



Discovery[®]

Personal Profile

Alison Sumpter

02 February 2016

Foundation Chapter
Management Chapter

Personal Details

Alison Sumpter
Facilitator and Coach
alison@thecolourworks.com

The Colour Works

Telephone:

Date Completed: 02 February 2016

Date Printed: 02 February 2016

Referral Code: BM/TCW/ASummp

Contents

Introduction.....	4
Overview	5
Personal Style	5
Interacting with Others	5
Decision Making	6
Key Strengths & Weaknesses.....	7
Strengths	7
Possible Weaknesses	8
Value to the Team	9
Effective Communications.....	10
Barriers to Effective Communication	11
Possible Blind Spots.....	12
Opposite Type	13
Suggestions for Development	15
Management	16
Creating the Ideal Environment.....	16
Managing Alison.....	17
Motivating Alison	18
Management Style	19
The Insights Discovery® 72 Type Wheel	20
The Insights Discovery® Colour Dynamics	21

Introduction

This Insights Discovery profile is based on Alison Sumpter's responses to the Insights Preference Evaluator which was completed on 02 February 2016.

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

Personal Style

Ingenious, enthusiastic and outgoing, Alison has great personal charm and can be successful in a variety of roles. She tends to see the environment as welcoming, challenging and exhilarating, and if it is not, she tries to create that atmosphere. Routine is the real bad news for her, and it may sap her energy. Her mental processes operate best when she is in contact with other people. Alison enthusiastically and co-operatively joins in activities and can juggle several activities at once.

She looks for the good in every situation. Her vivid imagination constantly pushes her towards turning her ideas into reality. She gravitates to other people and is highly skilled at understanding others' needs and motivations, usually appearing friendly, tactful and sympathetic. Quick to see the possibilities of new ideas and projects, Alison is outstanding at initiating these and persuading people to support her. She is proficient at alleviating the concerns of others.

Alison can be very effective in using her concern for others to ensure involvement. Alison is curious for new ideas and insights. Her focus is on the immediate, resulting in a rather low tolerance for detailed procedures and routines. 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. Learning how to use accepted methods of organisation and time management will help her to overcome a tendency to want to procrastinate.

Alison can combine social expertise within her normally assertive behaviour. She will take every possible opportunity to generate new relationships or to be with others. With her friendly organisational skills, Alison is supportive of other colleagues and will enthuse over most projects. As she puts as much energy into maintaining personal relationships than into maintaining tasks, Alison likes to keep a wide assortment of relationships alive and kicking. She is a good improviser who will go to great lengths to please others.

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. She may lose interest and move on to the next thing, once a job becomes routine or dull. She tends to enjoy the company of like-minded people and may be somewhat less interested in her opposite types, perceiving them as drab, rather predictable and conventional. Alison's interest, enthusiasm and energy levels are high. She will dismiss negatives, being eager to accomplish the task. 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.

Interacting with Others

The gift of sheer adaptability means that Alison has an uncanny skill for making life into an enjoyable performance, juggling many activities and people and usually enjoying the limelight. Looking for perfection in a relationship can result in her sensing a vague dissatisfaction with the

reality of the way things are. She enjoys meeting like minded people, to allow her to relate her experiences at length. She encourages freedom and independence and is good at getting things done through other people when she slows down and takes the time to delegate. She directs her attention outwards and is skilled in understanding the needs and motivations of others.

Her major goal is to create and maintain good feeling and harmony among the people she relates to. She prefers communicating verbally rather than through the written word. She is rather indifferent to authority, preferring a flattened structure where everyone is equally capable of advancing. Shifting attention inward for long periods may produce anxiety for her as she prefers to look outward towards others for her emotional security. She is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible.

She prefers creating a busy and exciting world around her. Energetic, gregarious and sociable, her intuition heightens her insight, vision, curiosity and desire for new ideas. She is a particularly good communicator and uses her gift of verbal expression often and effectively. A creative thinker, Alison is generally warm, enthusiastic and confident of her own abilities. She makes stimulating company with her witty and interesting conversational style. She attracts many friends and acquaintances.

Decision Making

People occasionally see Alison making decisions that appear to fly in the face of logic. 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. Her direct, sometimes erratic approach tends to work against her being totally consistent on a day to day basis. She is prepared to make decisions through group consensus. Her occasional failure to face up to disagreeable facts can mean that problems are sometimes ignored rather than solutions sought.

Highly technical or factual information may appear dry and uninspiring to her and may not receive her full attention. Trying to focus more on the facts, not just on the people, can be helpful in her decision making. She may often make decisions based upon how she feels about a situation, rather than how the situation actually is. She would perform better if she focused more on in-depth study of analytical data during the decision making process. A tendency to take rejection and conflict personally may lead to her not taking early notice of the opinions of key members of the team.

She recognises judgements that rely heavily on logical analysis, but then may ignore this in making her decisions. 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 may choose to change her decisions if it turns out that someone may be adversely affected by them. She views talking through ideas with people to promote decision making as an effective strategy of itself.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Alison brings to the organisation. Alison 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.

Alison's key strengths:

- Imaginative and dynamic.
 - Intuitive and optimistic.
 - Will try anything at least once.
 - Democratic - will involve others.
 - Ability to see options and alternatives.
 - Perceptive and innovative.
 - Accommodating and will provide help where needed.
 - Effective and flexible in relationships.
 - Sees innovation as a necessity.
 - Investigative, interested and inventive.
-

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. Alison's responses to the Evaluator have suggested these areas as possible weaknesses.

Alison's possible weaknesses:

- Leaps before she looks!
 - Like a butterfly, she may be difficult to catch or tie down.
 - Will experience difficulty in concentrating on one thing for long periods.
 - Easily influenced by recent events or conversations.
 - Optimism is occasionally misplaced.
 - May not finish everything she starts.
 - May appear too smooth to some people.
 - Unduly affected or influenced by others' opinions.
 - Easily distracted from the routine.
 - Feels that some who may be modest are justified in their modesty!
-

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 Alison brings, and make the most important items on the list available to other team members.

As a team member, Alison:

- Exudes high drive, direction and sociability.
 - Strengthens the bonding process by being responsive and perceptive.
 - Has an awareness of the people issues in the world around her.
 - Is always ready to offer service to colleagues.
 - Initiates, justifies, actions and defends.
 - Can provide high activity and variety.
 - Is seen as a good team builder.
 - Is the life and soul of the group - often “centre stage”.
 - Leads by personal example.
 - Boosts self-esteem in others.
-

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 Alison. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Alison:

- Encourage her to stick to the agenda.
 - Be clear on completion details.
 - Don't always expect brief, specific answers.
 - Adapt to sudden changes in direction.
 - Generate inspiration by recalling past successes.
 - Be alert and quick on your feet.
 - Be aware of her becoming defensive by watching her body gestures.
 - Maintain regular, informal feedback.
 - Indulge in speculation and offer opinions readily.
 - Be prepared to share problems openly.
 - Keep the conversation lively.
 - Be enthusiastic and positive.
-

Personal Notes

Communication

Barriers to Effective Communication

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

- Restrict or restrain her natural exuberance.
 - Insist on cumbersome reporting procedures.
 - Forget to offer praise and recognition when it is due.
 - Emphasise established processes.
 - Be vague or leave things open to interpretation.
 - Stick rigidly to business issues.
 - Use destructive criticism or create unnecessary conflict.
 - Assume she has heard you.
 - Criticise, condemn or suppress her enthusiasm.
 - Assume that her sunny disposition means that she agrees with everything you say.
 - Burden her with too many papers to read.
 - Dream with her - unless you can spare the time!
-

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.

Alison’s possible Blind Spots:

Alison's tendency to become distracted from finishing the tasks she starts sometimes may make her appear indifferent or disinterested to some. Sometimes she is so intent on her own plans that she doesn't stop to listen to what others have to say. Alison is occasionally tempted to opt for the quick decision even though some of the key facts may not be in place.

Alison needs to work toward making commitments to fewer projects so she completes more of the ones she begins. She could sometimes slow down and pay closer attention to the finer details of her projects. Her own personal feelings in relationships and decision making are trusted by her and used to the exclusion of more objective data. She may jump to conclusions or make incorrect assumptions and decisions too quickly, without gathering all the important facts. Alison has a difficult time saying no or asking for help.

She may need to learn and apply time management and long-range planning techniques to help her complete her projects. People can see that she doesn't always take a rational or objective view of the world. 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. She would do better if she sought the advice of more practical people to find out how workable and useful her ideas are. Alison's responses in defence of people can be illogical to the point that she appears irrational.

Personal Notes

Opposite Type

The description in this section is based on Alison'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:

Alison'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. Alison 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 Alison 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. Alison 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 Alison would wish.

Personal Notes

Opposite Type

Communication with Alison's Opposite Type

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

Alison Sumpter: How you can meet the needs of your Opposite Type:

- Do not let her hide behind complexity and privacy. Maintain her focus upon outcomes.
- Give her time to express herself.
- Gently remind her of the human dimension.
- Be practical and logical.
- Let her organise her thoughts.
- Respect her personal experience.

Alison Sumpter: When dealing with your opposite type DO NOT:

- Be too informal or waste time on social trivia.
 - Argue or personalise the conversation.
 - Try to rush her into a decision.
 - Assume her pauses imply lack of interest.
 - Be flippant, inconsistent, fanciful or ostentatious.
 - Set unrealistic deadlines that restrict her quality outputs.
-

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 Alison's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Alison may benefit from:

- Sticking to the to-do lists she makes.
 - Taking time to prepare and/or study the predetermined agenda well in advance of the meeting.
 - Reducing the level of activities in her life.
 - Trying to really understand and relate to quiet, thoughtful people.
 - Realising that some others are not as quick as she is.
 - Reflecting longer on other alternatives before jumping in to start the process.
 - Becoming a better self-disciplinarian.
 - Questioning people about their assumptions.
 - Organising situations so they proceed exactly as she predicts and plans.
 - A more dispassionate and objective outlook.
-

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 Alison's ideal environment and her current one and to identify any possible frustrations.

Alison's Ideal Environment is one in which:

- There are like-minded colleagues to provide invention, enthusiasm and fun.
 - There is time for play during work hours, and social bonding outside of work.
 - There is an open plan workplace layout.
 - The workplace layout is designed for comfort and practicality.
 - She has freedom from authority and bureaucracy.
 - She has opportunities to reinforce one-to-one relationships.
 - Regular feedback and encouragement is given.
 - She can question the rules and the traditional ways of doing things.
 - Rules on time keeping and dress code are generally more relaxed.
 - She does not have to sit quietly in reflection for longish periods.
-

Personal Notes

Management

Managing Alison

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

Alison needs:

- Varied work, which will incorporate her creativity and allow her free expression of ideas.
 - Freedom from controls, supervision and details.
 - To be more precise when delegating.
 - Consistent recognition of her achievements.
 - Regular update meetings to check on project progress.
 - Support to complete the task more thoroughly.
 - A “walkabout” manager whose presence is obvious.
 - To hit the most balls in the shortest amount of time.
 - Plenty of verbal “strokes” and praise.
 - Help with planning and preparation.
-

Personal Notes

Management

Motivating Alison

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

Alison is motivated by:

- Special task “teams” to interact with.
 - Merit based remuneration - reward through success.
 - Freedom from constraints and supervision.
 - Authority to match her responsibilities.
 - Personal appreciation and public recognition for a job well done.
 - Tasks which predominantly involve the group.
 - Acceptance, with co-operation that meets her ideal.
 - New principles and imaginative concepts.
 - Status symbols that represent success.
 - Team activities to lighten the gloom.
-

Personal Notes

Management Style

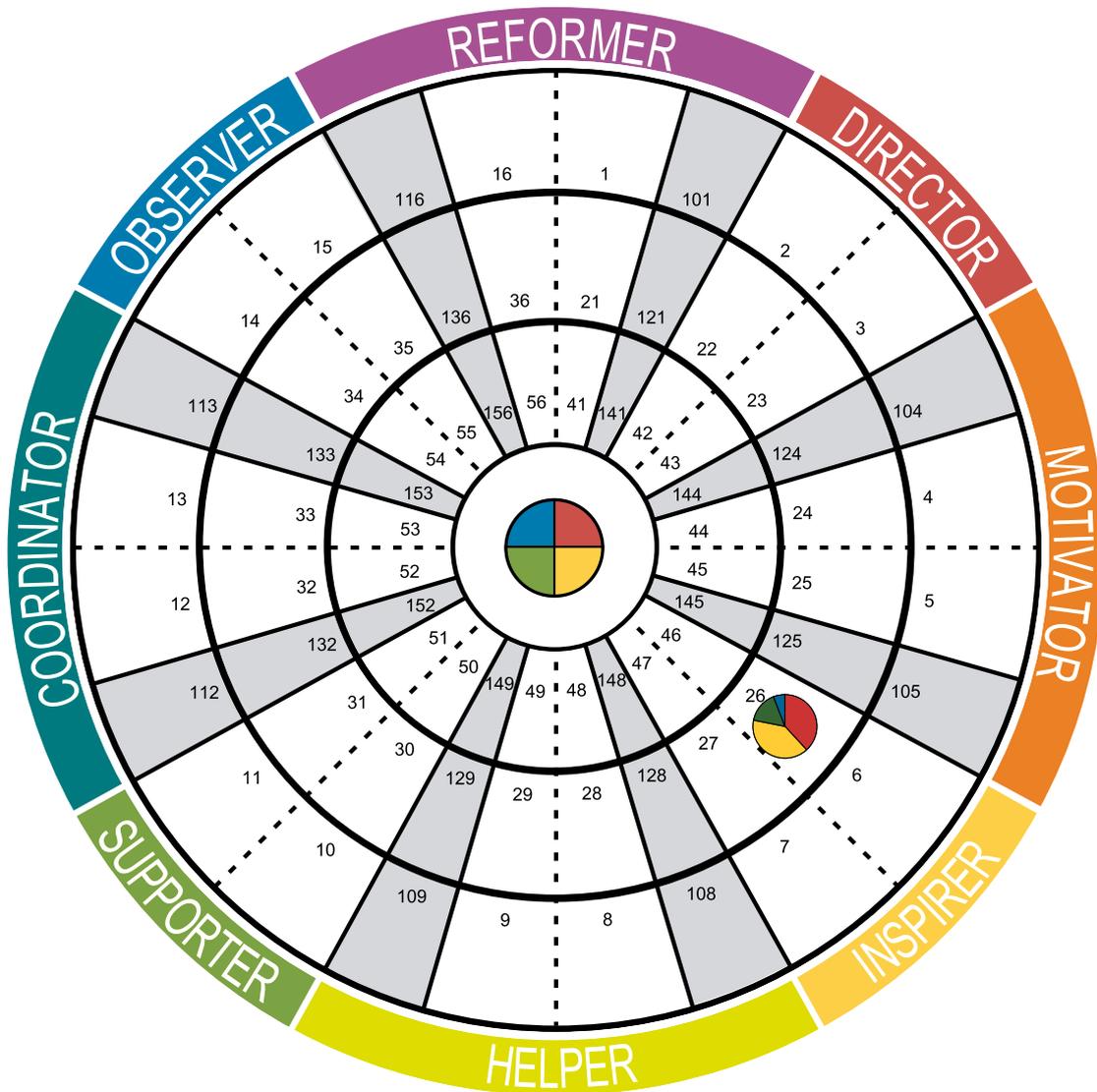
There are many different approaches to management, most of which have different situational applications. This section identifies Alison's natural management approach and offers clues to her management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Alison may tend to:

- Overvalue some of her personal relationships.
 - Overlook the need for detailed analysis and support work.
 - Exhibit a high level of job satisfaction.
 - Surround herself with like-minded, open, enthusiastic people.
 - Find it difficult to prioritise tasks.
 - Lose sight of the objectives of meetings, spending too much time discussing personal issues.
 - Be optimistic and sometimes over-confident of the abilities of her staff to perform effectively.
 - Provide "life force" and energy to the team.
 - Choose "favourites" in her team and offer them individual inducements to achieve objectives.
 - Be articulate, verbally expressive and animated.
-

Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

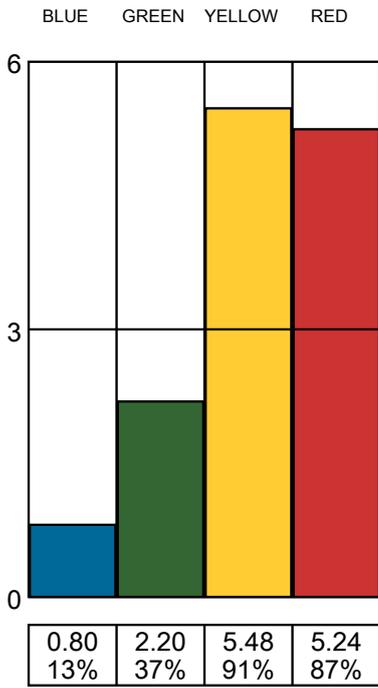
26: Motivating Inspirer (Classic)

Less Conscious Wheel Position

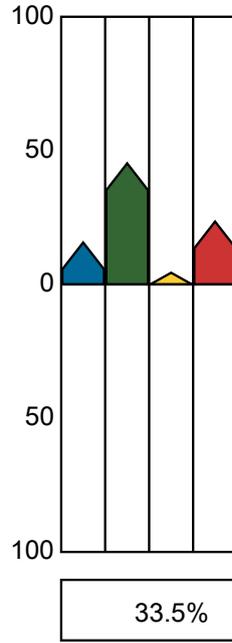
26: Motivating Inspirer (Classic)

The Insights Discovery® Colour Dynamics

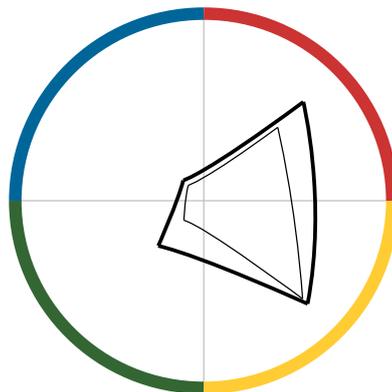
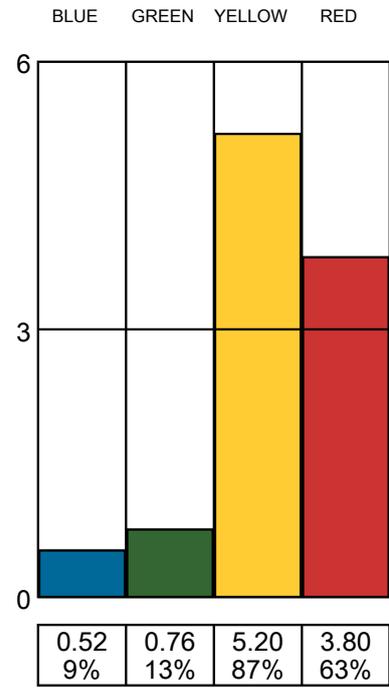
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



GLOBAL HEADQUARTERS
Insights Learning & Development
Terra Nova, 3 Explorer Road, Dundee, DD2 1EG, Scotland, UK.
TEL: +44(0)1382 908050 FAX: +44(0)1382 908051
EMAIL: insights@insights.com WEB: www.insights.com