Knowing Me, Knowing You

Discovery of Self

www.insights.com
“Every advance, every achievement of mankind, has been connected with an advance in self awareness.”

- C. G. Jung

Psychological Reflections
Learning Outcomes for Today

• Understand yourself better

• Understand others better

• Consider the impact of self awareness and what difference it makes in an organisational context
Insights Discovery Card Game

- Open the envelopes and look at the descriptors on the cards
- Which card describes you most?
- Which describes you least?
- Order the priority for you from 1-4
Insights Learning & Development

- Established in 1988 by father and son team, Andi and Andy Lothian
- Global Headquarters: Dundee, Scotland, UK
- Offices in 30+ countries
- Developed Discovery System in 1996
- Available in over 30 languages
- Target Market: Blue Chip / Fortune 1000 clients
- We have a UK indirect channel with 300+ practitioners
- Global organisation offering transformational learning solutions
Insights Across the World
Personal Effectiveness Agenda

The Power of Perception
Perception and Awareness

“The World exists not merely in itself, but also as it appears to me.”

- C. G. Jung

Psychological Types

Compass Learning Guide – The Key to Personal Effectiveness – Section 1.3
The Four Humours

Hippocrates – Ancient Greece – 500 BC

- **Melancholic**
  - Like orderly lives
  - Prone to mood changes
  - observe from the sidelines and tend to comply to others’ demands

- **Choleric**
  - Appear as natural leaders
  - Seen as tough-minded

- **Phlegmatic**

- **Sanguine**
  - Outgoing, optimistic
  - fun-loving
The Four Insights Discovery Colour Energies

- **Cool Blue**
  - Showing no bias,
  - Objective, Detached

- **Earth Green**
  - Still, Tranquil,
  - Calming, Soothing

- **Sunshine Yellow**
  - Cheerful, Uplifting,
  - Spirited, Buoyant

- **Fiery Red**
  - Positive, Affirmative,
  - Bold, Assertive
The Insights Discovery Colour Energies

We have all four Insights Discovery colour energies within us
The Four Insights Discovery
Colour Energies

On a good day…

Cautious
Precise
Deliberate
Questioning
Formal

Competitive
Demanding
Determined
Strong-willed
Purposeful

Caring
Encouraging
Sharing
Patient
Relaxed

Sociable
Dynamic
Demonstrative
Enthusiastic
Persuasive

The Key to Personal Effectiveness – Section 1.6
On a bad day…

- Stuffy
- Indecisive
- Suspicious
- Cold
- Reserved

- Aggressive
- Controlling
- Driving
- Overbearing
- Intolerant

- Docile
- Bland
- Plodding
- Reliant
- Stubborn

- Excitable
- Frantic
- Indiscreet
- Flamboyant
- Hasty

The Four Insights Discovery Colour Energies
A combination of:

- who we think we are
- who we want to be
- who we believe we are expected to be

Represents how others might experience a particular colour energy in you when you are consciously interacting with them and focused on expressing that colour energy.

The ‘Persona’ was a mask worn by actors in Ancient Greece to convey the personality of the part they were playing.
Graph II – Less Conscious Persona
A second reading on your persona based on the same evaluator questions

Represents how others might experience a particular colour energy in you when you are focussed on expressing the polar opposite of that colour energy i.e. you are less aware of the colour energy they are actually perceiving in you.
Preference Flow Graph

- Shows the energy change from the Less Conscious to the Conscious Graph
- Highlights the difference between the 2 graphs
Eight Types Team Dynamics – Approach to Task

How the Eight Types Interact – Section 1.6
Tools for Success

Cool BLUE

Fiery RED

Make a decision

Earth GREEN

Sunshine YELLOW
Make a Decision

What are your three most important goals in life right now?
Believe in Yourself & Your Future

What one great thing would you dare to dream if you knew you could not fail?

Believe in yourself and your future

Sunshine YELLOW
As part of CIPD, with whom should I build relationships?

Who can support me?

Who might need my support?
Never Stop Learning

What one thing, if you were to learn how to do it, would make the greatest difference?
Tools for Success

Cool BLUE

Never stop learning

Fiery RED

Make a decision

Earth GREEN

Build Relationships

Sunshine YELLOW

Believe in yourself and your future

Make a decision

Believe in yourself and your future
The Big Question!

What will I do differently as a result of this session?
Thank You!
Insights Learning & Development
www.insights.com

Marcus Wylie
mwylie@insights.com