






1

Day one
Webinar one

Insights Discovery theory

- Introductions and welcome



Virtual Accreditation

2

We want to create a world where
people truly understand
themselves and others, and are
inspired to make a **positive**
difference in everything they do.

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3

super powerful!
This is powerful stuff

4

What superpowers do you have?

5

Introducing: **YOU**

- Where in the world are you from?
- What company do you work for or represent?
- Why are you here at this Insights Discovery Accreditation currently?
- What are your superpowers?

6

Objectives

- Connect with why you are here and what impact you can have as an Insights Discovery Practitioner
- Know enough of the theory to be amazing with Insights Discovery
- Develop your facilitation and coaching skills with Insights Discovery through experience, practice and reflection
- Look at how you keep the concepts alive and get started on what else is possible with Insights Discovery
- Be inspired by the resources, support and possibilities for your on-going development as an Insights Discovery Practitioner

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Discovery Accreditation

Day 1
Insights Discovery theory
Just enough to be amazing with the graphs and wheel

Day 2
Preparing to deliver – virtually
Unlock the magic in a virtual Insights Discovery introduction

Day 3
Delivering Insights Discovery
Delivering the virtual workshop and using the Profile to create breakthrough conversations

Day 4
Applying Insights Discovery
What's next? Begin to explore the potential of Insights Discovery in your world

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Our approach



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Our virtual community: goals

- To create a connected virtual learning community that is an experience as close as possible to that of a face-to-face learning community
- To work together with focus and patience to let the technology enable our learning, rather than get in the way of our learning

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Our virtual community: faculty role

- Cover the content in the way that best fits our platform, as well as your ability to learn to deliver it virtually
- Create a sense of community and safety for questions and informal conversations
- Provide enough breaks to ensure we don't get too oversaturated

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Our virtual community: your role

- Be yourself
- Participate as if you were in the room with us all. If you would make a joke or ask a question if we were together, do so here as well
- Be present and guard against distractions (email, text, etc.)
- Keep your webcam on when you're in the room
- Use your breaks for self-care first, work second

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Our virtual IDA platform: Zoom

- Audio and webcams
- Chat
- Share screen
- Breakout rooms
- Feedback/raise/lower hand
- Digital flipcharts and worksheets

We will review how to use each of these features as we need to use them.

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Day one
Webinar two

Insights Discovery theory

- Review of key concepts



Virtual Accreditation

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A review of Insights
Discovery components

Perception, colour energies
and Jungian preferences

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Where have you been?

workshop

pre-work

profile conversation

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Perception

Is the glass half full or half empty?

Technically, the glass is always full

$\frac{1}{2}$ air

$\frac{1}{2}$ water

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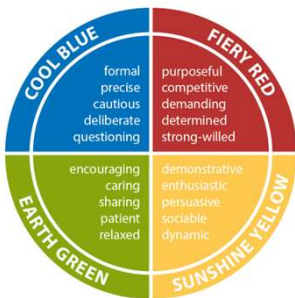
The colour energies



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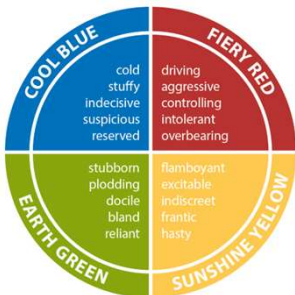
Colour energies on a good day



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Colour energies on a bad day



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Planet  **Discovery**: making colour energies stick

In your breakout room, using the digital activity, review the statements and allocate each statement to its correct quadrant.




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Online exercise in breakout room

- Group leaders will share their web browser and drag and drop the statements to the appropriate quadrant after group discussion
- Statements can be moved until you hit the Submit button
- You will see the correct answers upon submission
- Discuss with your colleagues for clarity in responses



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Making the Colour Energies Stick Activity
Created By Martin MacEwan - Current Version

REVIEW [Sign In](#)

COOL BLUE

FIERY RED

You will review a set of 20 statements and assign each one to one of the Insights Discovery colour energies by dragging and dropping it on the virtual flipchart.

Once you are happy with your assignments, click the **SUBMIT** button which will check your answers for you.

EARTH GREEN

SUNSHINE YELLOW


Approach others in a direct and straightforward manner

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11

Fiery Red

- Single-minded and determined, focusing on results
- Determined in influencing interactions
- Approaches others in a direct and straightforward manner
- Moves assertively in a positive and firm direction
- Strongly task-focused and always in motion



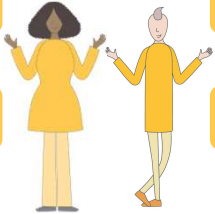
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Sunshine Yellow

- Persuasive, engaging and inviting when approaching people
- Enjoys and seeks the company of others
- Adopts a positive and optimistic approach
- Radiates enthusiasm and encourages participation
- Has a desire to be involved




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Earth Green

- Seeks harmony and depth in relationships
- Defends values with quiet determination and persistence
- Prefers democratic approaches that respect the individual
- Listens attentively and patiently
- Ensures all individual perspectives are heard and considered in making choices or decisions




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Cool Blue

- Values independence and intellect
- Maintains a detached and objective standpoint
- Desires to know and understand how and why
- Thinks things through before forming any conclusions
- Likes information to be accurate and complete before proceeding



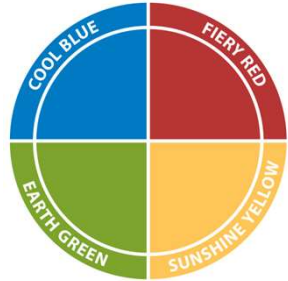
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Your colour mix


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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Jungian preferences



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Jungian preferences

Attitude

How we react to experiences and the environment.

Introversion – Focused on the internal world, reacting to experiences by observation and reflection.

Extraversion – Focused on the external world, reacting to experiences by engagement, involvement and taking action.

Rational function

How we make decisions – judging.

Thinking – Focused on a logical objective judgement.

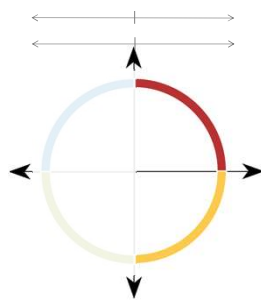
Feeling – Focused on a value-based, heartfelt judgement.

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Jungian preferences and the colour energies

Introversion
Thinking

Extraversion
Feeling



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Jungian preferences

Irrational function

How we take in information and understand the world around us – perceiving.

Sensation

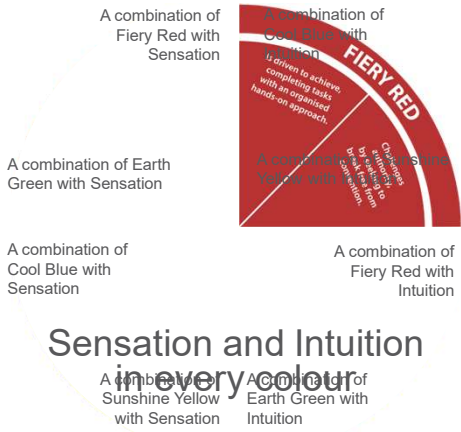
By focusing on real, tangible data that tell us what IS in the here and now.

Intuition

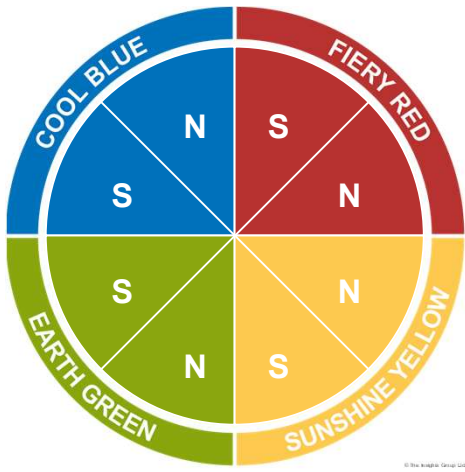
By making interpretations and connections that tell us what COULD BE.



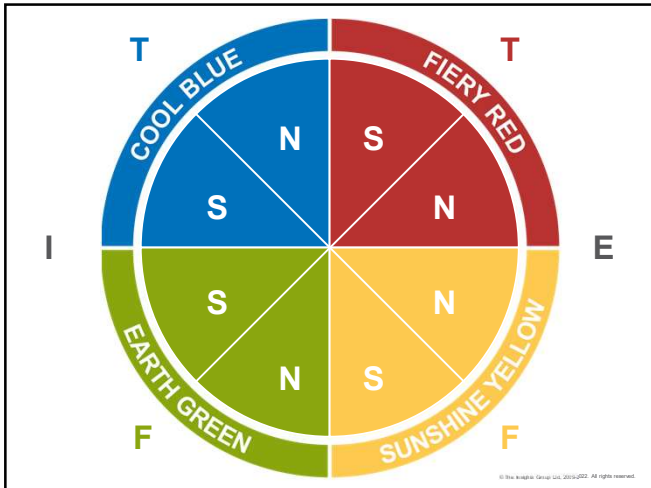
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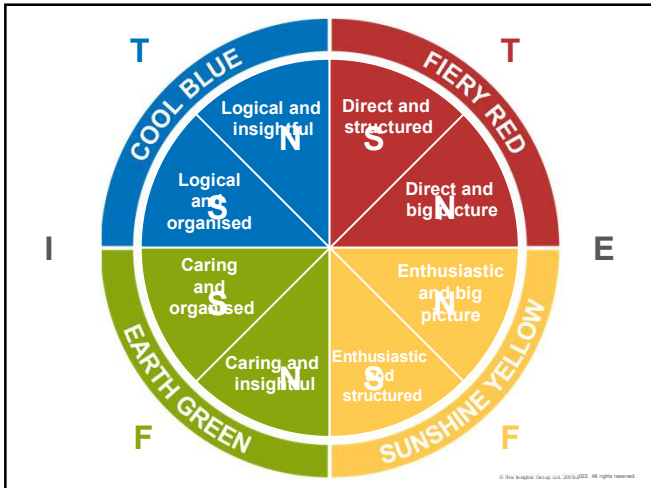
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Review of Jung's preferences

- There are two attitudes:
 - **Introversi**on: Focused on the internal world
 - **Extraversi**on: Focused on the external world
- There are four functions:
 - Rational/Decision-making
 - **Thinking**: Decides with a logical, objective judgement
 - **Feeling**: Decides with a values-based, heartfelt judgement
 - Irrational/Perceiving:
 - **Sensation**: Perceives the concrete reality and experiences
 - **Intuition**: Perceives the possibilities and meanings

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Jung's eight attitudinal functions

- Each of the four functions can show up in either an Introverted or Extraverted way (the attitude)
 - Introverted Thinking and Extraverted Thinking
 - Introverted Feeling and Extraverted Feeling
 - Introverted Intuition and Extraverted Intuition
 - Introverted Sensation and Extraverted Sensation
- Therefore, there are eight (four functions x two attitudes) attitudinal functions

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Jung's eight attitudinal functions

Judging functions	 T^o Introverted Thinking Logical Precise Planful	 T Extraverted Thinking Decisive Directive Forthright
	 F^o Introverted Feeling Caring Amenable Patient	 F Extraverted Feeling Sociable Optimistic Expressive
Perceiving functions	 S^o Introverted Sensation Internalise Reality Absorb finer details Clearly recall specifics	 S Extraverted Sensation Physical awareness Use the five senses Tangible connection
	 N^o Introverted Intuition Underlying meaning Inner images Have a hunch, guess	 N Extraverted Intuition Explore possibilities Take a risk Look beyond the obvious

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Day one
Webinar three

Insights Discovery theory

- Insights Discovery Personal Profile
- Insights Discovery graphs



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**Your Insights
 Discovery Personal Profile**

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6-8

Insights Discovery Profile face validity

- Put a * next to any statements you feel you particularly identify with
- Underline those statements you feel you can't identify with or are not you
- Consider the whole sentence. Don't get hung up on a word

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Insights Discovery Profile face validity

- Total the number of sentences you underlined and multiply by 2. Subtract that number from 100
- Example: 2 sentences x 2% = 4%
100% - 4% = 96% accuracy
- Ask for feedback from someone you trust on any statements in your profile which you have a challenge with or are unsure about

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Graphs and wheel: your questions

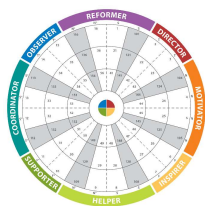
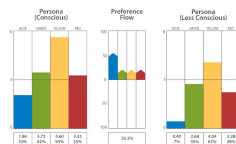
- What questions do you have about the graphs?
- What questions do you have about the wheel?
- As a group, let's collect our questions and see how many we can answer by tomorrow morning



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It matters ...



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It matters ...



- Because a greater depth of knowledge will give you greater confidence
- It will enhance your ability to handle technical questions
- Your coaching conversations will be richer because of what we do here
- You'll be able to interpret the data in the graphs and wheel
- You'll be able to demonstrate the robustness of Insights Discovery and the underpinning of Jungian theories to those who need to know
- It will help you help others to understand why their relationships work or don't work

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Piecing it all together

Conscious graph

Less conscious graph

72-type wheel

Evaluator

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Insights Discovery Preference Evaluator

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Composed and observing

Diplomatic and calming

Open and outgoing

Active and controlling

Conscious persona

Colours above the mid-line suggest an inclined use

Colours below the mid-line suggest a reluctant use

3 0 6 5

50% 0% 100% 83%

Blue Green Yellow Red

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Overflowing with colour ...

Composed and observing Diplomatic and calming Open and outgoing Active and controlling

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Left and right-hand graphs

Graph I
Conscious persona

The portrait picture of you!
Aware of your behaviours

Graph II
Less conscious persona

The candid photograph
Caught unaware, perhaps instinctive

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Graph I – Conscious persona

The **direct** responses to the evaluator.

A combination of:

- who we think we are
- who we want to be
- who we believe we are expected to be

How you **act** or behave consciously.

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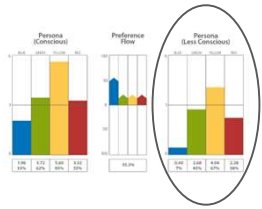
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Graph II – Less conscious persona

The indirect responses to the evaluator.

- Suggests your more instinctive behaviour
- Highlights possible blind spots. The 'you' when you are not controlling the way you present yourself to the world



How you might react

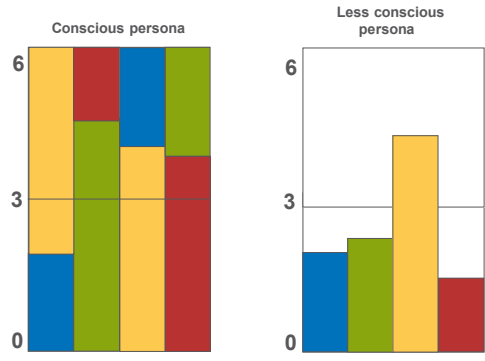
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How are the conscious and less conscious graphs calculated?

- The **conscious graph** is based on the colour statements you consciously claimed directly
- The **less conscious graph** is based on your indirect response to the colour statements
- The more you claim consciously of one colour, the less you have of its polar opposite 'less consciously'
- For example, the more Sunshine Yellow you are claiming consciously, the less Cool Blue you will have 'less consciously'

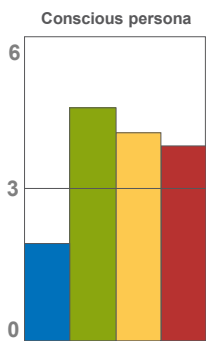
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The conscious and less conscious graphs



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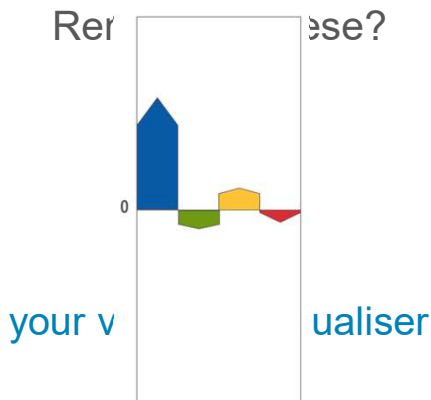
A perfect fit



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Preference Flow



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Preference flow

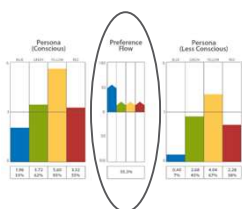
Shows the energy change between the

Less conscious

and

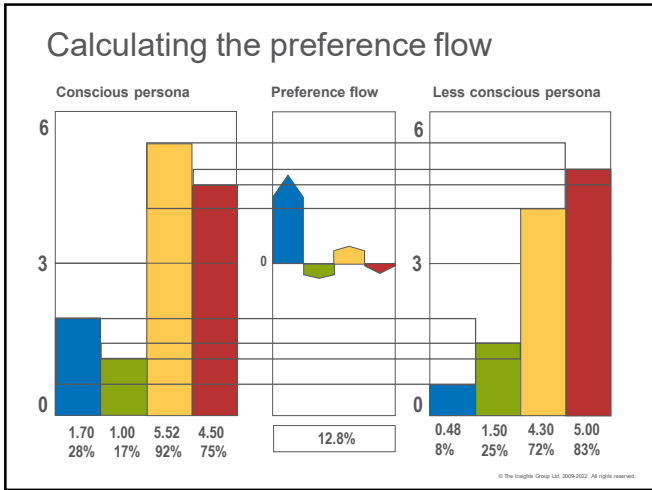
Conscious graph

Is calculated by moving from the less conscious to the conscious graph.

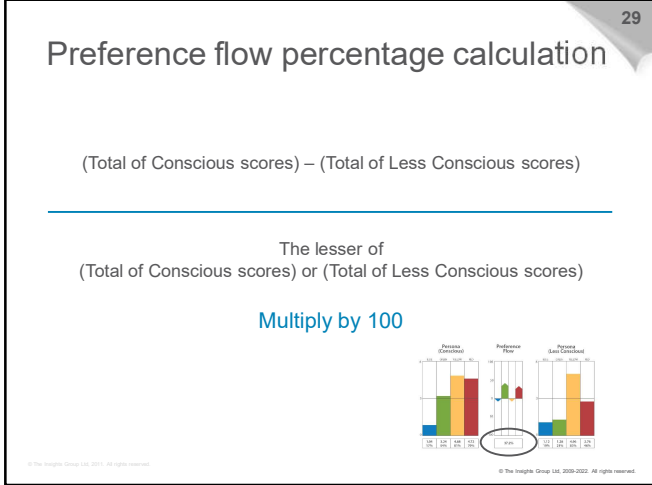


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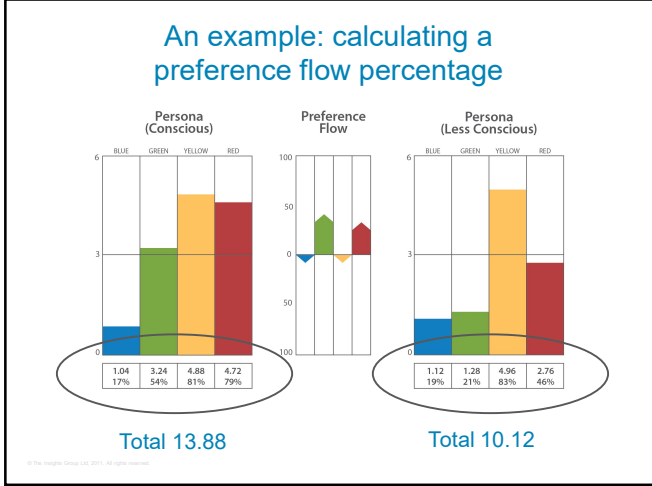
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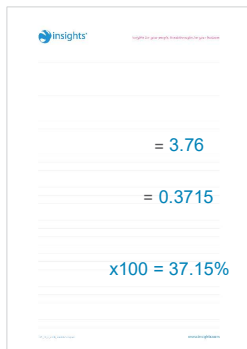
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Calculating the preference flow

$$\frac{13.88 - 10.12}{\text{Lesser of the two} / 10.12} \times 100$$

Answer 37.2%

Now do this using your own Profile data



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The preference flow percentage stretch

+66.7%

to

-66.7%

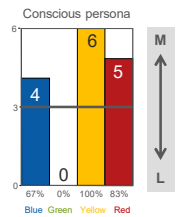
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Insights Discovery Preference Evaluator



- Composed and observing
- Diplomatic and calming
- Open and outgoing
- Active and controlling



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Calculating the preference flow

$$\frac{15.00 - 9.00}{\text{Lesser of the two}} \times 100$$

$$= \frac{6.00}{9.00} \times 100$$

$$= 0.6667$$

$$\times 100 = 66.7\%$$



 $= 6.00$

 $= 0.6667$

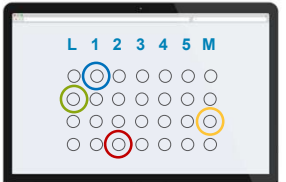
 $\times 100 = 66.7\%$

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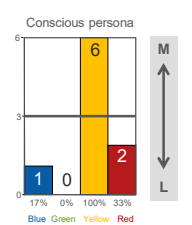
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Insights Discovery Preference Evaluator



- Composed and observing
- Diplomatic and calming
- Open and outgoing
- Active and controlling

Conscious persona



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Calculating the preference flow

$$\frac{9.00 - 15.00}{\text{Lesser of the two}} \times 100$$

$$= \frac{-6.00}{9.00} \times 100$$

$$= -0.6667$$

$$\times 100 = -66.7\%$$



 $= -6.00$

 $= -0.6667$

 $\times 100 = -66.7\%$

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The preference flow

% PF range	Approx. % of population
+50 to +66.7	23.0
+25 to +50	48.5
0 to +25	25.4
-25 to 0	03.0
-25 to -66.7	00.1

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Psychological footprint

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Psychological footprint

Conscious ————— Less Conscious

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Putting it all together

You will work in breakout groups of two to three to complete this activity.

You will complete the activity three times.

Your assignment

1. First, you will receive a conscious graph set of data.
2. Use this information to create the less conscious graph (hint: opposite colours always add up to six).
3. Estimate the preference flow (up, down, zero)

Once you have completed this once, repeat the process with two more sets of data.



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Putting it all together



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Conscious
Persona



Estimate the
energy flow




Less
Conscious
Persona

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Day one
Webinar four

Insights Discovery theory
• Insights Discovery wheel



Virtual Accreditation

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Building the 72-type wheel

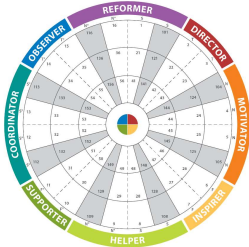


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The 72-type wheel: outcomes

- Deconstruct and construct the wheel
- Examine the eight types (including creative), the rational and irrational types
- Numbering and naming wheel positions

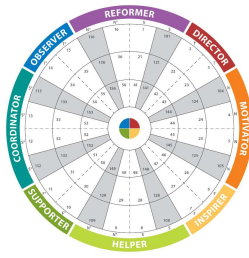


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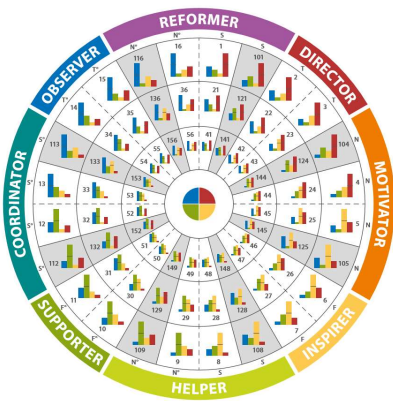
The 72-type wheel: outcomes

- Work out the wheel position from the order of colours
- Work out the order of colours of a wheel position
- Explore the Jungian preferences around the wheel



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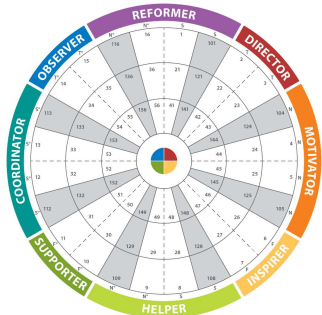


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The components of the wheel

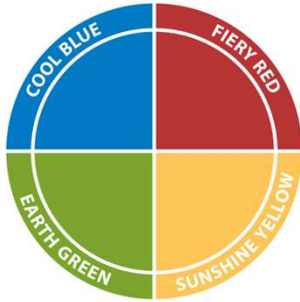
- Four colours
- Eight types
- Three rings
- 24 spokes
- 72 positions



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Insights Discovery wheel: four colour energies



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Insights Discovery wheel: eight types

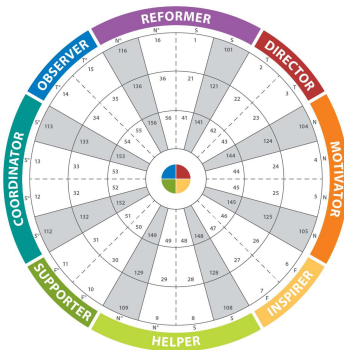


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Energies and types within the Insights Discovery wheel

- 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




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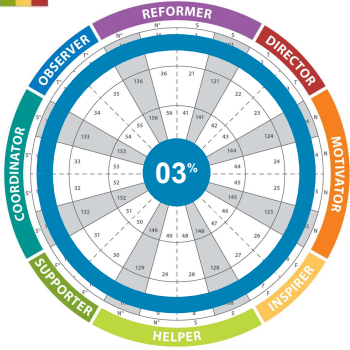
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Focused type



- One energy in inclined usage
- 3% of total Insights Discovery population
- Less conscious always has three energies above the mid-line




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Classic type



- Two energies in conscious inclined usage
- 54% of total Insights Discovery population
- Less conscious also has two colours above the mid-line




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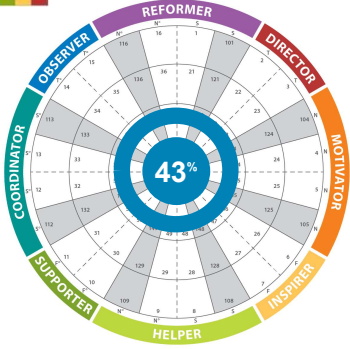
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Accommodating type



- Three energies in inclined usage
- 43% of total Insights Discovery population
- Less conscious always one colour above the mid-line

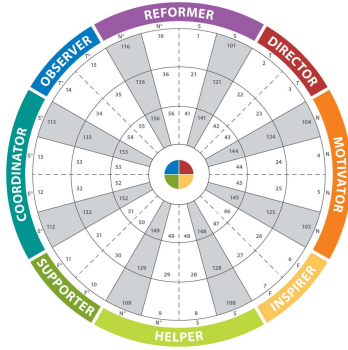


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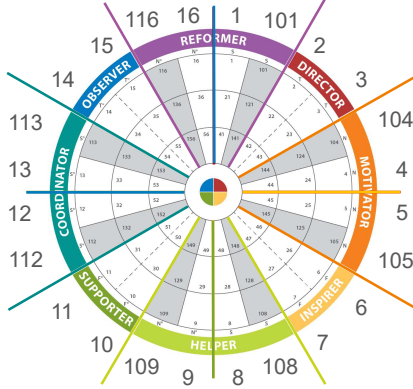
Twenty-four spokes

- All positions within a given spoke have the same colour order
- They just have a different number of energies above the mid-line



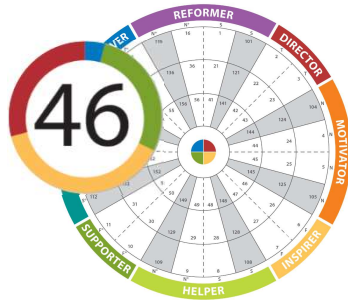
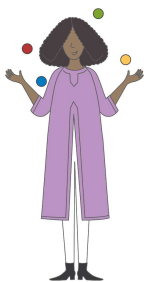
91

Numbering the wheel positions



92

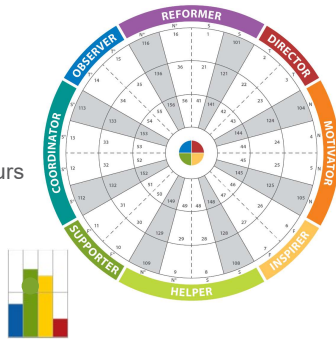
It's your unique combination of **all four** colour energies that determines your wheel position.



93

What two things determine our wheel position?

- Which spoke?
 - The order of the colours
- Which ring?
 - The number of colours above the mid-line

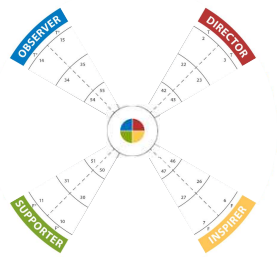


38

94

The 'X' on the wheel – rational

- The **Director**, **Inspirer**, **Supporter** and **Observer**
- All have their highest and lowest energies as polar opposites
- All Observer wheel positions have **Cool Blue** as their highest energy, and **Sunshine Yellow** as their lowest energy



41

95

Starting with the four colours

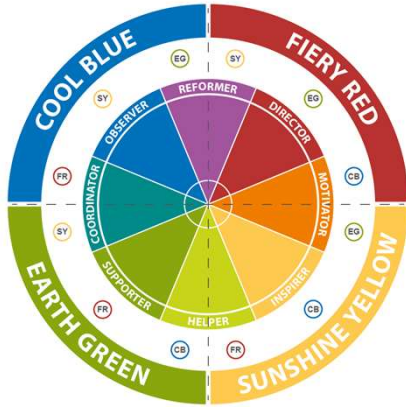


39

96

Determining the eight-type

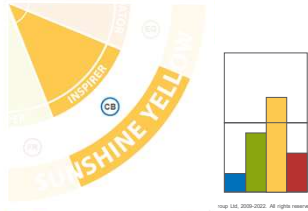
39



97

Determining the eight-type – rational

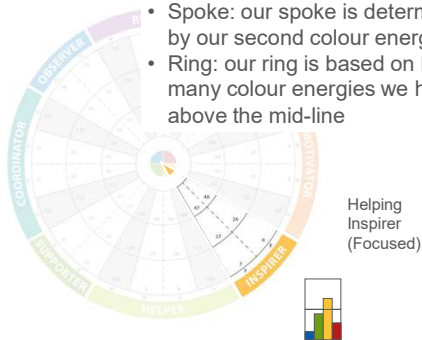
- Quadrant: we are always in the quadrant of our dominant colour energy
- Eight-type: our eight-type is the one that is furthest from our least preferred colour energy



98

Determining wheel position – rational

- Spoke: our spoke is determined by our second colour energy
- Ring: our ring is based on how many colour energies we have above the mid-line



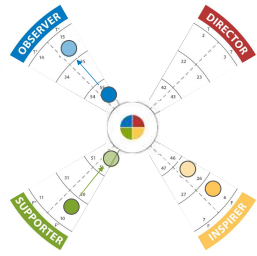
Helping
Inspirer
(Focused)

99

The rational types

Less conscious wheel positions of rational types are always in the same spoke:

- Focused: one above the mid-line in conscious will have three above the mid-line in less conscious
- Classic: two above the mid-line in both
- Accommodating: three above the mid-line in conscious will have one above the mid-line in less conscious

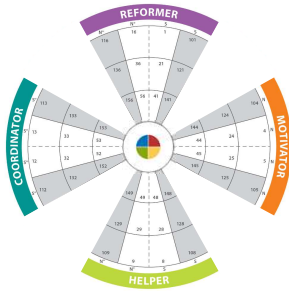


43

100

The '+' on the wheel – irrational

- The Reformer, Motivator, Helper and Coordinator
- The highest and lowest energies are NOT polar opposites
- i.e. their top and bottom energies are NOT opposing
- This '+' on the wheel includes the 24 creative types

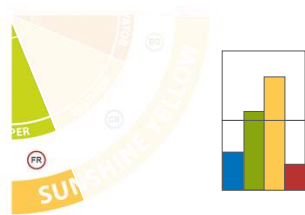


44

101

Determining the eight-type – irrational

- Quadrant: we are always in the quadrant of our dominant colour energy
- Eight-type: our eight-type is the one that is furthest from our least preferred colour energy

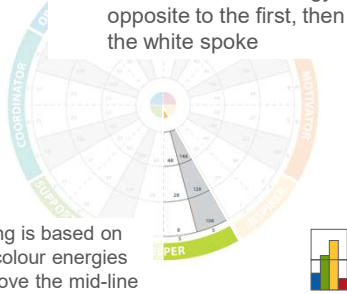


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102

Determining wheel position – irrational

- Spoke: our spoke is determined by our second colour energy
 - If second colour energy is not opposite to the first, then it goes in the white spoke



- Ring: our ring is based on how many colour energies we have above the mid-line

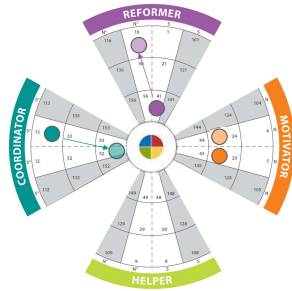
Inspiring Helper (Classic)

103

The irrational types

Less conscious wheel positions of irrational types are not in the same spoke:

- Focused: one above the mid-line in conscious will have three above the mid-line in less conscious in the other white spoke
- Classic: two above the mid-line in both in the other white spoke
- Accommodating: three above the mid-line in conscious will have one above the mid-line in less conscious in the other white spoke

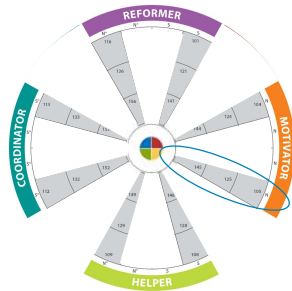


46

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Creative types

- Creative types are the grey spokes on the wheel
- There are 24 creative types
- Their first and second energies are opposites – i.e. Sunshine Yellow (first) and Cool Blue (second)
- May indicate a period of transition or a significant adaptation
- Positioned either side of the irrational type (subset of irrational types)

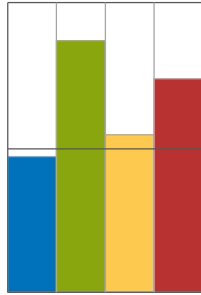


47

105

The creative types

- First and second energies are opposite
- 9% of the total population
- Less conscious always has the other two colour energies as first two energies
- In this example, the less conscious graph would have **Sunshine Yellow** and **Cool Blue** as the first and second colour energies

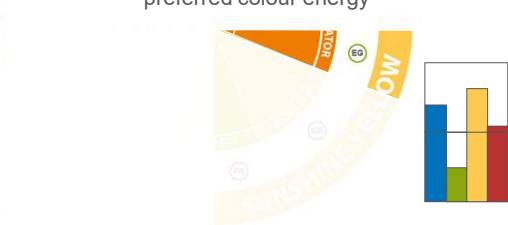


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106

Determining the eight-type – creative

- Quadrant: we are always in the quadrant of our dominant colour energy
- Eight-type: our eight-type is the one that is furthest from our least preferred colour energy

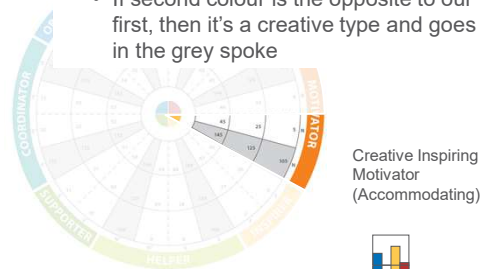


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Determining wheel position – creative

- Spoke: our spoke is determined by our second colour energy
 - If second colour is the opposite to our first, then it's a creative type and goes in the grey spoke



Creative Inspiring Motivator (Accommodating)

- Ring: our ring is based on how many colour energies we have above the mid-line

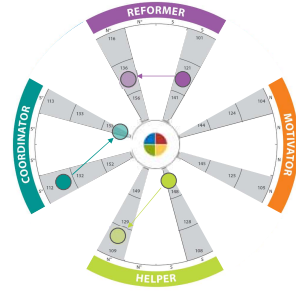


108

The creative types

Less conscious wheel positions of irrational types are not in the same spoke:

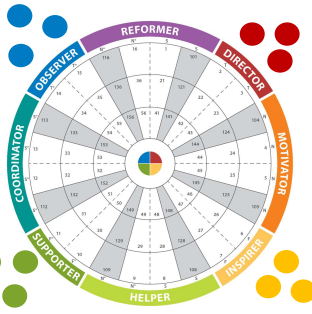
- Focused: one above the mid-line in conscious will have three above the mid-line in less conscious in the other grey spoke, in the same eight-type
- Classic: two above the mid-line in both in the other grey spoke, in the same eight-type
- Accommodating: three above the mid-line in conscious will have one above the mid-line in less conscious in the other grey spoke, in the same eight-type



109

Walking the wheel – golden rules

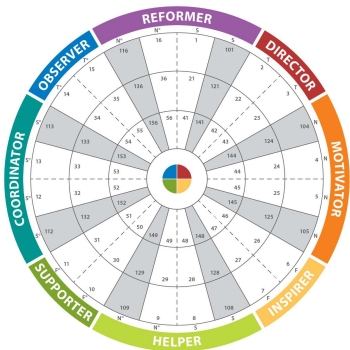
- 1) Top colour = colour quadrant**
Your wheel position is in the quadrant of your top colour energy – Red, Yellow, Green or Blue.
- 2) Top + lowest colour = eight-type**
You are attracted to the opposite of your least preferred colour.
 - Top and lowest opposite = rational
 - Top and lowest not opposite = irrational
- 3) Next add second colour = spoke**
Rational types – you are attracted to the spoke nearest your second colour.
Irrational types –
 - If top two colours are opposite (creative) = grey spoke
 - If top two not opposite = remaining white spoke
- 4) Number of colours above the mid-line**
Find your final wheel position by knowing how many colour energies are above the mid-line.



110

Colourful blanks

- Wheel position 22
- Wheel position 13
- Wheel position 149



111

The colour order is ...

Wheel position 22

Which quadrant?

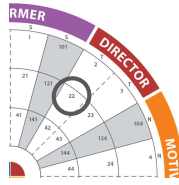
Which eight-type?

Rational or irrational?

Which ring?

Colours act as magnets. Which colour is position 22 being drawn towards?

What is the name?



112

The colour order is ...

Wheel Position 13

Which quadrant?

Which eight-type?

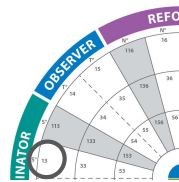
Rational or irrational?

Which ring?

Is it a creative type?

Colours act as magnets. Which colour is position 13 being drawn towards?

What is the name?



113

The colour order is ...

Wheel Position 149

Which quadrant?

Which eight-type?

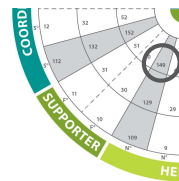
Rational or irrational?

Which ring?

Is it a creative type?

Colours act as magnets. Which colour is position 149 being drawn towards?

What is the name?



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Complete a quadrant

Working in groups, for your assigned quadrant:

- Fill out eight-types
- Number the positions
- Colour order for all positions



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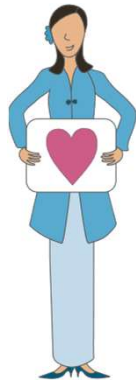
115

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and enthusiasm

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facilitator email address

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+#####



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