

## Variations

<p><b>eLearning module</b></p> <ul style="list-style-type: none"> <li>- Recall of concepts</li> <li>- Application/conversation emphasis</li> </ul>	<p><b>No eLearning module</b></p> <ul style="list-style-type: none"> <li>- Introducing concepts for the first time</li> <li>- Content emphasis</li> <li>- Potential second session for application?</li> </ul>
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1



## Virtual Delivery

Client name or session here

Facilitator name and date

D:\PPT\_12V\_enGB\_3heights Discovery an Introduction PowerPoint (Virtual)  
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## Facilitator preparation

<ul style="list-style-type: none"> <li>• Decide objectives/learning outcomes</li> <li>• Decide which exercises to leave in/take out given objectives and timing</li> <li>• Prepare card deck – select four cards from each colour that present a broad definition</li> </ul>	<ul style="list-style-type: none"> <li>• Decide profile questions for breakout room sharing, and group composition</li> <li>• Insert Team Wheel, if applicable</li> <li>• If using breakout rooms for adapting to connect, decide on groups</li> <li>• Identify any post-session assignments or next steps</li> </ul>
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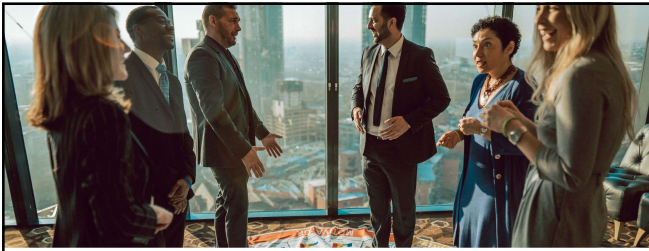
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## Insights Discovery: An Introduction

Beginning the journey ...



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## Your webinar host today

Introduce yourself

- Insert this slide with photo if not using webcam/live camera feed

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## Using (Platform Name)

Add in information necessary to orient participants to the platform tools you will be using during the session:

- Audio set up
- Chat
- Status updates
- Whiteboards
- Polls
- Breakout rooms
- Etc.

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## Insights Discovery

- Focuses on improving personal, interpersonal and team effectiveness
- Provides a common language about what drives our behaviour in the workplace
- Grounded in the work of psychologist Carl Jung

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## Objectives for today

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## Learning outcomes

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Today is about connections

Who do you need to connect with more?



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# Who am I?

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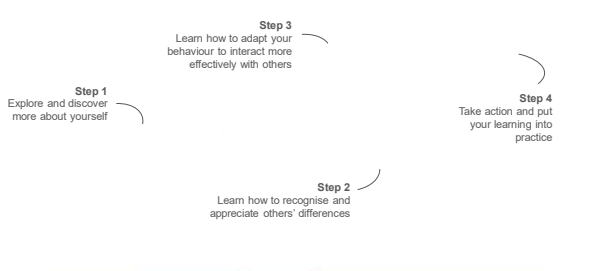
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## The steps to personal effectiveness



**Step 1**  
Explore and discover more about yourself

**Step 2**  
Learn how to recognise and appreciate others' differences

**Step 3**  
Learn how to adapt your behaviour to interact more effectively with others

**Step 4**  
Take action and put your learning into practice

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## Perception

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

Perceptions can change, with awareness.



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## Perception



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## Perception scenario

Your group has a new manager and you have joined the first virtual team meeting led by this person. The manager (your boss) greeted everyone else on the call by name, but did not greet you.

What are your immediate thoughts and feelings?

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## The ladder of perception

Actions I took

Beliefs I formed

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)

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## The Insights Discovery Colour Energies

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cheerful	reflective	concise	challenging	caring	assertive
enthusiastic	determined	firm	factual	well-argued	reliable
accommodating	objective	active	steady	fun	sensitive
accurate	tactful	driving	constant	structured	harmonious
strong-willed	purposeful	convincing	cautious	calculating	amenable
persuasive	patient	influencing	diplomatic	logical	sociable
outgoing	courageous	co-operative	forceful	conventional	optimistic
mobile	friendly	stable	consistent	decisive	correct
loyal	calm	daring	analytical	engaging	exact
impulsive		realistic			

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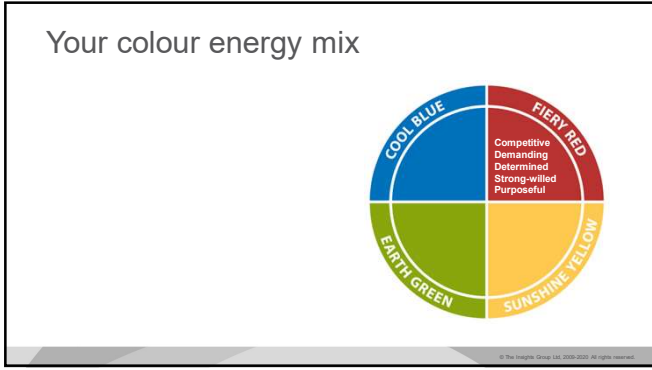
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	<b>When we are using our Fiery Red energy, we...</b>		Are active and move in a positive and firm direction
Have a strong determination that influences those we interact with		Are single-minded and determined in our focus on results	
	Approach others in a direct and straightforward manner		Seek an outcome that is specific and tangible

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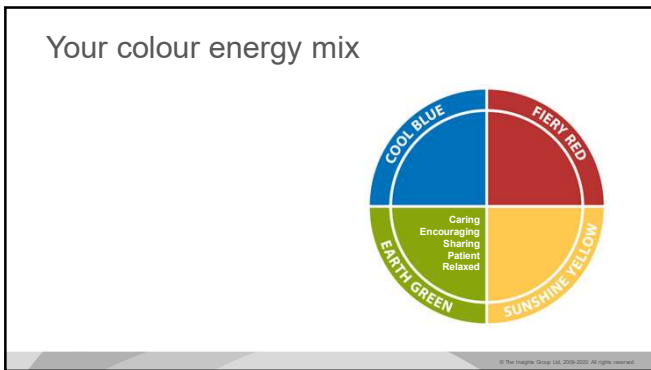
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	<b>When we are using our Earth Green energy, we ...</b>		View the world through what we value and what is important to us
Seek harmony and depth in relationships		Defend what we value with quiet determination and persistence	
	Prefer democratic approaches that respect the individual		Ensure all individual perspectives are heard and considered in making choices or decisions

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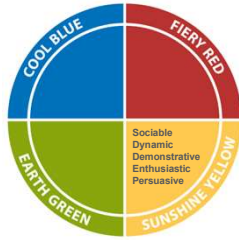
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## Your colour energy mix



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	When we are using our Sunshine Yellow energy, we...		Radiate enthusiasm and encourage participation
Enjoy and seek the company of others		Approach others in a persuasive, engaging and inviting manner	
	Have a desire to be involved		Like to be noticed and appreciated for their contributions

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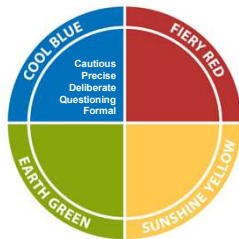
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## Your colour energy mix



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	When we are using our Cool Blue energy, we ...		Desire to know and understand the world around us
Maintain a detached and objective standpoint		Value independence and intellect	
	Think things through before committing to action		Like information to be accurate and complete before proceeding

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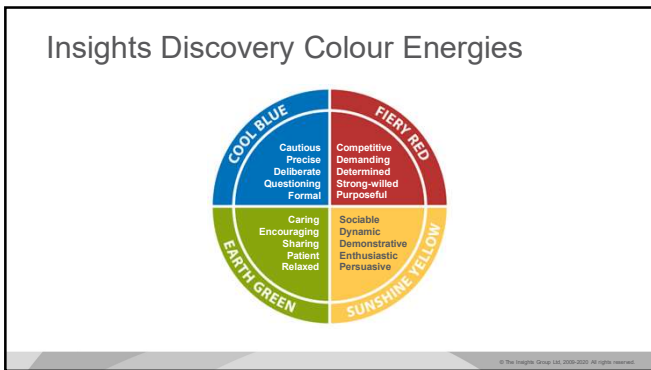
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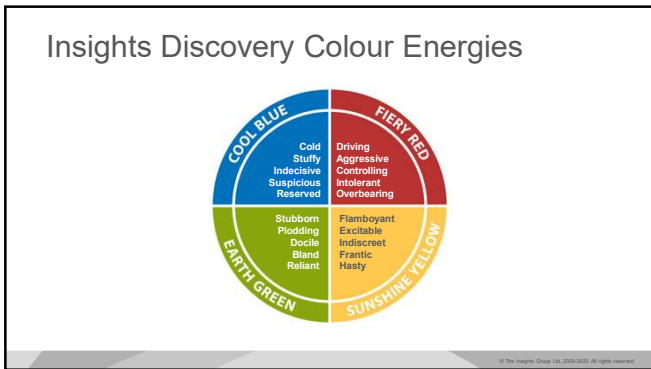
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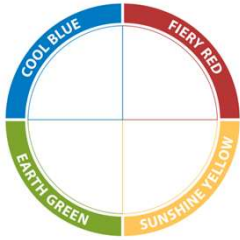
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## Your colour energy mix



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

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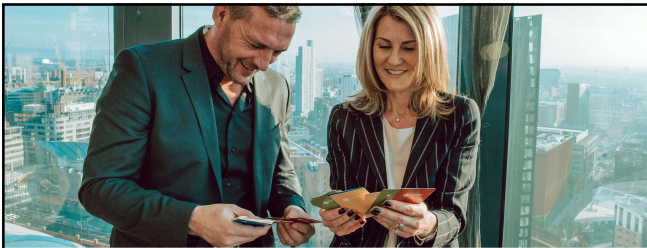
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## The Jungian Preferences



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## The Jungian preferences



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

– Dr Carl G Jung

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### Jungian Preferences and the Colour Energies



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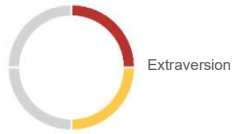
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### Jungian Preferences and the Colour Energies



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### Jungian Preferences and the Colour Energies



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## Jungian Preferences and the Colour Energies



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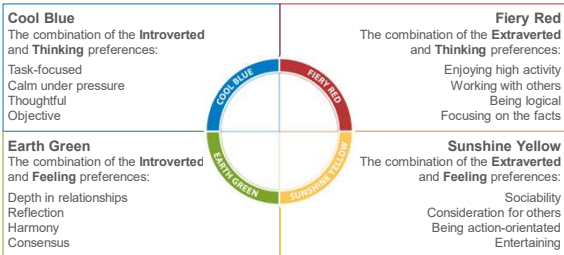
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## Jungian Preferences and the Colour Energies



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## Your perceiving 'functions'

Sensation

Intuition

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When you see the next slide, write down what is there for you.

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What was there for you?

<b>Sensation (S)</b>	<b>Intuition (N)</b>
<ul style="list-style-type: none"><li>• Horse</li><li>• Sun</li><li>• Grass</li><li>• Orange</li></ul>	<ul style="list-style-type: none"><li>• Friendship</li><li>• Open space</li><li>• Freedom</li><li>• Companionship</li></ul>

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# Your perceiving 'functions'

Sensation Intuition

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A combination of Fiery Red with Sensation

A combination of Earth Green with Sensation

A combination of Cool Blue with Sensation

A combination of Sunshine Yellow with Sensation

A combination of Earth Green with Intuition

A combination of Fiery Red with Intuition

**Sensation and Intuition in every colour energy**

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# Summary of Jung's Psychological Preferences

**How we are oriented to the environment (to the object)**

**Introversion** – Internally, through observation and reflection

**Extraversion** – Externally through engagement, involvement and taking action

**How we make decisions**

**Thinking** – With our 'head' using analysis and a logical rationale

**Feeling** – With our 'heart' deciding on what something is worth, using our personal values

**How we take in and process information**

**Sensation** – In a concrete, realistic and tangible way, grounded in the present

**Intuition** – Finding meaning through interpretation, and future possibilities

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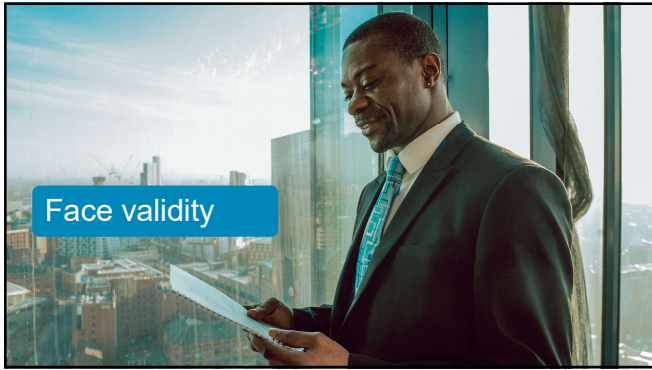
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### Review the Overview (pages 6-8)

- 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

Count the sentences that did not describe you ? and multiply by 2. Subtract that number from 100.

1.5 sentences x 2 = 3  
100% - 3% = 97% Accuracy

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### Evaluator Frames

**Frame 1**

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

**Frame 2**

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

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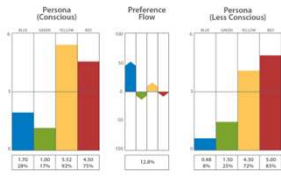
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## Colour Energy graphs – dynamics

The direct responses to the evaluator.  
Your intentional self. Combines:  
- who you are  
- who you want to be and  
- who you believe you're expected to be.  
How you **'ACT'**.



The portrait picture of you

Preference Flow: Highlights which colour energies you might be putting a conscious effort into adjusting, to meet the needs of your environment

The candid photograph

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## Break out room activity: Profile sharing

You will be placed in small groups in breakout rooms for 10 minutes.

Each person is requested to share, as you are comfortable:

- Which statements from your profile Overview section do you believe are most pertinent or relevant for you and why?
- What is an example of one strength and one potential weakness from your profile showing up in your work?

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## The Insights Discovery 72-Type wheel

Wheel position determined by:

- Order of colour energies
- Number of colour energies above the midline



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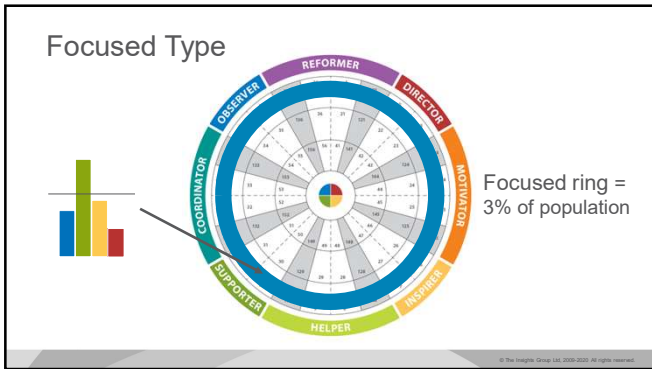
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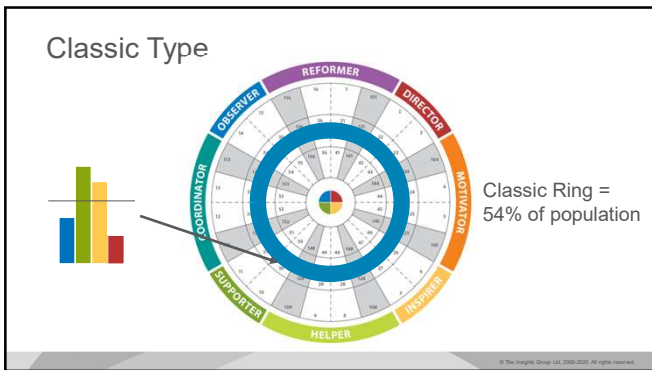
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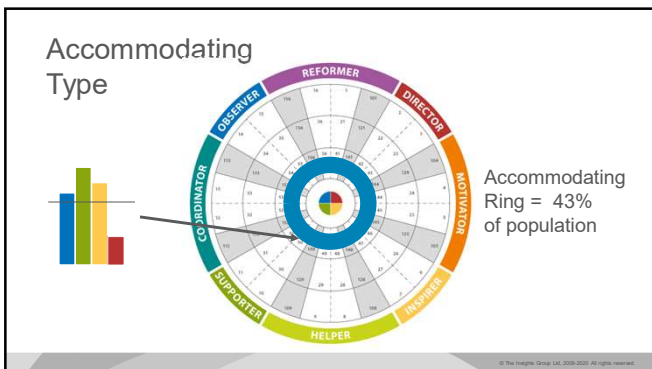
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Creative types pull on two opposing energies



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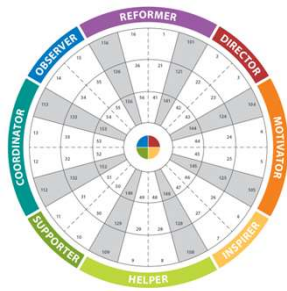
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Plot your own position on the wheel



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Insert Team Wheel

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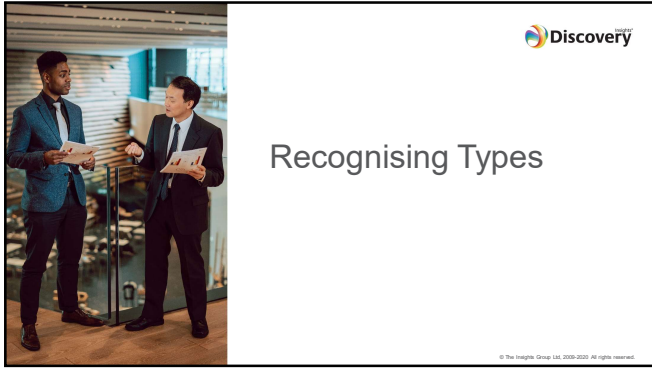
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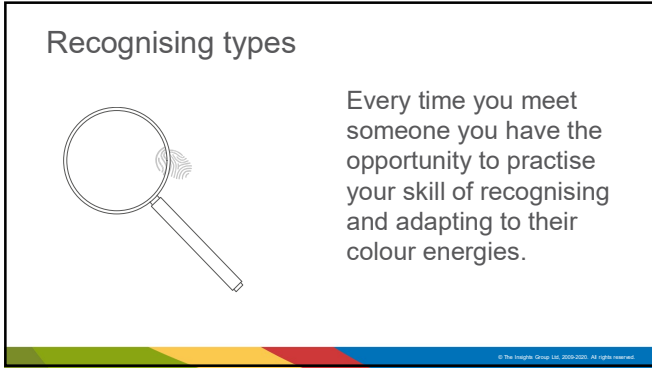
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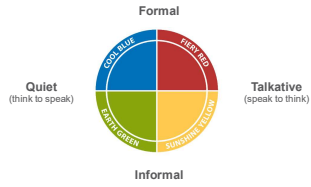
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## Recognising types

### Step One:

- Do they "speak to think" (**Fiery Red/Sunshine Yellow**) or "think to speak" (**Cool Blue/Earth Green**)?



### Step Two:

- Are they more formal/task focused (**Cool Blue/Fiery Red**) or more informal/relationship focused (**Earth Green/Sunshine Yellow**)?

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## Watch My Back feedback exercise



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## Be the detective ...

### Email communications

What clues might indicate the sender's style?



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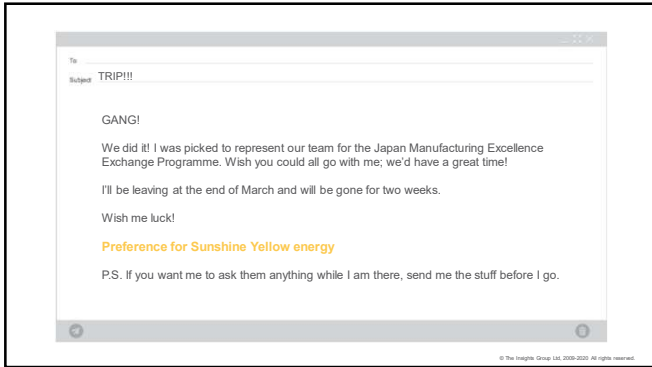
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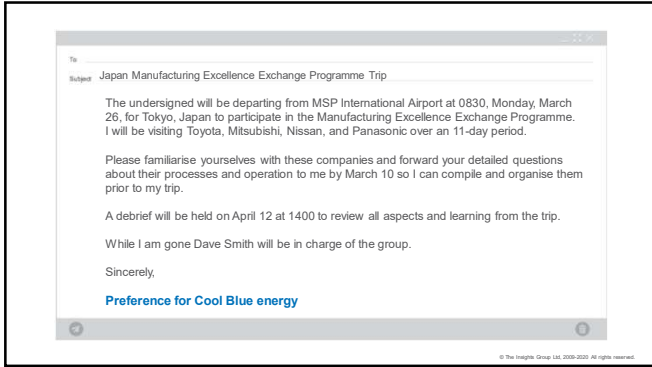
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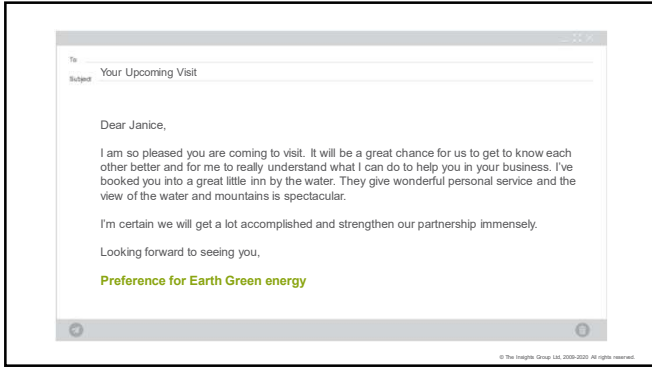
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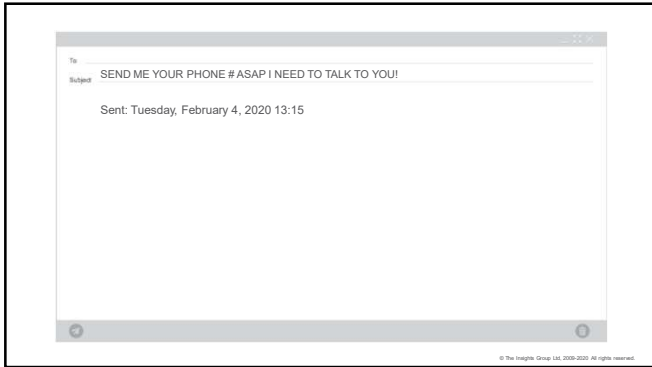
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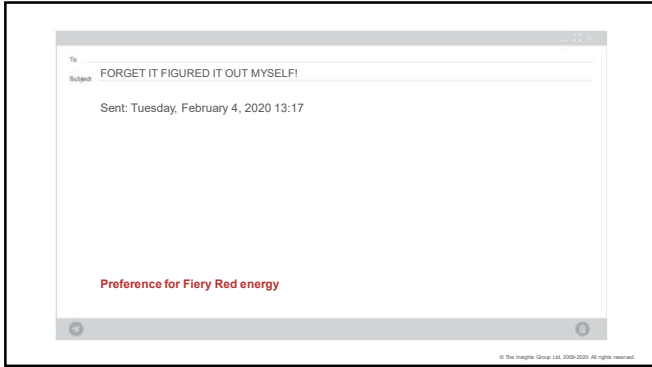
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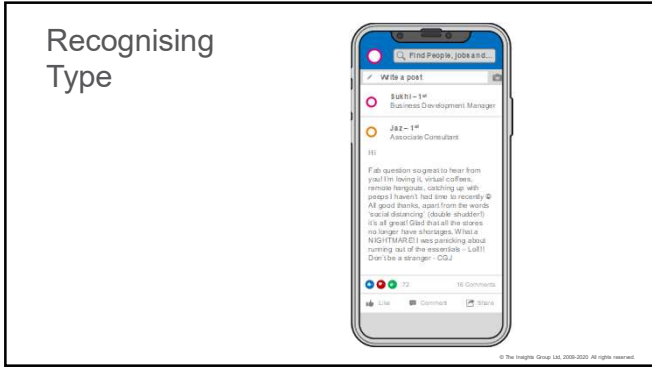
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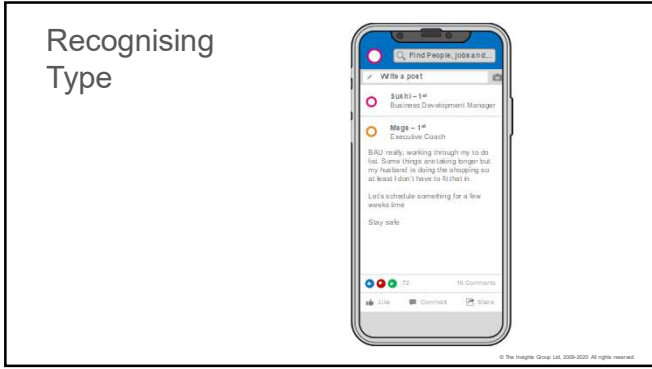
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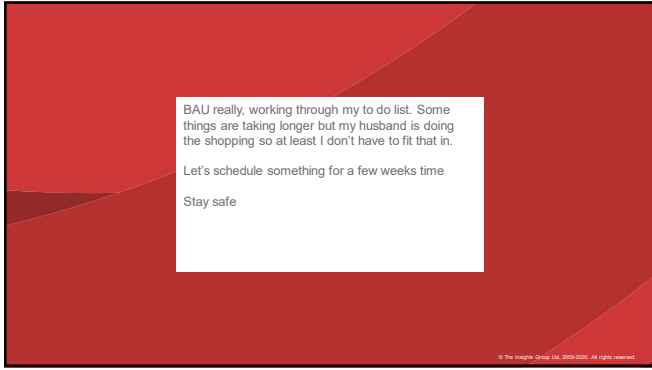
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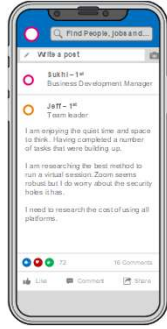
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## Recognising Type



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I am enjoying the quiet time and space to think. Having completed a number of tasks that were building up.

I am researching the best method to run a virtual session. Zoom seems robust but I do worry about the security holes it has.

I need to research the cost of using all platforms.

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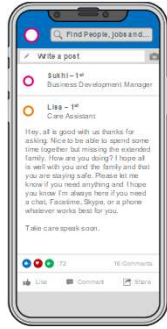
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## Recognising Type



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Hey, all is good with us thanks for asking. Nice to be able to spend some time together but missing the extended family. How are you doing? I hope all is well with you and the family and that you are staying safe. Please let me know if you need anything and I hope you know I'm always here if you need a chat, Facetime, Skype, or a phone whatever works best for you.

Take care speak soon.

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### Adapting and connecting

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### Adapting and connecting

**Cool Blue**  
Be well prepared and thorough  
Do not be flippant on important issues

**Fiery Red**  
Be direct and to the point  
Do not hesitate or waffle

**Earth Green**  
Do not push for quick decisions  
Be patient and supportive

**Sunshine Yellow**  
Do not impose a routine  
Be friendly and sociable

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## Match my style

You will be matched with a partner who leads with a different color energy.

Use your partner's preferred energy(ies) to discuss the scenario on the next slide.

- After the conversation, provide feedback on whether the adaptation was effective, or what could have made it more effective.
- Compare/contrast to your usual approach



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## Match my style

**Scenario 1:** Let them know about a schedule change (change to a deadline) that impacts their work.

Change roles.

**Scenario 2:** Provide feedback about a recent presentation you saw them give.



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## Personal development

We are what we repeatedly do.

Excellence then is not an act but a habit.



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Your journey continues ...

How will I adapt my behaviour?

What is my key action?

What do I appreciate about the styles of others?

What did I discover about myself?

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**Additional resources**

Discovery Insightful Strategies Job Aid

- Supports you to remember characteristics, communication tips and preferences of each of the colour energies

Colour block image

- Add to your email signature to share your preferences digitally

Mini Reference Guide

- Keep it handy as a reminder of key topics from today and for tips to adapt to connect

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