Manager Development Programme

Module 2
Self awareness and Insights

Proudly building Britain's future heritage

Sir Robert McALPINE

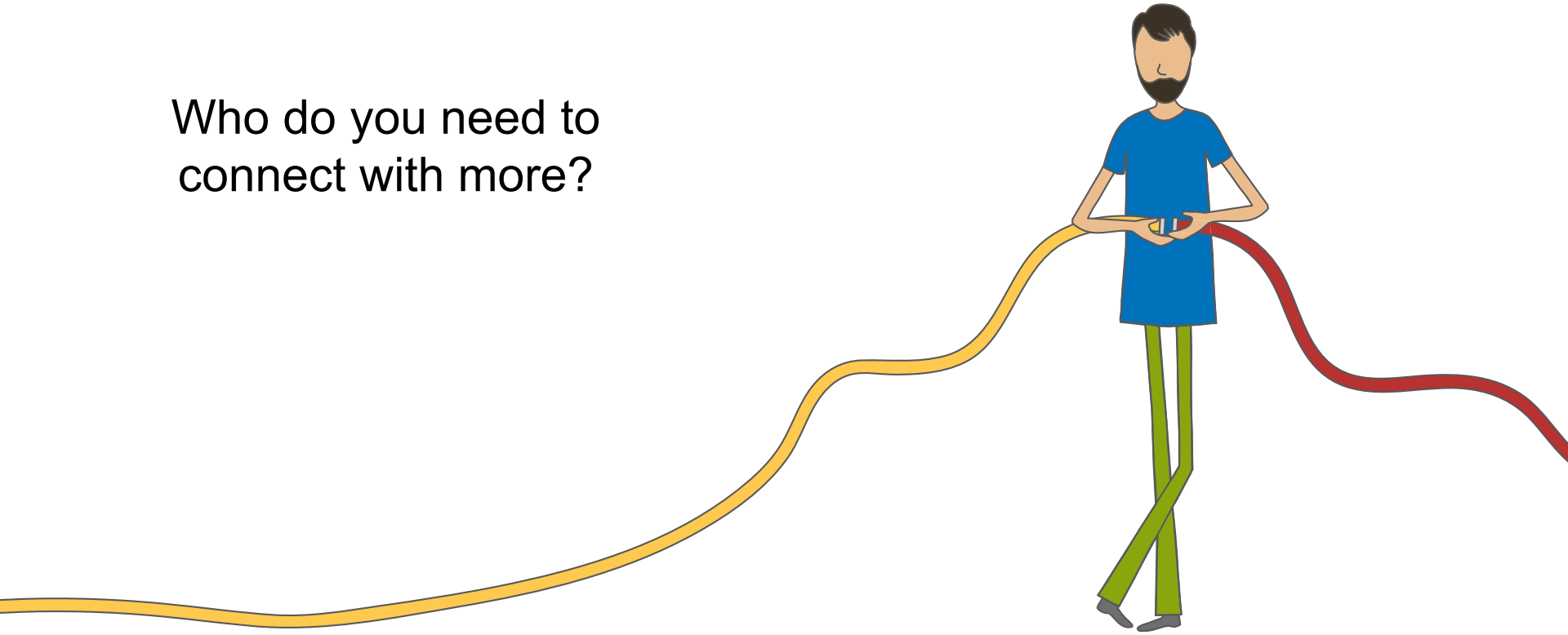
Module 2 - Self-awareness and Insights

- Exploring and understanding the Insights Discovery profile, to raise self-awareness
- Reviewing how different preferences influence style and approach and how these impact relationships
- Gaining clarity about how to get the best out of self and others
- Developing actions to take forward

Beginning the Journey……

Today is about commections

Who do you need to connect with more?



Perception

You will see the world differently from the way other people see it.

Ladder of Perception

Actions I toc

Beliefs I formec

Emotional and physical responses

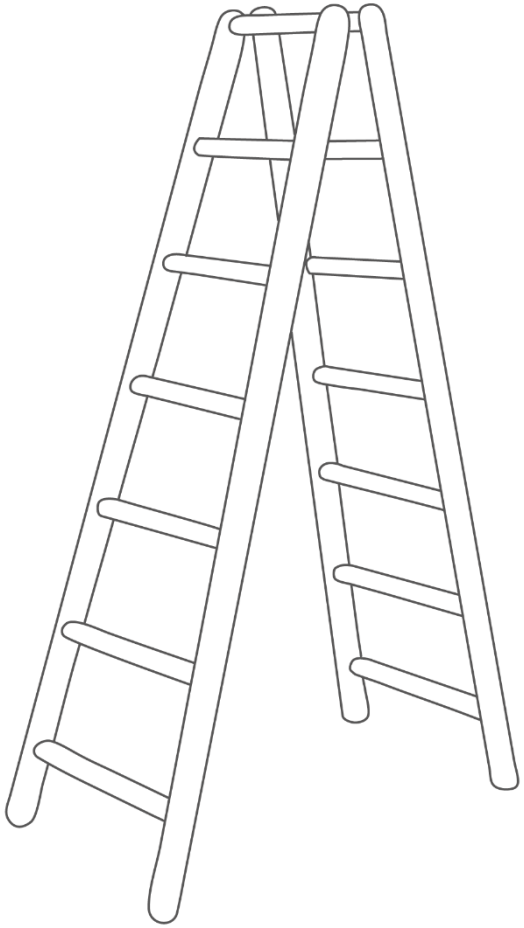
Logical conclusions I drew

Interpretations and meanings I gave

Value judgements I made

My perception (selected data)

The event (as a camera would capture it)



cheerful reflective concise challenging steady enthusiastic calm

assertive determined active well-argued exact cautious impulsive

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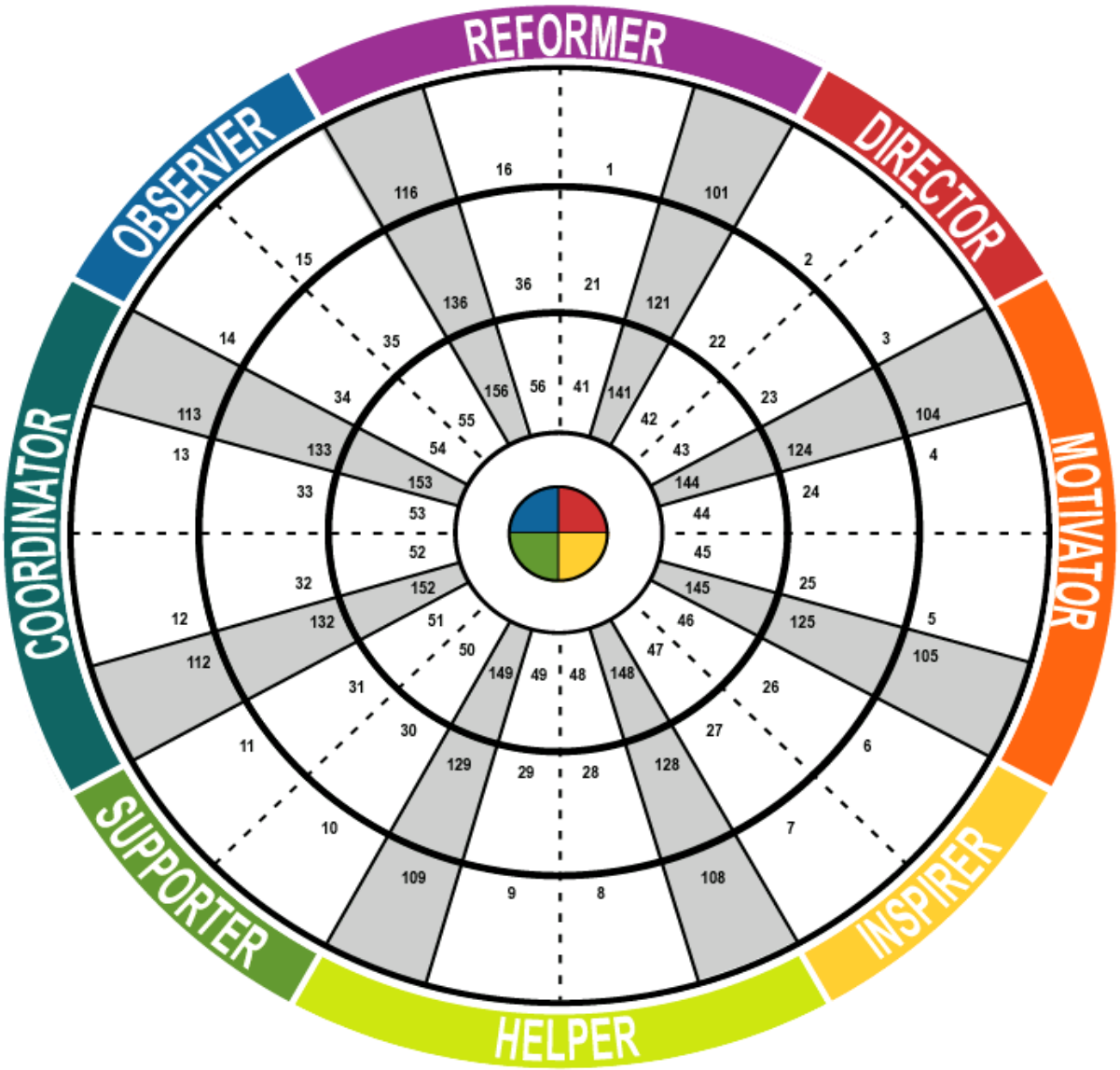
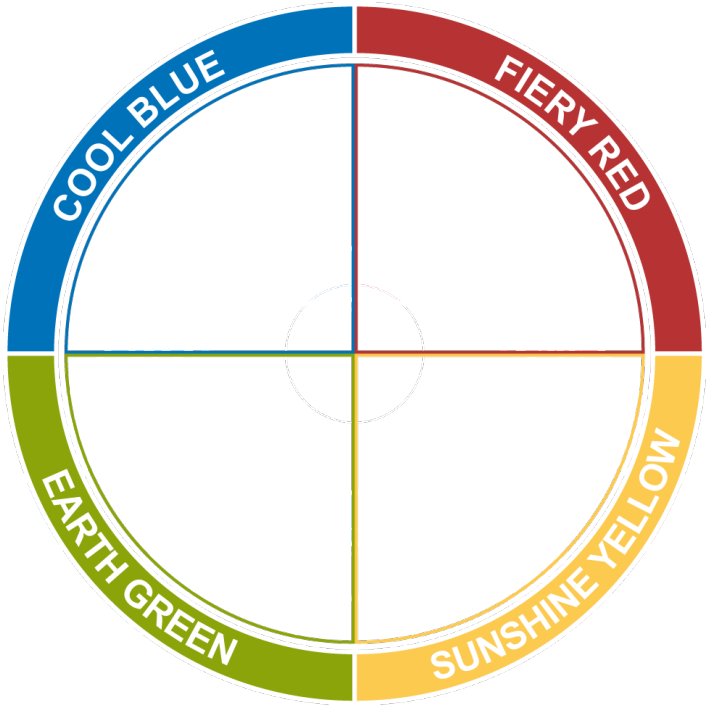
Exploring the wheel



Your Colour Energy Mix



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

Psychological Preferences: An Introduction

Jung talked about three pairs of preferences:

Introversion and Extraversion

The way we react to outer and inner experiences

Thinking and Feeling

How we make decisions

Sensation and Intuition

How we take-in and process information

Your ‘Attitude’

Introversion

Quiet

Observant

Inwardly focused

Depth focused

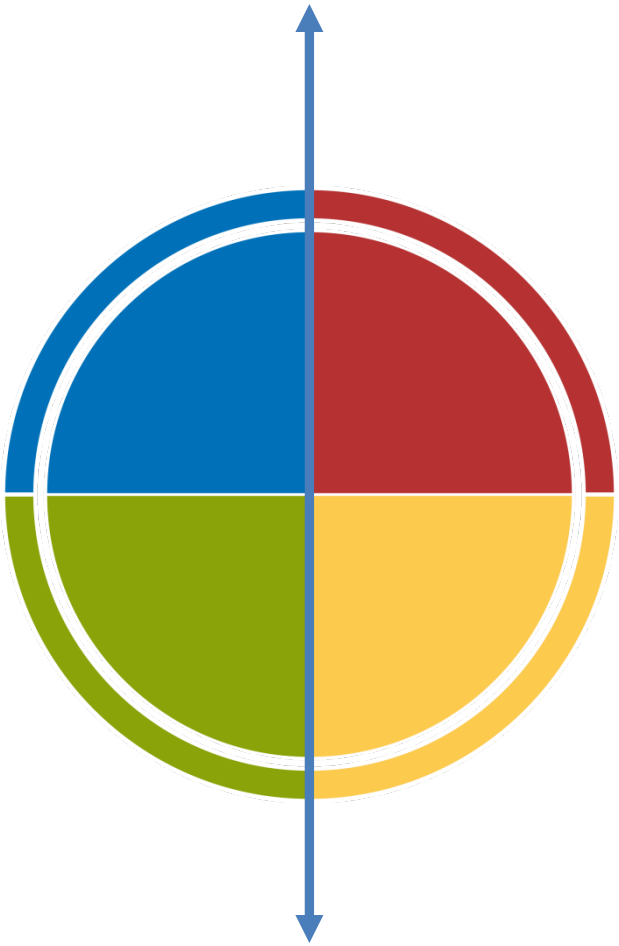
Intimate

Reserved

Reflective

Thoughtful

Cautious



Extraversion

Talkative

Involved

Outwardly focused

Breadth focused

Gregarious

Flamboyant

Action oriented

Outspoken

Bold

Your Decision-Making Function

Thinking

Formal

Impersonal

Analytical

Detached

Objective

Strong-minded

Competitive

Particular

Task focused

Feeling

Informal

Personal

Illogical

Involved

Subjective

Flexible

Accommodating

Ambivalent

Relationship focused

Jung's Preferences & Colour Energies

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

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

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

Sunshine Yellow
The combination of the Extraverted and Feeling preferences – coupling sociability and consideration for others with being action-oriented and entertaining.

Your Perceiving ‘Functions’

Sensation

Specific

Present-oriented

Realistic

Consistent

Down-to-earth

Practical

Precise

Factual

Step-by-step

Intuition

Global

Future-oriented

Imaginative

Unpredictable

Blue-sky

Conceptual

General

Abstract

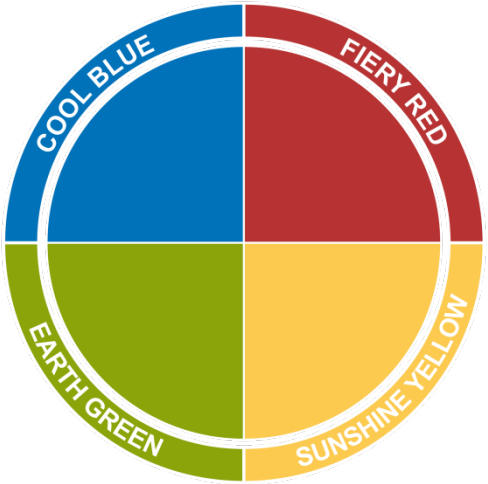
Spontaneous

‘A Team Celebration’

Split into dominant colour groups.

Take responsibility for organising a ‘team celebration’. The only requirement is that you must ensure it is successful.

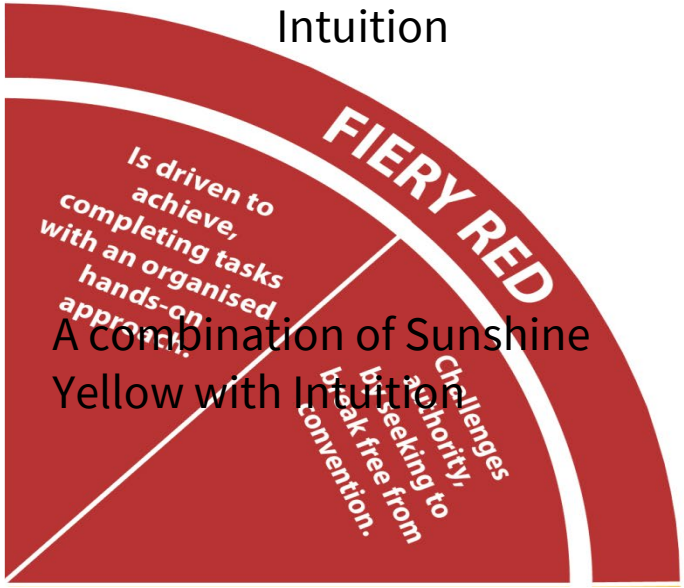
You have five minutes to create a presentation of your ideas.



Sensation & 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 Sensation

A combination of Sunshine Yellow with Intuition

A combination of Cool Blue with Sensation

A combination of Fiery Red with Intuition

A combination of Sunshine Yellow with Sensation

A combination of Earth Green with Intuition

Your Colour Energy Summary

Strengths

Split into groups of what you believe is your most preferred colour energy.

Capture the value you believe this colour energy contributes.

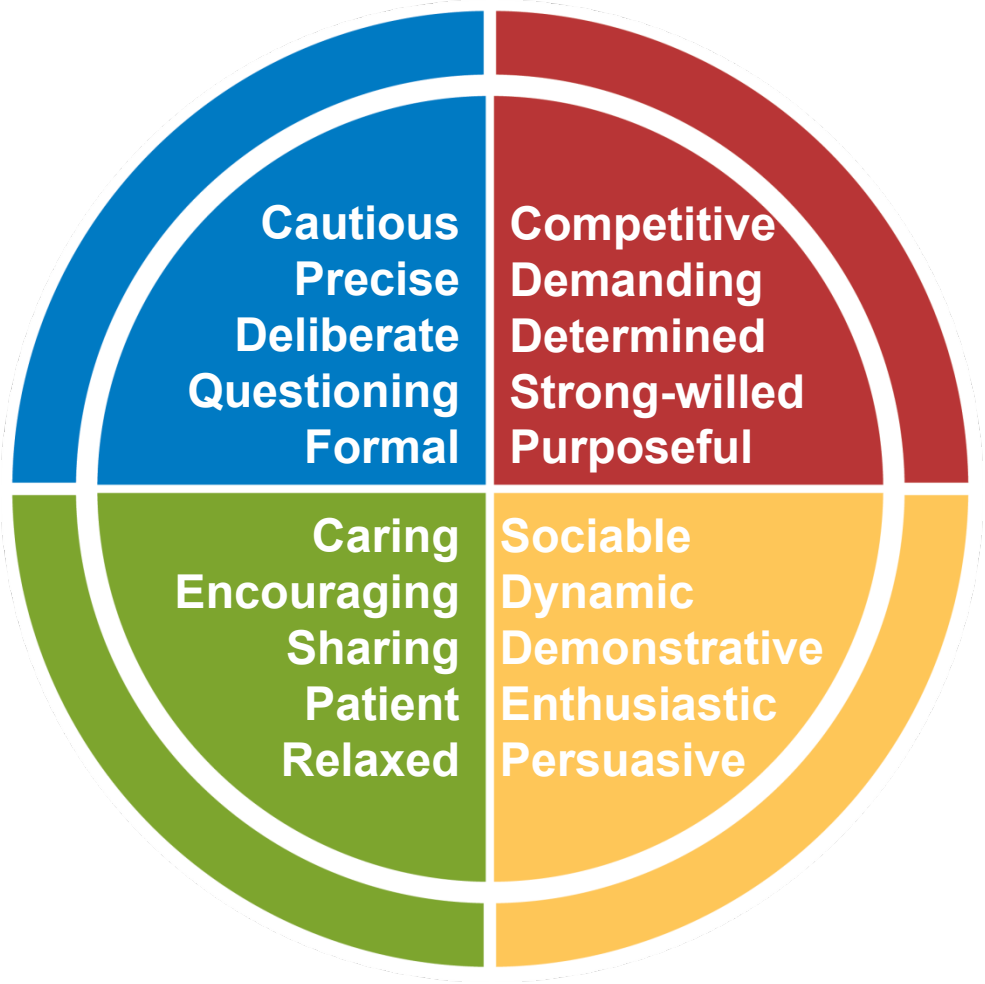
How could you/the business benefit from more of this colour energy?

Blind spots

Now capture what you feel could be the possible blind spots of this colour energy

What could be the consequences of too much of this energy?

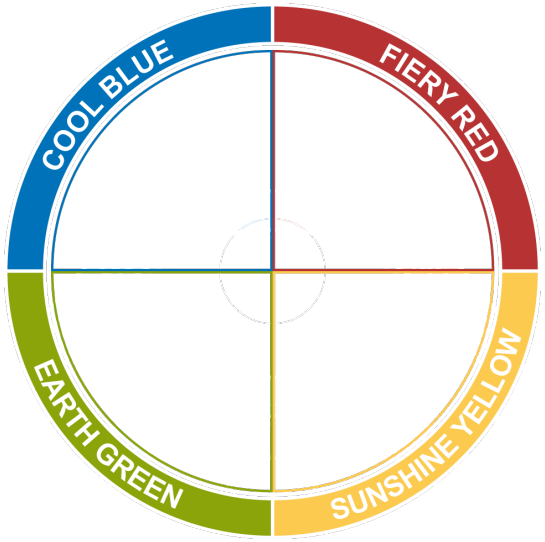
Your Colour Energy Mix - Good Day



Your Colour Energy Mix – Bad Day

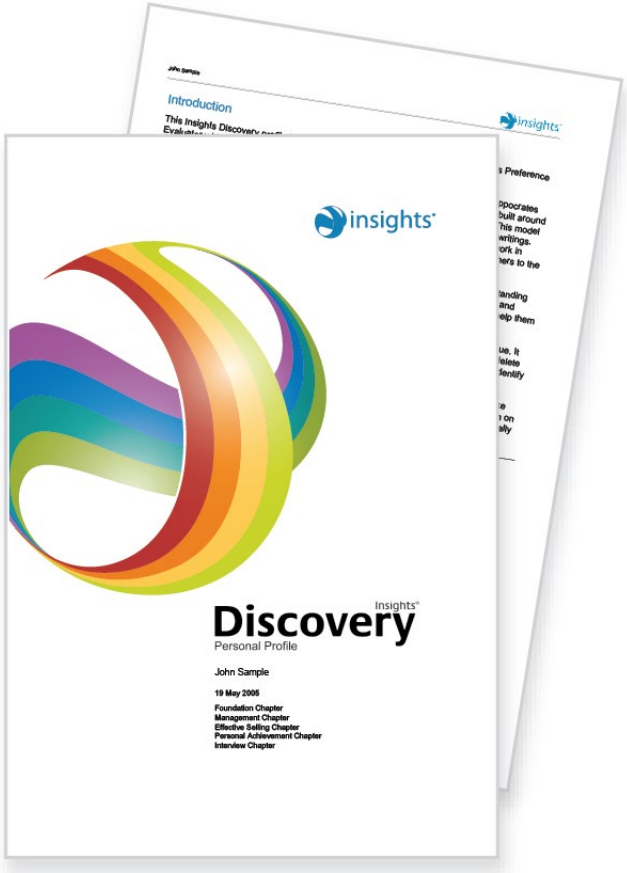
What might frustrate the colour energies?

Discuss and capture your thoughts …



Working with Your Insights Discovery Profile

- Put stars ** next to any statements you believe are particularly accurate.
- Put a **?** beside those statements you believe do not describe you. Rather than stick on a specific word, consider the whole or half sentence.
- Remember to seek feedback from someone you trust on any statements in your Profile which you are not certain describe you.



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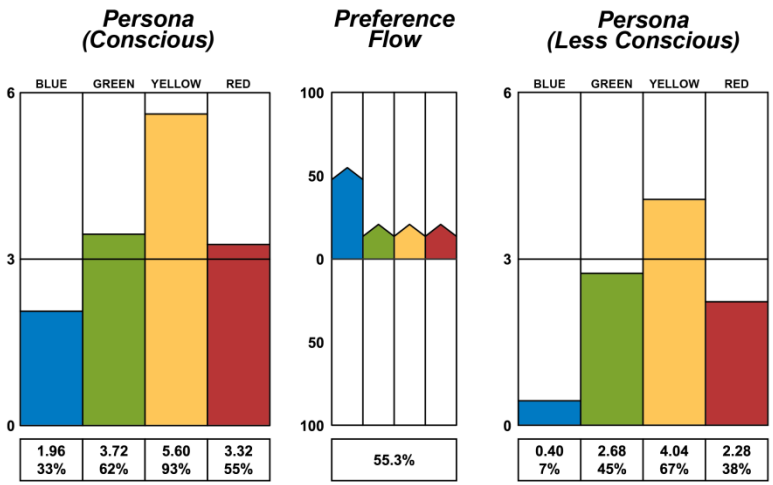
Graph I

Conscious Persona

The portrait picture of you

Aware of your behaviours



Graph II

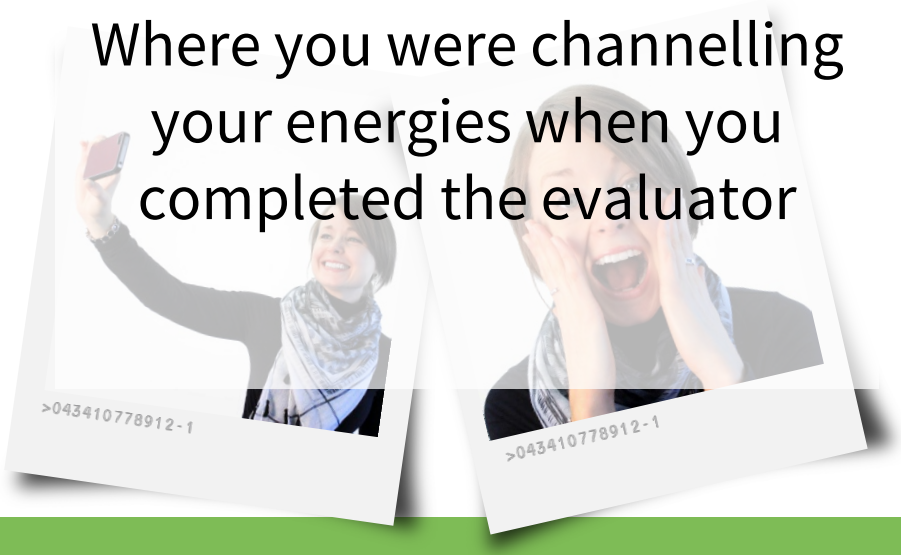
Less Conscious Persona

The candid photograph

Less aware of your behaviours

Preference Flow

Where you were channelling your energies when you completed the evaluator



72 Type Wheel

Focused Insights

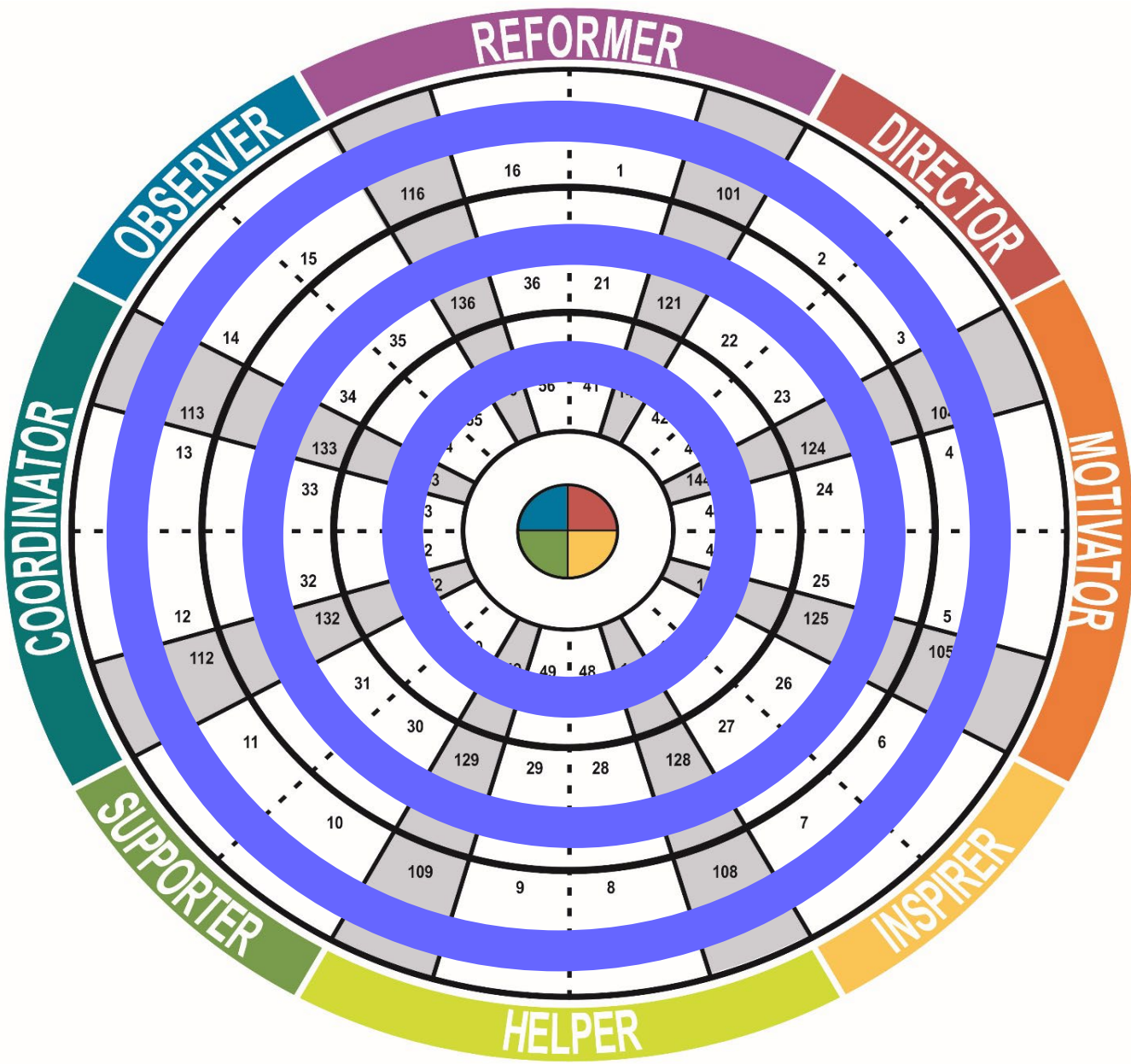
Types - 3%

Classic Insights
Types – 54%

Accommodating
Insights
Types – 43%

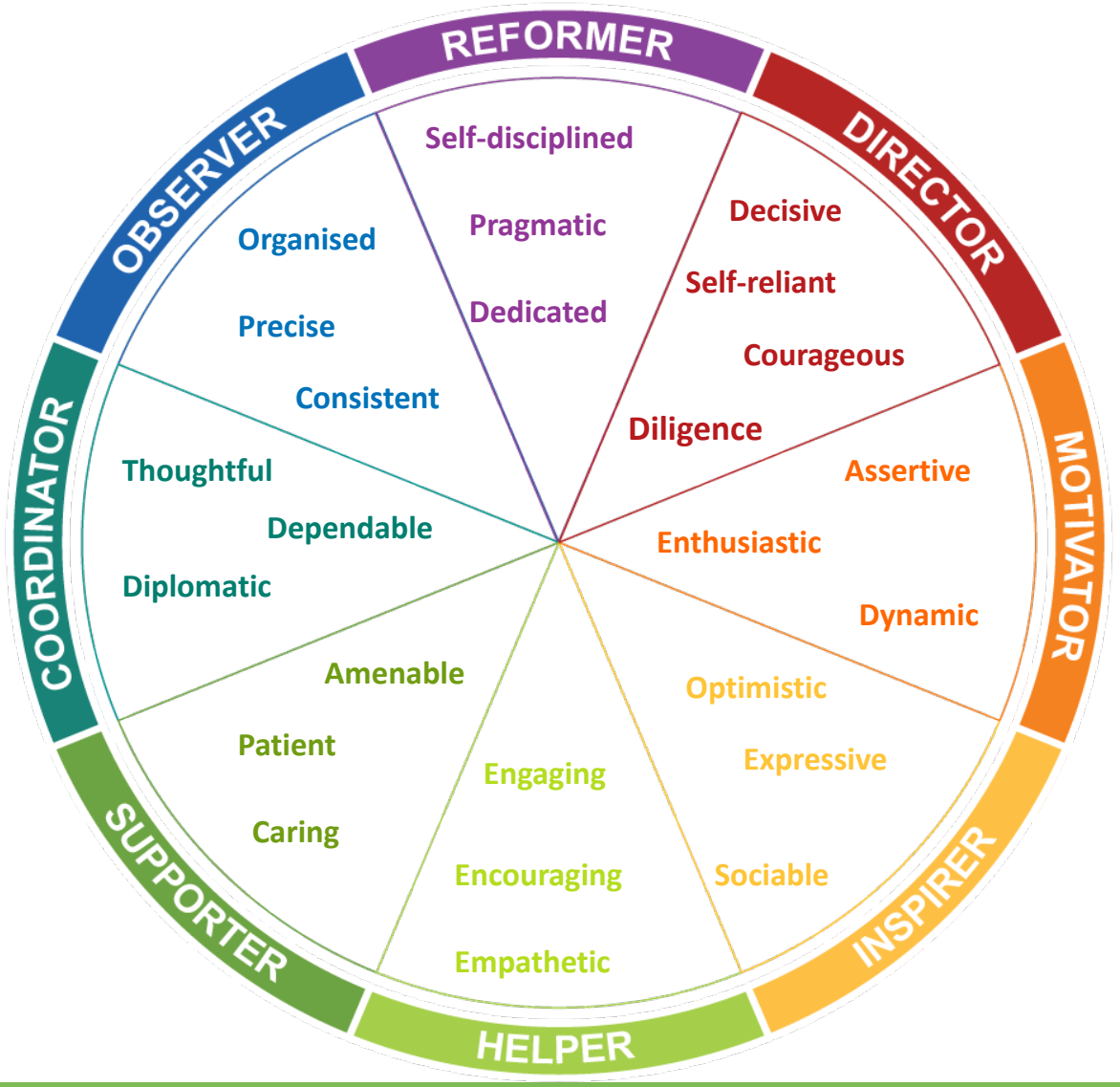
Creative Types

Blends



Your cohort wheel – an interesting view

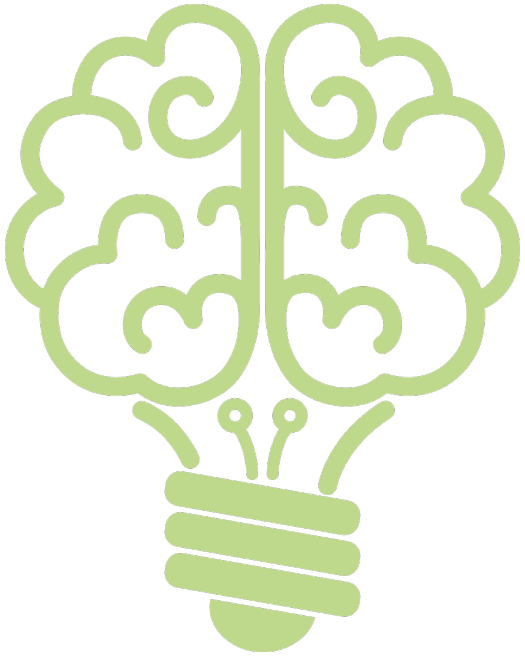
Strengths within the 8



Your Learning Reflection

- Take some time over a brew to consider the outcomes of your report with a colleague
- Use the questions in your workbook to help you and capture your thoughts

Your Pressure Points



- What happens when you are under pressure? What will others see?
- What are your pressure triggers?
- What impact do these have on you and the people around you?
- How can you manage/mitigate these triggers?

Adapting & Connecting – Staying on Message

BLUE: Give Me The Details

Do:

Be well prepared and thorough
Put things in writing
Give them time to consider all the details

Don't:

Be flippant on important issues
Change routine without notice
Call a meeting without an agenda

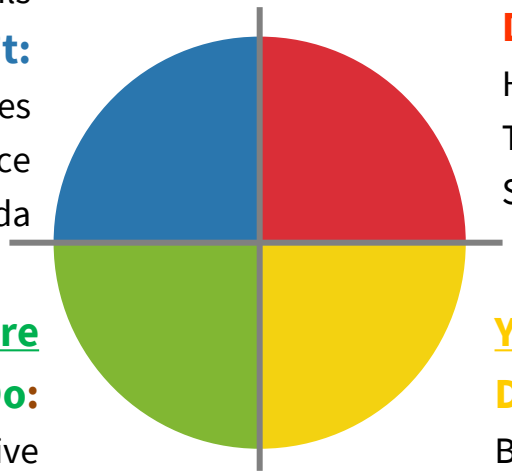
RED: Be Brief, Be Bright, Be Gone

Do:

Be direct and to the point
Focus on the results and objectives
Be confident and assertive

Don't:

Hesitate or dilly-dally
Try to take over
Say it can't be done



GREEN: Show Me You Care

Do:

Be patient and supportive
Slow down and work at their pace
Ask their opinion, give them time to answer

Don't:

Take advantage of their good nature
Push them to make quick decisions
Spring last minute surprises

YELLOW: Involve Me

Do:

Be friendly and sociable
Be entertaining and stimulating
Be open and flexible

Don't:

Bore them with details
Tie them down with routine
Be gloomy or pessimistic
Ask them to work alone

Next Steps

- What actions are you committed to?

- Complete your action plan
- Have a follow up conversation with your line manager – take control if they've not schedule one in
- Put your actions into practice!

Thank you

See you at the next event