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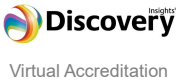
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**Day three**  
Webinar one

Delivering Insights Discovery

- Teach-backs, part 1



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**Insights Discovery teach-backs**

Beginning the Journey workshop



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### Teach-backs

With added super powers built in.



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### Process for feedback

- Acknowledging feedback from colleagues in chat
- Acknowledging and constructive feedback from faculty in room

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### Teach-back sessions

- Perception –
- Colour energies –
- Jungian preferences –
- Graphs and wheel –
- Recognising type –
- Adapting and connecting –

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**Day three**  
**Webinar two**  
 Delivering Insights Discovery  
 • Teach-backs, part 2



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**Teach-back sessions**

- Perception
- Colour energies
- Jungian preferences
- Graphs and wheel
- Recognising type
- Adapting and connecting



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**Day three**  
**Webinar three**

Delivering Insights Discovery

- Creating an Insights learning environment
- Facilitator presence
- Breakthrough conversations



Virtual Accreditation

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## Your virtual workshop room

Your technology platform

- Webcam and computer audio
- Chat
- Raise hand and feedback
- Breakout rooms
- Whiteboard with annotation
- Screen sharing



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## Your virtual workshop room

**Your content and people**

- Co-facilitator with clear roles and responsibilities
- Technical producer
- Slide deck
- Participant materials
- Structured breaks every 90 mins
- Your participants



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## Your virtual workshop room

**You and your studio**

- Preparation
- Family, co-workers, and pets awareness
- Silent background
- Dual monitor awareness
- Visual appearance
- Lighting for camera; studio



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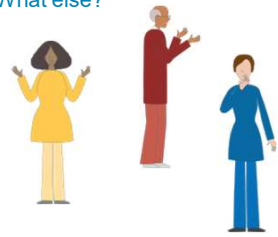
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## Homework


What homework should you do as a facilitator with the group you're working with?

**What else?**



**Suggestions**

1. Read their profiles
2. Create a team wheel
3. Consider the group's learning styles
4. Have a clear purpose for the workshop



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# Facilitator presence



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# Virtual facilitator presence

In addition to the previous model, consider the following two additional roles you should seek to excel in:

- **Technical producer:** this can be sharing slides, working the platform, or basic troubleshooting of audio/webcam. It's important that either you or someone on your team is there to support with these tasks
- **Community builder:** the creation of a radio-show like level of connection in your workshop requires your focusing on each participant as if they're the only one that matters. Use their names, engage them by asking them questions directly, and responding to what they type in the chat

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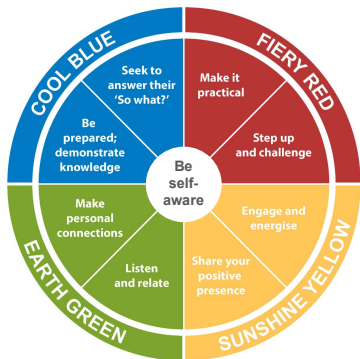
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# Facilitator presence



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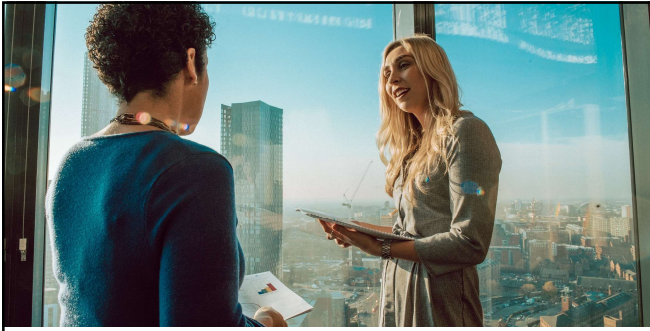
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## One-on-one with the profile

Creating breakthrough conversations



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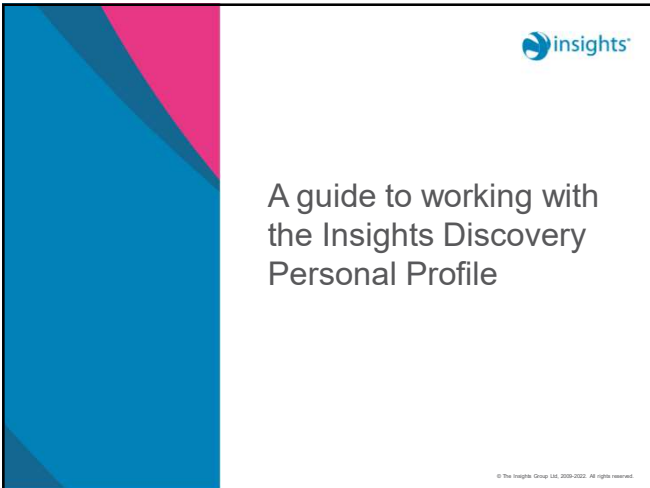
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## A guide to working with the Insights Discovery Personal Profile



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**Before**

- Establish context and objectives
- Prepare approach
- Consider potential questions

**During**

- Introduce Insights Discovery model (including perception, colour energies and Jungian preferences)
- Review personal overview (do face validity check)
- Review colour graphs and wheel**
- Identify strengths and weaknesses
- Review effective communication section
- Consider suggestions for development
- End with action planning

**After**

- Check-in
- Establish next steps
- Plan for future session(s)

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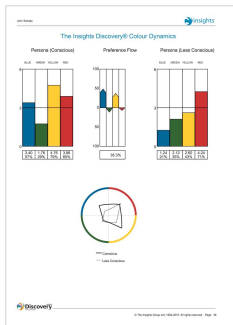
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# Graph discussions

A two-part process:

- Objective explanation
- Subjective exploration



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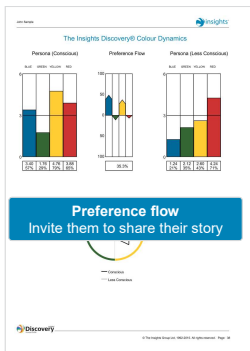
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# Breakthrough dialogue: subjective exploration

## Start with the conscious

- How do they see the colour energies in action in this pattern?
- Where have they used each of these colour energies in their job?
- What is the Good Day, Bad Day impact of these colour energies?



## Move to the less conscious

- If this is how they react, how do these colour energies show up when under pressure?
- Who at work might describe or see these colour energies?

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# Setting coaching groups

1. Before your break, meet with your assigned coaching group and agree how you will share profiles
2. Prepare to conduct a 20-minute conversation of the colour graphs in their profile



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### Rotating coaching groups



75-minute coaching group exercise

1. Coach – 20 mins
2. Feedback – 5 mins each rotation



Observer Coachee Coach

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### This is real!



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### Day three

#### Webinar four

Delivering Insights Discovery

- Breakthrough conversations, part 2



Virtual Accreditation

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How was that experience?



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### Leveraging the profile

- In most workshops and one-on-one conversations, we only use the Foundation and Management chapters of the Insights Discovery Personal Profile
- Pages 19-60 of Practitioner Guide 3 is filled with activities and questions that you can use for each section of the profile
- Practitioner development webinars are available to support working with the profile



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10-33

### Homework: review day four, pages 10-33

**A** 5-10 minutes various exercises working with either self, team members or colleagues (10 total)

**B** 20-30 minutes various exercises working with either self, team members or colleagues (10 total)

**C** 60+ minutes various exercises working with either self, team members or colleagues (10 total)

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## Confirmation of learning

Check your email this evening. You will receive a link to an online confirmation of learning exercise.

Please complete all three sections referencing your accreditation materials.

It should take no more than 30 minutes to complete.

Teaching tool and follow-up document.

Take a screenshot of the results page and email it to [facultyname@email.com](mailto:facultyname@email.com)

The browser DOES NOT save your answers, so you can't return to it.

It must be completed before tomorrow morning.

Does everyone know how to take a screenshot?

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Overall summary of your results.

Part one: 0% 0 out of 13    Part two: 0% 0 out of 12    Part three: 0% 0 out of 7

Overall: 0% 0 out of 32

Overall summary of your answers.

Part one:	1	2	3	4	5	6	7	8	9	10	11	12	13
Part two:	1	2	3	4	5	6	7	8	9	10	11	12	
Part three:	1	2	3	4	5	6	7						

Your facilitator will have given you their email address.

To send them your scores, please screen shot this page, click 'Email score' and attach or paste the image.

[EMAIL SCORE](#)

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See you tomorrow!

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#InsightsMagic

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