will happen in the post-sale process.
- Confirm the details of the sale with the customer.
- Check her customers' levels of satisfaction more regularly.

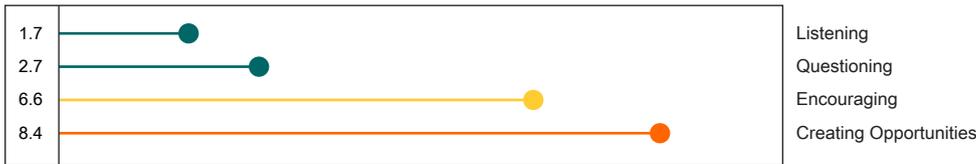
Personal Notes

Sales Preference Indicators

Before The Sale Begins



Identifying Needs



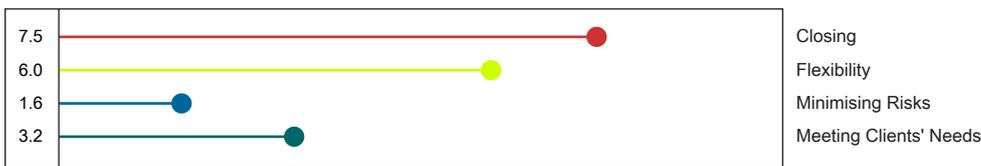
Proposing a Solution



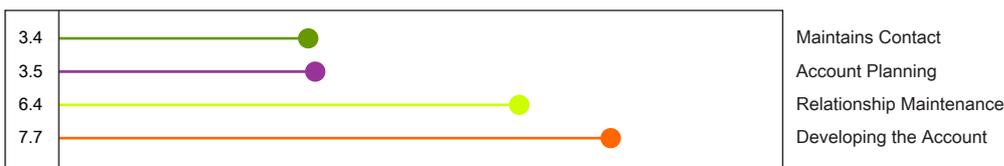
Dealing with Buying Resistance



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 Nicole Richard 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 Nicole Richard 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 Nicole Richard should be aware of in setting goals and defining her purpose.

Living on Purpose

Ongoing learning is very important to Nicole Richard and she thrives on new experiences that expand her knowledge and understanding. Occasionally she will work in a determined way for extensive periods, recognising an opportunity to excel. She may lose heart if her personal goals are severely questioned by others whom she respects. A failure to meet her target may be viewed as a necessary, if painful, learning curve.

Nicole Richard is a socially interactive person. Many of her goals will reflect the involvement of, or a positive relationship with, others within the team. Her commitment to the overall long-term process can be enhanced by short-term gains: it helps her to establish a reward schedule. She generates a constant stream of new goals and challenges, which reduces her boredom and enhances performance. Her desire to compete drives her occasionally to set unrealistic targets for herself. Despite realising the importance of goals, they often remain in her head. Committing them to paper will improve her focus, clarity and awareness. In setting her goals, she seeks constant progression towards her target. She is happier looking forwards rather than backwards. Due to her infectious optimism, her goals may appear to others as unrealistic. Optimism is a useful mindset when used positively, but she may care to remember that 'reality is'.

Nicole Richard will use goal-setting as an opportunity to create new relationships as well as maintaining existing ones. Because of a desire to openly share her goals, she may find herself influenced - positively or negatively - by others' opinions. Her goals are often big, unbounded and ambitious - grounding them may prove something of a challenge. She will perform best when the journey is as enjoyable as the destination. Her goals may lack substance, particularly when viewed by others. She would do well to set time aside for more detailed consideration and planning. Her driving manner helps in the setting, and achieving of, high performance standards for both herself and her colleagues.

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 Nicole Richard 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, Nicole Richard,

Suggested Action For Development

- | | | |
|---|---|--|
| Avoids routine or repetitive tasks in favour of the new. | → | Learn from structured colleagues how to maximise personal efficiency. |
| Is an expert at living, and predicting, the outcomes of future events. | → | Learn to enjoy the gifts to be found in the present moment. |
| Will see the positive in most situations. | → | Avoid having time spent on non-productive activity. |
| May avoid complex issues or work that involves intense analytical reflection over long periods. | → | Select one difficult project and establish a reward schedule for completion of the stages. |
| Often chooses to handle several jobs at once. | → | Prioritise each one and work systematically on the most important ones first. |
| May allow too much time for people issues. | → | Should prioritise her own tasks beforehand. |

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 Nicole Richard's creative characteristics and how she can build on them.

In her creativity, Nicole Richard,

Wears her heart on her sleeve, when discussing options.

Is articulate and quick.

Often rushes into changing the world.

Prefers to go for the easiest solution.

Uses her strong networking abilities to promote ideas.

Thinks outside the box.

Suggested Action For Development

→ Consider that others may prefer less expression of emotion or feeling.

→ Others may perceive this as superficial or flash.

→ Look round to check that the world needs changing.

→ Initial in-depth evaluation will save time in the long run.

→ Remember that not everyone will share her excitement.

→ Consider the practicalities.

Personal Notes

Lifelong Learning

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

Nicole Richard's preferred learning style is supported when she:

- Can take full part in role plays.
- Having a wide range of interactive experiences around the subject.
- Is presented with analogies, metaphors and stories to help her understanding.
- Bounces ideas around and turns the best of these into action.
- Can work well in people-oriented situations.
- Has the ability to try out the unknown.

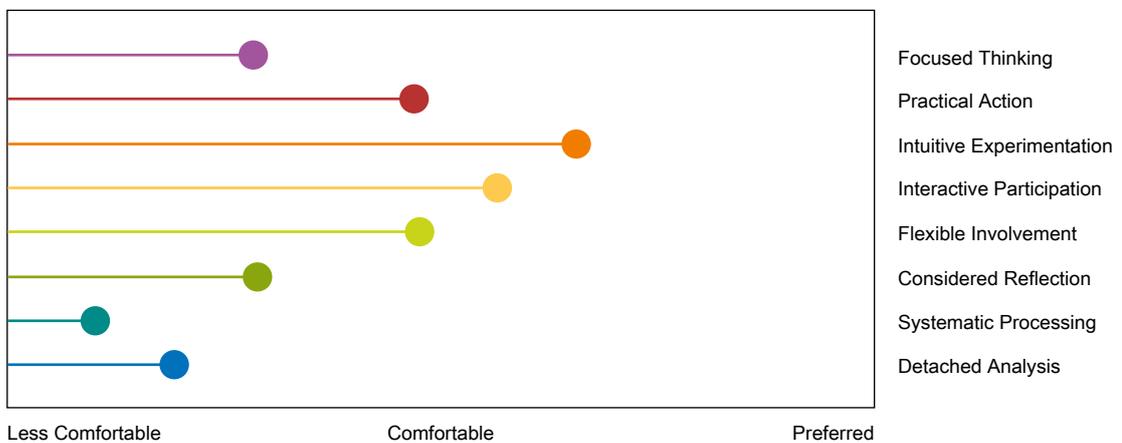
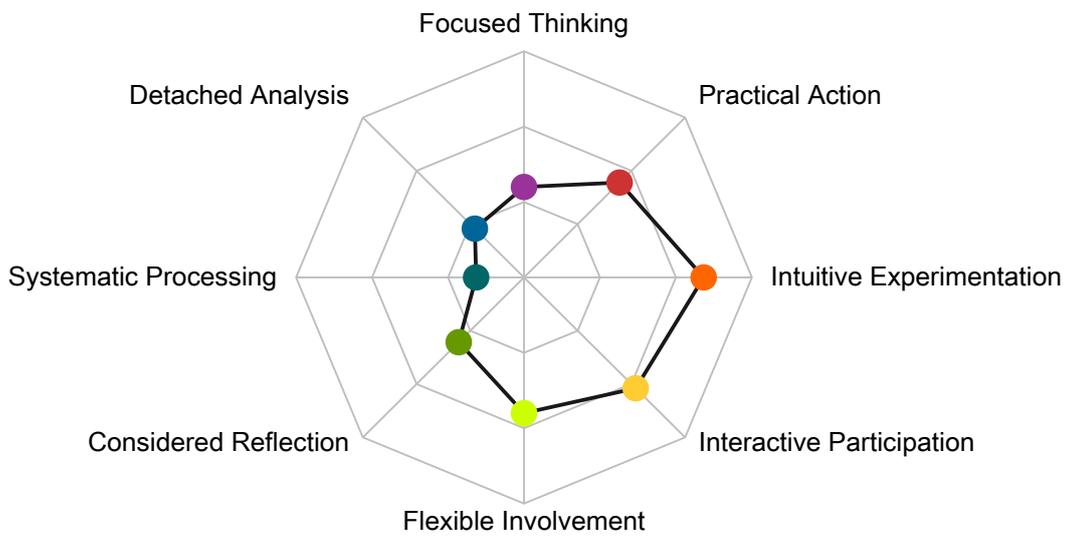
Nicole Richard can stretch in learning by:

- Practising memory skills and techniques.
 - Using a range of resources to obtain supporting information.
 - Scanning books for useful material of the learned topics.
 - Trusting an established process and not trying to change it for change's sake.
 - Following the instructions step-by-step.
 - Taking stock of what's gone before.
-

Personal Notes

Learning Styles

11 March 2025



Interview Questions

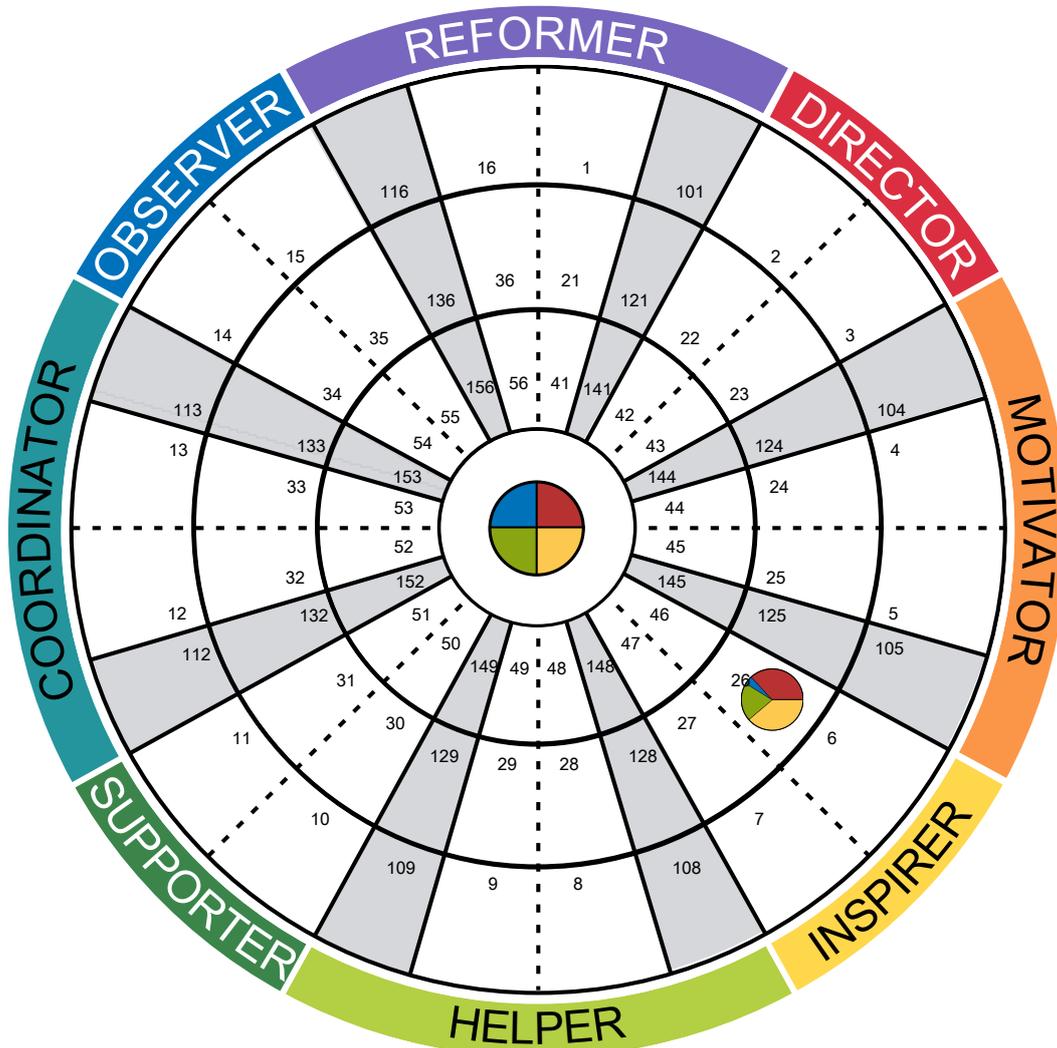
This section lists several questions which can be used in interviewing Nicole Richard. The questions can be used as they appear here, or can be adapted to suit the interviewer's own style or needs. The questions are raised by considering issues Nicole Richard may be less comfortable with - those development 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 Nicole Richard's self-awareness and personal growth.

Interview Questions:

- How do you react to situations that call for precise detail?
 - What do you think of reports with extensive detail?
 - Certain situations require a serious approach. How do you recognise these?
 - When do you notice that others are hesitant?
 - How are you able to ensure that you have all the facts before making decisions?
 - Describe procedures you may have introduced and to what end. Aren't procedures just a hindrance to getting on with the job?
 - How good a listener are you?
 - How often do you prepare a written discussion paper before a meeting?
 - Describe your ideal work environment.
 - How would you feel about attending a 1 week course on "Economics in Business"?
-

Personal Notes

The Insights Discovery® 72 Type Wheel

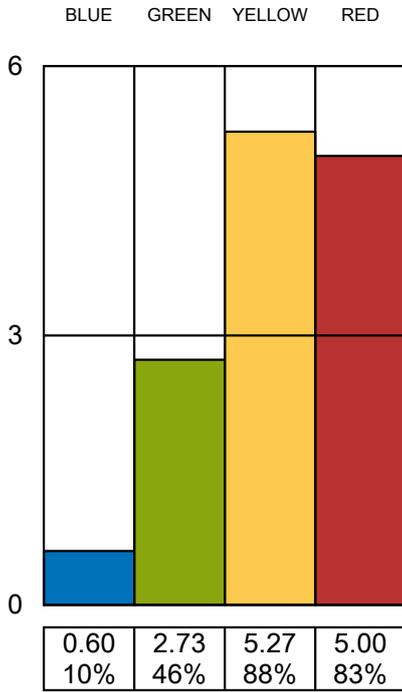


Conscious Wheel Position
 26: Motivating Inspirer (Classic)

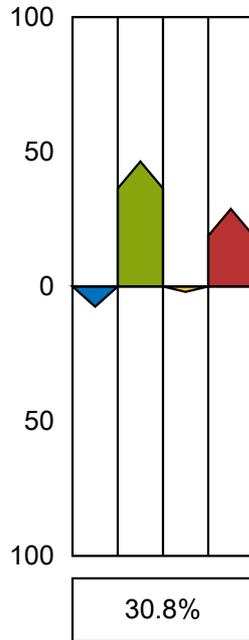
Less Conscious Wheel Position
 26: Motivating Inspirer (Classic)

The Insights Discovery® Colour Dynamics

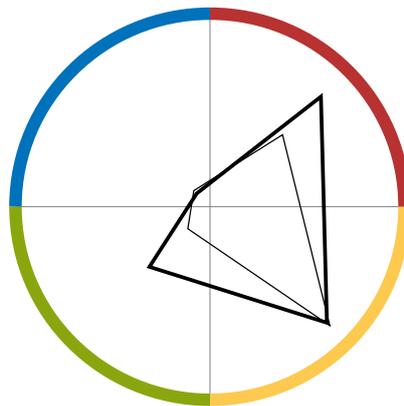
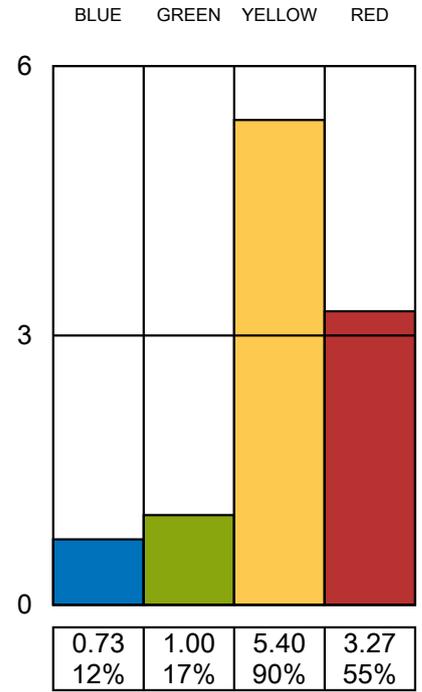
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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