

# Insights Discovery 360°

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Jane Smith  
19/06/2000

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## Introduction

*This Insights Discovery 360° report is based on the response of a feedback group and Jane Smith's responses to the Insights Preference Evaluator.*

*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.*

*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.*

*This Insights Discovery 360° report is compiled from the feedback of a circle of people who live and work around Jane Smith. Every day we deal with perceptions of ourselves from others, therefore an insight into this can help us grow and also improve our relationships. Jung always rated the self-perception as the most important and this report is intended as a supplement to the Insights Discovery Personal Report.*

*This report should be shared with friends and colleagues, including those who completed a 360° Evaluator for your report. Learn what others perceive to be the areas of your strengths. Share the important aspects with friends and colleagues. Discuss where your perception of yourself matches the perceptions of the group and where they differ. Ask for feedback from them on areas that seem particularly relevant for you and develop an action plan for growth both personally and interpersonally.*



# Key Strengths & Weaknesses

## Strengths

*This section identifies the key strengths which others in the feedback group perceive Jane to have. Jane has abilities, skills and attributes in other areas, but the statements below are likely to be some of the more fundamental gifts that others see she has to offer.*

### **Jane's key strengths:**

- Prefers structure at work and home.
- Solid organisational abilities.
- Quiet and conscientious.
- Trusting and tolerant of others' actions.
- Relaxed about what others may think of her.
- Highly effective where consistent performance is required.
- A sound sense of duty.
- Affectionate, self effacing and accommodating.
- Senses the needs of the group.
- Skilled at defusing tense situations.

### **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. The 360° Questionnaire Responses suggest these areas as Jane's possible weaknesses, as perceived by others in the feedback group.*

### **Jane's possible weaknesses:**

- Seen as a private individual, who prefers her own company.
- “Every silver lining has a cloud.”
- Can seek perfection, yet underrates and underestimates her contribution.
- Will prefer to be reserved and distant until she gets to know someone well.
- Is sometimes dismayed by disrespectful or caustic comments about others.
- May become stubborn if pressured.
- A lack of confidence in her own judgement, although that judgement is often correct.
- Avoids interpersonal aggression and irritation.
- May not forcefully express her ideas or feelings.
- Digs in if not convinced of need for change.

### **Personal Notes**



## Value to the Team

*Each person brings a unique set of gifts, attributes and expectations to the environment in which they operate. This list represents the feedback group's perception of the gifts Jane brings to the team.*

***As a team member, the feedback group perceives that Jane:***

- Sees the success of others as key to her own success.
- Is consistent and dependable.
- Is a caring team player who honours her commitments.
- Can remain single-minded and persistent.
- Shows tenacity and persistence.
- Will be sympathetic to others needs.
- Is a reliable and supportive team player.
- Prefers to deal with the here and now and is unlikely to be distracted by abstract thinking.
- Has a balanced attitude to work and personal life.
- Encourages team allegiance.

***Personal Notes***



# Management

## Managing Jane Smith

*This section identifies some of the most important strategies in managing Jane based on the feedback group's perception of her. This list should be matched to Jane's own expectation of her needs from her Insights Discovery Personal report.*

### **Jane needs:**

- Sufficient time to prepare for meetings.
- Opportunities and encouragement to meet and mix with more assertive and openly energetic people.
- Help to determine the pace and deadlines.
- Respect for her need for reflection and solitude.
- Long term security.
- Encouragement to think about broader issues and exercise more of her imagination when the opportunity arises.
- Regular reassurance of the value placed on her contribution.
- Freedom from bureaucracy.
- To give more weight to facts when making decisions.
- Help in thinking “outside the box”, or beyond the traditional.

### **Personal Notes**



# Management

## **Motivating Jane Smith**

*These statements represent the feedback group's perception of what might motivate Jane. This section should form the basis of mutually agreed actions to help maintain Jane's levels of motivation.*

### **Jane is motivated by:**

- Opportunities to enjoy the moment.
- Openness and honesty.
- Acknowledgement of her successes.
- Appreciation for a job well done.
- Integrity from her superiors.
- Being involved only in well thought through change processes.
- Colleagues who understand that she kicks herself harder (occasionally too hard) and more often than anybody else when things go wrong.
- Contributing to the success of others.
- A degree of autonomy.
- A manager who understands that she has personal goals and values.

### **Personal Notes**



# Management

## Management style

*There are many different approaches to management, most of which have different situational applications. This section identifies Jane's natural management approach as it is seen by others and offers clues to her management style, highlighting both gifts and possible hindrances that can be further explored.*

### ***In managing others, Jane is perceived as tending to:***

- Encourage others to sacrifice deadlines for quality.
- Delegate only simple, straightforward tasks which fail to challenge others.
- Place too much trust in the motives of others.
- Listen carefully and respond in an appropriate way.
- Feel frustrated if others ignore the rules or procedures.
- Under-delegate or re-assume tasks already delegated.
- Ignore completely those whose views conflict with her strong sense of values.
- Dislike “hard-nosed” disciplinary matters within the workplace.
- Keep too many things close to her chest, making others wonder about the true agenda.
- Allow her heart to rule her head.

### ***Personal Notes***

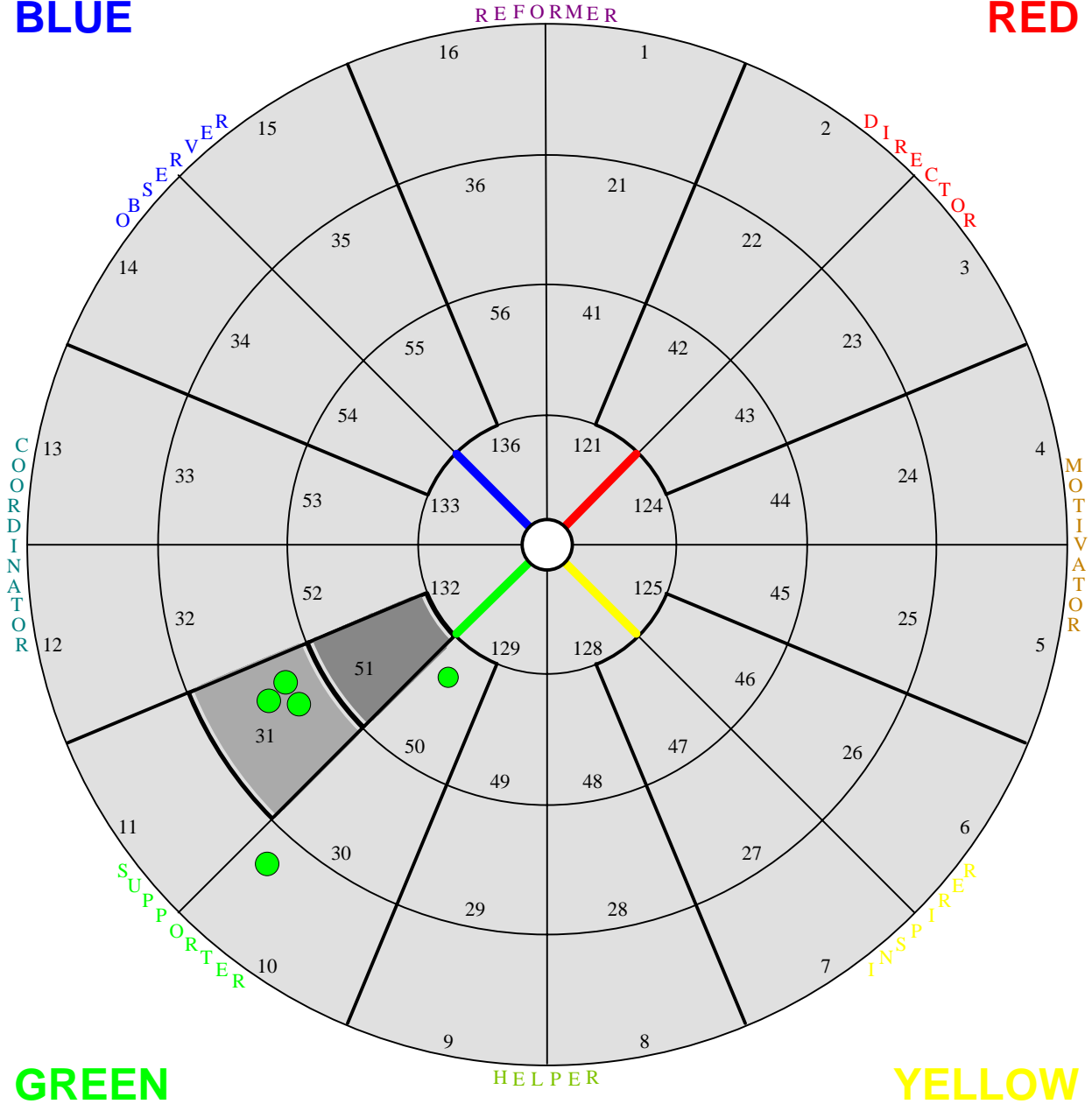


# Insights Discovery 360°

*Perceptions Of Jane Smith  
19/06/2000*

**BLUE**

**RED**



**Jane Smith's Self Perception**

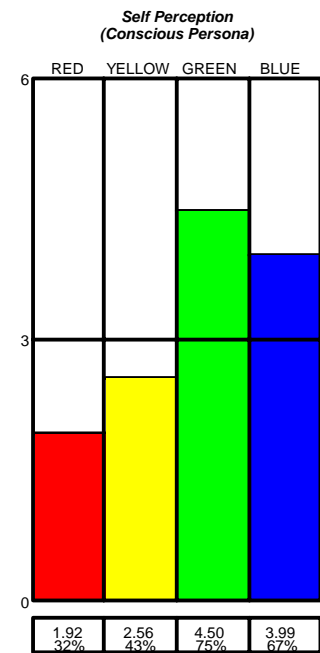
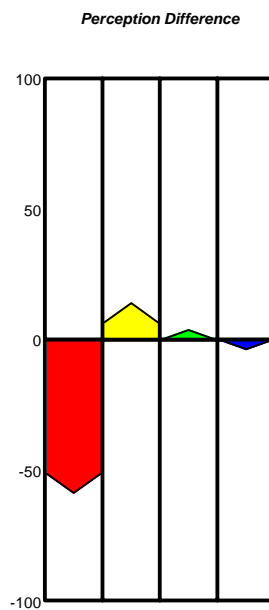
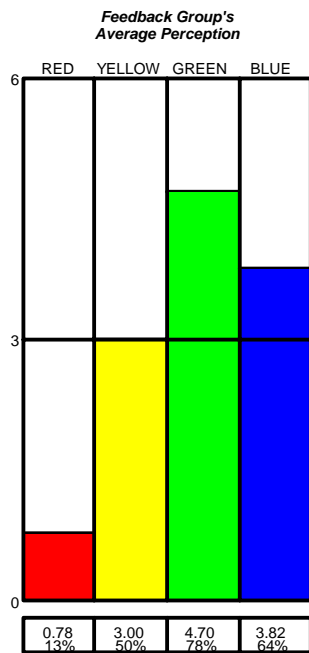
31 : Coordinating Supporter (Classic)

**Feedback Group's Average Perception**

51: Coordinating Supporter (Accommodating)



# Insights Discovery 360° Colour Dynamics



Coordinating Supporter  
(Accommodating)

Coordinating Supporter (Classic)

**Left Graph :**

*This represents the feedback group's perception of the nominee. It is the average of the scores from the feedback group.*

**Middle Graph :**

*This is the difference between the nominee's self-perception and the perceptions of the feedback group. A positive value suggests that the feedback group is aware of that colour energy exhibited by the nominee, whilst a negative value suggests that the feedback group sees less of that colour energy in the nominee, when compared to the nominee's self-perception.*

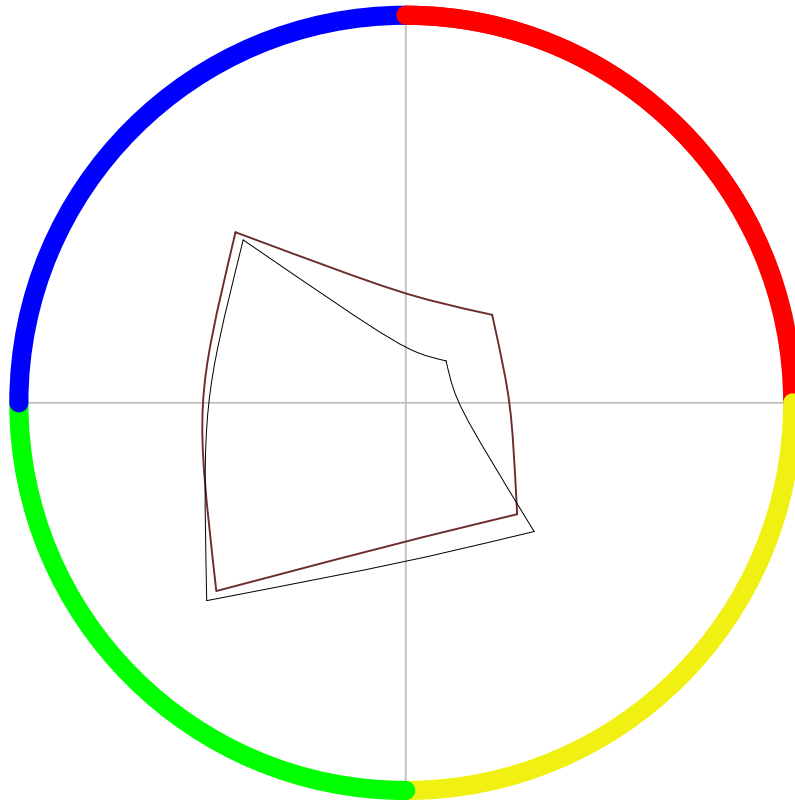
**Right Graph :**

*This is the nominee's self-perception. It is the Persona (Conscious) graph generated by the nominee's Preference Evaluator responses.*



# The Insights Discovery 360° Energy Footprint

**Jane Smith**  
**19/06/2000**



- \_\_\_\_\_ Self-Perception (Conscious Persona)
- \_\_\_\_\_ Feedback Group's Perception

*The Insights Energy Footprint provides a visual comparison of the perception of the individual and the average perception of the group. Discuss any similarities and significant differences in the perceptions with your colleagues.*

## **Personal Notes**





## Complete Scores

### Jane's Scores

<b>Red</b>	<b>Yellow</b>	<b>Green</b>	<b>Blue</b>
1.92	2.56	4.50	3.99

### Feedback Group's Average Scores

<b>Red</b>	<b>Yellow</b>	<b>Green</b>	<b>Blue</b>
0.78	3.00	4.70	3.82

### Individual Scores from Feedback Group

<b>Name</b>	<b>Red</b>	<b>Yellow</b>	<b>Green</b>	<b>Blue</b>	<b>Wheel Pos.</b>
Respondent 1	0.80	2.30	4.80	4.80	31
Respondent 2	0.00	4.60	4.70	3.50	50
Respondent 3	0.80	2.30	4.80	4.80	31
Respondent 4	0.20	2.90	4.90	3.40	31
Respondent 5	2.10	2.90	4.30	2.60	10

