



Understanding Profile content – Summary

Overview – Hints and Tips

- Check validity – Count up any whole sentences that you don't wholly agree with. Multiply that by 2, then take that from 100 – this gives you the percentage accuracy or face validity.
- Explore any adverse reactions – Rather than trying to dispel anything you don't perceive is accurate, explore why you thought that.
- Highlight a couple of statements that are most accurate and consider any recent evidence you have to support this.
- Decision Making – Explore the positives and the limitations of your decision-making style, appreciate how this knowledge could support you in improving it.

Key Strengths and Weakness – Hint and Tips

- If you work within a team, ask for feedback
- Do a personal assessment – score yourself 1-10 for each statement, rating the extent you agree with each point.

Value to a team – Hints and Tips (most useful when actioned as a team)

- Discuss as a team where your value is evident in the team
- Self-assessment – rate the extent to which you bring each value statement to the team, scoring 1-10.

Communication – Hints and Tips

- Identify which statements matter most to you – share these with colleagues
- Think about someone you work well with and highlight the communication statements that are typically present in that communication.
- Conversely do the opposite! What's missing?
- Identifying and Overcoming barriers – consider the statements and think of solutions

Possible Blind spots – Hints and Tips

- Highlight any statement that stood out as particularly relevant
- Reflect on any typical triggers that present a blind spot response
- Ask for feedback from colleagues, family or friends

Opposite Type – Hints and Tips

- See if you can identify anyone you interact with that you see in your opposite type category. Acknowledging, that as it's an opposite type to you, the traits and characteristics you perceive maybe unfavourable!
- Think about times when your communication with your opposite type has not been effective – using the communication page, identify what you did or didn't do that may have contributed to this. Use this to support future interactions.



Suggestions for Development – Hints and Tips

- Identify what you see as the top 3 priorities, consider what the benefits would be of using them as a development opportunity.
- Making it specific try re wording a statement into an action point you could commit to.

Colour Energy's brief summary

Cool Blue – Good Day/Bad Day behaviours

- Precise, deliberate, questioning, formal, cautious/Indecisive, suspicious, cold, reserved.

Earth Green – Good Day/Bad Day behaviours

- Caring, encouraging, sharing, patient, relaxed/Docile, bland, plodding, stubborn.

Sunshine Yellow – Good Day/Bad Day behaviours

- Persuasive, demonstrative, sociable, enthusiastic, dynamic/Frantic, indiscreet, flamboyant, hasty.

Fiery Red – Good Day / Bad Day behaviours

- Determined, Strong-willed, demanding, purposeful/Aggressive, controlling, overbearing, intolerant.

Brief Wheel explanation

The wheel is divided into 8 types. Your wheel position will always be in the quadrant of your dominant colour energy (in your case Earth green) If you have one colour energy above the mid line you are on the outside ring (focused), two above the line (classic) and finally 3 above the line accommodating – this is, the ease in which you can access the strengths that colour energy brings. As a guide, 3% of the Insights Discovery population are Focused types, 54% classic and 43% Accommodating.

Introversion and Extroversion are your attitude - Introverted people tend to prefer observing and reflecting. Next is your Rational function – your decision-making function, Thinking or Feeling – People with a preference for the feeling function tend to be more people focused. Finally, Sensation and Intuition – how we perceive and interrupt the world around us. Those who lead with a sensing preference prefer tangible details, and experiences in the here and now, whereas those who lead with Intuition are typically more future focused, and use feelings, senses and thoughts.

