Insights Discovery: Personal Effectiveness
Presented by Leigh Renkar
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Our Approach | The Insights Framework

- Understand Self
- Understand Others
- Adapt and Connect
- Develop Usable Interpersonal Strategies
- Take Action
Building and Maintaining Strategic Partnerships through AWARENESS and RESPONSIBILITY…

“I am able to control only that which I am aware of. That which I am unaware of controls me.

AWARENESS empowers me.”

John Whitmore, Coaching for Performance
“Every advance, every achievement of mankind, has been connected with an advance in self awareness.”

C. G. Jung, Psychological Reflections
Perception – we can disagree and both be right

“All our knowledge has its origins in perceptions.”

Leonardo da Vinci
We see the world not as it is, but as we are

Stephen Covey
Perception
Perception

The mind interprets patterns based on past experience – or on patterns it already knows

News Flash: Cambridge University Research

According to research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be at the right place. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself but the word as a whole.
Perception and Awareness

“The World exists not merely in itself, but also as it appears to me.”
C. G. Jung

Psychological Types
Insights Ladder of Preference
Going “up your ladder”

Based on my beliefs, I take ACTION

I form perceptions and adopt BELIEFS

I experience my body’s PHYSIOLOGY

I experience EMOTIONS

Based on my perceptions, I draw logical CONCLUSIONS

Based on my perceptions, I perceive PATTERNS and MEANINGS

Based on my perceptions, I make VALUE JUDGEMENTS

Based on my perceptions, I assimilate SELECTED DATA

DATA and EXPERIENCES (as a videotape might capture it)

Source: Overcoming Organizational Defences by Chris Argyris
Perceptions and Judgment

“Every judgment made by an individual is conditioned by his personality type and every point of view is necessarily relative.”

C. G. Jung

‘Memories, Dreams, and Reflections’
The Four Humours

Hippocrates – ancient Greece – 500 BC

Melancholic
like orderly lives
prone to mood changes

observe from the sidelines
and tend to comply to
others' demands

Phlegmatic

Choleric
appear as natural leaders
seen as tough-minded

outgoing, optimistic
fun-loving

Sanguine
## The Four Insights Color Energies

<table>
<thead>
<tr>
<th>Color</th>
<th>Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cool Blue</td>
<td>Showing no bias, Objective, Detached</td>
</tr>
<tr>
<td>Earth Green</td>
<td>Still, Tranquil, Calming, Soothing</td>
</tr>
<tr>
<td>Sunshine Yellow</td>
<td>Cheerful, Uplifting, Spirited, Buoyant</td>
</tr>
<tr>
<td>Fiery Red</td>
<td>Positive, Affirmative, Bold, Assertive</td>
</tr>
</tbody>
</table>
The Four Insights Color Energies

On a good day…

Cautious
Precise
Deliberate
Questioning
Formal

Competitive
Demanding
Determined
Strong-willed
Purposeful

Caring
Encouraging
Sharing
Patient
Relaxed

Sociable
Dynamic
Demonstrative
Enthusiastic
Persuasive

Compass Learning Guide – The Key to Personal Effectiveness – Section 1.6
The Four Insights Color Energies

On a bad day…

- Stuffy
- Indecisive
- Suspicious
- Cold
- Reserved

- Aggressive
- Controlling
- Driving
- Overbearing
- Intolerant

- Docile
- Bland
- Plodding
- Reliant
- Stubborn

- Excitable
- Frantic
- Indiscreet
- Flamboyant
- Hasty
Let’s do it RIGHT
Let’s do it NOW
Let’s do it HARMONIOUSLY
Let’s do it TOGETHER
We All Have All Four Color Energies in Us…

… like the colored paints of an artist’s palette.
Psychological Preferences – An Introduction

Jung talked about three pairs of preferences:

• Introversion and Extraversion
  • the way we react to outer and inner experiences

• Thinking and Feeling
  • how we make decisions

• Sensation and Intuition
  • how we take-in and process information

"The predominance of one or other points of view depends less upon the objective behaviour of things than upon the psychological attitude of the investigator and thinker."

C. G. Jung ‘Nature of the Psyche’
Preferences – Introversion and Extraversion

**INTROVERSION**
- Quiet
- Observant
- Inward focus
- Depth
- Intimate
- Reserved
- Reflective
- Thoughtful
- Cautious

**EXTRAVERSION**
- Energetic
- Involved
- Outward focus
- Breadth
- Quick
- Action oriented
- Outspoken
- Bold

"The extravert orients himself predominantly by the outward, collective norms of his times, etc. The attitudes of the introverted, on the other hand, are determined mainly by subjective factors"

Jolande Jacobi, 1962
Jung’s Attitude: Expressing our Energies
Thinking and Feeling: Jung’s Rational Functions

Thinking Preference

Formal, Impersonal, Analytical, Detached, Objective Strong-minded, Competitive, Correct, Task, Systems,

“I call the two types rational or judging types because they are characterised by the supremacy of the reasoning and judging functions.”

C. G. Jung. Psychological Types

Feeling Preference

Informal, Personal, Considerate, Involved, Subjective, Caring, Accommodating, Harmonious, Relationships, Morale

Compass Learning Guide – The Psychology of Self Understanding – Section 1.3

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Thinking and Feeling: Jung’s Rational Functions

Compass Learning Guide – The Psychology of Self Understanding – Section 1.3
Jung’s Preferences and the Color Energies

**Cool Blue**  
Introversion and Thinking  
Style is task-focused, calm under pressure, thoughtful and objective.

**Earth Green**  
Introversion and Feeling  
An approach favoring depth, reflection, harmony and consensus.

**Sunshine Yellow**  
Extraversion and Feeling  
Couples sociability and consideration for others with action-orientation and entertaining.

**Fiery Red**  
Extraversion and Thinking  
High activity, working with others, being logical and focusing on facts.
The Irrational Functions:

Sensing and Intuition
Exercise – The Picture

- Describe this picture.
- No questions.
- You have two minutes.
- The clock starts NOW!
Exercise – The Horse Picture

- SENSING types tend to respond with a factual description of what is there – 2 horses, 7 legs, in a field, the sky is orange.

- INTUITIVE types tend to start, “These two horses met and fell immediately in love, they are snuggling up…”
Sensation and Intuition: Jung’s Irrational Functions

**Sensation**
- Specific
- Present-oriented
- Realistic
- Persistent
- Down-to-earth
- Practical
- Precise
- Factual
- Step by step

**Intuition**
- Global
- Future-oriented
- Imaginative
- Catalytic
- Process
- Conceptual
- Possibilities
- Abstract
- Indirect
- Generalities

“Sensation perceives things as they are and not otherwise. Intuition also perceives, but less through its capacity for unconscious ‘inner perception’ of the inherent potentialities of things.”

Jolande Jacobi, 1962
Psychological Preferences – A Summary

Jung talked about three pairs of preferences:

- **Attitudes: Introversion and Extraversion**
  - the way we react to outer and inner experiences

- **Rational Functions: Thinking and Feeling**
  - how we make decisions

- **Irrational Functions: Sensation and Intuition**
  - how we take-in and process information
Personal Effectiveness

The Insights Discovery Profile - Introduction
Personal Style, Interacting With Others and Decision Making

• Read the 3 Overview pages and underline any sentence or half-sentence that you COMPLETELY disagree with.
• Don’t get hung up on a word.
• Ask for feedback from someone you trust on any statements in your Profile with which you have a challenge or are unsure about.
The results do not \textit{prescribe} or \textit{define} you.

The results \textit{describe} you.
Insights System

- Look at your position on the **Insights Wheel** in your Discovery Profile
- Also look at your **Insights Color Dynamics** page
- There are three bar charts –
  - top left, top right and a central graph
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
Graph I – the Conscious Persona

• That part of the personality where private and public meet and interact

• Where who we are interacts with who we are expected to be

The ‘Persona’ was a mask worn by actors in Ancient Greece to convey the personality of the part they were playing.
Graph II – the Less Conscious Persona

- The more instinctive “you”
- The “you” when you are not controlling the way you present yourself to the world

The Less Conscious you - your ‘shoes-off’ self.
Your Preference Flow

The Preference Flow Graph (middle graph)

- Reflects differences between the public persona (who you see yourself to be -- Graph I) and the balancing persona (more instinctive “you” -- Graph II)
- Determines which preferences are currently having an impact on your work style and which are having less
Energies and Types Within The Insights Wheel
Energies and Types Within The Insights Wheel

The Focused Types
Energies and Types Within The Insights Wheel

Focused Insights Types

• One Energy in Conscious Inclined Usage
Energies and Types Within The Insights Wheel

The Classic Types
Energies and Types Within The Insights Wheel

Classic Insights Types

• 2 Energies in Conscious Inclined Usage
Energies and Types Within The Insights Wheel

Accommodating Types
Energies and Types Within The Insights Wheel

Accommodating Insights Types

- 3 Energies in Conscious Inclined Usage
Energies and Types Within The Insights 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
Eight Types Team Dynamics – Approach to Task

“Getting it started!”

“Getting it done!”

“Getting it together!”

“Getting agreement!”

“Doing it correctly!”

“Doing it discreetly!”

“Doing it carefully!”

“Doing it now!”

Compass Learning Guide – How the Eight Types Interact – Section 1.6
Eight Types Team Dynamics – Key Skills or Attributes

- Sets standards
  - Product knowledge
  - Analysis

- Planning
  - Organization
  - Time Management

- Listens
  - Loyal
  - Team Approach

- Determination
  - Monitoring
  - Performance
  - Discipline

- Results focus
  - Decisive
  - Assertive

- Drive
  - Enthusiasm
  - Positive Thinking

- Persuasive
  - Creative
  - People Skills

- Flexible & Helps Others,
  - Shares ideas

Compass Learning Guide – How the Eight Types Interact – Section 1.6
What Determines our Eight Type?

- You will always be in the quadrant of your highest colour energy

- Knowing the highest AND the lowest colour energy determines your EIGHT TYPE
“Know yourself. Don’t accept your dog’s admiration as conclusive evidence that you are wonderful.”

Ann Landers
Recognizing the Color Energies

- Start with the four quadrants, and identify ‘clusters’ of signals
- Pay attention to:
  - Body Language
  - Verbal Style
  - Interactions
  - Work Environment
Articulate your Goal then ...

Why?

Engage
support

Actions

Visualize
Thank you for your time & energy today!