



1





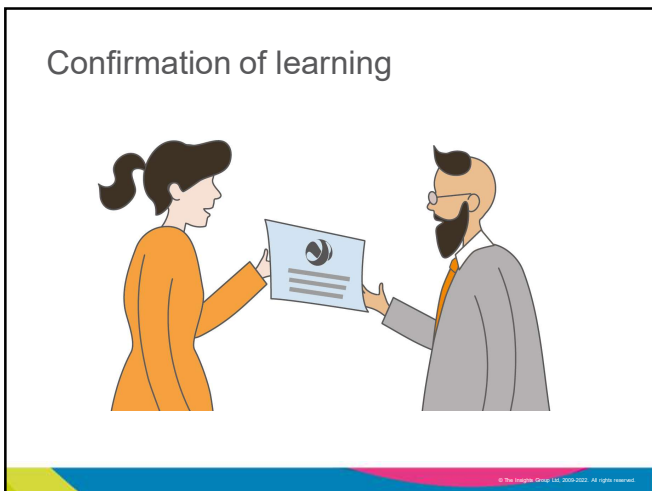
Day four
Webinar one

Applying Insights Discovery

- Reviewing confirmation of learning
- Designing your first learning experience



2



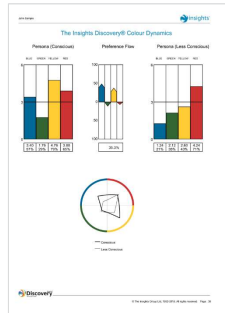
3

Graphs and wheel: your questions

Let's look back at the questions we had at the start of our theory section.

Which of these have we answered?

Which of these do we still need to address?



4



Designing your first learning experience



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It's time to put it all together

- We want you to design your first learning experience
- Consider a real team you will be working with or make up a sample team typical of the groups you may work with
- Using the guidance in the following slides and what you've learned this week, create your workshop outline with timings and the exercise(s) you want to use for each section

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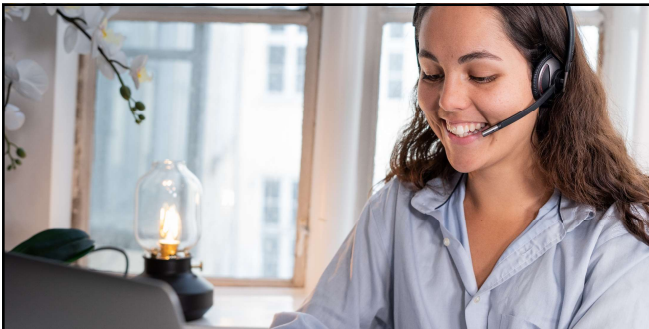
Start with your client's objectives

3

1. What challenge needs addressing?
2. Who are you introducing Insights Discovery to – an intact team? New hires? A group of leaders?
3. What challenge are they facing that knowledge of Insights Discovery can help them with?
4. What kinds of exercises would be appropriate for these individuals?
5. Do they need individual exercises to work through or can they work in pairs or triads?
6. How often do they meet as a team? How much time can they realistically spare for follow-up activities?

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Facilitating virtually vs face-to-face



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Same content, two delivery modes

Virtual delivery

- 2-3+ hour learning experience
- Technology-enabled
- Ideal when face-to-face isn't possible

Face-to-face delivery

- 3-6+ hour learning experience
- Environment-enabled
- Usually the preferred option

Regardless of delivery mode, focus your time together on facilitating conversations about how their preferences impact their lives and team.

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Resources for virtual delivery

Practitioner resources

- Slides for virtual Insights Discovery Beginning the Journey with facilitator and producer notes
- Sample communications to send your learners pre and post session
- Demo recorded session of virtual Insights Discovery Beginning the Journey
- Education webinars
- General virtual delivery
- Delivering Insights Discovery virtually with impact

Learner kit

- Personal profile
- Basics of Insights Discovery e-learning
- Discovery – An Introduction workshop journal
- Insightful Strategies job aid (pdf)
- Mini Reference Guide job aid (pdf)
- Insights blocks images (jpg)

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Insightful Strategies job aid (pdf)

Insights Discovery Insightful Strategies

Practicum rules: do unto others as **THEY** would be done by

Red Hat	Yellow 4: Do things for them
Natural traits Competitive Demanding Determined Strong Willed Purposeful Preference Introverted/Thinking	Communication tips Do: Be direct and to the point Focus on results and objectives Be confident and assertive Don't: Hesitate or be indecisive Focus on feelings Try to take over
Summit Yellow Natural traits Sociable Dynamic Democratic Enthusiastic Persuasive Preference Extroverted/Feeling	Involve me Communication tips Do: Be friendly and sociable Be entertaining and stimulating Be open and flexible Don't: Bore me with details Talk me down with routine Ask me to work alone

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A. A. & C. M. M. Insights Discovery Insightful Strategies job aid

Insights Discovery Insightful Strategies

Practicum rules: do unto others as **THEY** would be done by

Blue Hat	Green 3: Do things for them
Natural traits Cautious Practical Deliberate Questioning Preference Introverted/Thinking	Communication tips Do: Be well prepared and thorough Put things in writing Let me consider all the details Don't: Be overemotional or exaggerate Be careless or casual with important issues Keep changing things without good reason
Earth Green Natural traits Caring Encouraging Sharing Patient Helpful Preference Extroverted/Feeling	Show me your care Communication tips Do: Be patient and supportive Slow down and work at my pace Ask my opinion and give me time to answer Don't: Take advantage of my good nature Push me to make quick decisions Spring last minute surprises

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Resources for face-to-face delivery

Facilitator resources

- An introduction slide deck (on Connections)
- Practitioner guide 2 (your facilitator guide)
- Workshop demo videos and animations (on Connections)
- Practitioner short videos – hints and tips (on Connections)

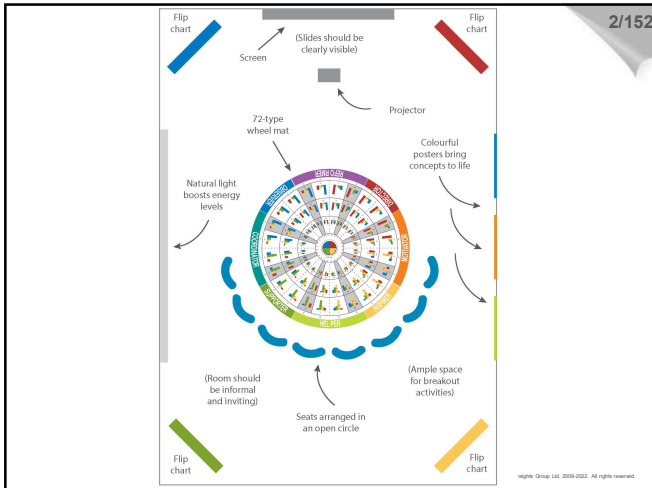
Insights wheel floor mats

Learner kits

- Hard copy of personal profile
- An introduction workshop journal
- Hard copies of job aids
- Foam blocks

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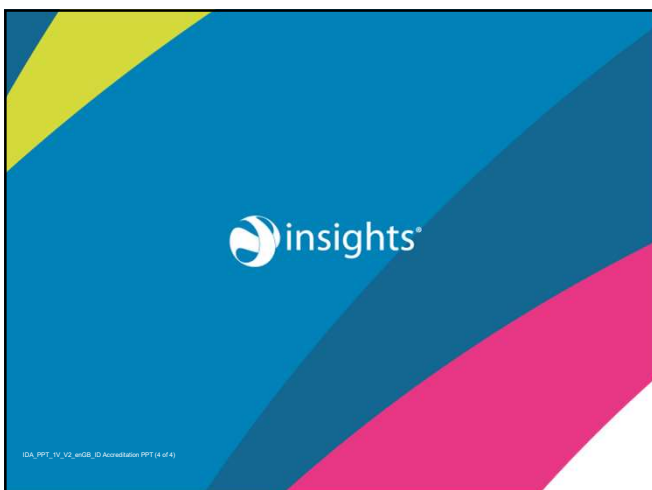
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Day four
Webinar two
 Applying Insights Discovery
 • Keeping it alive – 6-in-6




Virtual Accreditation

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Beginning the Journey ...
 How do I keep this going?



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Your ABCs of keeping Insights Discovery alive

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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Week 1
Send out the team wheel and communication matrix to team

Month 2
Value to the team exercise at team meeting

Month 3
Send email/postcard to participants with actions from first workshop

Month 4
At next team meeting, help manager run 'A to Z attributes' exercise

Month 5
Assign team the 'Show me how' task via email

Month 6
Colourful line-ups and half year in review exercise

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The A to Z of attributes (B1)

- As a group, come up with 26 attributes of an effective Insights Discovery learning experience, each one beginning with a different letter of the alphabet
- This activity could be used for attributes of anything relevant to the group's learning (leader, team, successful project, etc)
- When finished, see if each attribute can be mapped to any of the colour energies, none of them, or all of them
- Count up the totals for each and discuss any 'a-ha's' and implications

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Colourful line-ups (B10)

Colour Energies in Your Team

For each colour energy, write down the order of perceived affinity for each team member. Rank the person you think has the greatest affinity of that colour energy down to the person you think has the lowest affinity.

Cool Blue Earth Green Sunshine Yellow Fiery Red

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Strengths Within a Team

The overall effectiveness of an Insight team is dependent on the strengths and capabilities of the individuals in that team. Each team member will bring their unique gifts and contributions.

Look at the list of characteristics below. Circle five that describe what you bring to the team.

Dedicated

Decisive

Caring

Energetic

Organised

Dependable

Dynamic

Expressive

Self-disciplined

Empathetic

Encouraging

Consistent

Thoughtful

Diplomatic

Engaging

Patient

Self-reliant

Enthusiastic

Optimistic

Pragmatic

Precise

Assertive

Invisible

Courageous

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Arrange our photos by the perceived amount of **Fiery Red** colour energy

LEAST

MOST

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22

Arrange our photos by the perceived amount of **Earth Green** colour energy

LEAST

MOST

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23

Arrange our photos by the perceived amount of **Cool Blue** colour energy

MOST

LEAST

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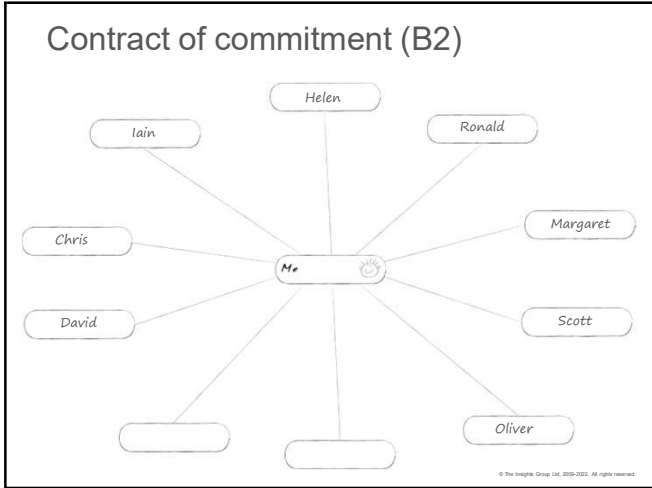
LEAST

Arrange our photos by the perceived amount of Sunshine Yellow colour energy

MOST

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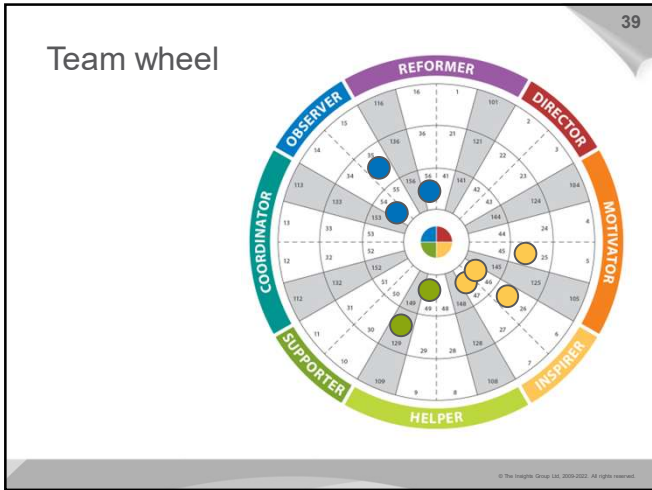


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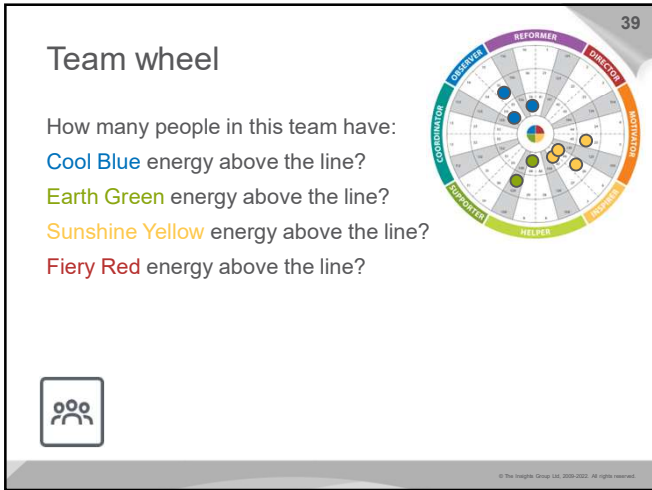
Team wheels and team dynamics

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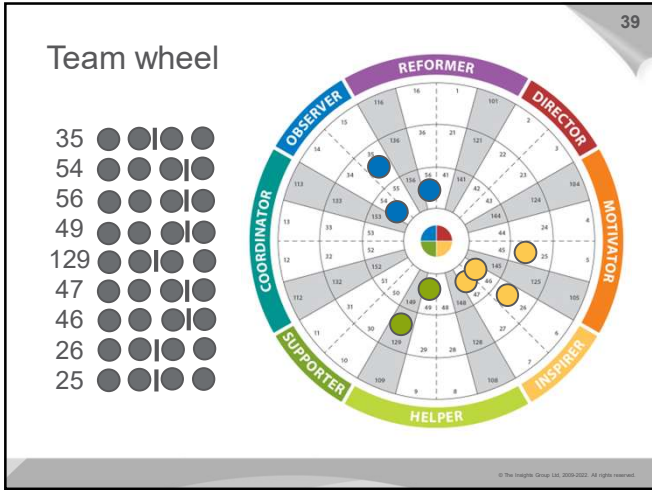
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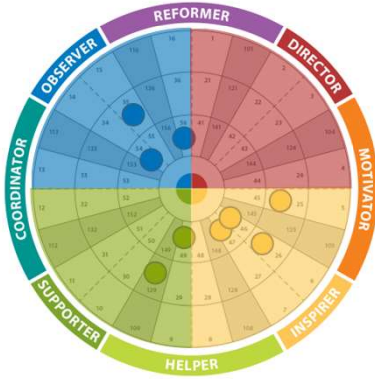


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Do we see the world in just one colour?

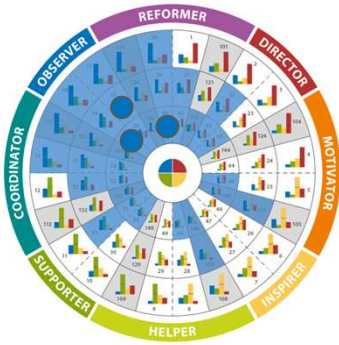


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Cool Blue above the line

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Earth Green above the line

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Sunshine Yellow above the line

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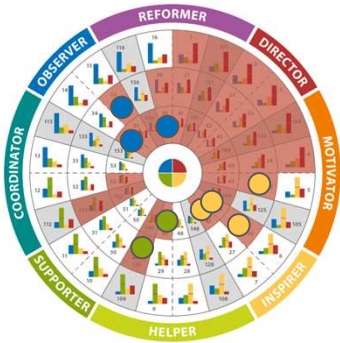


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Fiery Red above the line

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Working with the wheel Team wheels on the mat ...

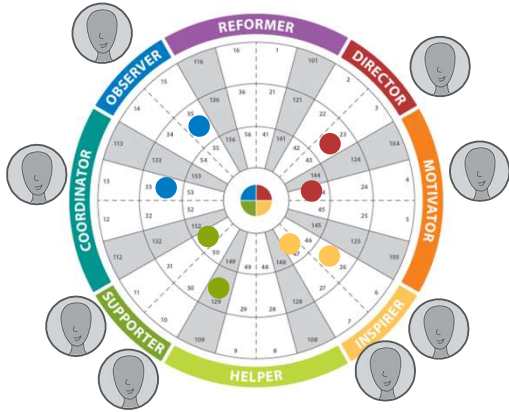
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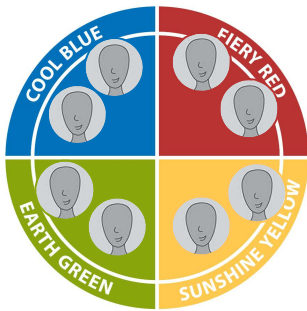
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Insights team wheel



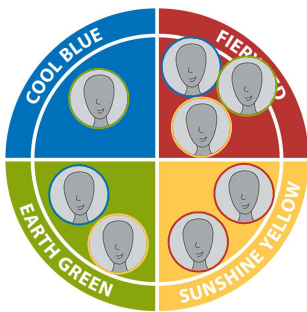
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IDA team wheel: dominant



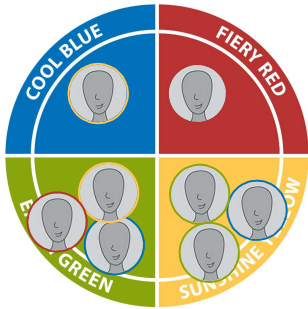
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IDA team wheel: secondary



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IDA team wheel: tertiary



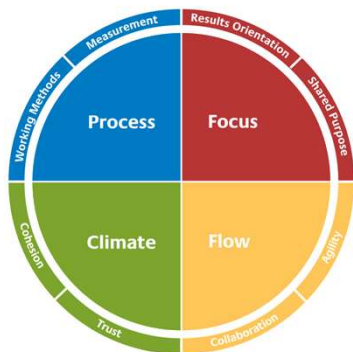
40

IDA team wheel: least



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Team effectiveness model



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We got you covered – with responsive designs
 Insights Explore will work on any browser, any device that has a browser, mobile, desktop, Apple, Android... the lot!

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Day four Webinar three
 Applying Insights Discovery

- What's next?
- Wrap-up

Discovery
 Virtual Accreditation

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After the Insights
Discovery Accreditation



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What's next?

In your post-IDA email, you will receive an invitation to practise debriefing the Insights Discovery Personal Profile.

- Please invite any three people to complete a complimentary Insights Evaluator (instructions in the post-IDA email)
 - Insights will process your complimentary profiles and send them directly to you upon completion
 - Schedule a time to have a profile conversation with your chosen people
 - Walk through the Insights Discovery core concepts
 - Discuss the graphs and wheel
 - Explore application as appropriate for each person

If you have questions about this process, please reach out to your account support team.

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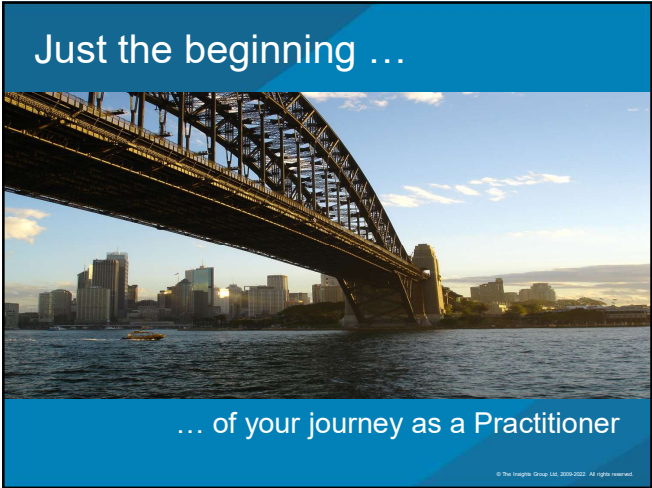
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What's next?

- Our practitioner enablement/support teams will send you an email immediately following your accreditation with additional resources to support you
- Schedule an onboarding call with your Insights support team (Insights will reach out to you to schedule)

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Practitioner resources

- Connections
- Social media
- Practitioner development
- Customer conferences
- Support

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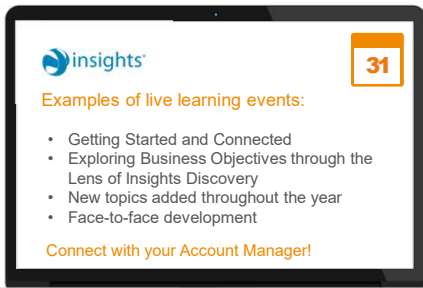
Insights Connections – <http://connections.insights.com/>

Your source for all things Insights!

- Community forum
- Workshop materials
- Learning materials
- Marketing materials

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Practitioner development



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Remembering our T's and C's

(Terms and Conditions)

Remember the Practitioner guidelines pre-work?

- Insights' core values and philosophies
- Operating practices
- Intellectual property
- Confidentiality and data protection

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Staying on track

- Don't let others use their profile as an excuse for their behaviour
- Take the time to go through the profile with the recipient. Meet in person, or at least a phone call
- The Insights Discovery Profile is an attempt to describe a person's style, not define it

A hero's code



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Staying on track

- Remember this is all about preference, not capability
- Don't use Insights Discovery as a tool in your recruitment. Skill or interest are not measured
- Everyone is unique, we know ourselves better than any set of questions



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Staying on track

- No one Insights Discovery type is better than any other
- We are all capable of adapting
- “Know your limits” as a practitioner of Insights Discovery. You're not a therapist (unless you are!)



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Intellectual property (IP)

- All IP rights remain with Insights Group
- PowerPoint-based Practitioner materials may be altered, but only as far as necessary for learning objectives
- Insights' ownership of copyrights and trademark rights must remain visible on all materials
- No creating of products or services based on the concepts conveyed by Insights products or materials

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GDPR compliance

- Insights collects personal data to drive the Personal Profile
- Personal data is collected for the Personal Profile and shared with the recipient only
- Colour scores and wheel position will be shared on a team wheel during the learning experience

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GDPR compliance

- Ownership of the Personal Profile is held by the recipient
- The Personal Profile must be delivered by an Accredited Practitioner directly to the individual recipient
- After the Personal Profile has been delivered, any digital copy of the Profile must be deleted immediately
- The Personal Profile recipient may request of Insights access to, correction of, or removal of their personal information at any time

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Your  **Discovery**
superpower

What have you observed and appreciated about each of your colleagues' superpowers this week?



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Your  **Discovery**^{Insights}
superpower

Please take a moment to share your reaction (or questions) and one action you are committed to, going forward.



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