



Discovery[®]

Personal Profile

John Cramer

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Foundation Chapter

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Introduction

This Insights Discovery profile is based on John Cramer's responses to the Insights Preference Evaluator which was completed on 14 November 2018.

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

Personal Style

John is a curious and keen student of all that is going on around him. John is energetic, enthusiastic, responsible, conscientious and persuasive. He is versatile, clever, enthusiastic, easy with people and full of ideas about everything under the sun. He can be quite inventive and somewhat ruthless when something or someone is obstructing him. If a job doesn't offer him new challenges, boredom and poor performance may result.

He needs work that makes use of his strongly creative drive. He is convinced of his own abilities and is constantly seeking environments where people will appreciate him. John is interested both in possibilities beyond what is already obvious and in the ways that these possibilities might affect others. He needs to learn to see things through to completion or get other people to finish what he has started. John is extremely perceptive about the attitudes of others, aiming to understand rather than judge events.

He is inventive, independent and can be extremely perceptive of the potential contained within the views of others. He has started many interesting projects in his time, but has finished considerably fewer. Routine is the real bad news for him, and it may sap his energy. One of his greatest contributions to life is his creation of ideas, which flow almost continuously for him. He is accomplished at working with individuals and groups and can quickly find himself pushed into a leadership role.

John's natural intuition, fed by a drive to discover, brings with it the readiness to work long and hard in the pursuit of an ongoing dream. Ingenious, enthusiastic and outgoing, John has great personal charm and can be successful in a variety of roles. John enjoys working with complex problems and is unceasing in his pursuit of mastering anything he finds intriguing. His energy comes from a variety of new projects and interests. He may show interest in so many different things that he has difficulty focusing on priorities. He prefers to deal with a variety of situations, people and events, all at the same time.

As he is always drawn to the excitement of new challenges and possibilities, it is important that he develops a more critical judgement, otherwise he may waste time and energy in spreading himself too thinly. John radiates goodwill and enthusiasm. He is optimistic about life in general and human potential in particular. He may ignore sensory data that might suggest danger and may knowingly take risks that others avoid. New challenges are more appealing to him than the status quo. He focuses attention on achieving success and acquiring status symbols as evidence of that success. He may lose interest and move on to the next thing, once a job becomes routine or dull.

Interacting with Others

John's ingenuity, warmth and his understanding of others allows him to proceed through life with great confidence. He is very effective in a leadership role, able to persuade others of the value of his vision. He is rather indifferent to authority, preferring a flattened structure where everyone is

equally capable of advancing. Some events for him quickly turn into special occasions for everyone. Bringing enthusiasm and energy to most activities, he can turn a dull managerial task into a game by using his persuasiveness and creativity to maintain the interest and commitment of others. John's preferred focus is on the positive, harmonious and uplifting aspects of people and human relations.

He will introduce colleagues to all sorts of possibilities which challenge convention, but which may appear to many as completely impractical. John's feelings play a prominent role in his life and he manages to inject a friendly element into any work he is assigned to or involved in. John enjoys involvement in many activities, with a variety of people. He is stimulated by doing the unexpected or the unusual. Although he may fail to recognise the symptoms, he can become rather uncomfortable if separated from his family or group for long periods of time. Seen as adaptable, he has the ability to adapt to various work roles and to compliment the characteristics of the current work group.

He gets a constant infusion of energy from being around other energetic people, and can successfully combine his talents with the strengths of others. He may become rather over-emotional when stressed. John is both charming and popular, constantly enthusing through his gift of ready articulation. He deals imaginatively with social relationships which generate a large variety of acquaintances. He is a "networking" expert. He normally reads people well, continually looking for the good in both the situation and in others.

Decision Making

John's natural curiosity for new ideas will bring new and fresh ways of thinking to the group. He may get bored quickly and tend to ignore significant detail in his desire to move on to more exciting things. He prefers tasks or projects which allow flexibility of scheduling. Through his intuitive feeling personality, he may have difficulty in limiting himself to a single project and usually prefers to keep many balls in the air. He is a quick decision maker and considers people within the context of the result of the task.

He is likely to exercise his intuition constantly on the most important and challenging parts of a problem. He prefers to make decisions based on "gut feel" rather than on exhaustive and repetitive analysis. A born entrepreneur, he is alert to all the possibilities and is fascinated by new ideas. He shows strong initiative and operates through creative impulses. He is prone to jump to conclusions and may act on assumptions that may well turn out to be wrong. A tendency to take rejection and conflict personally may lead to his not taking early notice of the opinions of key members of the team.

He may be thinking of so many things that his decisions may on occasions appear to be ill-considered. Carefully choosing where he will focus his energy may help him avoid wasting his time and considerable talent. With his enthusiasm and spontaneity, John brings a refreshing approach to decision making. He is stimulated by difficulties and is most ingenious in solving them. He has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which John brings to the organisation. John 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.

John's key strengths:

- Zest for the people and things around him.
 - Inspiring, inventive and ingenious.
 - Initiates new activities.
 - A natural go-getter with great enthusiasm for life.
 - Creative decision maker.
 - Skilled at defusing tense situations.
 - Displays lots of self-confidence.
 - Enjoys and seeks variety.
 - Takes advantage of opportunities.
 - Generous and actively considerate.
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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. John's responses to the Evaluator have suggested these areas as possible weaknesses.

John's possible weaknesses:

- Takes leaps into the unknown. May ask others to take leaps into the unknown without explanation.
 - May jump, seemingly randomly, from task to task.
 - Inclined to meddle or give unwanted advice.
 - Protects his ego against all comers.
 - May not appreciate symptoms of underlying stress and anxiety.
 - Agrees at the time, then conveniently forgets later!
 - Generates so many ideas that chaos often ensues.
 - Fails to recognise the finer nuances.
 - His solutions may appear rather “off the wall”.
 - Gets so involved may ignore his own and others needs.
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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 John brings, and make the most important items on the list available to other team members.

As a team member, John:

- Contributes vigorously and enthusiastically.
 - Is a forthright advocate for the team.
 - Maintains and generates high team aspirations.
 - Motivates others with contagious enthusiasm.
 - Provides stimulation and resourcefulness.
 - Sees the “big picture”.
 - Uses his highly-developed relationship skills.
 - Can perform several roles at once.
 - Is always ready to offer service to colleagues.
 - Boosts self-esteem in others.
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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 John. Identify the most important statements and make them available to colleagues.

Strategies for communicating with John:

- Keep the conversation lively.
 - Do not obstruct opportunities for his development.
 - Support his goals with suggestions for achievement.
 - Be ready to acclaim his many ideas.
 - “Temper” his optimism with realism.
 - Acknowledge his flashes of creative brilliance.
 - Check that he is with you as he may be easily distracted from listening attentively.
 - Use powerful and emotive adjectives.
 - Adapt to sudden changes in direction.
 - Provide incentives and encouragement.
 - Show respect for his ideas and opinions.
 - Indulge in speculation and offer opinions readily.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Compete directly with him for control.
 - Forget to recognise him personally in a job well done.
 - Involve him in formal, lengthy or tedious meetings.
 - Burden him with too many papers to read.
 - Talk with him using a low-key voice tone.
 - Insist on cumbersome reporting procedures.
 - Prevent him moving on to other challenges.
 - Be negative or non-communicative.
 - Approach him in a bombastic or autocratic manner.
 - Let his imagination run riot at your expense.
 - Restrict or restrain his natural exuberance.
 - Speak too slowly or hesitantly.
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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.

John's possible Blind Spots:

John may unconsciously seek material dominance, social standing and status. While excited by certain ideas and the lure of the “big” picture, he will not remain totally committed to a schedule or project if a better or more exciting challenge appears. He may have to give up some of the control he constantly seeks and, rather than seeing things only in black and white, learn to see the grey areas in life and become more adaptable.

John needs to try to become more aware of the talents, efforts and contributions of others and to more regularly offer compliments and praise for good performance. Tending to take on too much at one time he can find himself overloaded and unable to keep his commitments. He may be unaware just how much he relies on intimidation and the threat of retribution as a way of seeing that his justice is done. Although he can do certain detailed work he will tend to be less careful and more restless in longer term projects. Interested in solving problems quickly and as effortlessly as is practical, he tends to jump directly into the next situation and not follow through on the less exciting aspects of current projects.

He may need to learn how to contain his disappointment in the performance of others by having more realistic people expectations. He may appear aggressive and too strong willed at times. He is good at getting to the root of the matter and may fail to be impressed by emotional appeals for change. Prone to anger, he has a strong, active conscience and may become upset if others simply do not follow his lead. John is occasionally tempted to opt for the quick decision even though some of the key facts may not be in place.

Personal Notes

Opposite Type

The description in this section is based on John'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:

John's opposite Insights type is the Coordinator, Jung's "Introverted Sensing" type.

The Coordinator is a careful, cautious, conventional person who is diplomatic and sincere. Coordinators tend to be very loyal, precise and disciplined with high standards and expectations of self. Coordinators may appear to lack self-confidence and prefer to operate in a structured and ordered manner, focusing on established guidelines rather than future possibilities.

John will often observe the Coordinator procrastinating on a decision until all of the facts and details are available. John may also see the Coordinator as a critical and ideological thinker who will be quiet and reserved around strangers. Coordinators do not like stress or chaos and tend to be rather private, requiring support and reassurance. They prefer to build close relationships with small groups of people and like to retain the familiar and predictable. The Coordinator becomes stubborn if pressured, particularly by John!

Coordinators are concerned with what is "right" and, to John, appear slow in decision making. They prefer a steady-paced environment with little interpersonal aggression and they tend to distrust outgoing people. They are motivated by schedule and order and are among the most private of the Insights types. John sees the Coordinator as ever concerned with efficiency, becoming stressed when others do not stick to tightly laid down schedules and plans.

Personal Notes

Opposite Type

Communication with John's Opposite Type

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

John Cramer: How you can meet the needs of your Opposite Type:

- Be sure that he is ready to communicate before pressing ahead.
- Ensure you have a logical reason for any changes.
- Take your time getting to know him if you want critical feedback.
- Provide facts and figures.
- Respect his privacy.
- Let him know the unique contribution he is making.

John Cramer: When dealing with your opposite type DO NOT:

- Use his quiet demeanour to seek to dominate or control.
 - Argue emotionally around his specialist areas.
 - Sentimentalise issues.
 - Withhold vital information.
 - Force him to take a positive stance on an issue without time for thought.
 - Expect an immediate positive reaction.
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Personal Notes

Suggestions for Development

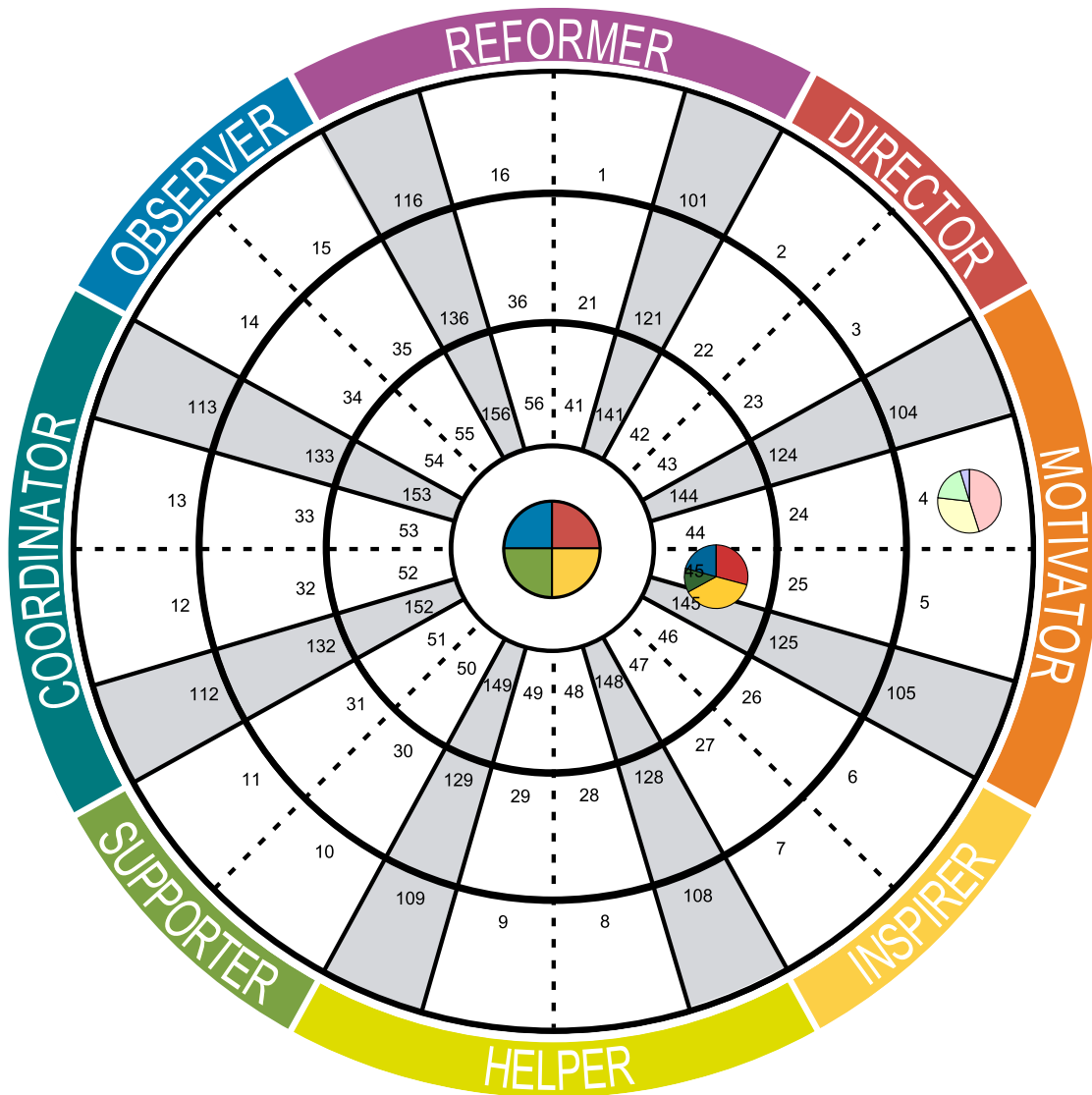
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for John's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

John may benefit from:

- Learning how to relax completely.
 - Being made to plan a completion in great detail.
 - Taking time to prepare and/or study the predetermined agenda well in advance of the meeting.
 - Having things well thought out in advance.
 - Reducing the level of activities in his life.
 - Being less vocal at group meetings.
 - Making sure he has the time to meet his agreed commitments.
 - Recognising that success is a cloak he dons to cover other aspects of his whole personality.
 - More awareness that he constantly moves from one project to another.
 - Not expecting others to always share his optimistic stance.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

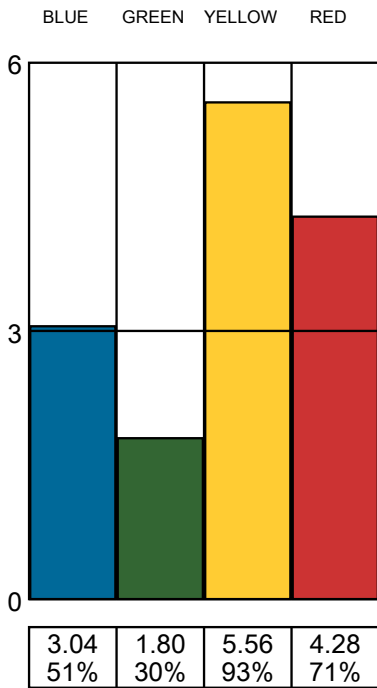
45: Inspiring Motivator (Accommodating)

Less Conscious Wheel Position

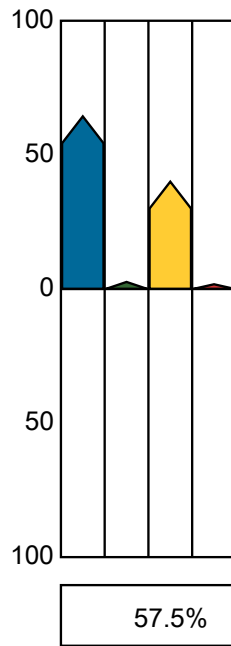
4: Directing Motivator (Focused)

The Insights Discovery® Colour Dynamics

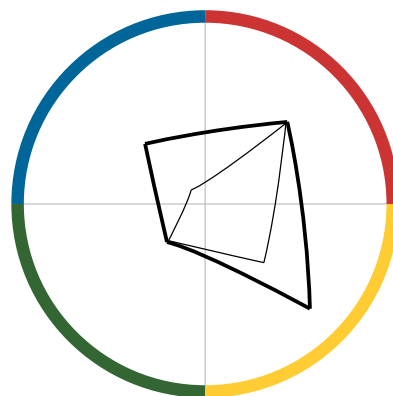
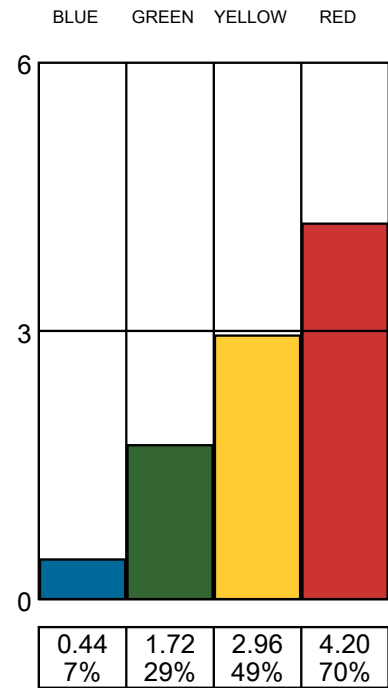
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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