insights®

# Insights® Discovery

## Personal Profile

Lotwina Farodoye

19 April 2015

Foundation Chapter
Management Chapter

# Personal Details

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## Introduction

This Insights Discovery profile is based on Lotwina Farodoye's responses to the Insights Preference Evaluator which was completed on 19 April 2015.

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.



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# Overview

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

## Personal Style

Lotwina can be very effective in using her concern for others to ensure involvement. She tends to live for today with a “you only go around once“ philosophy. She enjoys socialising, but likes to plan her entertaining for maximum effect. Because she tends to live for the present moment, she does not sense the need to prepare or plan more than is necessary. Lotwina seeks greater fulfilment in her life through the offering of help and service to others.

Her mental processes operate best when she is in contact with other people. Exhibiting a tendency to become concerned and hurt if her ideas are met with indifference or criticism, she may take conflict and rejection personally. She may become pessimistic and gloomy when she is thwarted or fails to see ways to make the important changes in her life. She flourishes in jobs where she can be of constant service or use her talent to persuade. Lotwina is optimistic and positive, living mainly in the here and now.

One of Lotwina's strengths is an ability to let others work at their own pace coupled with an awareness of the unique contribution each person makes. Able to cope with a number of projects at once, Lotwina gets a lot of enjoyment from the social aspects of work. Lotwina is sympathetic, empathic and affable. Lotwina can combine social expertise within her normally assertive behaviour. She likes people and tends to be aware of and appreciate a person's more admirable qualities.

Optimistic in outlook, she is rather impulsive in decision making. If her job requires that she work alone for long periods then she can become restless and unsettled, unless the job is really engaging. She pays scant attention to negative, pessimistic or divisive situations or conclusions. 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. 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 at her best in work that involves people and task, where co-operation can be achieved through goodwill. 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 is motivated by approval and reacts unfavourably to indifference or rejection from others. She can be relied upon to keep a check on the social calendar, though she may well overlook some of the smaller details in preparing for events.

## Interacting with Others

Lotwina is both charming and popular, constantly enthusing through her gift of ready articulation. She prefers a stimulating life of co-operation and harmony. As she is highly articulate with a quick sense of humour she is often the life and soul of the party. She constantly seeks opportunities to talk things through with others. She prefers to be active and working with like minded people.



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She does not appreciate critical comments about her personal qualities as she sees these comments as personal attacks on her integrity. She is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible. She attracts many friends and acquaintances. Aware of the needs of those around her and sympathetic to those in trouble, Lotwina brings harmony into the workplace. Her major goal is to create and maintain good feeling and harmony among the people she relates to.

She may become rather over-emotional when stressed. Lotwina is seen by others as an easy-going, talkative and practical person. Seldom at a loss in any situation, she can be relied on to say something appropriate to put people at their ease. Placing a high value on her harmonious relationships, it is not surprising that people turn to Lotwina for encouragement, nurture and support. Lotwina likes to build harmonious relationships with others and continually seeks to maintain these relationships. Lotwina brings harmony and goodwill to any situation in which she finds herself.

## Decision Making

Lotwina loves fun and surprises and can bring a breath of fresh air to any situation though her free spirit will likely frustrate some “hard-line“ colleagues. She is prepared to make decisions to settle matters, and will be disappointed when not all the suggestions are implemented. 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. People occasionally see Lotwina making decisions that appear to fly in the face of logic.

Preferring a harmonious outcome, Lotwina will go to great lengths to ensure the preservation of relationships. She has an ability to see the need of the moment and then deal with it. She is a quick decision maker and considers people within the context of the result of the task. She is prepared to make decisions through group consensus. 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.

In her attempts to please others she may make promises she cannot fulfil. She has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them. She prefers moderate to slight risk in decision-making. She may unconsciously manipulate the process to get her own way. She may be perceived by others as a somewhat impulsive decision maker.

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# Key Strengths & Weaknesses

## Strengths

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

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### Lotwina's key strengths:

- Adaptive and versatile people skills.
- Excellent communication and presentation skills.
- Enjoys spending time around other people - and helping them feel good.
- Investigative, interested and inventive.
- Will try anything at least once.
- Innovative counsellor.
- Easy going and fun approach to most things.
- Will work to ensure harmony and equity.
- Highly resourceful around people.
- Enjoys and seeks variety.

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

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### Lotwina's possible weaknesses:

- Over optimistic about the abilities of others.
- Not always attracted to what is practical.
- May prepare inadequately or poorly.
- Tends to exaggeration.
- Becomes impatient with routine and repetition.
- Focusing on superficial analysis and failing to appreciate subtle underlying trends.
- Finds it difficult to concentrate on a single topic for long periods.
- Procrastinates when required to confront others.
- Can be overly sensitive or caring.
- May hold grudges and tell you about them!

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

## As a team member, Lotwina:

- Ensures there is never a dull moment where she is involved!
- Maintains forward momentum.
- Brings boundless energy to any situation.
- Is a constant source of inspiration and fun.
- Develops high self-worth through group development and bonding.
- Bonds by remembering birthdays and special events.
- Is always ready to offer service to colleagues.
- Works to promote and maintain harmony within her team.
- Can organise the social calendar.
- Makes friends quickly and easily.

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

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### Strategies for communicating with Lotwina:

- Provide lots of opportunities for team contact.
- Ask how she feels about the things she does.
- Be prepared to discuss a wide range of topics.
- Be clear on completion details.
- Provide opportunities for socialising.
- Don't always expect brief, specific answers.
- Provide regular support and feedback - show interest.
- Be alive and entertaining.
- Match her pace in presenting to her.
- Show concern for her opinions and be willing to discuss personal matters.
- Use a casual, informal style of conversation.
- Use an easy-going and fun approach.

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# Communication

## Barriers to Effective Communication

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

- Talk with her using a low-key voice tone.
- Overload her with irrelevant information.
- Talk slowly, mumble or whisper.
- Expect her to respond favourably if you dictate to her on policy or procedures.
- Stick rigidly to business issues.
- Dampen her enthusiastic energy with negative inputs.
- Forget to offer praise and recognition when it is due.
- Leave her out of the picture.
- Be dismissive of her feelings and emotions.
- Involve her in formal, lengthy or tedious meetings.
- Be dull, dour or redundant.
- Be vague or leave things open to interpretation.

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# 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.

## Lotwina's possible Blind Spots:

Because Lotwina 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 may need to learn how to contain her disappointment in the performance of others by having more realistic people expectations.

Tending to take on too much at one time she can find herself overloaded and unable to keep her commitments. She should realise that on occasions confrontation can clear the air. She has a short fuse and when pushed may become loud, rigid and domineering, bringing a high level of stress to the team or her peers. She should be careful not to leap too quickly without considering the consequences, making sure that she completes the tasks she is responsible for before turning to more enjoyable matters. She often overlooks her own needs due to her desire to please or help other people.

Although she can do certain detailed work she will tend to be less careful and more restless in longer term projects. 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 need to learn and apply time management and long-range planning techniques to help her complete her projects. She may jump to conclusions or make incorrect assumptions and decisions too quickly, without gathering all the important facts. She should allow more distance between self and colleagues in interactions. May need to be more considerate of others need for personal space.

## Personal Notes



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# Opposite Type

The description in this section is based on Lotwina'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:

Lotwina'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. Lotwina 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 Lotwina 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. Lotwina 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 Lotwina would wish.

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# Opposite Type

## Communication with Lotwina's Opposite Type

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

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### Lotwina Farodoye: How you can meet the needs of your Opposite Type:

- Keep her informed of all the details.
- Allow time for her to think of the consequences.
- Appreciate her ability to amass a wide range of information.
- Consider reconvening the meeting after she has had a chance to think about the issues.
- Allow her to explain the logic behind her views.
- Be consistent.

### Lotwina Farodoye: When dealing with your opposite type DO NOT:

- Come unprepared and disorganised.
- Indulge in your own flights of fancy.
- Be illogical or obscure.
- Do not assume that her lack of response means tacit agreement with what is proposed.
- Stand or sit too close to her.
- Be misled by her apparent reticence into thinking that she doesn't care.

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# Suggestions for Development

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

## Lotwina may benefit from:

- Taking life more seriously.
- Seeking to understand other peoples theories, hypothesis and explanations.
- Less use of flattery and praise in the team.
- Questioning the motives of others.
- Saying no first, giving the opportunity to review a decision later.
- Constant reminding of the need to consider alternatives and anticipate consequences.
- Distancing and formalising certain relationships.
- A weeks private meditation - alone.
- Drafting watertight policy statements, agreements or procedures.
- Realising that some others are not as quick as she is.

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

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### Lotwina's Ideal Environment is one in which:

- There may be noise, i.e. music or a general “buzz” of excitement.
- Modern “executive toys” are available to satisfy playful and tactile interests.
- The surroundings may be comfortably and classily furnished and decorated.
- The emphasis is on informality and tapping in to inner creativity.
- She has opportunities to reinforce one-to-one relationships.
- There are social activities outside of work.
- The emphasis is on informality rather than rules.
- Regular feedback and encouragement is given.
- There is an open plan workplace layout.
- She can question the rules and the traditional ways of doing things.

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# Management

## Managing Lotwina

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

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### Lotwina needs:

- Regular update meetings to check on project progress.
- Practical follow-through and a support structure to handle the completion of projects.
- Meetings with strict agendas and timetables.
- Involvement in all the team activities.
- Regular reinforcement of goals, activities and timeframes.
- Support for her style by providing back-up.
- Some help in resolving conflict and discipline issues.
- An understanding manager, who is mentor and coach, and who is consistent, patient and calm.
- To understand the need for time-management disciplines.
- To fully understand the corporate mission.

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# Management

## Motivating Lotwina

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

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### Lotwina is motivated by:

- Personal appreciation and public recognition for a job well done.
- Investment in equipment for her exclusive use that encourages her sense of worth.
- “Pioneering” opportunities with little limitation.
- Rewards that reflect her immediate needs.
- Acceptance, with co-operation that meets her ideal.
- Tasks which necessitate “group” involvement.
- Tasks which predominantly involve the group.
- Financial incentives, with bells and whistles!
- Regular breaks from routine.
- Being made to feel “one of us”.

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# Management Style

There are many different approaches to management, most of which have different situational applications. This section identifies Lotwina'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, Lotwina may tend to:

- Be optimistic and sometimes over-confident of the abilities of her staff to perform effectively.
- Take insufficient time to reflect on other options and alternatives.
- Be highly trusting of her team.
- Welcome free expression within the team.
- Overvalue some of her personal relationships.
- Value team performance as well as individual performance.
- Choose “favourites” in her team and offer them individual inducements to achieve objectives.
- Become too involved in others personal problems.
- Disarm others with her openness and honesty about her own shortcomings.
- Create chaos through erratic organisational skills.

## Personal Notes



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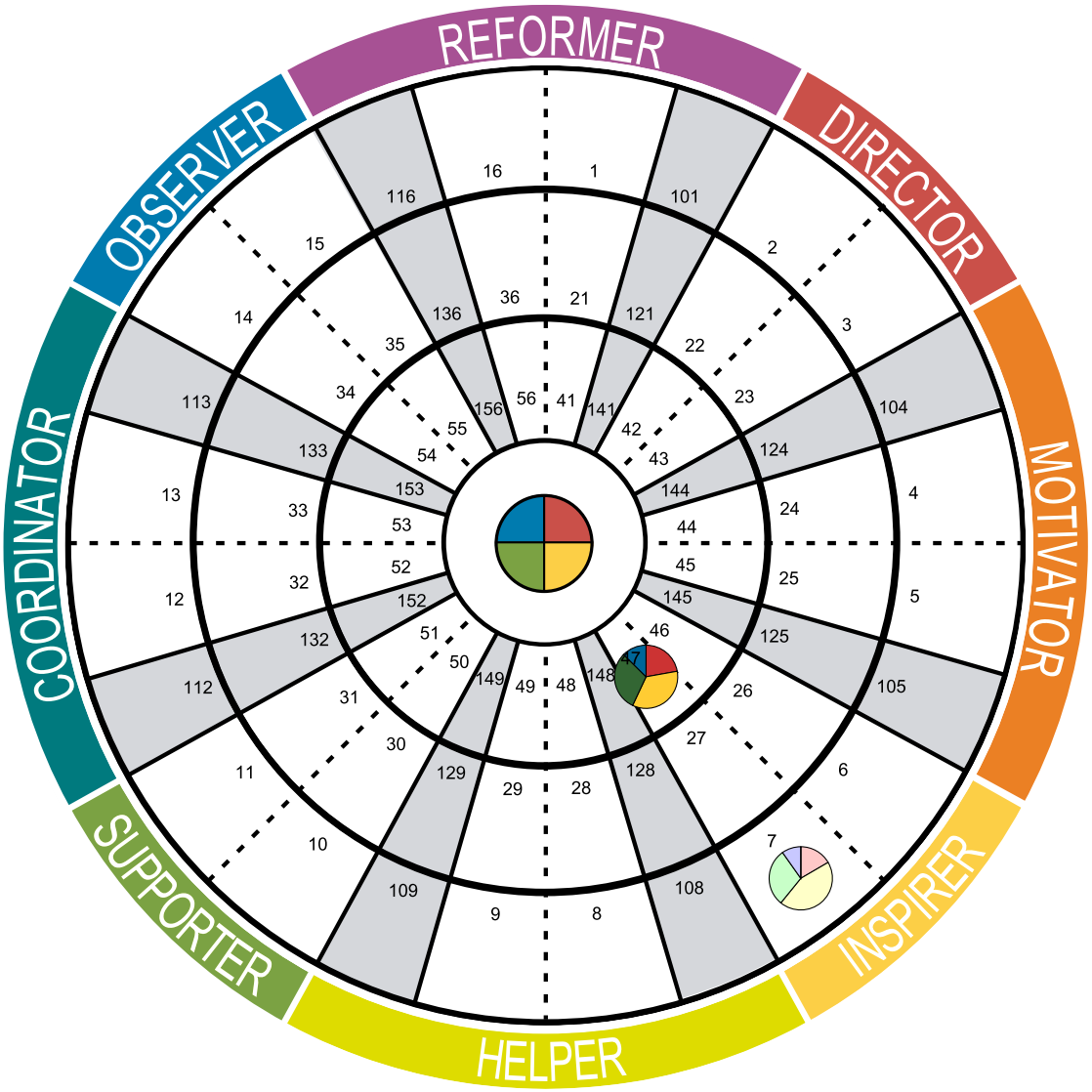
# The Insights Discovery® 72 Type Wheel




## Conscious Wheel Position

47: Helping Inspirer (Accommodating)

## Less Conscious Wheel Position

7: Helping Inspirer (Focused)



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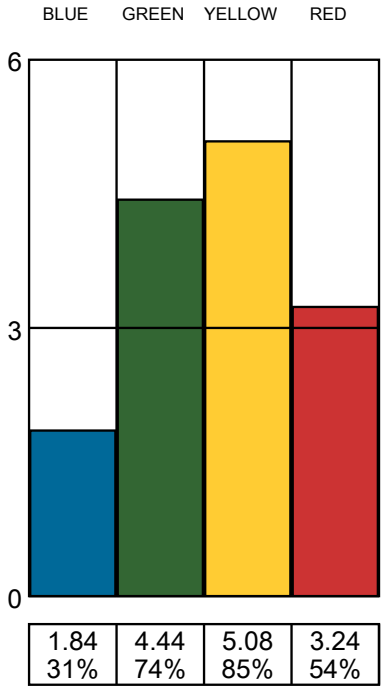
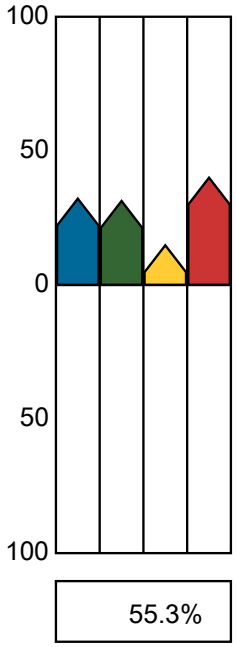
# The Insights Discovery® Colour Dynamics

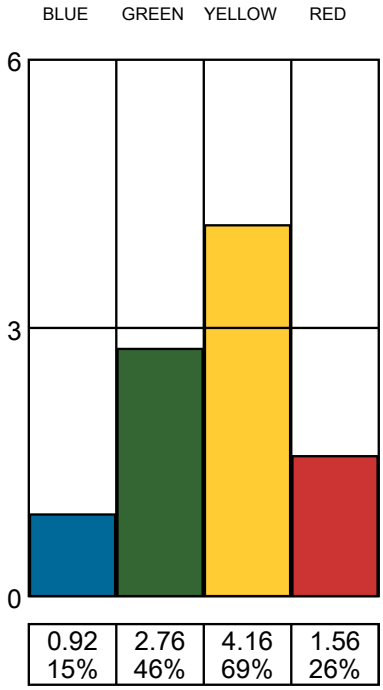
## Persona (Conscious)

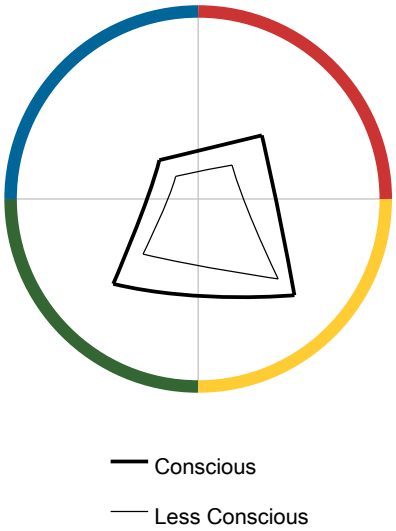



## Preference Flow




## Persona (Less Conscious)



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