Discovery Insights®
Insights into Leadership and Effective Communications

Hopkins School Board
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Agenda

Introductions and Warm Ups
The Power of Perception
The Color Energies
Your Leading Energy
Adapting and Connecting
Our Approach | The Insights Framework

Step 1
Understanding Me

Step 2
Understanding Others

Step 3
Understand Interpersonal Strategies to Adapt & Connect

Step 4
Take Action
Who Are You?
Your Communications Objective

• Write down your personal objective for this session on more effective communications.

• Write down an alliterative adjective the you would use to describe yourself. Example: Party Paula

• Write down an alliterative adjective that others may use to describe you. Example: Perfect Paula
“Man is most nearly himself when he achieves the seriousness of a child at play.”

Heraclitus
Ancient Greece – 500 BC
Perception

How We See Ourselves Matters

“All our knowledge has its origins in perceptions.”

Leonardo da Vinci
The Power of Perception

Based on my beliefs, I take action.

I form perceptions and adopt beliefs.

I experience my body's physiology.

I experience emotions.

Based on my perceptions, I draw logical conclusions.

Based on my perceptions, I perceive patterns and meanings.

Based on my perceptions, I make value judgements.

Based on my perceptions, I assimilate selected data.

Data and experiences (as a videotape might capture it).

Jungs Cognitive Processes

Our beliefs affect how we move up the ladder.
What Do You Think?

What percentage of business issues are due to the lack of inter-personal communication skills not the competencies of the parties?

*Harvard Business Review 2002*  
87%
Interpersonal Communication

According to Albert Mehrabian:

• 7% Words - Literal
• 38% Tone of Voice - Interpretation
• 55% Context, Body Language - Interpretation
• In other words…

Communication is 7% about WHAT you say and 93% about WHO you say it to!
Insights Card Game

• Please pick 3 cards of each color
• Read the statements, keep the cards that describe you well, trade away the ones that do not.
Insights Card Game

- You must make at least 3 trades
  Don’t have to trade color for color
  Only accept cards that you want
Discovery Insights®

The Insights Color Energies
Now try this…

Fold your arms

Now fold your arms the other way
The Insights Color Energies – GOOD Day

**COOL BLUE**
- Cautious
- Precise
- Deliberate
- Questioning
- Formal

**FIERY RED**
- Competitive
- Demanding
- Determined
- Strong-willed
- Purposeful

**SUNSHINE YELLOW**
- Caring
- Encouraging
- Sharing
- Patient
- Relaxed

**EARTH GREEN**
- Sociable
- Dynamic
- Demonstrative
- Enthusiastic
- Persuasive
The Insights Color Energies – BAD Day

**COOL BLUE**
- Stuffy
- Indecisive
- Suspicious
- Cold
- Reserved

**SUNSHINE YELLOW**
- Excitable
- Frantic
- Indiscreet
- Flamboyant
- Hasty

**FIERY RED**
- Aggressive
- Controlling
- Driving
- Overbearing
- Intolerant

**EARTH GREEN**
- Docile
- Bland
- Plodding
- Reliant
- Stubborn

- Reserved
- Cold
- Suspicious
- Indecisive
- Stuffy

- Excitable
- Hasty
- Flamboyant
- Indiscreet
- Frantic

- Intolerant
- Overbearing
- Driving
- Controlling
- Aggressive
What Color Are You?
Arrange Your Blocks

1. Most like you
2. Next most like you
3. Third like you
4. Least like you

Do it NOW
Do it RIGHT
Do it HARMONIOUSLY
Do it TOGETHER
Carl Gustav Jung
1875-1961
Psychological Preferences – Introduction

Jung talked about three pairs of preferences:

- **Introversion and Extroversion**
  the way we react to outer and inner experiences

- **Sensing and Intuition**
  how we take-in and process information

- **Thinking and Feeling**
  how we make decisions

"The predominance of one or other points of view depends less upon the objective behavior of things than upon the psychological attitude of the investigator and thinker."  
Carl G. Jung on the ‘Nature of the Psyche’
Jung’s Preferences and the Colour Energies

Cool Blue
Introversion and Thinking
Style is task-focused, calm under pressure, thoughtful and objective.

Earth Green
Introversion and Feeling
An approach favoring depth, reflection, harmony and consensus.

Fiery Red
Extraversion and Thinking
High activity, working with others, being logical and focusing on facts.

Sunshine Yellow
Extraversion and Feeling
Couples sociability and consideration for others with action-orientation and entertaining.
The Insights Discovery Profile

Includes the following sections:

- Overview Section
- Key Strengths
- Possible Weaknesses
- Value to the Team
- Communication Pages
- Blind Spots
- Opposite Type
- Development Suggestions
Read About your Favorite Topic!

Read the Overview in your personal profiles. It is pages 5,6, and 7 after the introduction.

Share one statement that REALLY describes you.
3. Calm and even-tempered
Determined and dominant
Buoyant and light-hearted
Exact and precise
Left Hand Graph– Conscious Persona

- Who we think we are, who we want to be, who we believe we are expected to be.
- How people might experience you when you are consciously interacting with them.

The ‘Persona’ was a mask worn by actors in Ancient Greece to convey the personality of the part they were playing.
Right Hand Graph – Less Conscious Persona

- How people might experience you when you are not consciously interacting with them
- the more instinctive “you”

The Less Conscious you - your ‘shoes-off’ self.
The Preference Flow Graph

- Determines which preferences are currently having an impact on your work style and which are having less

- Shows the energy change from the Less Conscious to the Conscious Graph

“We see colors but not wave-lengths.”
- Carl G. Jung
Communications Actions

• Circle a key strength, note down how you can use it more

• Circle your top 2 communications dos

• Circle your top 2 communications don’ts
Understanding The Insights Wheel
Your Insights Wheel Position

Note: If you see just one bright dot on your wheel, it means your conscious dot, and your less conscious dot dot are the same.

“What you see is what you get”
Focused Types

- One Energy above the midpoint
- 3% of Total Population
Focused Positions
Classic Types

- 2 Energies above the midpoint
- 54% of Total Population
Accommodating Types

- 3 Energies above the midpoint
- 43% of Total Population
Accommodating Positions
Intuition and Sensation
From Individual to Organizational
Group Wheel
Strengths Within a Team

- Dedicated
- Decisive
- Caring
- Self-disciplined
- Dependable
- Empathetic
- Dynamic
- Organised
- Thoughtful
- Expressive
- Consistent
- Optimistic
- Encouraging
- Pragmatic
- Precise
- Diplomatic
- Engaging
- Empathetic
- Self-reliant
- Thoughtful
- Assertive
- Dynamic
- Expressive
- Sociable
- Encouraging
- Dependable
- Patient
- Diplomatic
- Empathetic
- Encouraging
- Dynamic
- Expressive
- Sociable
- Optimistic
Leadership Gifts

- Problem Solving & Analysis
- Improving Quality & Process
- Personal Focus
- Performance & Discipline
- Driving Goals & Results
- Motivating Others
- Inspiring Creativity & Innovation
- Fostering Teamwork
You and Your Team

“Sticks in a bundle are unbreakable”

-Kenyan Proverb
• **Blue** – Mentally calculates the combined weight of all passengers and compares to maximum posted weight restrictions. May wait for next elevator.

• **Green** – Actually uses the “open door” button to help others get in.

• **Yellow** – Sees elevator as a great opportunity to “catch up” and chat with people. May hold door open to finish conversations with people who get off on other floors.

• **Red** – Goes straight into the elevator and presses the button (repeatedly)
Subject: Japan Manufacturing Excellence Exchange Program Trip

I will be departing from Seattle International at 0830, Monday March 23, 2002 for Tokyo, Japan to participate in the said Program. I will be visiting Toyota and Panasonic over an 11-day period. Please familiarize yourself with these companies and forward your detailed questions about the processes and operations to me by March 10th so I can compile and organize them prior to my trip. A debrief will be held on April 12th at 1400 to review all aspects and learning from the trip.

Sincerely, John M. Bluestein
Subject: Trip

Gang! I did it! I was picked for the Japan program. Wish you could all go with me; we'd have a great time. I'll be leaving at the end of March and be gone for 2 weeks. Wish me luck!

Alex

P.S. If you want me to ask them anything while I am there, send me the stuff before I go.
Dear Janice

I am so pleased you are coming out. It will be a great chance for us to know each other better and for me to really understand what I can do to help you in your business. I'll pick you up at the airport when you arrive (you don't want to fight our traffic and goofy one-way streets) and I've booked you into a great little inn by the water. They have great service and the view of the water and mountains is spectacular. Looking forward to seeing you.

P.S. Of course we'll have you to our house the first night to meet the family. Any favorite dishes we can cook up for you?
Subject: SEND ME YOUR PHONE # ASAP
I NEED TO TALK TO YOU!
Sent: Tuesday, Feb 7, 2001 2:25pm

Subject: NEVERMIND
Sent: Tuesday, Feb 7, 2001 2:27pm
Communication in the Team
Your Colleagues

questioning

objective

affirmative

intolerant

relaxed

stubborn

calming

expressive

buoyant

frantic
Understanding the 8 Types

Donald Trump?
Donald Trump

Here?
He’s very warm, friendly, caring?
Introvert?
Insights 8-Type Wheel

Donald Trump

Here?
Bold and decisive, formal, structured. Extrovert.
Oprah Winfrey?
Oprah Winfrey

Here?
Exhibits structure, appears to be organized, but an Introvert?
Oprah Winfrey

Here?

She’s a huge personality and loves to be in the limelight.
George Wendt?
(aka Norm Peterson from Cheers)
Insights 8-Type Wheel

George Wendt
aka Norm Peterson

Here?
Competitive, aggressive, strong-willed.
Insights 8-Type Wheel

George Wendt
aka Norm Peterson

Here?
Docile, reliant, relaxed, routine.
Leonard Nimoy?
(aka Spock)
Leonard Nimoy, aka Spock

Here?
Sociable, dynamic, flamboyant, non detailed? Extrovert?
Insights 8-Type Wheel

Leonard Nimoy, aka Spock

Here?
Cautious, determined, accurate.
Introvert.
Muhammed Ali?
Muhammed Ali

Here?
Reserved, patient, encouraging?
Introvert?
Muhammed Ali

Here?
Competitive, Purposeful. Extrovert. Total certainty - ‘I am the greatest!’
Tony Dungy?
Tony Dungy

Here?
Competitive, purposeful, determined.
Extrovert?
Tony Dungy

Here?
Reserved, objective, planning.
Introvert.
Tiger Woods?
Insights 8-Type Wheel

Tiger Woods

Here?

Go with the flow. Not into details. Win some, lose some?
Tiger Woods

Here?

Tiger has an eye for detail and is a perfectionist. Change the game of golf.
Bill Clinton?
Insights 8-Type Wheel

Bill Clinton

Here?
Perfectionist, detail orientated, deep thinker?
Bill Clinton

Here?
Understanding others, empathy. Need to feel wanted.
Insights 8-Type Wheel

Tiger Woods
Leonard Nimoy
Donald Trump
Tony Dungee
Muhammed Ali
George Wendt
Oprah Winfrey
Bill Clinton
Shades and Hues of Insights
Colour Energy

The boundaries can be blurred on the Insights wheel....
Our Approach  | The Insights Framework

- **Step 1**: Understanding Me
- **Step 2**: Understanding Others
- **Step 3**: Understand Interpersonal Strategies to Adapt & Connect
- **Step 4**: Take Action
Your Journey Continues …

What did I discover about my team?

How will I adapt my behaviour?

What do I appreciate about others in my team?

What is my key action?
Actions

• Write down a specific action you will take as a result of this session

• Be as specific as possible

• Please contact us if you want to learn more about your Insights Discovery Profile

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