

Insights Discovery: Personal Effectiveness

Presented by Leigh Renkar
for the RCA September 2005 Symposium



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Insights ●●● Igniting Corporate Spirit
Transforming individuals, teams and organisations

Our Approach | The Insights Framework


- Understand Self
- Understand Others
- Adapt and Connect
- Develop Usable Interpersonal Strategies
- Take Action

Building and Maintaining Strategic Partnerships through **AWARENESS** and **RESPONSIBILITY**...

“I am able to control only that which I am aware of.
That which I am unaware of controls me.

AWARENESS empowers me.”

John Whitmore, Coaching for Performance



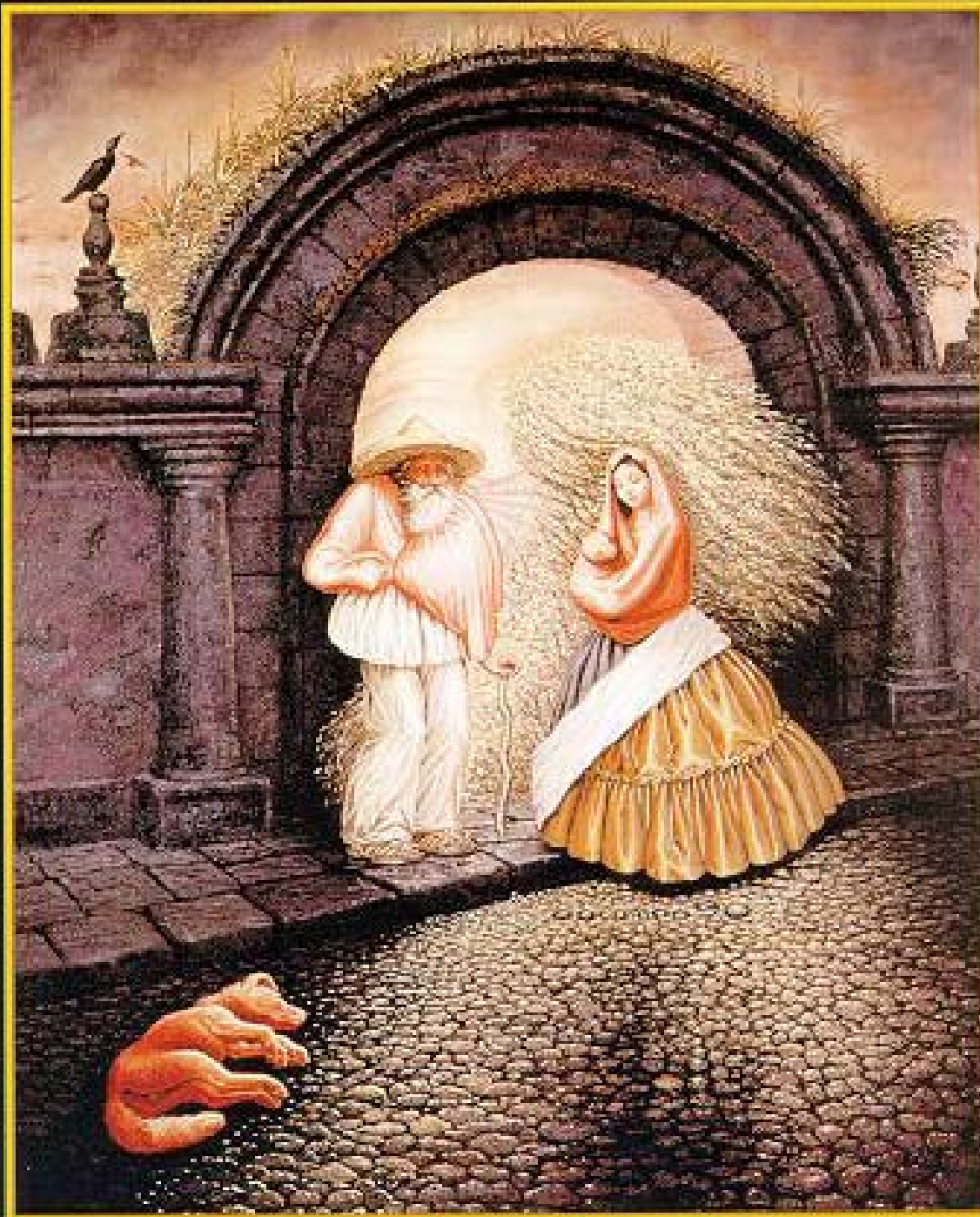
“Every advance, every achievement of mankind, has been connected with an advance in self awareness.”

C. G. Jung, Psychological Reflections

Perception – we can disagree and both be right

“All our knowledge has its origins in perceptions.”

Leonardo da Vinci



Perception



Compass Learning Guide – The Key to Personal Effectiveness – Section 1.3

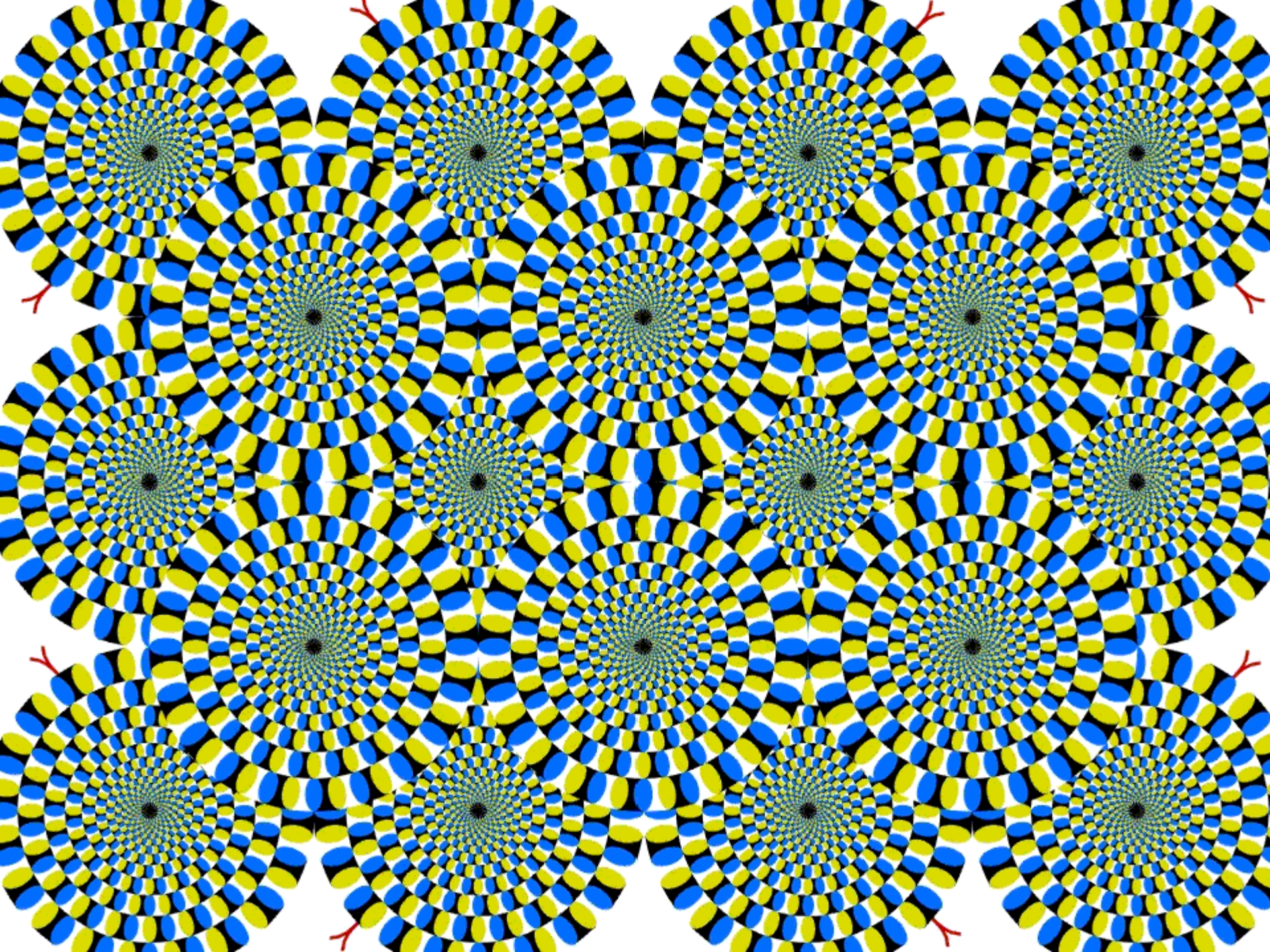
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Perception

The mind interprets patterns based on past experience – or on patterns it already knows

News Flash: Cambridge University Research

According to research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be at the right place. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself but the word as a whole.

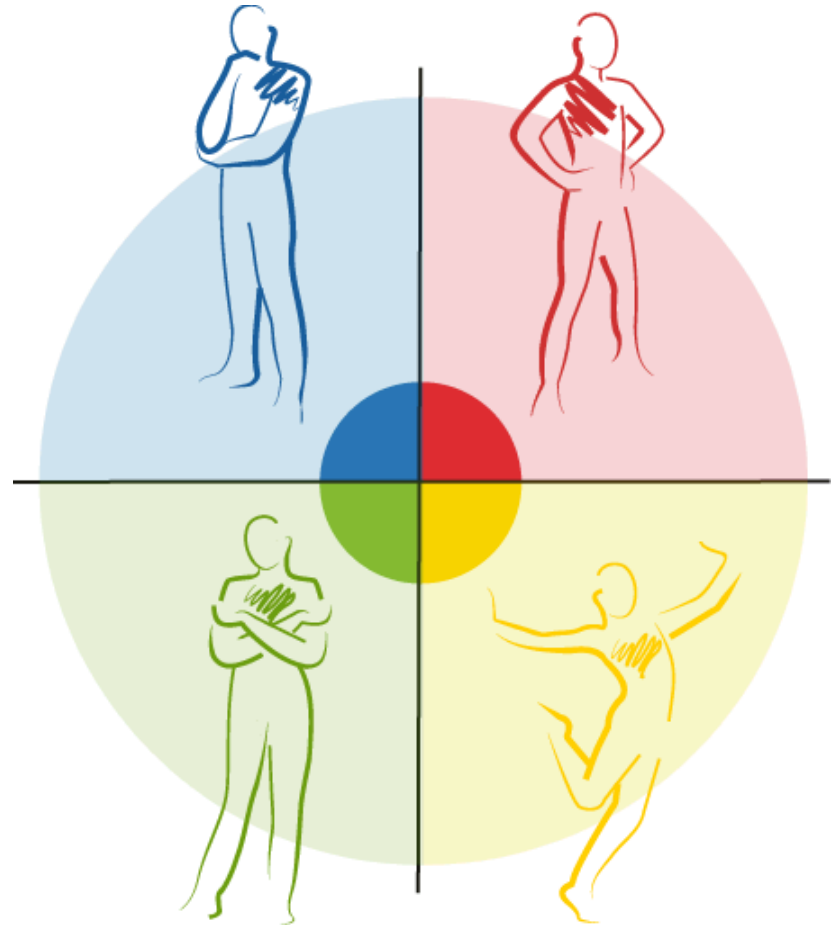


Perception and Awareness

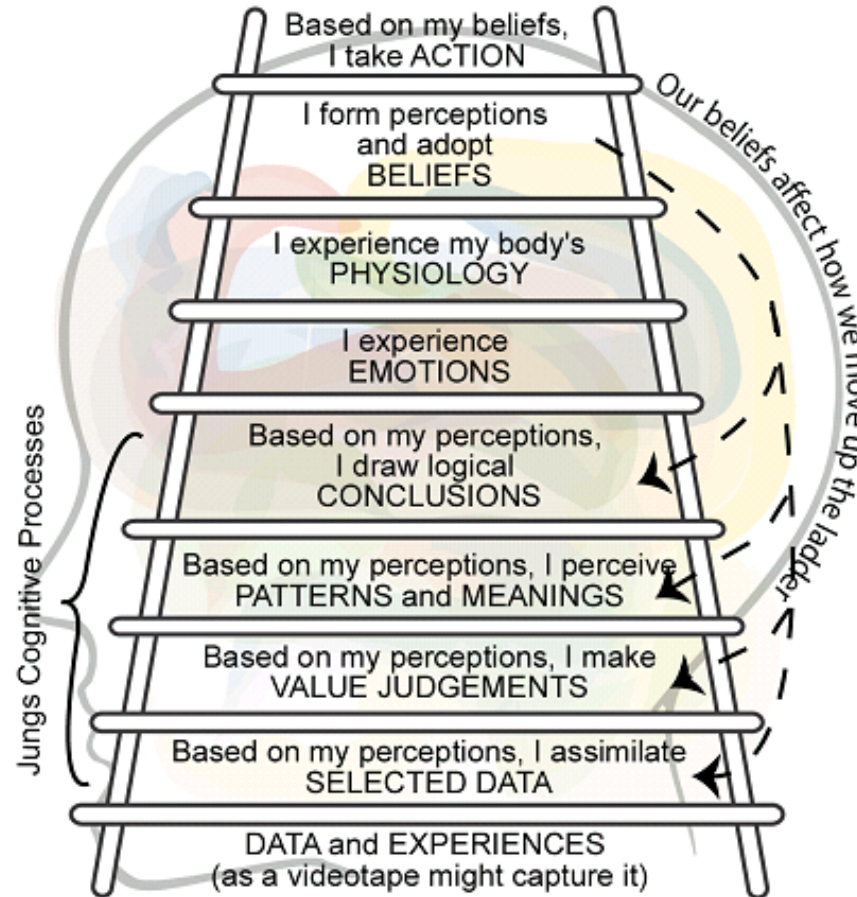
“The World exists not merely in itself, but also as it appears to me.”

C. G. Jung

Psychological Types



Insights Ladder of Preference Going “up your ladder”



Source: Overcoming Organizational Defences by Chris Argyris

Perceptions and Judgment

“Every judgment made by an individual is conditioned by his personality type and every point of view is necessarily relative.”

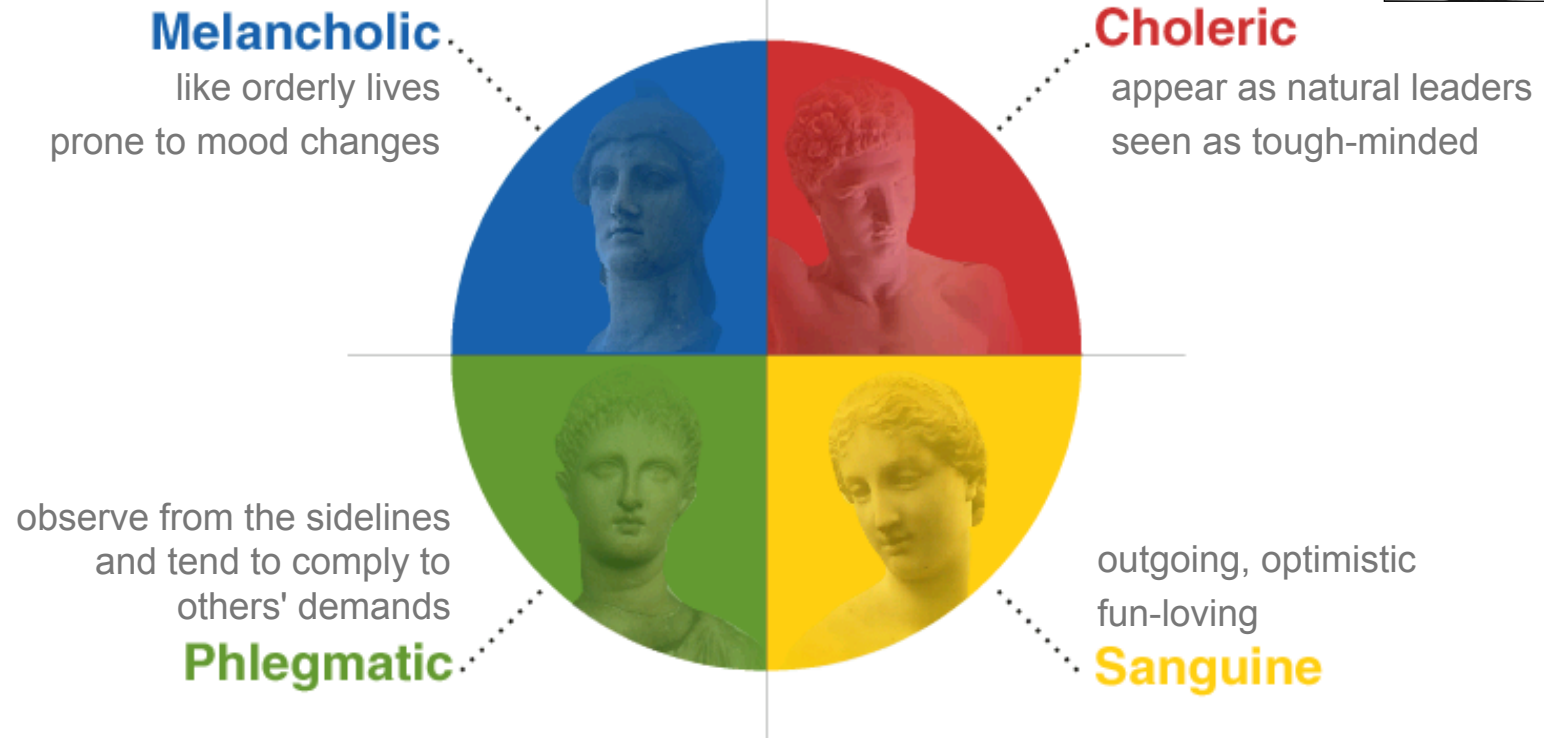
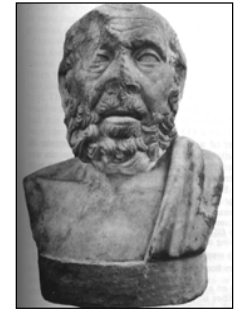
C. G. Jung

‘Memories, Dreams, and Reflections’

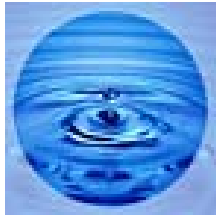


The Four Humours

Hippocrates – ancient Greece – 500 BC



The Four Insights Color Energies



Cool Blue

**Showing no bias,
Objective, Detached**



Earth Green

**Still, Tranquil,
Calming, Soothing**



Sunshine Yellow

**Cheerful, Uplifting,
Spirited, Buoyant**



Fiery Red

**Positive, Affirmative,
Bold, Assertive**

The Four Insights Color Energies

On a good day...



The Four Insights Color Energies

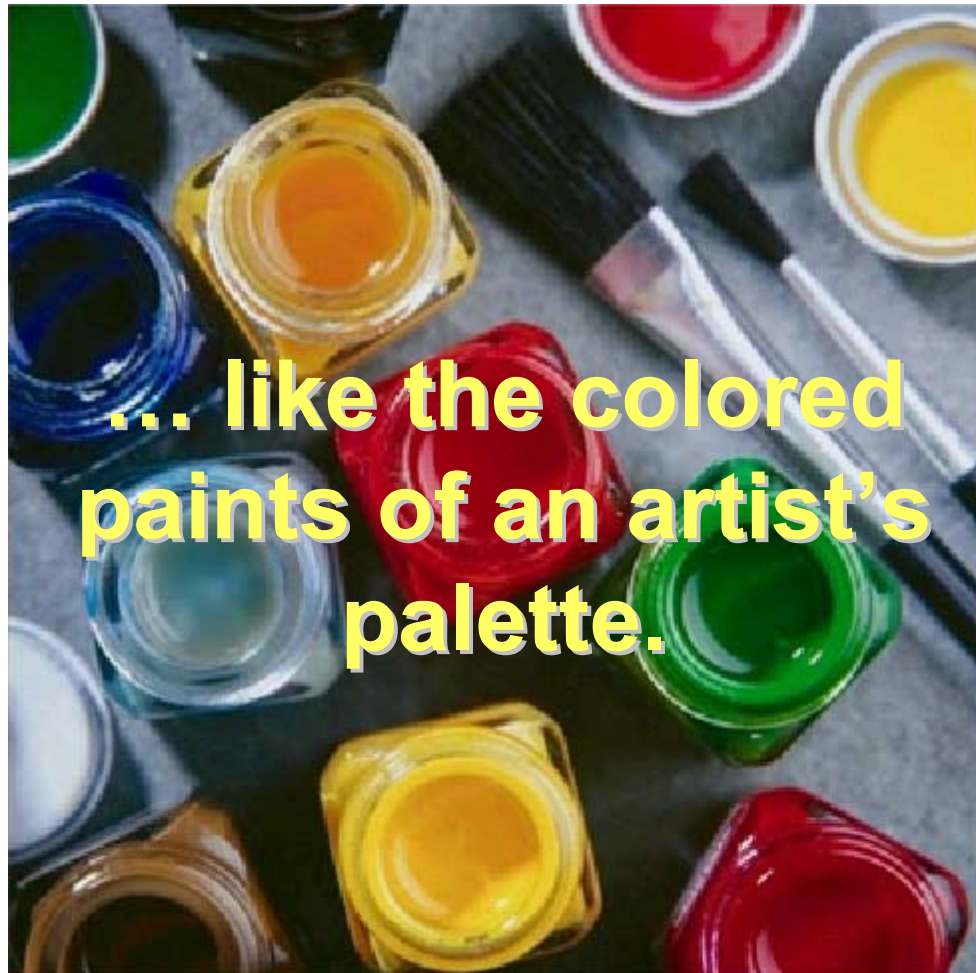
On a bad day...



Colorful Statements



We All Have All Four Color Energies in Us...



... like the colored
paints of an artist's
palette.

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

"The predominance of one or other points of view depends less upon the objective behaviour of things than upon the psychological attitude of the investigator and thinker."

C. G. Jung 'Nature of the Psyche'



Preferences – Introversion and Extraversion

INTROVERSION



Quiet
Observant
Inward focus
Depth
Intimate
Reserved
Reflective
Thoughtful
Cautious

"The extravert orients himself predominantly by the outward, collective norms of his times, etc. The attitudes of the introverted, on the other hand, are determined mainly by subjective factors"

Jolande Jacobi, 1962

EXTRAVERSION

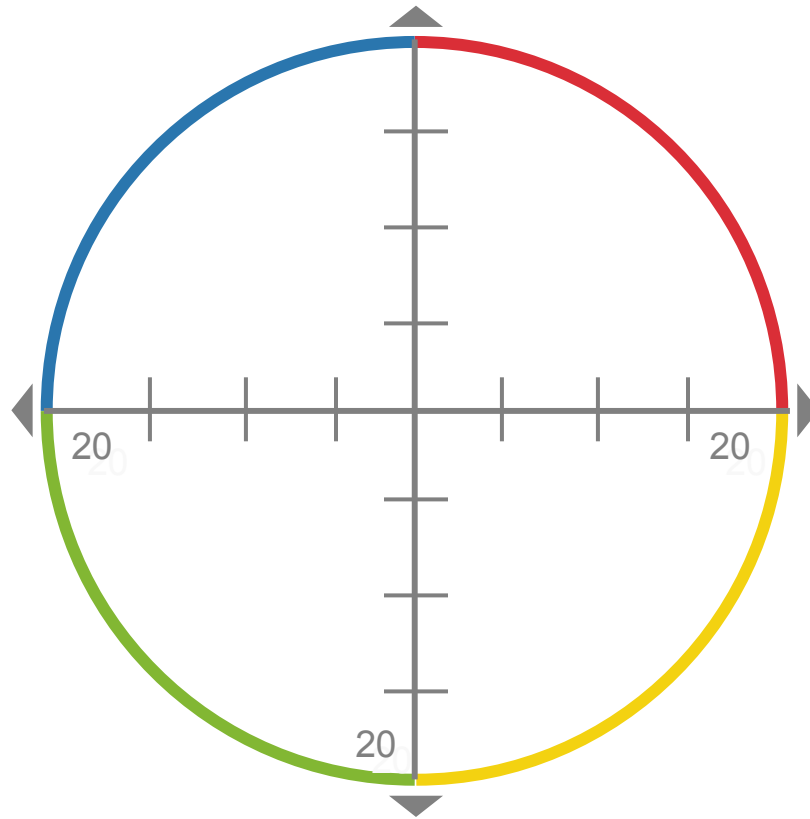
Energetic
Involved
Outward focus
Breadth
Quick
Action oriented
Outspoken
Bold



Jung's Attitude: Expressing our Energies



INTROVERSION



EXTRAVERSION



Thinking and Feeling: Jung's Rational Functions

Thinking Preference



Formal, Impersonal, Analytical,
Detached, Objective Strong-minded,
Competitive, Correct, Task, Systems,

*"I call the two types rational or
judging types because they are
characterised by the supremacy
of the reasoning and judging
functions."*

*C. G. Jung. Psychological
Types*

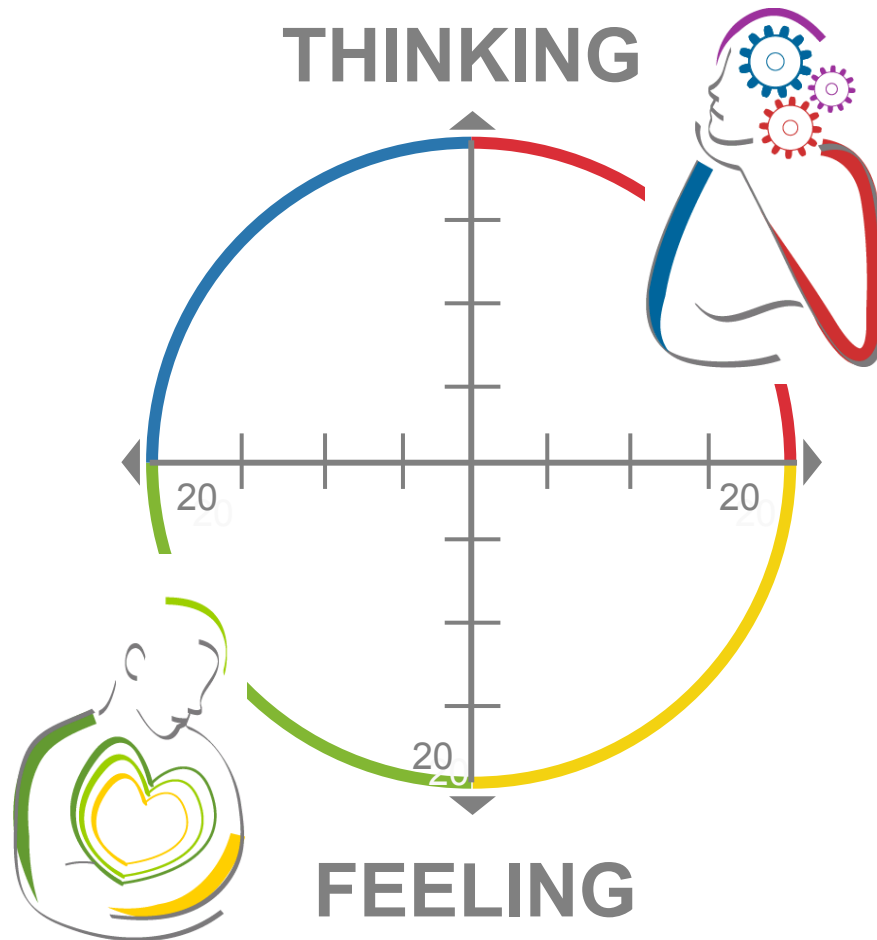
Informal, Personal, Considerate, Involved,
Subjective, Caring, Accommodating,
Harmonious, Relationships, Morale



Feeling Preference

Compass Learning Guide – The Psychology of Self Understanding – Section 1.3

Thinking and Feeling: Jung's Rational Functions



Jung's Preferences and the Color Energies

Cool Blue

Introversion and Thinking

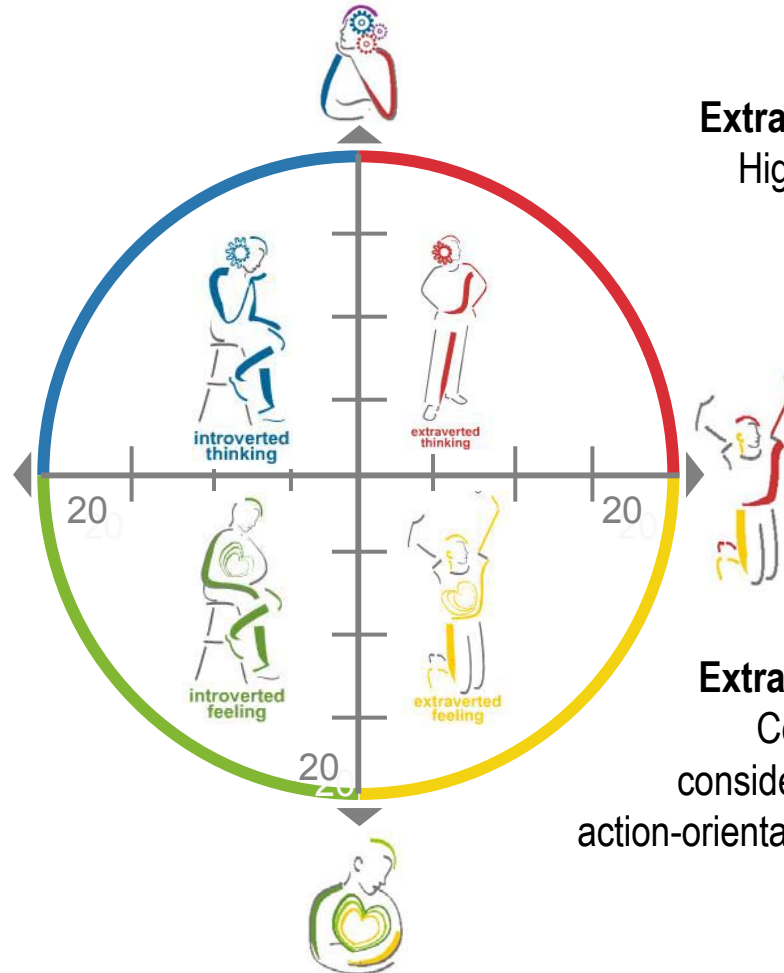
Style is task-focused, calm under pressure, thoughtful and objective.



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 Irrational Functions:



Sensing and Intuition



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Exercise – The Picture

- Describe this picture.
- No questions.
- You have two minutes.
- The clock starts NOW!



Exercise – The Horse Picture

- SENSING types tend to respond with a factual description of what is there – 2 horses, 7 legs, in a field, the sky is orange.
- INTUITIVE types tend to start, “These two horses met and fell immediately in love, they are snuggling up...”

Sensation and Intuition: Jung's Irrational Functions

Sensation



Specific
Present-oriented
Realistic
Persistent
Down-to-earth
Practical
Precise
Factual
Step by step

“Sensation perceives things as they are and not otherwise. Intuition also perceives, but less through its capacity for unconscious ‘inner perception’ of the inherent potentialities of things.”

Jolande Jacobi, 1962

Intuition



Global
Future-oriented
Imaginative
Catalytic
Process
Conceptual
Possibilities
Abstract
Indirect
Generalities

Psychological Preferences – A Summary

Jung talked about three pairs of preferences:

- Attitudes: Introversion and Extraversion
 - the way we react to outer and inner experiences
- Rational Functions: Thinking and Feeling
 - how we make decisions
- Irrational Functions: Sensation and Intuition
 - how we take-in and process information



Personal Effectiveness



The Insights Discovery Profile - Introduction



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Personal Style, Interacting With Others and Decision Making

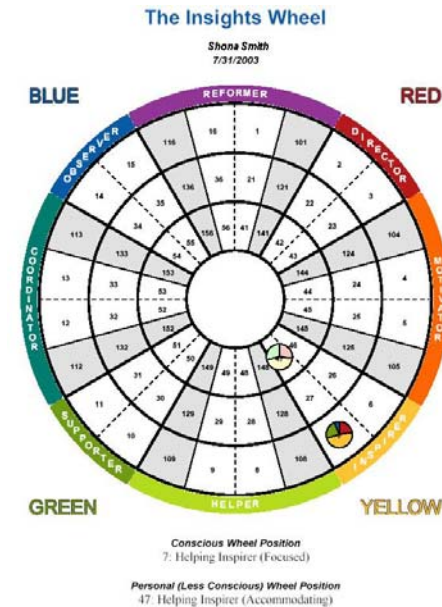
- Read the 3 Overview pages and underline any sentence or half-sentence that you COMPLETELY disagree with.
- Don't get hung up on a word.
- Ask for feedback from someone you trust on any statements in your Profile with which you have a challenge or are unsure about.

The results do not
prescribe or define you.

The results *describe* you.

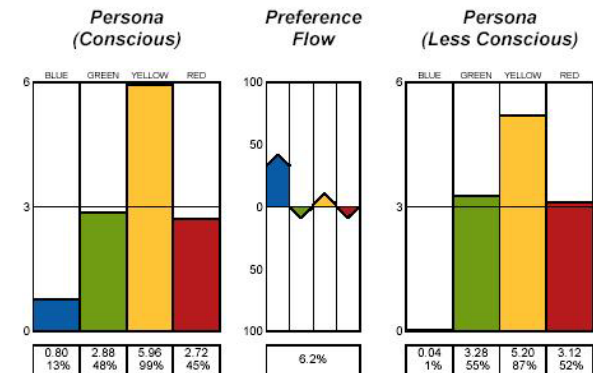
Insights System

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



Insights Colour Dynamics





Shona Smith
7/31/2003



Evaluator Frames





Frame 1

- Amicable and quick
- Reliable and restrained
- Forceful and goal-oriented
- Methodical and logical

L	1		3	4	5	M
L	1	2	3		5	M
L	1	2	3	4	5	
	1	2	3	4	5	M

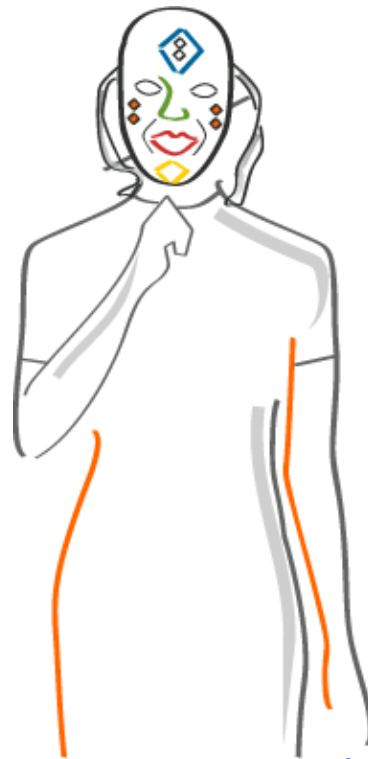
Frame 2

- Calm and even-tempered
- Determined and dominant
- Buoyant and light-hearted
- Exact and precise

L	1	2	3		5	M
L	1	2	3	4		M
L	1	2	3	4	5	
	1	2	3	4	5	M

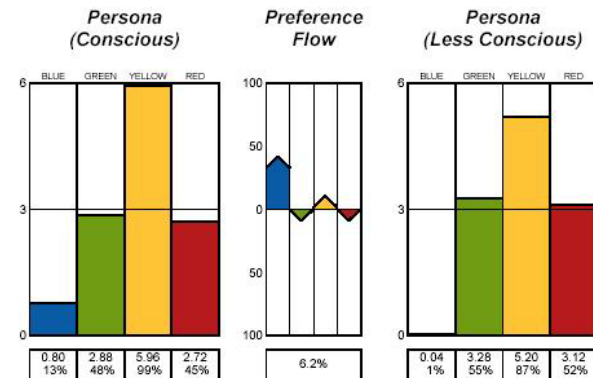
Graph I – the Conscious Persona

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



Insights Colour Dynamics

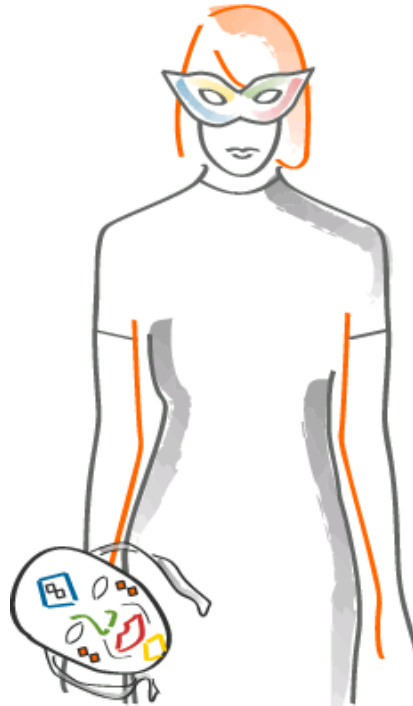
Shona Smith
7/31/2003



The 'Persona' was a mask worn by actors in Ancient Greece to convey the personality of the part they were playing.

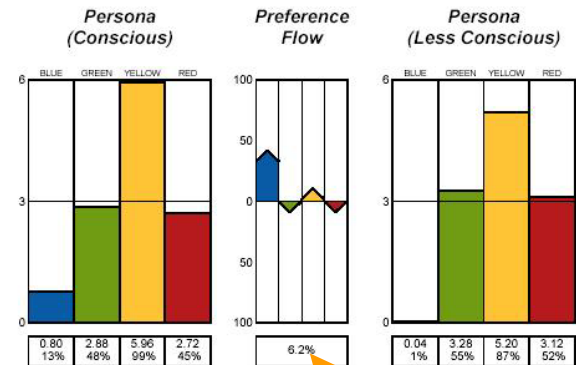
Graph II – the Less Conscious Persona

- The more instinctive “you”
- The “you” when you are not controlling the way you present yourself to the world



Insights Colour Dynamics

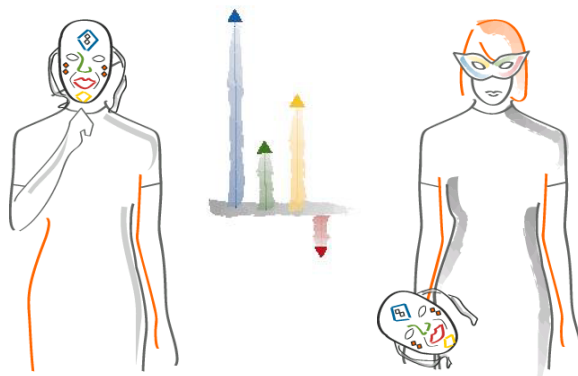
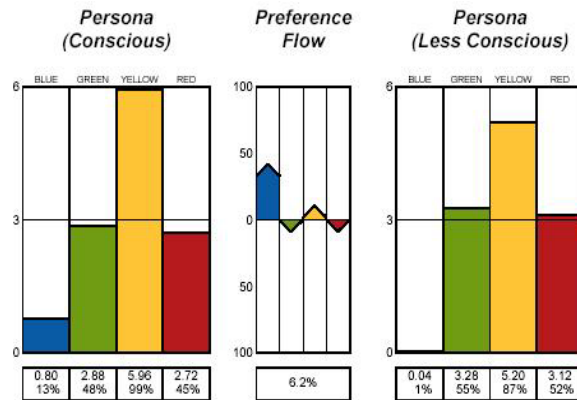
Shona Smith
7/31/2003



The Less Conscious
you -
your 'shoes-off' self.

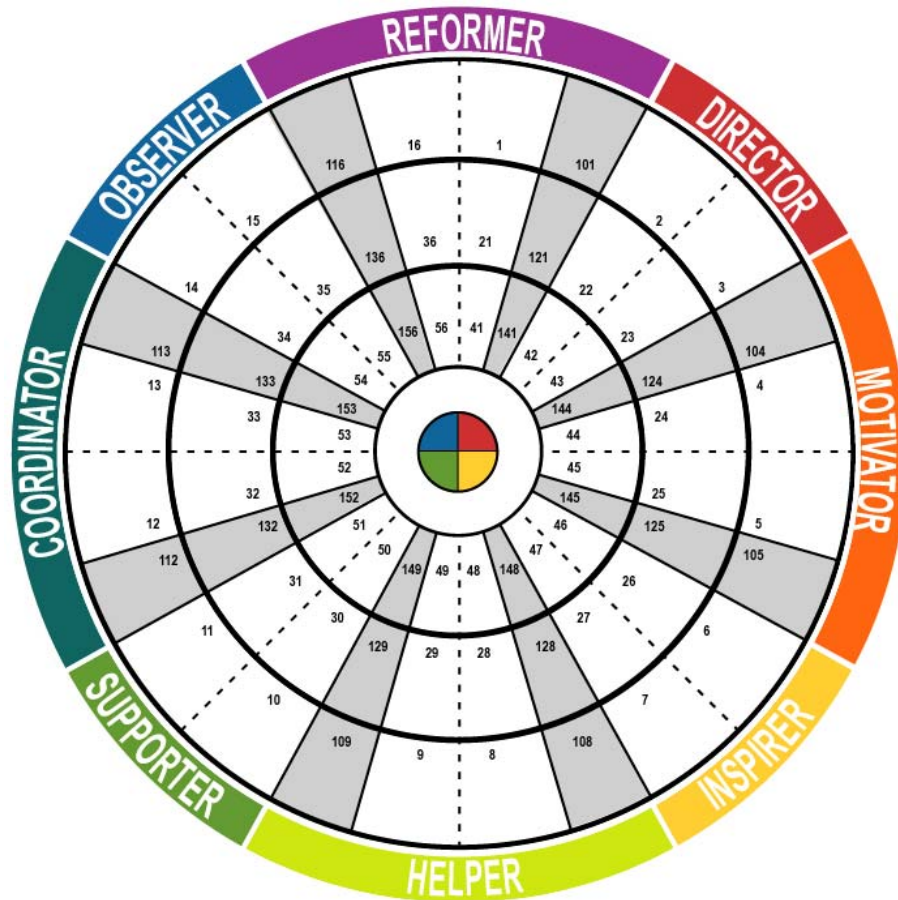
Your Preference Flow

The Preference Flow Graph (middle graph)



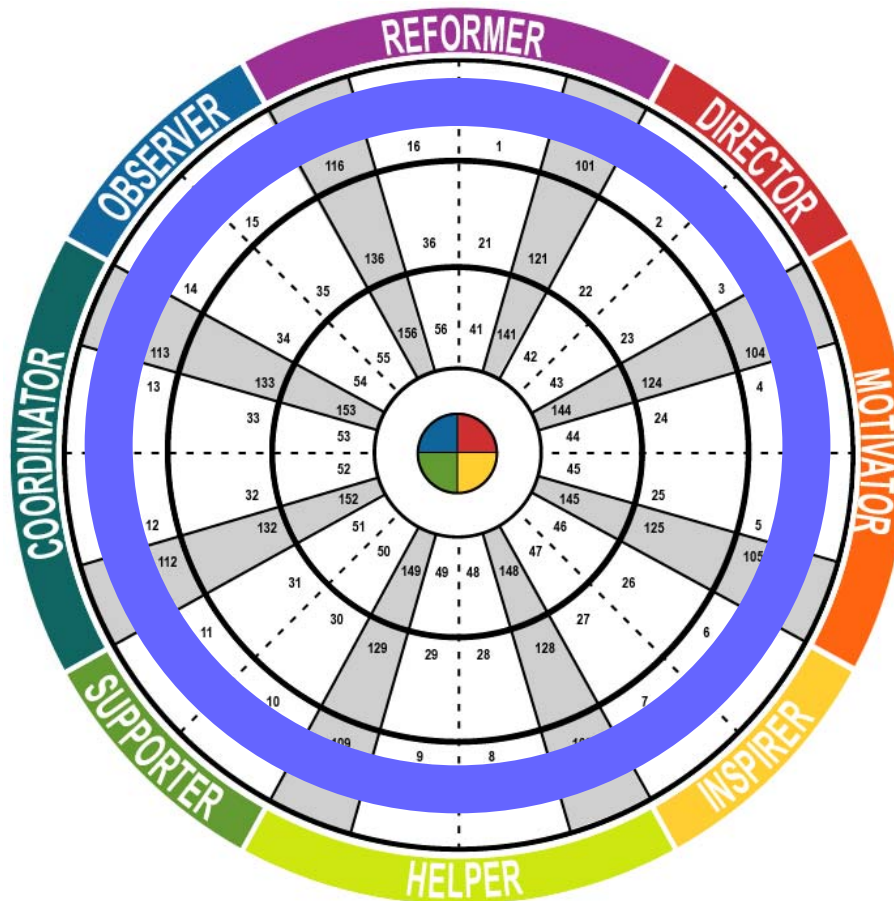
- Reflects differences between the public persona (who you see yourself to be -- Graph I) and the balancing persona (more instinctive “you” -- Graph II)
- Determines which preferences are currently having an impact on your work style and which are having less

Energies and Types Within The Insights Wheel



Energies and Types Within The Insights Wheel

The
Focused
Types



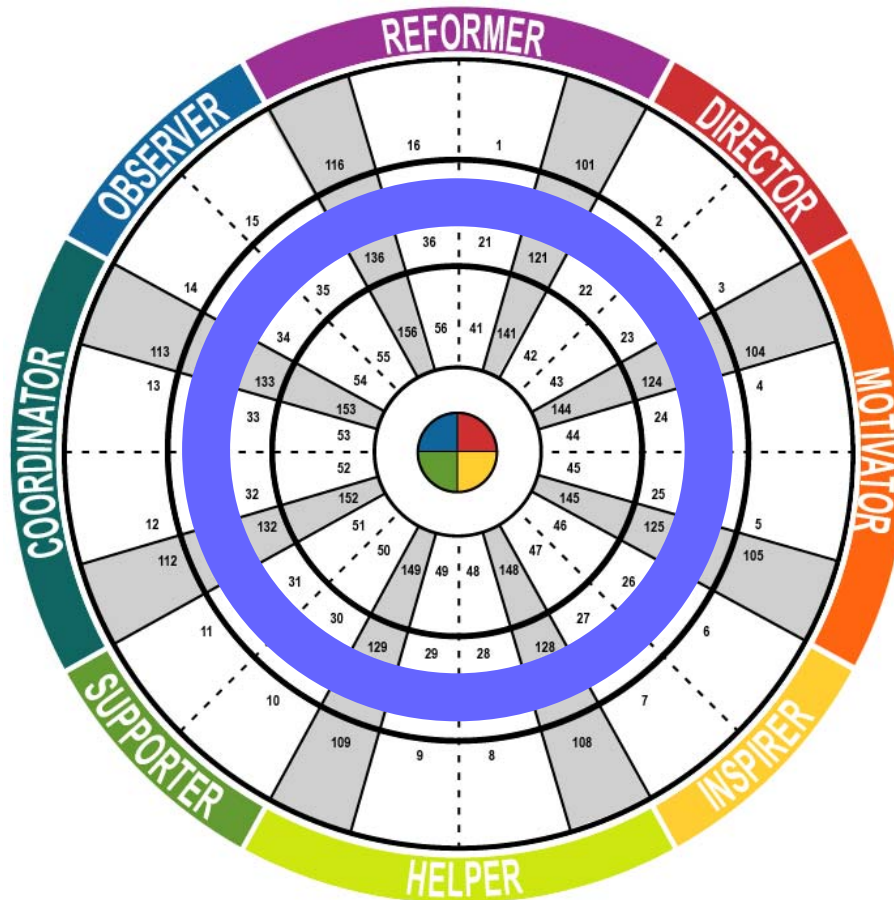
Energies and Types Within The Insights Wheel

Focused Insights Types

- One Energy in Conscious Inclined Usage

Energies and Types Within The Insights Wheel

The Classic Types



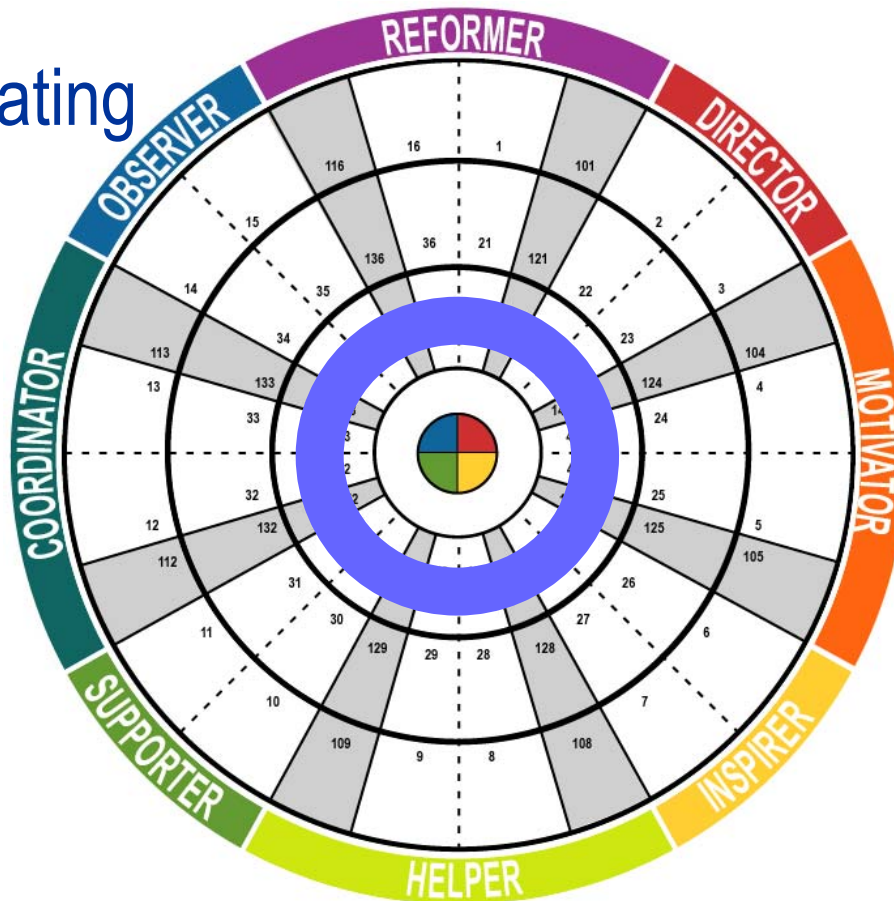
Energies and Types Within The Insights Wheel

Classic Insights Types

- 2 Energies in Conscious Inclined Usage

Energies and Types Within The Insights Wheel

Accommodating
Types



Energies and Types Within The Insights Wheel

Accommodating Insights Types

- 3 Energies in Conscious Inclined Usage

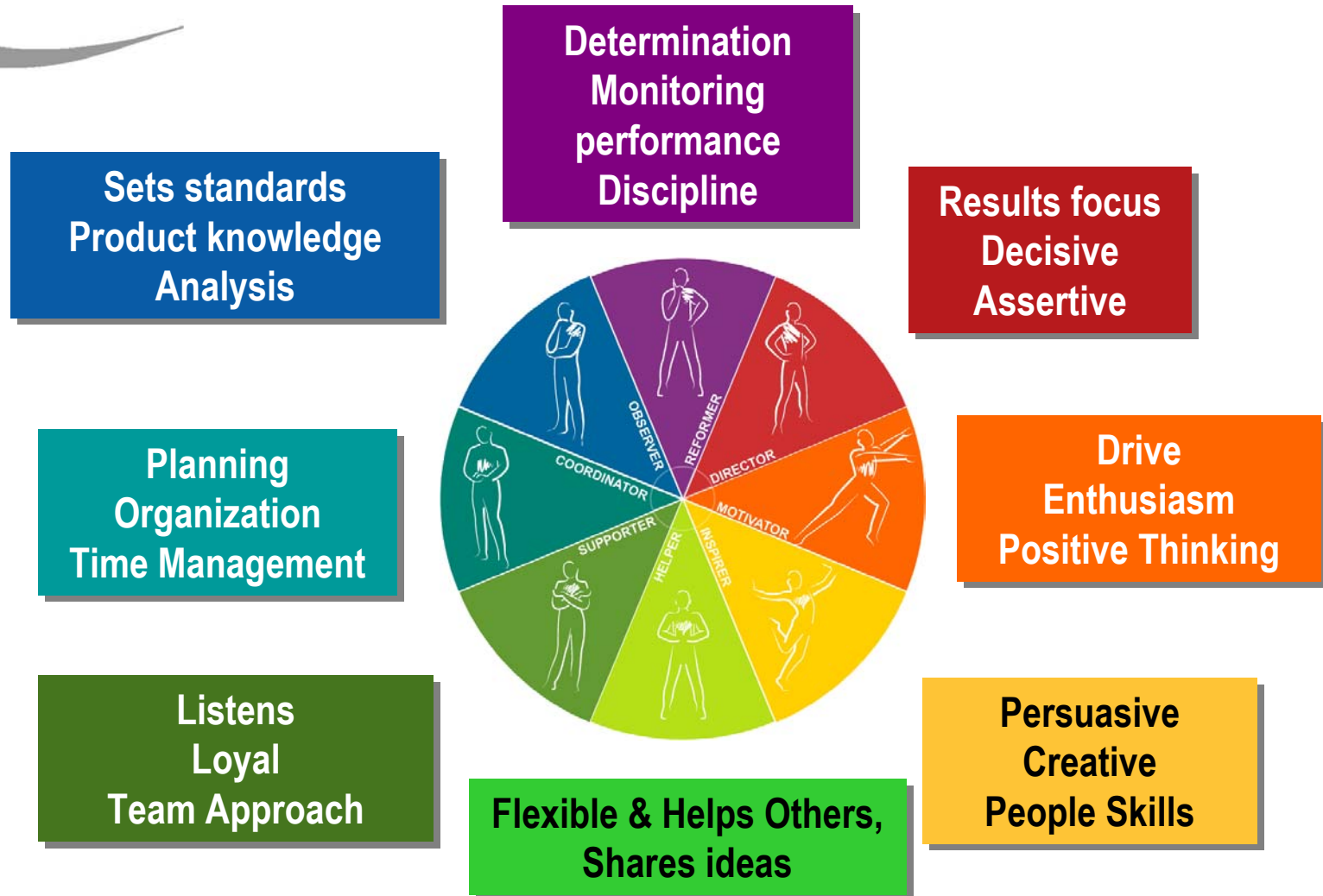
Energies and Types Within The Insights Wheel

- 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

Eight Types Team Dynamics – Approach to Task

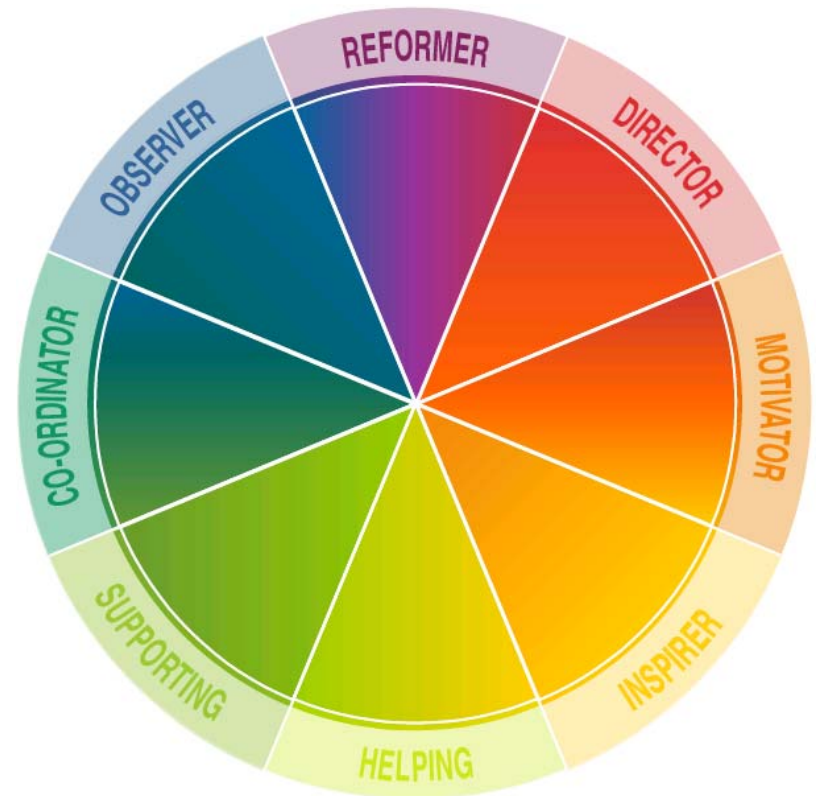


Eight Types Team Dynamics – Key Skills or Attributes



What Determines our Eight Type?

- You will always be in the **quadrant** of your **highest colour energy**
- Knowing the **highest AND the lowest** colour energy determines your **EIGHT TYPE**



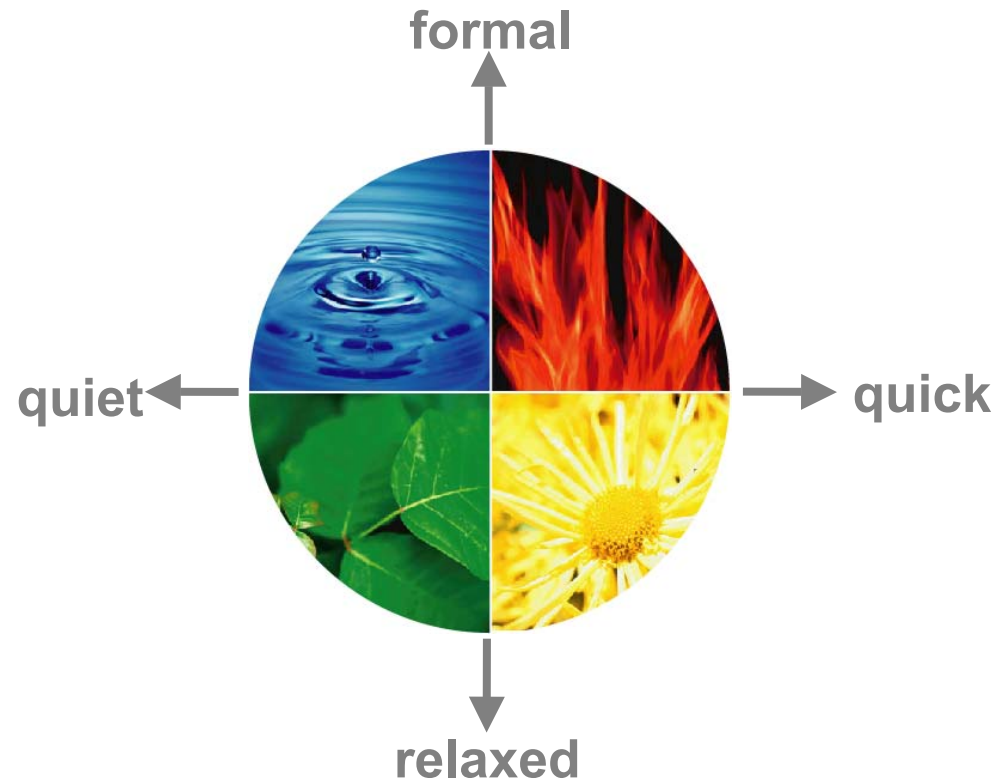
**“Know yourself.
Don’t accept your dog’s
admiration as
conclusive evidence
that you are
wonderful.”**

Ann Landers

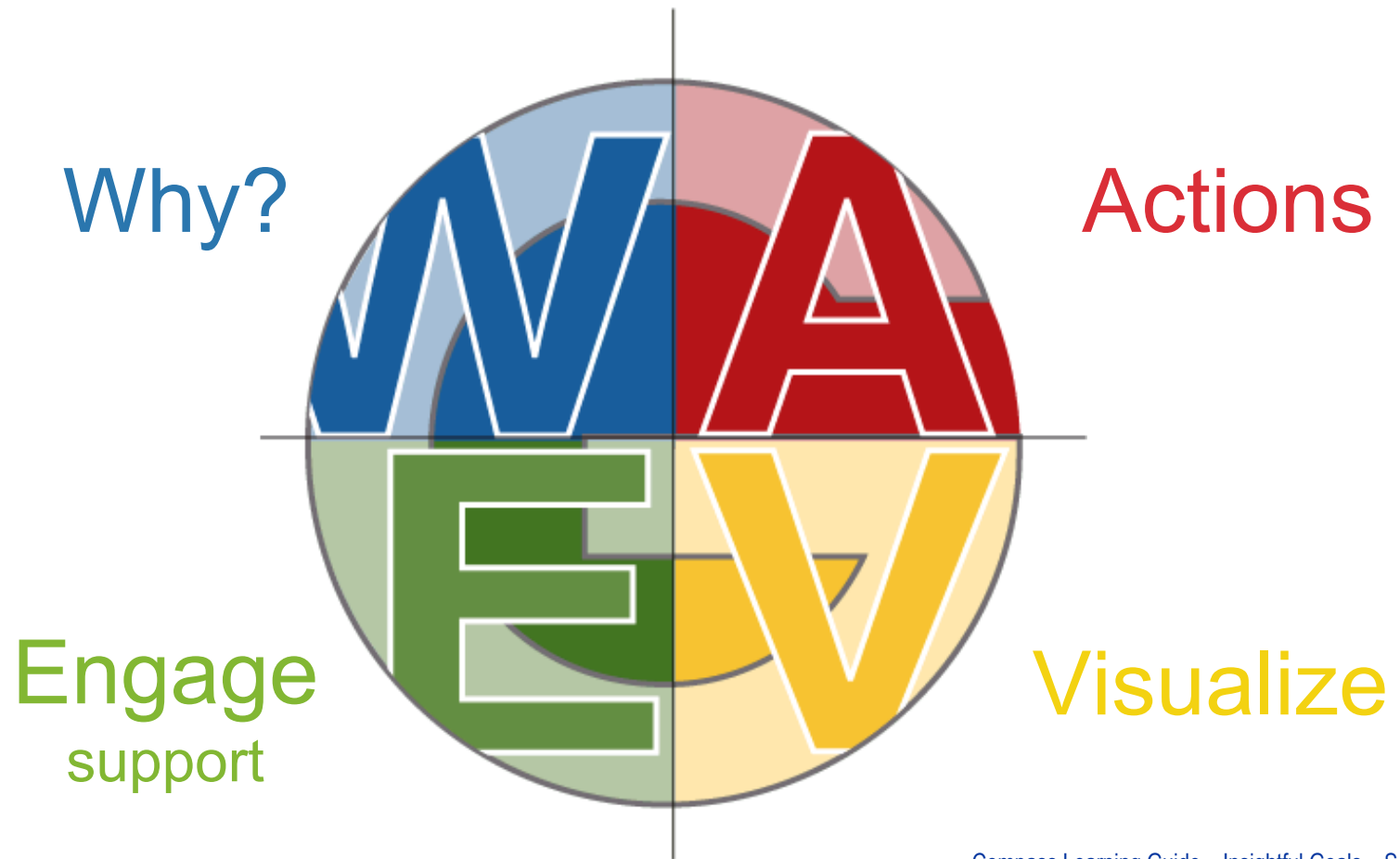


Recognizing the Color Energies

- Start with the four quadrants, and identify 'clusters' of signals
- Pay attention to:
 - Body Language
 - Verbal Style
 - Interactions
 - Work Environment



Articulate your Goal then ...



Insights



Thank you for your time & energy today!



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