



# Discovery<sup>®</sup>

Personal Profile

Paige Skipper

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Foundation Chapter

## Personal Details

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## Introduction

This Insights Discovery profile is based on Paige Skipper's responses to the Insights Preference Evaluator which was completed on 19 January 2021.

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

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### Personal Style

Paige tends to be alert and often uncannily correct. It is as if she has an antenna that enables her to detect dangers long before other people do. Low key acknowledgement for her contribution is likely to be appreciated by her. She is gently forceful in having her ideas applied where it matters to her. She is loyal, supportive, idealistic and creative. Psychology, counselling and educational interests may hold great appeal to her as part of her business role. Paige is seen by others as open, mild, modest and rather self-effacing.

She can complete practical tasks and do repetitive work effectively. Her modest manner can restrain her from pushing herself forward and this occasionally results in her being under-valued. She may speak of or express her ideals indirectly. Normally a flexible and open minded person, she may dig in her heels to defend something she believes in and that is being threatened. Paige's work style is a balance of structure and responsibility with an awareness of others' needs.

Enjoying a "low profile", one of Paige's great strengths is her natural, unobtrusive, accepting manner. One of her outstanding traits is economy of effort. She can adapt herself to a wide variety of tasks, but prefers the familiar. She likes a certain neatness and order and prefers a harmonious environment, where each person can be appreciated for their contribution and can feel a sense of personal accomplishment. Paige tends to be at her most flexible, adaptable and easy-going in everyday living, preferring to fit in harmoniously with those around her.

Her easy-going exterior may mask a rather more compulsive interior. She is at her best in work that involves people and task, where co-operation can be achieved through goodwill. She likes system, order and few surprises and to work in an environment which she feels is secure. Serious, conscientious and loyal, Paige is a dedicated worker. She will seek an environment in which she can be quietly productive. She may appear more tolerant of others who prefer to operate in a moderate or controlled way.

Even if a mistake has been made by someone else she may spend a lot of time sympathising with the "guilty" party and attempting to spread the responsibility. Practical and repetitive mundane work does little to satisfy her as she needs to make a personal contribution. Traditions are important to Paige and are carefully remembered and observed. Her strong sense of personal values may make her reserved around strangers whose values she feels may conflict with her own. Her need to be of service to others can occasionally prevent her from relaxing.

### Interacting with Others

Though she still likes her help returned, Paige is more patient and less expectant than most other types. Achieving great personal financial success is not top of her goal achieving agenda. Situations that find her in charge as autocratic leader do not usually suit her as she prefers to be more supportive than directive. She likes to get on with other people and, although she finds

confrontation disagreeable, will retaliate if she feels her values are undermined. In a conflict, she typically appears calm, unruffled, efficient and pragmatic.

As she gets to know you, she becomes more enthusiastic and open. She will often seek a strong protector or may ultimately rebel against authority. She has a desire to be loyal to a protective organisation and may be content to spend all her working life with the same trusted employer. Gracious, considerate and sympathetic, she is usually quietly effective in relating to others. As most of her energies are directed towards improving the human condition, she has difficulty understanding why she may not always be universally accepted by others. She needs to ensure she does not take on board too much of other peoples' emotions.

Her dependability and willingness to lend a sympathetic yet objective ear makes her a supportive team player. She is often friendly, although she tends to avoid socialising at a superficial level. In trusting the evidence of what she senses, she does not attribute unseen motives to others. She tends to take people and situations at face value. Her deepest feelings will rarely be articulated. Even though it taxes her emotionally, she can take on the troubles of those around her.

### Decision Making

Open-minded, curious and insightful, Paige has excellent long-range vision and sensitivity. She is reticent about expressing her feelings and may be rather slow to make decisions as she wants to gather all essential information before acting. It is in gaining others' acceptance of her ideas that she provides quality leadership. She tends to make sound future decisions only after deeper reflection. She tends to make choices around her own personal feelings which may be as important to her as more objective data.

She may tend to be misunderstood because of her tendency not to express herself forcefully. She is not usually prepared to commit to high risk decisions. Paige creates a pleasant, flexible and accepting environment and will regard an emergency situation as an opportunity to display her helping gifts. Concern for others' welfare can strongly affect her decisions. She is very firm about her inner loyalties and sets very high standards for herself in this area.

Paige is good at easing tense situations, enabling competing or conflicting groups to unite. Paige will be deeply committed whenever she chooses to undertake a role or task. Paige is an excellent "sounding board" for others who are seeking to explore their own ideas. Her natural leadership style is to resist change for change's sake and to slow down impulsive decision making. Her natural introversion does not prevent her from making critical and incisive comments with conviction and presence.

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### Personal Notes

## Key Strengths & Weaknesses

### Strengths

This section identifies the key strengths which Paige brings to the organisation. Paige 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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#### Paige's key strengths:

- Learns from experience - won't get hurt by the same situation twice.
  - Gives and receives trust.
  - Compassionate, with a caring and concerned approach.
  - Good at undertaking routine tasks.
  - Happy to serve and help others.
  - Painstaking, conscientious, industrious and dependable.
  - Trusting and tolerant of others' actions.
  - Honourable and easy going.
  - Sensitive to the needs of others.
  - Highly effective where consistent performance is required.
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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. Paige's responses to the Evaluator have suggested these areas as possible weaknesses.

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#### Paige's possible weaknesses:

- Preserves relationships - can interfere with task completion.
  - Has difficulty in sharing concerns and reservations except with close and trusted peers.
  - Her need to assimilate information takes time. This may frustrate others who expect a more immediate response.
  - May lack objectivity, particularly where rapid change is concerned.
  - May unwillingly sacrifice her own needs for others.
  - May find it difficult to suggest more effective systems and procedures to others.
  - May be slow to express her thoughts or feelings.
  - Seems to lack drive or initiative when pressured.
  - Finds it difficult to say “no” if relationships are being threatened.
  - May not express her opinions as quickly as the situation warrants.
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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 Paige brings, and make the most important items on the list available to other team members.

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### As a team member, Paige:

- Mediates to bring harmony from conflict.
  - Expresses her feelings through actions.
  - Is consistent and dependable.
  - Sees the success of others as key to her own success.
  - Is prepared to spend time to resolve personal issues.
  - Is sensitive in dealing with team conflict.
  - Supports others by being loyal, diplomatic and sincere.
  - Carefully assesses situations before acting.
  - Encourages team allegiance.
  - 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 Paige. Identify the most important statements and make them available to colleagues.

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#### Strategies for communicating with Paige:

- Be prepared to negotiate solutions slowly, calmly and quietly.
  - Listen to her opinions.
  - Deal with her in an honest and sincere way.
  - Provide regular support and feedback - show interest.
  - If you must criticise, do it slowly, constructively and honestly.
  - Recognise her solid efforts and acknowledge her input.
  - Help her feel at ease.
  - Show concern for her opinions and be willing to discuss personal matters.
  - Take your time getting to know her if you want critical feedback.
  - Encourage the expression of feelings which might remain unsaid.
  - Value her contribution to building stable relationships.
  - Remember to ask for her opinions of other systems and projects.
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#### Personal Notes

## Communication

### Barriers to Effective Communication

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

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#### When communicating with Paige, DO NOT:

- Question her loyalties or genuine interest.
  - Put her “on the spot” in front of others.
  - Assume passivity is tacit acceptance.
  - Assume that because you have “told it like it is”, this will make the slightest difference to the way that she does things.
  - Delegate tasks without reasonable and sufficient explanation.
  - Shout, bully or threaten with position power.
  - Force her to take a positive stance on an issue without time for thought.
  - Smother her efforts to explore alternatives.
  - Be cold, aloof or adopt an autocratic approach.
  - Become too impersonal.
  - Go over her head to criticise people who report to her.
  - Discourage her participation by forcibly suppressing her viewpoint.
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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.

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### Paige's possible Blind Spots:

Paige may have difficulty dealing with conflicts in relationships and may become deeply disappointed or disillusioned if a conflict develops from one of her interventions. She is perceived by others as a natural helper and needs to feel appreciated. A rather private nature may prevent Paige from asking questions. Encourage her to demonstrate her grasp of new ideas by slowing the pace of the interaction.

Because of her strong desire for harmony, she can overlook her own needs and ignore real personal problems. Highly vulnerable to idealising relationships, she tends to overlook facts that contradict what she wants to believe. Her own personal feelings in relationships and decision making are trusted by her and used to the exclusion of more objective data. She hesitates to criticise others and has a hard time saying no to requests for assistance. Aware of the advantages of diplomacy, she may tend to agree too easily in order to avoid confrontation.

She is not productive if she is not working towards her ideals. She has a tendency towards perfectionism which leads her to refine and polish her ideas to a point where they may even fail to emerge. Because of her well developed tolerance of herself and other people, Paige may appear detached and disinterested. Paige's responses in defence of people can be illogical to the point that she appears irrational. Because of her ability to focus on one thing at a time for long periods, she may appear rather stubborn and plodding.

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### Personal Notes

## Opposite Type

The description in this section is based on Paige'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.

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### Recognising your Opposite Type:

Paige'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. Paige will see them as headstrong and they often have a wide range of interests. In solving problems they are logical and incisive. Paige 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. Paige 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.

Paige 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 Paige as arrogance, impatience and insensitivity to others' feelings.

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### Personal Notes

## Opposite Type

### Communication with Paige's Opposite Type

Written specifically for Paige, 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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#### Paige Skipper: How you can meet the needs of your Opposite Type:

- Seek her opinions and ideas before imposing yours.
- Be well structured and organised.
- Appeal to her open style of decision making.
- Speak quickly and clearly.
- Keep it brief and to the point.
- Keep personal comments to yourself.

#### Paige Skipper: When dealing with your opposite type DO NOT:

- Invade her privacy.
  - Stray from the agenda.
  - Argue or personalise the conversation.
  - Be late for the meeting.
  - Criticise her ideas too harshly or personally.
  - Use “what if” or “buts”.
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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 Paige's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

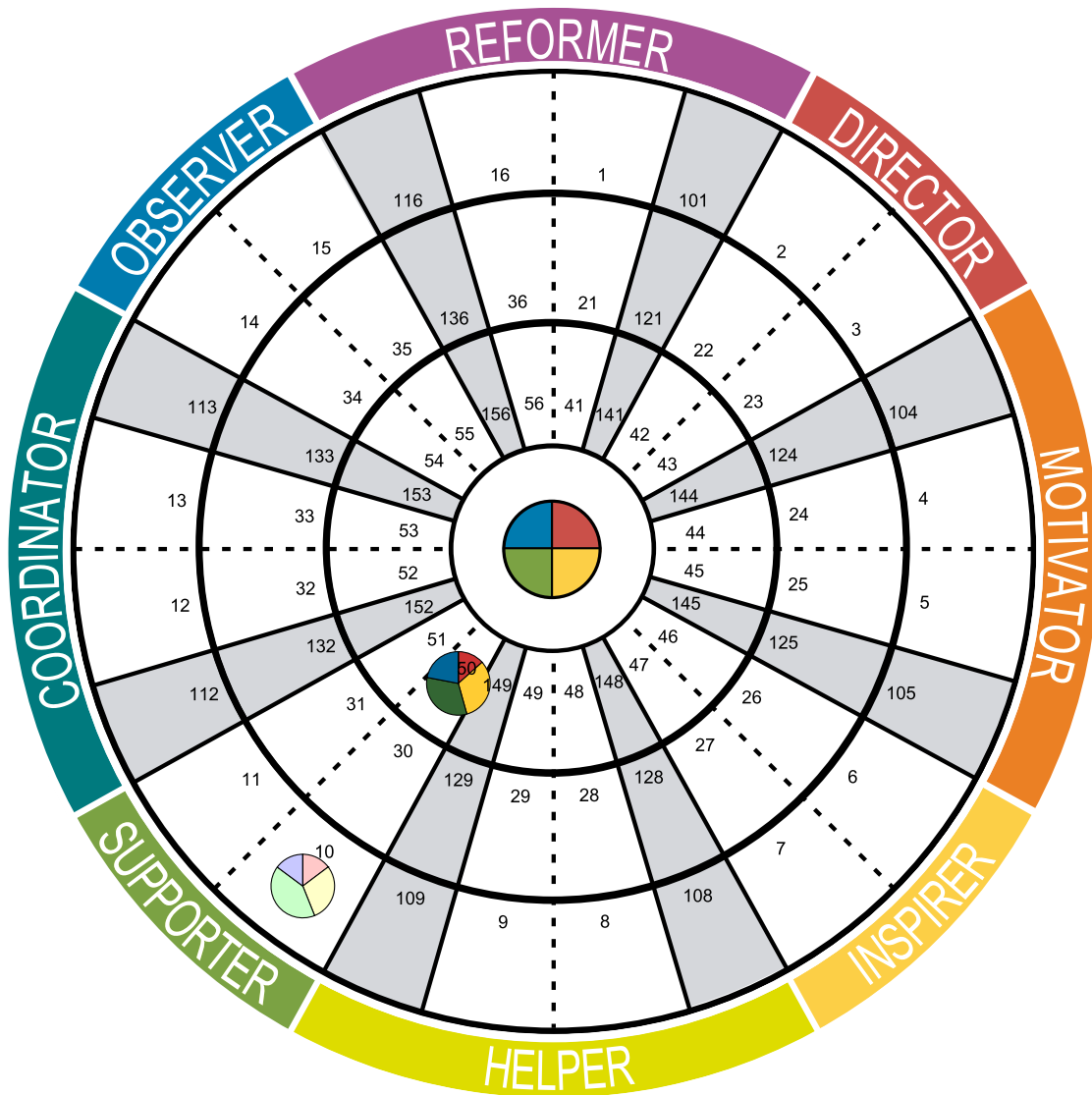
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### Paige may benefit from:

- Challenging more and forgiving less.
  - Developing short cut methods to meet deadlines.
  - Focus on her own needs rather than those of others.
  - Taking the occasional risk by deciding only on the information available. It may be better to make a poor decision than no decision at all.
  - Consciously fighting the negative “inner voice” that may prevent her from achieving her full potential.
  - Breaking the routine and doing something outrageous.
  - Not delaying until tomorrow that which can be done right now.
  - Changing her perception of aggression being a weakness to that of an essential gift that is occasionally necessary to get things done.
  - A better sense of what is right and what is wrong.
  - Assistance in embracing the new and eliminating the old.
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### Personal Notes

# The Insights Discovery® 72 Type Wheel



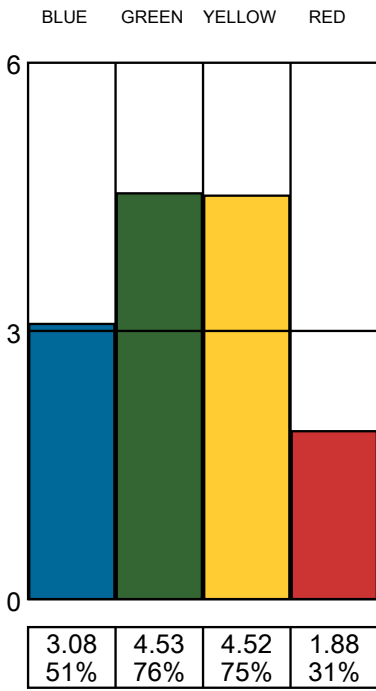
**Conscious Wheel Position**  
 50: Helping Supporter (Accommodating)

**Less Conscious Wheel Position**  
 10: Helping Supporter (Focused)

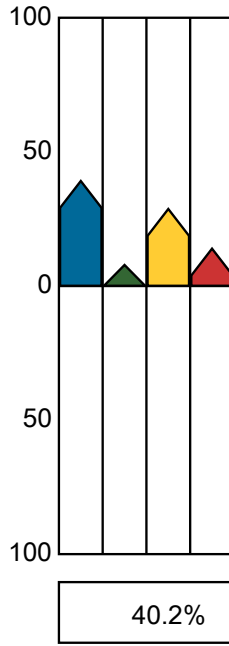


# The Insights Discovery® Colour Dynamics

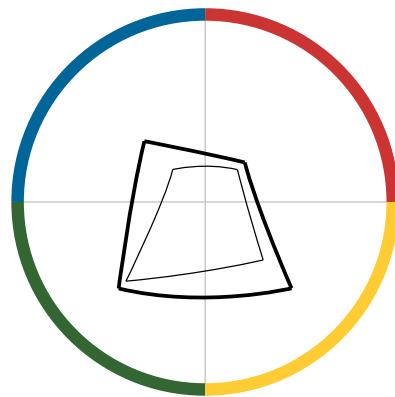
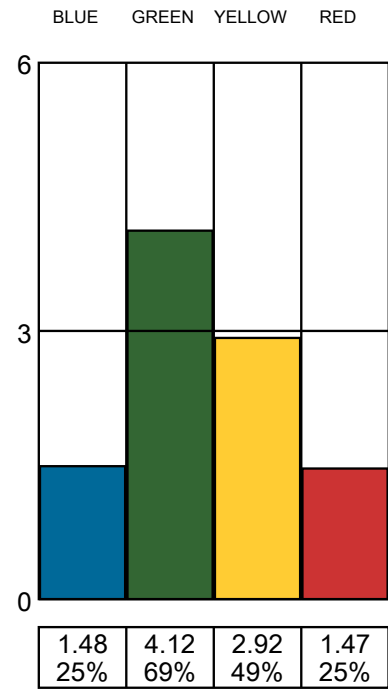
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious  
— Less Conscious



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