Insights Discovery An Introduction to Personal Effectiveness

Accelerating City Transformation for Inclusion, Growth and Sustainability
INSIGHTS DISCOVERY

• Improving personal, interpersonal and team effectiveness

• Introduces a simple, yet impactful framework that enriches one’s self awareness

• Provides a common language about individual and team attributes that drives our behavior in the workplace

• Grounded in the work of psychologist Carl Jung
INTRODUCTION

As leaders we need:

• Global Agility – speed of change in the global context

• To be concerned about the Economy – Cities that promote economic inclusion for all especially for the poor

• Demonstrate Social Leadership – lead by example on matters of tolerance and drive an inclusive society

• Take risks and do things - It is in doing that we learn what works and what doesn’t work

• The starting point being each of you asking

“ How can I contribute in making a real difference”
INTRODUCTION
"Organisations don’t transform - Leaders do"...STOLEN
BEING AN EFFECTIVE LEADER BEGINS WITH YOU

- Being self-aware
- Being aware of the impact you have on others
- Knowing what really matters to you
- Behaving in alignment with your core purpose and values
- Expressing yourself authentically
PERCEPTION

- It is through perception that we understand and make sense of the world around us.
- Once the mind sees things one way, it can be difficult to see them another way.
- If the data we perceive is incomplete, we fill in the gaps in our mind to enable us to make sense of what we see.
PERCEPTION

• The mind may also distort what we see in order to fit in with our current understanding
• Different ways of seeing things are not right or wrong – they are just different perceptions
• Perceptions impact how we respond to our colleagues, and organisational contexts

Our paradigms, correct or incorrect, are the sources of our attitude and behaviours, and ultimately affect our relationships with others.
UNDERSTANDING THE COLOUR ENERGIES

We each have all four colour energies within us; it is the combination of the four energies that creates the unique YOU.
ON A GOOD DAY

Factual
Diligent
Objective
Structured
Consistent

Bold
Efficient
Focused
Fast paced
Action-oriented

Considerate
Supportive
Reliable
Trusting
Valuing

Interactive
Optimistic
Sociable
Dynamic
Friendly

© The Insights Group Ltd, 2009-2013. All rights reserved.
ON A BAD DAY

- Stuffy
- Indecisive
- Suspicious
- Cold
- Reserved
- Aggressive
- Controlling
- Driving
- Overbearing
- Intolerant
- Docile
- Bland
- Plodding
- Reliant
- Stubborn
- Excitable
- Frantic
- Indiscreet
- Flamboyant
- Hasty
- Reliant
- Reckless
- Relaxed
- Cautious
- Precise
- Deliberate
- Questioning
- Formal
- Aggressive
- Controlling
- Driving
- Overbearing
- Intolerant
- Bland
- Plodding
- Reliant
- Stubborn
- Excitable
- Frantic
- Indiscreet
- Flamboyant
- Hasty
- Reliant
- Reckless
- Relaxed
- Cautious
- Precise
- Deliberate
- Questioning
- Formal
<table>
<thead>
<tr>
<th>Leaders with a preference for Cool Blue energy ...</th>
<th>Use sound rationale and logical reasoning for making assessments and decisions</th>
<th>Are thoughtful and take a considered approach</th>
<th>Look primarily to input that is factual and precise</th>
<th>Process information methodically and literally.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Give others time to think through issues before coming to a conclusion</td>
<td>Are precise in stating what has to be done and why</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leaders with a preference for Fiery Red energy ...</td>
<td>Bring pragmatism to their decision making</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>------------------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are direct and to the point</td>
<td>Quickly establish the pros and cons of a particular course of action</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demonstrate a sense of urgency</td>
<td>Are quick to initiate action</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cleary state what has to be done, by whom and by when.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leaders with a preference for Sunshine Yellow energy ...</td>
<td>Endeavour to get people involved</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------------------</td>
<td>---------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Imagine “what could be”</td>
<td>Act as a catalyst for future growth</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are enthusiastic, engaging, encouraging and appreciative</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enjoy stimulating group discussion</td>
<td>Shift their thinking from present day reality to future possibilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leaders with a preference for Earth Green energy ...</td>
<td>Aim to create the ideal environment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are helpful and supportive</td>
<td>Are careful not to overuse their authority</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appeal to others’ values</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rely on personal and subjective criteria, e.g. values, opinions and beliefs</td>
<td>Respect others’ choices</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WHICH COLOUR DO YOU THINK YOU LEAD WITH?

We each have all four colour energies within us; it is the combination of the four energies that creates the unique **YOU**.
THREE KEY CONSTRUCTS

Psychological Preferences

Decision Making Functions

Perceiving Functions
PSYCHOLOGICAL PREFERENCES

• The way we gain energy/recharge our energy.
• How we make decisions
• How we take in and process information
Introversion

Quiet
Observant
Inwardly focused
Depth focused
Intimate
Reserved
Reflective
Thoughtful
Cautious

Extraversion

Talkative
Involved
Outwardly focused
Breadth focused
Gregarious
Flamboyant
Action oriented
Outspoken
Bold
# Decision Making ‘Functions’

<table>
<thead>
<tr>
<th>Thinking</th>
<th>Feeling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal</td>
<td>Informal</td>
</tr>
<tr>
<td>Impersonal</td>
<td>Personal</td>
</tr>
<tr>
<td>Analytical</td>
<td>Illogical</td>
</tr>
<tr>
<td>Detached</td>
<td>Involved</td>
</tr>
<tr>
<td>Objective</td>
<td>Subjective</td>
</tr>
<tr>
<td>Strong-minded</td>
<td>Flexible</td>
</tr>
<tr>
<td>Competitive</td>
<td>Accommodating</td>
</tr>
<tr>
<td>Particular</td>
<td>Ambivalent</td>
</tr>
<tr>
<td>Task focused</td>
<td>Relationship focused</td>
</tr>
</tbody>
</table>
JUNG’s PREFERENCES AND THE COLOUR ENERGIES

Cool Blue
Cool Blue energy is the combination of the Introverted and Thinking preferences - producing a style that is task-focused, calm under pressure, thoughtful and objective.

Earth Green
Earth Green energy is the combination of the Introverted and Feeling preferences - resulting in an approach that favours depth, reflection, harmony and consensus.

Fiery Red
Fiery Red energy is the combination of the Extraverted and Thinking preferences - enjoying high activity, working with others, being logical and focusing on facts.

Sunshine Yellow
Sunshine Yellow energy is the combination of the Extraverted and Feeling preferences – coupling sociability and consideration for others with being action-oriented and entertaining.
## YOUR PERCEIVING ‘FUNCTIONS’

<table>
<thead>
<tr>
<th>Sensation</th>
<th>Intuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific</td>
<td>Global</td>
</tr>
<tr>
<td>Present-oriented</td>
<td>Future-oriented</td>
</tr>
<tr>
<td>Realistic</td>
<td>Imaginative</td>
</tr>
<tr>
<td>Consistent</td>
<td>Unpredictable</td>
</tr>
<tr>
<td>Down-to-earth</td>
<td>Blue-sky</td>
</tr>
<tr>
<td>Practical</td>
<td>Conceptual</td>
</tr>
<tr>
<td>Precise</td>
<td>General</td>
</tr>
<tr>
<td>Factual</td>
<td>Abstract</td>
</tr>
<tr>
<td>Step-by-step</td>
<td>Spontaneous</td>
</tr>
</tbody>
</table>
SENSATION AND INTUITION IN EVERY COLOUR ENERGY

A combination of Fiery Red with Sensation

A combination of Cool Blue with Intuition

A combination of Earth Green with Intuition

A combination of Sunshine Yellow with Sensation

A combination of Earth Green with Sensation

A combination of Fiery Red with Intuition

Challenges by seeking to break free from convention.

Intuition driven to achieve, completing tasks with an organised hands-on approach.
THE INSIGHTS DISCOVERY PERSONAL PROFILE
• **Underline** any statements you believe are particularly accurate.

• Put a ? beside those statements you believe do not describe you.

• Seek feedback from someone you trust on any statements in your Profile which you are not certain describe you.
COLOUR DYNAMICS

- Look at your position on the **Insights Wheel** in your Discovery Profile.
- Also look at your **Insights Colour Dynamics** page.
- There are three bar charts –
  - top left, top right and a central graph.
Graph I
– the Conscious Persona

- That part of the personality where private and public meet and interact
- Where who we are interacts with who we are expected to be

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

• The more instinctive “you”

• The “you” when you are not controlling the way you present yourself to the world

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

The Preference Flow Graph (middle graph)

- The degree to which the public persona (who you see yourself to be) (Graph I) moves you from your more instinctive “you” (Graph II)

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

Graph I
(Conscious Persona)
The portrait picture of you
Aware of your behaviours

Graph II
(Less Conscious Persona)
The candid photograph
Less aware of your behaviours

PREFERENCE FLOW
Where you were dialing up or down your energies when you completed the evaluator
TYPES WITHIN THE INSIGHTS WHEEL
TYPES WITHIN THE INSIGHTS WHEEL

THE FOCUSED TYPES
TYPES WITHIN THE INSIGHTS WHEEL

FOCUSED INSIGHTS TYPES

• One energy in conscious inclined usage
• 3% of total population
• Further to the edge, the larger the shadow
TYPES WITHIN THE INSIGHTS WHEEL

THE CLASSIC TYPES

Discovery Learning Guide – The Psychology of Self Understanding – Section 1.9
TYPES WITHIN THE INSIGHTS WHEEL

CLASSIC INSIGHTS TYPES

• Two energies in conscious inclined usage
• 54% of total population
TYPES WITHIN THE INSIGHTS WHEEL

ACCOMMODATING TYPES
TYPES WITHIN THE INSIGHTS WHEEL

ACCOMMODATING INSIGHTS TYPES

• Three energies in conscious inclined usage
• 43% of total population
INSIGHTS DISCOVERY WHEEL POSITION

Less Conscious Persona Graph Wheel Position

Conscious Persona Graph Wheel Position
TYPES WITHIN THE INSIGHTS WHEEL

• No position on the wheel is better than any other.

• Each position offers unique gifts and strengths.

• Every position on the wheel is capable of adapting and connecting.
THE FOUR MANIFESTATIONS OF LEADERSHIP
THE FOUR MANIFESTATIONS OF LEADERSHIP

RESULTS LEADERSHIP: 50%
VISIONARY LEADERSHIP: 20%
RELATIONSHIP LEADERSHIP: 25%
CENTRED LEADERSHIP: 5%
Men go abroad to wonder at the height of the mountain, at the huge waves of the sea, at the long courses of the rivers, at the vast compass of the oceans, at the circular motion of the stars, and they pass themselves without wondering

– St. Augustine
YOUR CITY – TEAM WHEEL EXERCISE

• PLOT THE NAMES OF THE PEOPLE IN YOUR TEAM ON THE WHEEL BASED ON WHAT YOU THINK THEIR DOMINANT COLOUR ENERGIES ARE

• WHAT DO YOU SEE?
THANK YOU

Mpume Makhubela
mpumemakhubela@huvest.co.za
082 999 00 28