



Discovery[®]

Personal Profile

Jason Lee

03 October 2020

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 Jason Lee's responses to the Insights Preference Evaluator which was completed on 03 October 2020.

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

Personal Style

In everyday activities, Jason is tolerant, open-minded, flexible and adaptable, enjoying the present moment. He likes to enjoy the current experience without feeling pressured to rush on to the next. He will make an effort to remember names and special occasions and make his office or home a pleasant place in which to work. He tends to take the things he does well for granted and usually underrates and understates himself. He can adapt himself to a wide variety of tasks, but prefers the familiar.

Psychology, counselling and educational interests may hold great appeal to him as part of his business role. His need to be of service to others can occasionally prevent him from relaxing. He does things in a routine manner and is consistent, conscientious and reliable. He may not readily talk of his need to move continually to become who he really wants to be. He will not seek to make others feel guilty for not responding as he would like.

At times, events can overwhelm him and he may find it almost impossible to say "No", even when the demands are unreasonable. Jason trusts his insights and people skills to position himself within deep relationships which help him to understand the truer meaning and purpose of events. Despite his matter-of-factness, he will sometimes experience a private reaction to something he senses is wrong and if he articulates this, it can come as a surprise to those around him. As he values his integrity, he can be determined to the point of being stubborn about issues that are important to him. He is easy-going and low key and may be prone to doubting his own ability.

He likes system, order and few surprises and to work in an environment which he feels is secure. Finding it hard to understand why some others try to impose limits, order and structure upon others, he avoids attempting to change or control people. He needs to remember to withdraw regularly from caring for others to take care of himself. He is known for his patience and ability to conform. It is when he is committed to an objective or an ideal that may be undergoing change that his stubbornness emerges and he can become rigid and much more demanding of self and others.

Serious, conscientious and loyal, Jason is a dedicated worker. He will seek an environment in which he can be quietly productive. Loving and unselfconscious, he may lack a clear sense of his own identity and self worth. Jason likes to prepare well and prefers to know why and how things happen. The kind of work that best suits him requires patience, devotion and adaptability. Jason values people who take the time to understand his personal goals and values.

Interacting with Others

Jason can turn his talents to many jobs, but finds more satisfaction from work that allows him to use his creativity and interpersonal skills. Charmingly supportive of others, he can stay behind the scenes working at practical jobs requiring empathy and service. He is an individualistic and independent person, though this may not always be readily apparent due to his desire to maintain warm and harmonious relationships with others. He will often seek a strong protector or

may ultimately rebel against authority. He has a desire to be loyal to a protective organisation and may be content to spend all his working life with the same trusted employer. Compassion, caring, warmth and contented relationships are important to him.

He may find himself automatically adapting his own personality in an attempt to meet other peoples' ideas of what is desirable. Situations that find him in charge as autocratic leader do not usually suit him as he prefers to be more supportive than directive. He is immensely loyal to respected persons or causes, occasionally to the point of idealising those people and organisations he respects. He often thinks he could have done better in an encounter or relationship. He finds it difficult to take a fixed position on issues that are not important to him. As a result, he may be seen by others as rather lacking in conviction.

His concern for the well-being of people around him makes Jason especially sensitive to an individual's personal needs. As he gets to know you, he becomes more enthusiastic and open. When his loyalties and values are threatened, he can become very stubborn, rigid and demanding. He can be both sensitive and intense. Possessing a quiet strength, his caring, concerned approach to life seems to encourage other people to confide in him.

Decision Making

Jason is a good mediator or peace keeper because he can agree while not being fully drawn to any one view. He will tend to be concerned with the effect that the decision making process, and its result, will have on others. He may prefer at times to communicate his feelings about others in writing, rather than verbally. He can be overly lenient with non-producers, which often results in problems in matters that require the application of discipline. He may worry too much, and on significant long term issues may exhibit indecision.

His quiet demeanour often allows him to get agreement to his alternative solutions. Jason likes to gather information and see what solutions naturally emerge. He may tend to be misunderstood because of his tendency not to express himself forcefully. He is reticent about expressing his feelings and may be rather slow to make decisions as he wants to gather all essential information before acting. Jason is good at easing tense situations, enabling competing or conflicting groups to unite.

He is very firm about his inner loyalties and sets very high standards for himself in this area. Jason will be deeply committed whenever he chooses to undertake a role or task. Jason makes better decisions when other people he knows share his values. Jason creates a pleasant, flexible and accepting environment and will regard an emergency situation as an opportunity to display his helping gifts. He can resolve conflict positively and reach mutually agreeable outcomes, taking into account all interests.

Personal Notes

Key Strengths & Weaknesses

Strengths

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

Jason's key strengths:

- Can facilitate resolution of interpersonal conflict between others.
 - Non-manipulative management style.
 - Tolerant and giving.
 - Not easily ruffled or flustered.
 - Happy to serve and help others.
 - Solid organisational abilities.
 - Good at undertaking routine tasks.
 - Values differences.
 - Quiet and conscientious.
 - Curious and keen observer of life.
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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. Jason's responses to the Evaluator have suggested these areas as possible weaknesses.

Jason's possible weaknesses:

- Has difficulty in sharing concerns and reservations except with close and trusted peers.
 - Masks his true feelings to avoid unpleasantness.
 - Can seek perfection, yet underrates and underestimates his contribution.
 - May lack objectivity, particularly where rapid change is concerned.
 - Digs in if not convinced of need for change.
 - The tendency to bear a grudge against those who do not share his values.
 - May be slow to express his thoughts or feelings.
 - Needs time to fully understand complex or pressured projects.
 - May not forcefully express his ideas or feelings.
 - May lower work standards of self and others, because of his strong focus on people issues.
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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 Jason brings, and make the most important items on the list available to other team members.

As a team member, Jason:

- Can adhere to high standards.
 - Senses any unspoken tensions in the team.
 - Impacts many and varied ideas.
 - Is perceived by most others as honest and sincere.
 - Will be loyal to the leader and the cause.
 - Is a reliable and supportive team player.
 - Is neat, orderly and tolerant.
 - Values tradition and stability.
 - Can remain single-minded and persistent.
 - Is quietly productive.
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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 Jason. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Jason:

- Value his contribution to building stable relationships.
 - If you ask a question, be quiet and give time for him to consider his response.
 - Expect him to come back later for clarification.
 - Appeal to his need to be of service.
 - Be honest, moderately paced, straightforward and open with him.
 - Give him advance notice and time to prepare.
 - Do not let him hide behind complexity and privacy. Maintain his focus upon outcomes.
 - Allow him to explain the logic behind his views.
 - Help him feel at ease.
 - Leave time for the relationship as well as the task.
 - Remember to ask for his opinions of other systems and projects.
 - Recognise his quality of service.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Ignore his personal values.
 - Make critical comparisons in relation to other staff.
 - Discourage his participation by forcibly suppressing his viewpoint.
 - Demand an instant reaction.
 - Undervalue his ability to make essential contributions.
 - Set tight deadlines or force him to make an immediate decision.
 - Substitute rhetoric for accuracy.
 - Encourage him to undertake a high profile task against his will.
 - Be vague or rush him.
 - Adopt an intransigent, judgmental stance.
 - Be cold, aloof or adopt an autocratic approach.
 - Assume passivity is tacit acceptance.
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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.

Jason's possible Blind Spots:

It is important for Jason to find ways of continuing to express his ideas, to keep him from getting discouraged. Although he may not readily display it, Jason can be so committed to his own principles that he develops tunnel vision. He may exert pressure on others to do the “right thing” from a moral standpoint - but the “right thing” comes from his perception.

He may not fully appreciate how relaxed he appears to some people. Making a list and prioritising goals each day can help him overcome his casual approach to life. He should learn how to accept and deal with conflict as a necessary part of bettering his relationships with others. He could do better to become more assertive about his own needs and fully consider the implications of interactions with others. If he tried to develop more objectivity about his projects and tasks he would become less vulnerable to criticism and disappointment. He can sometimes be impractical and may neglect routine details that need attention.

Aware of the advantages of diplomacy, he may tend to agree too easily in order to avoid confrontation. Stubborn about change, he may resist changing a decision once it has been made. He is vulnerable to the criticism of others because he tends to take feedback personally, which leads him to take offence and become discouraged. He may need to develop more assertiveness and would benefit from learning how to offer honest criticism of others when necessary. His interest in others tends to make him rather optimistic towards maintaining positive relationships.

Personal Notes

Opposite Type

The description in this section is based on Jason'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:

Jason's opposite Insights type is the Director, Jung's "Extraverted Thinking" type.

Directors are forceful, demanding, decisive people who tend to be strong individualists. They are forward looking, progressive and compete to attain goals. Jason will see them as headstrong and they often have a wide range of interests. In solving problems they are logical and incisive. Jason may well experience the Director as cold, blunt and over-bearing. Directors tend to be seen as self-centred and lacking in empathy and can be highly critical and fault finding when their standards are not met.

Directors may overstep boundaries and may be impatient and dissatisfied with routine work. They want freedom from control, supervision and details. Jason may see the Director as aggressive and tending to order people around, as they often rely on personal forcefulness and intimidation to achieve their aims. Directors are "take charge" types with very high control needs. They may not often cope well personally when things do not go as planned.

Jason sees Directors as having short fuses. When pushed the Director may become loud, rigid and domineering. The Director tends to be a focused, if somewhat disorganised, manager with a tenacious drive towards the future. The Director's biggest drawbacks may be perceived by Jason as arrogance, impatience and insensitivity to others' feelings.

Personal Notes

Opposite Type

Communication with Jason's Opposite Type

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

Jason Lee: How you can meet the needs of your Opposite Type:

- Omit unnecessary and intricate details.
- Ask for his advice.
- Focus on the task at hand.
- Be sure he sees evidence of your support.
- Use humour in moderation.
- Match his pace in presenting to him.

Jason Lee: When dealing with your opposite type DO NOT:

- Impose your opinion against his better judgement.
 - Digress or wander off at a tangent.
 - Procrastinate, prevaricate or interrupt him.
 - Be unrealistic or stray on to abstractions.
 - Speak too slowly or hesitantly.
 - Leap between topics in an unstructured way.
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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 Jason's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Jason may benefit from:

- Making a decision to act on those things that worry him - now.
 - Recognising the need for heightened urgency in some projects.
 - More confidence, sincere appreciation, job clarity and sympathetic management.
 - Concentrating on producing action plans and a deadline for completion.
 - Speaking up if he is being taken advantage of.
 - Taking an active part in the process of change.
 - Confronting his feelings of anger and dealing with the problem.
 - Maintaining a high level of exercise.
 - Bouncing back, rather than withdrawing when he feels disappointed.
 - Saying no first, giving the opportunity to review a decision later.
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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 Jason's ideal environment and his current one and to identify any possible frustrations.

Jason's Ideal Environment is one in which:

- Regular feedback and encouragement is given.
 - There are adequate but not excessive amounts of detailed and technical information.
 - Mundane and repetitive work is minimised.
 - There is freedom from conflict and confrontation.
 - A flexible approach is taken to the specification of hours and days worked.
 - There is harmony.
 - Reliance on competition between colleagues is minimal.
 - The dress code is informal but smart.
 - Everyone has a chance to express their views without being pressured.
 - He has freedom from authority and bureaucracy.
-

Personal Notes

Management

Managing Jason

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

Jason needs:

- A manager who appreciates his need for thinking time.
 - Personal and professional development to be supported and encouraged.
 - To have his contribution reviewed and acknowledged.
 - Freedom from bureaucracy.
 - Sufficient time to ponder and question complex issues.
 - Help in thinking “outside the box”, or beyond the traditional.
 - Even small successes to be acknowledged to bolster self-confidence.
 - His own workspace with room for personal effects.
 - To maintain focus and direction.
 - Encouragement for him to employ his rational strengths and abilities.
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Personal Notes

Management

Motivating Jason

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

Jason is motivated by:

- Being involved only in well thought through change processes.
 - One-to-one time with a respected and trusted manager.
 - Membership of peripheral committees and workshops.
 - Awareness of his domestic needs when setting business targets.
 - Full acceptance of his values and feelings.
 - A degree of autonomy.
 - Opportunities to enjoy the moment.
 - Working for a leader and a cause.
 - An internal desire “to do the right thing in the right way”.
 - Small gestures of goodwill that enhance his feeling of belonging.
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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 Jason's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Jason may tend to:

- Lose sight of the objectives of meetings, often turning them into social events.
 - Lead through encouragement and coaching, rather than through control.
 - Lose confidence if he is not regularly encouraged.
 - Become confused with too much detail.
 - Use “gut feel” effectively in processing information.
 - Allow team members with a stronger personality to “rule the roost”.
 - Delegate tasks, but find it difficult to let go of the reins on extensive projects.
 - Become stubborn when challenged.
 - Keep too many things close to his chest, making others wonder about the true agenda.
 - Place too much trust in the motives of others.
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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 Jason's selling style. Use this section to gain a better understanding of his approaches to his customer relationships.

Selling Style Overview

Jason will naturally sympathise and try to understand his customer's real needs. Jason works best in a moderately paced, friendly sales environment. At ease with most customers, Jason is generally well liked and viewed as a popular confidante.

His quiet outward manner conceals a natural interest in his customer's deeper needs. He is an accomplished listener and will take customers' well-being into account whenever possible. Jason is particularly sympathetic and generous in meeting a customer's needs in a time of customer hardship. As Jason's primary desire is to be of service to others, he tends to build lasting sales relationships. He conveys an image of stability and reliability, which customers appreciate and trust.

He normally reads customers well, continually looking for the good in people. He naturally puts himself out for others. He may take a long time to build strong relationships with customers and will tend to avoid superficial socialising. He feels a genuine sensitivity towards his customers and appreciates their support. He is good at providing essential support and service throughout the sales process.

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

Jason's key strengths before the sale begins:

- Knows customers can rely on him working quietly and efficiently behind the scenes.
- Appears calm and unhurried to customers despite other pressures.
- Feels an in-built loyalty to his organisation and customers.
- Establishes clear target outcomes in advance for his customer calls.
- Is usually prepared, yet can be spontaneous.
- Prefers to avoid conflict and attempts to foresee possible elements or areas of friction.

Before the sale begins Jason could:

- Remember that a key part of selling is helping the customer to decide.
- Set personally testing activity standards.
- Remember that rejection is seldom personal.
- Remember that failure can often mean a step closer to success.
- More clearly define his goals and objectives for the sale.
- Aim to generate business more quickly while building the relationship.



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 Jason may identify customer needs.

Jason's key strengths in identifying sales needs:

- Puts himself in the customer's shoes, encouraging trust and openness.
- Bonds by encouraging his customers to share relevant personal information.
- Actively seeks customer input to truly understand their concerns.
- Encourages customers to be themselves, often enabling him to discover important details.
- Finds it easy to assume the role of the trusted partner.
- Quickly tunes in to the customer's concerns.

When identifying needs Jason could:

- Ask for regular feedback around what the customer "thinks".
- Openly discuss complex or challenging areas.
- Really focus on the customer's hot buttons, and push them at the appropriate moments!
- Avoid letting any negative customer response shut him down.
- Stay objective.
- Occasionally break with established procedures.



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 Jason to develop a powerful and effective proposing style.

Jason's key strengths in proposing a solution:

- Carefully uncovers the roots of any problems.
- Dots the 'i's and crosses the 't's.
- Knows the appropriate pace and response.
- Projects an easy going approach.
- Promises only that which can definitely be delivered.
- Uses tried and tested proposal techniques.

When proposing a solution Jason could:

- Remember that it is he who is the expert - not the customer.
- Not be afraid to direct the customer.
- Dress "brightly" or "sensibly" as the occasion requires.
- Be less reliant on personal experience and involve others, especially when presenting to a team.
- Promote the benefits of his product and service more vigorously.
- Use more pace and animation in his presentations.



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 Jason to deal effectively with buying resistance.

Jason's key strengths in dealing with buying resistance:

- His calm and unhurried manner encourages trust.
- Readily displays his desire to serve the customer.
- Meets customer concerns with a tolerance.
- Accepts that other's perceptions are as valid as his own.
- Resolves interpersonal challenges using excellent rapport building skills.
- Doesn't fluster easily, and can "go with the flow".

When dealing with buying resistance Jason could:

- Force himself to continually focus on task oriented solutions.
- Keep his goals firmly in mind.
- See objections less as a refusal and more as a potential buying signal.
- Handle what he views as false or irrational objections assertively.
- Realise that a disagreement is not the same as a conflict.
- Welcome every comment as an opportunity for a helpful response.



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 Jason's closing style.

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

- Considers patient listening to be a critical requirement.
- Will identify the key stages in moving towards the customer's dream.
- Brings comfort to his prospective customers during the decision-making process.
- Persuades others through a passion for his subject.
- Over time, gains strong commitment for his recommendations.
- Approaches completion as the logical and systematic end to the sales process.



When gaining commitment Jason could:

- Remember that he is there to gain a result.
- Focus on business outcomes.
- Remember that "one person's meat is another's poison".
- Constantly look for "buying signals" and respond to them as they appear.
- Keep the ideal outcome in view and crystal-clear at all times.
- Say: "Why don't we just do it now?" if appropriate.

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

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

- Rarely oversells his product or service.
- Has a natural sensitivity to changing customer needs.
- Works supportively in partnership with his customers.
- Generates repeat business by willingly servicing the sale.
- Maintains contact with his customer long after completion of the initial process.
- Self-disciplined and aware of technical considerations.

When following-up and following through Jason could:

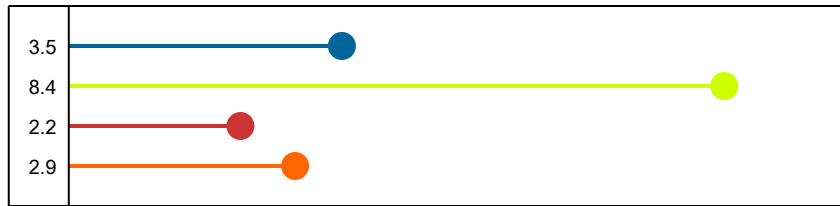
- Develop an effective system for keeping the customer more informed.
- Bring new ideas and products to customers as often and quickly as possible.
- Work as hard with the customer he does not respect as those he likes.
- Spend less time worrying about a business relationship that has gone wrong.
- Keep exploring the possibilities of "add-on" sales.
- Consider bending the rules to meet a customer's needs.



Personal Notes

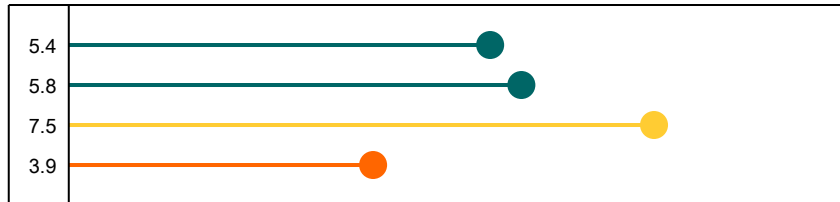
Sales Preference Indicators

Before The Sale Begins



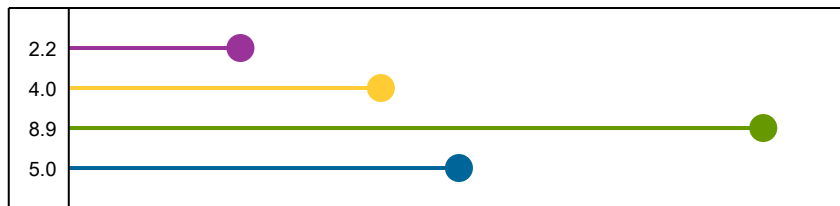
- Researching
- Building Trust
- Clear Objectives
- Getting Appointments

Identifying Needs



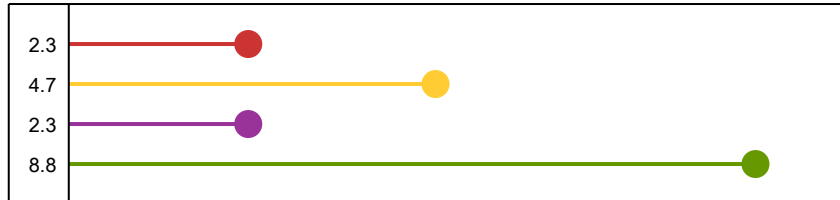
- Listening
- Questioning
- Encouraging
- Creating Opportunities

Proposing a Solution



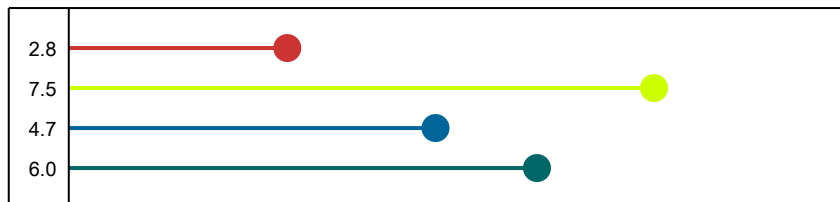
- Focused & Relevant
- Enthusiastic Presentation
- Shows Understanding of Needs
- Organisation & Accuracy

Dealing with Buying Resistance



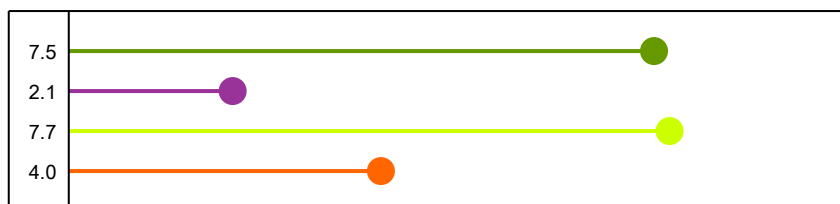
- Direct Handling of Objections
- Persuasion
- Clarifying Details
- Meeting Concerns

Gaining Commitment



- Closing
- Flexibility
- Minimising Risks
- Meeting Clients' Needs

Follow-up and Follow Through



- Maintains Contact
- Account Planning
- Relationship Maintenance
- Developing the Account

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 Jason define his life's purpose, set his goals and organize his time and life to achieve them. It offers suggestions on how he can tap into his natural creativity, and unleash further creative potential from deeper aspects of his personality, to overcome any obstacle.

Finally, it gives powerful suggestions for Jason to understand and enhance his 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 Jason should be aware of in setting goals and defining his purpose.

Living on Purpose

Jason is readily accepting of outcomes that give enjoyment to others, and rises to even greater heights when setting more personally challenging targets. While appearing to accept support and encouragement, he may nonetheless doggedly retain his own ways. Psychology, counselling and education may hold great appeal for him.

Having set out his stall, he may need to recruit the help of others to fulfil them, especially to ensure that the plan does not falter. Work must be balanced by relaxation and he benefits from having definite leisure and recreation goals. Jason's loyalty to team issues will be evident in all he does: He should remember, however, that his own needs are just as important, and his personal attainment will benefit the team in other ways. For Jason, home is where the heart is. Those closest to him figure heavily in his personal ambitions. He may prefer to aim for intangible goals but should remember that often happiness and peace of mind can be the result of achieving pre-determined targets.

In order to perform at his best Jason prefers specific and detailed instructions before starting a task, and appreciates clarity around precisely what is required. Preferring to give just as much as he may receive, Jason's ambitions may reflect a desire to satisfy others' needs as his own. Exhibiting a tendency to become concerned and hurt if his ideas are met with indifference, he may be tempted to set more mediocre goals that will meet with universal approval. His move towards his goals follows a steady pace. He may however, sense an erosion of their urgency and lose momentum with the progression of time. Jason's strong commitment to team performance will be evident in the collective emphasis of his aspirations.

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 Jason 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 his time, Jason,

Suggested Action For Development

Needs time alone, and also with others.	→	Ensure there are regular opportunities to do both.
Works well with committees, focus groups and steering parties.	→	Avoid unnecessary meetings and concentrate on action and productivity.
Can unintentionally sacrifice own needs for those of others.	→	Schedule regular time to spend on personal interests.
Puts time aside for listening to others' problems.	→	Help them to make their own decisions and accept responsibility for their lives, then move on.
Likes to work for the common good.	→	Try not to become over-run by too many non-core activities.
Can appear rather cautious in making decisions.	→	Set a deadline for making the decision and stick by it.

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 Jason's creative characteristics and how he can build on them.

In his creativity, Jason,

Will seek involvement around people projects.

Takes time to assimilate information.

Holds values that guide his actions.

Enjoys a quiet, steady approach.

Will attract input from others in a friendly manner.

Maintains a healthy atmosphere in the team environment.

Suggested Action For Development

→ Remember the right outcome may not always please everyone.

→ Remember that spontaneity often results in the generation of good time-saving ideas.

→ Ensure deliberation on principle does not slow down creative output.

→ Try short bursts of brainstorming with others.

→ Maintain a balance between self-generated and others' ideas.

→ Use this gift to diffuse conflict.

Personal Notes

Lifelong Learning

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

Jason's preferred learning style is supported when he:

- Is allowed to take a supporting role in group activities.
- Is able to develop a 'sense' of, or 'feeling' for, the subject matter.
- Can experience the subject matter in a practical format.
- Has opportunities to exchange ideas safely with others.
- Interacts with others on a one-to-one basis.
- Has plenty time to consider the issues and their effect on people.

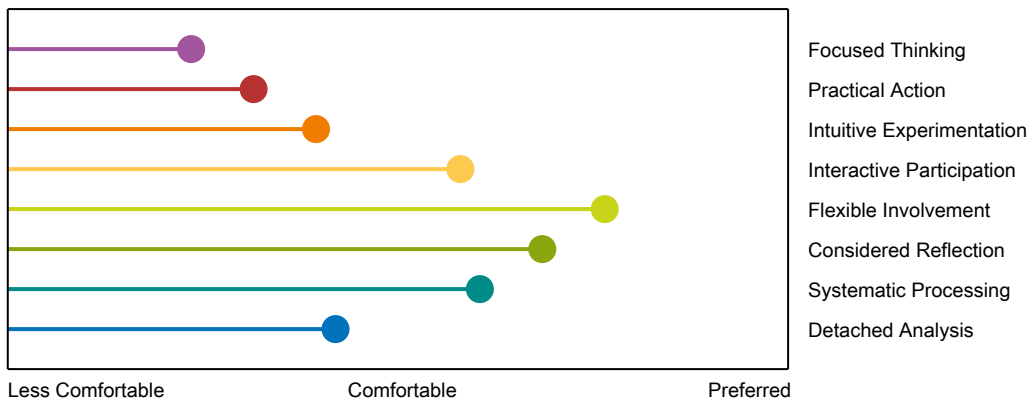
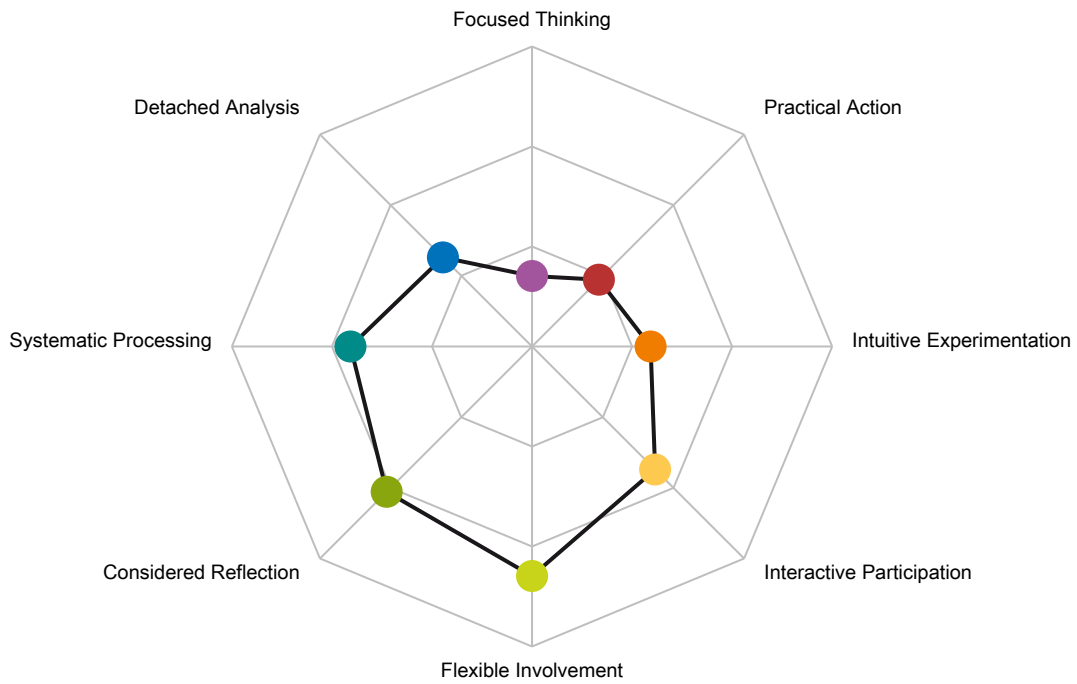
Jason can stretch in learning by:

- Not delaying his contributions.
- Increasing his expectations of his own output.
- Keeping his mind open to new or speculative ideas and concepts.
- Taking somewhat faster action.
- Reading books about people and their behaviour.
- Getting round to doing the thing he has never gotten round to doing.

Personal Notes

Learning Styles

03 October 2020



Interview Questions

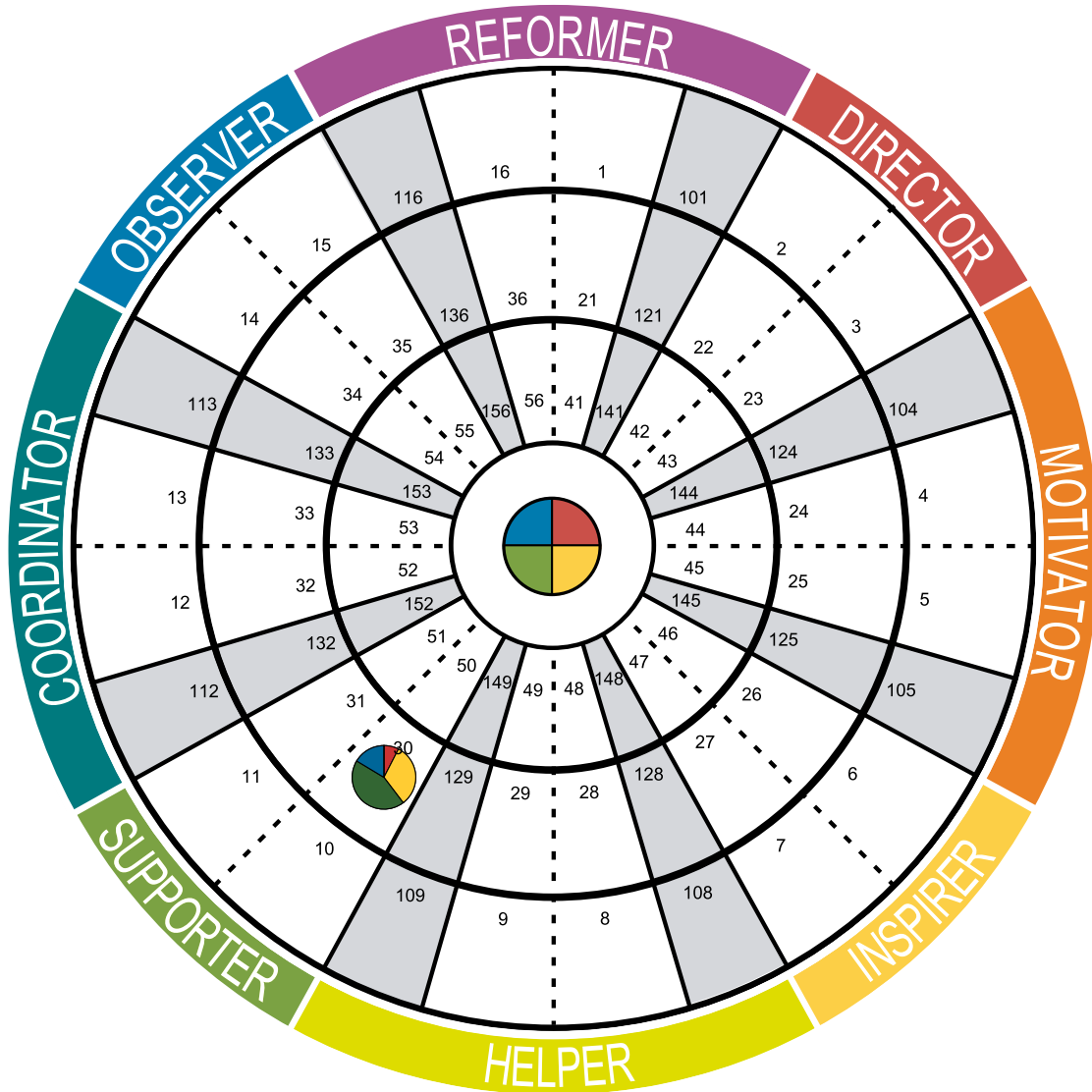
This section lists several questions which can be used in interviewing Jason Lee. The questions can be used as they appear here, or can be adapted to suit the interviewer's own style or needs. The questions are raised by considering issues Jason may be less comfortable with - those development areas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

Interview Questions:

- Your personal project is approaching its deadline. You are fully committed elsewhere and running out of time. What would you do?
 - What does the sentence "responsible for your own acts" mean to you?
 - How do you respond to projects requiring short timescales and strict deadlines?
 - What do you feel about the term "personal development"?
 - How can you get above average performances from your team members?
 - Describe the most complicated matter you have dealt with and how you dealt with it?
 - What would influence you more in achieving your personal goals - individual incentives or team commitment?
 - Tell me how you feel this interview is progressing.
 - How often do you play on the Achilles Heel of other peoples arguments?
 - At work do you tend to present your true feelings on a subject? Why is this?
-

Personal Notes

The Insights Discovery® 72 Type Wheel

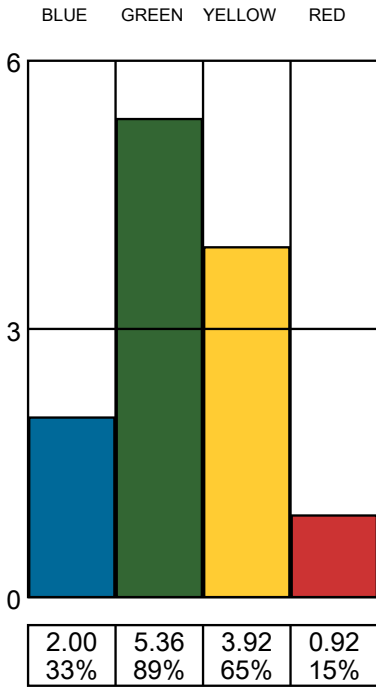


Conscious Wheel Position
30: Helping Supporter (Classic)

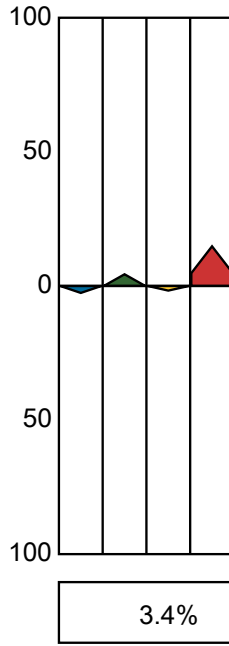
Less Conscious Wheel Position
30: Helping Supporter (Classic)

The Insights Discovery® Colour Dynamics

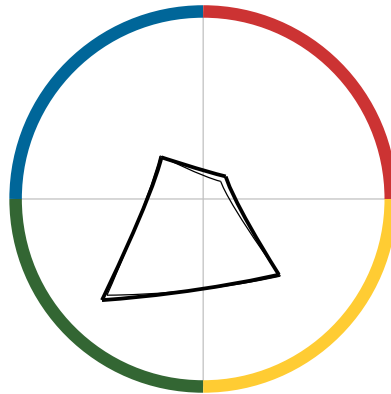
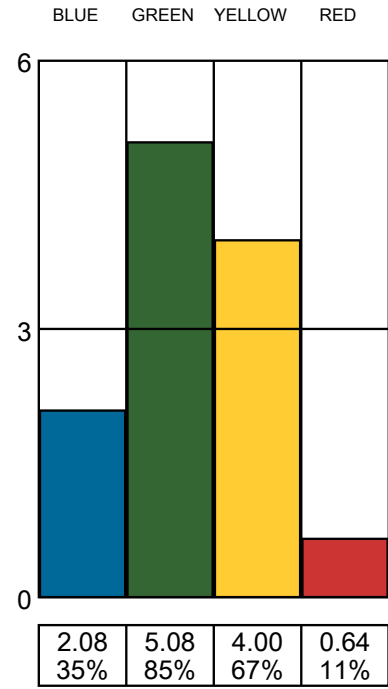
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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