



# Discovery<sup>®</sup>

Personal Profile

Linda Adams

07 July 2020

Foundation Chapter

## Personal Details

Linda Adams  
Linda.Adams@fmcusa.org

Telephone:

Date Completed: 07 July 2020

Date Printed: 07 July 2020

Referral Code: FreeM

## Contents

Introduction .....	4
Overview .....	5
Personal Style .....	5
Interacting with Others .....	5
Decision Making .....	6
Key Strengths & Weaknesses .....	7
Strengths .....	7
Possible Weaknesses .....	8
Value to the Team .....	9
Effective Communications .....	10
Barriers to Effective Communication .....	11
Possible Blind Spots .....	12
Opposite Type .....	13
Suggestions for Development .....	15
The Insights Discovery® 72 Type Wheel .....	16
The Insights Discovery® Colour Dynamics .....	17

## Introduction

This Insights Discovery profile is based on Linda Adams's responses to the Insights Preference Evaluator which was completed on 07 July 2020.

The origins of personality theory can be traced back to the fifth century BC, when Hippocrates identified four distinct energies exhibited by different people. The Insights System is built around the model of personality first identified by the Swiss psychologist Carl Gustav Jung. This model was published in his 1921 work "Psychological Types" and developed in subsequent writings. Jung's work on personality and preferences has since been adopted as the seminal work in understanding personality and has been the subject of study for thousands of researchers to the present day.

Using Jung's typology, this Insights Discovery profile offers a framework for self-understanding and development. Research suggests that a good understanding of self, both strengths and weaknesses, enables individuals to develop effective strategies for interaction and can help them to better respond to the demands of their environment.

Generated from several hundred thousand permutations of statements, this profile is unique. It reports statements which your Evaluator responses indicate may apply to you. Modify or delete any statement which does not apply, but only after checking with colleagues or friends to identify whether the statement may be a "blind spot" for you.

Use this profile pro-actively. That is, identify the key areas in which you can develop and take action. Share the important aspects with friends and colleagues. Ask for feedback from them on areas which seem particularly relevant for you and develop an action plan for growth personally and interpersonally.

## Overview

These statements provide a broad understanding of Linda's work style. Use this section to gain a better understanding of her approaches to her activities, relationships and decisions.

---

### Personal Style

Able to cope with a number of projects at once, Linda gets a lot of enjoyment from the social aspects of work. She may become pessimistic and gloomy when she is thwarted or fails to see ways to make the important changes in her life. Her social gatherings are frequent and worth attending, particularly when they mark important events. Exhibiting a tendency to become concerned and hurt if her ideas are met with indifference or criticism, she may take conflict and rejection personally. Linda is sympathetic, empathic and affable.

Because she tends to live for the present moment, she does not sense the need to prepare or plan more than is necessary. She is warm and gracious and believes in a philosophy of "live and let live". She flourishes in jobs where she can be of constant service or use her talent to persuade. She tends to be fiercely loyal to her friends, prepared to sacrifice her own wants for the needs of the other person. She tends to live for today with a "you only go around once" philosophy.

She may ignore or deny anything that threatens the harmony she seeks. She tends to have an interest in the new and unusual and is gifted at expressing her feelings. Linda seeks greater fulfilment in her life through the offering of help and service to others. She looks for the good in every situation. Linda is a good companion and fun to be with.

Attending to others' wants is felt by her to be a satisfying, legitimate way of expressing her own deeper needs. She relies on what she can hear, see and know from first hand experience. Linda is team-centred, thorough and articulate. Her warmth, sympathy and understanding encourages others to come to her. Linda is warm, open, realistic and radiates optimism.

Linda wants to sample the best that life can offer. She has a sense of adventure and likes to keep her spirits and expectations high. Socially adept, even-tempered and tireless in her efforts to bring about peace and well-being, she tends to hold the perfect relationship as the ideal. At her best in jobs which deal with people and situations that require co-operative working, she dislikes impersonal tasks and work demanding factual accuracy, unless she can be free to include the people factor. Linda is optimistic and positive, living mainly in the here and now. She will be hurt if people ignore her and likes to be remembered and appreciated for the services she continually seeks to offer to others.

### Interacting with Others

Aware of the needs of those around her and sympathetic to those in trouble, Linda brings harmony into the workplace. She is at her best in co-operative roles that deal with people and allow her to air her views. She may become possessive of people in whom she has invested a lot of her emotional energy. Friendly and effusive, she displays her emotions flamboyantly and is always open to being with people. Looking for perfection in a relationship can result in her sensing a vague dissatisfaction with the reality of the way things are.

She may overlook unpalatable facts and, if she does, a problem may be bypassed rather than a solution identified. Linda is a popular colleague and is at ease in the company of most people and in open work situations. She prefers democratic and participative processes rather than written instructions or autocratic systems. She may become rather over-emotional when stressed. Compassion, caring, warmth and contented relationships are important to her.

She is socially interactive, while preferring to view the world realistically and tangibly. As she is highly articulate with a quick sense of humour she is often the life and soul of the party. Linda exudes charismatic charm and a natural ability to communicate well. Outgoing, friendly, challenging and sympathetic, Linda radiates warmth and fellowship. If she cannot avoid putting off telling someone an unpleasant truth, she will soften the message by putting it in an affirmative way.

### Decision Making

Linda is willing to admit the truth about people or things that are important to her, is very alert to problems, and seeks to find solutions herself. She would perform better if she focused more on in-depth study of analytical data during the decision making process. She is a quick decision maker and considers people within the context of the result of the task. She is flexible in modifying conclusions already reached, so long as no one is compromised by the changes. She views talking through ideas with people to promote decision making as an effective strategy of itself.

Her slogan might be “Act now pay later” and her perceptions of life are based on the impact her decisions have on those around her. Preferring a harmonious outcome, Linda will go to great lengths to ensure the preservation of relationships. She has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them. Linda loves fun and surprises and can bring a breath of fresh air to any situation though her free spirit will likely frustrate some “hard-line” colleagues. Highly technical or factual information may appear dry and uninspiring to her and may not receive her full attention.

She is prepared to make decisions through group consensus. She tends to make choices around her own personal feelings which may be as important to her as more objective data. She will tend to be concerned with the effect that the decision making process, and its result, will have on others. Linda will respect alternative views and although she may not agree with them, they will be considered. She has an ability to see the need of the moment and then deal with it.

---

### Personal Notes

## Key Strengths & Weaknesses

### Strengths

This section identifies the key strengths which Linda brings to the organisation. Linda has abilities, skills and attributes in other areas, but the statements below are likely to be some of the fundamental gifts she has to offer.

---

#### Linda's key strengths:

- Articulate and active in communication.
  - Investigative, interested and inventive.
  - Outwardly directed energy ensures a fast friendly pace.
  - Will work to ensure harmony and equity.
  - Will try anything at least once.
  - Openly accepting of others' actions.
  - Creative and future orientated visionary.
  - Enjoys having lots of harmonious relationships.
  - Fluent and reassuring.
  - Effective and flexible in relationships.
- 

### Personal Notes

## Key Strengths & Weaknesses

### Possible Weaknesses

Jung said “wisdom accepts that all things have two sides”. It has also been said that a weakness is simply an overused strength. Linda's responses to the Evaluator have suggested these areas as possible weaknesses.

---

#### Linda's possible weaknesses:

- Vocally defends her faults when challenged.
  - Finds it difficult to concentrate on the detail for long periods.
  - Can be impatient over relatively small issues.
  - May miss others' reactions to her actions.
  - Finds it difficult to say “no” if relationships are being threatened.
  - Over optimistic about the abilities of others.
  - May hold grudges and tell you about them!
  - May exaggerate the significance of the event.
  - May see the world through “rose-tinted glasses”.
  - Idealistic in relationships - wants everyone to be happy.
- 

#### Personal Notes



## Value to the Team

Each person brings a unique set of gifts, attributes and expectations to the environment in which they operate. Add to this list any other experiences, skills or other attributes which Linda brings, and make the most important items on the list available to other team members.

---

### As a team member, Linda:

- Is seen as a good team builder.
  - Ensures there is never a dull moment where she is involved!
  - Is always ready to offer service to colleagues.
  - Brings harmony to conflicting factions.
  - Takes on and shares ideas.
  - Influences others by her infectious enthusiasm.
  - Can provide a sympathetic ear.
  - Brings boundless energy to any situation.
  - Impacts many and varied ideas.
  - Has an awareness of the people issues in the world around her.
- 

### Personal Notes

## Communication

### Effective Communications

Communication can only be effective if it is received and understood by the recipient. For each person certain communication strategies are more effective than others. This section identifies some of the key strategies which will lead to effective communication with Linda. Identify the most important statements and make them available to colleagues.

---

#### Strategies for communicating with Linda:

- Be clear on completion details.
  - Set challenges but recognise her close relationships with others.
  - Indulge in speculation and offer opinions readily.
  - Adapt to sudden changes in direction.
  - Share in and promote her ideas and visions.
  - Maintain personal content in communication.
  - Encourage the expression of feelings which might remain unsaid.
  - Be spontaneous and harmonious.
  - “Temper” her optimism with realism.
  - Sprinkle in praise, flattery and compliments.
  - Maintain a positive and open stance.
  - Ask how she feels about the things she does.
- 

#### Personal Notes

## Communication

### Barriers to Effective Communication

Certain strategies will be less effective when communicating with Linda. Some of the things to be avoided are listed below. This information can be used to develop powerful, effective and mutually acceptable communication strategies.

---

#### When communicating with Linda, DO NOT:

- Be dull, dour or redundant.
  - Get carried away by her enthusiasm.
  - Involve her in formal, lengthy or tedious meetings.
  - Act aggressively or reject her ideas without explanation.
  - Speak too slowly or hesitantly.
  - Use destructive criticism or create unnecessary conflict.
  - Be swayed by her charm.
  - Overload her with irrelevant information.
  - Be dismissive of her feelings and emotions.
  - Show disregard for her feelings by your words or actions.
  - Pour cold water on her ideas.
  - Assume you will complete all of your agenda.
- 

#### Personal Notes

## Possible Blind Spots

Our perceptions of self may be different to the perceptions others have of us. We project who we are onto the outside world through our “persona” and are not always aware of the effect our less conscious behaviours have on others. These less conscious behaviours are termed “Blind Spots”. Highlight the important statements in this section of which you are unaware and test them for validity by asking for feedback from friends or colleagues.

---

### Linda's possible Blind Spots:

Linda is so emotionally entangled in her projects that she is very sensitive to negative criticism of her work. Because of her strong desire for harmony, she can overlook her own needs and ignore real personal problems. She may be so concerned about the feelings of others that she can be blind to important facts when the situation involves hurt feelings.

While she can be charming, funny and entertaining, occasionally she gives the impression of insincerity. Her natural quickness and pressure to anticipate what is coming means she occasionally assumes wrongly that she knows what a person is going to say, and is tempted to jump in to finish their sentences. She often overlooks her own needs due to her desire to please or help other people. While appreciative of good work, critical glances may reveal Linda's impatience with errors or poorer quality output. Taking the time to pay closer attention to what is actually going on in the world around her and listening carefully to both the input and reactions of others will help her.

Highly vulnerable to idealising relationships, she tends to overlook facts that contradict what she wants to believe. She appears generous, but in reality may have only limited patience for those who are dependent on her. Linda has a difficult time saying no or asking for help. She tends to ignore her problems instead of finding rational solutions for them and needs to try to keep her eyes and mind open as well as her heart. Her own personal feelings in relationships and decision making are trusted by her and used to the exclusion of more objective data.

---

### Personal Notes

## Opposite Type

The description in this section is based on Linda's opposite type on the Insights Wheel. Often, we have most difficulty understanding and interacting with those whose preferences are different to our own. Recognising these characteristics can help in developing strategies for personal growth and enhanced interpersonal effectiveness.

---

### Recognising your Opposite Type:

Linda's opposite Insights type is the Observer, Jung's "Introverted Thinking" type.

Observers are precise, cautious and disciplined and are painstaking and conscientious in work that requires attention and accuracy. They are objective thinkers, concerned with the right answer and will avoid making quick decisions. Linda may see the Observer as hesitating to acknowledge a mistake or as becoming immersed in researching for data to support an isolated view.

Observers tend not to trust strangers and will worry about outcomes, their reputation and their job. They are reticent about expressing their feelings and Linda will often see the Observer as unresponsive, cool and uncaring. Observers draw conclusions based on factual data. They may be slow at producing results, as gathering data is the stimulating part of the job for them.

Observers like to make rules based on their own standards and apply those rules to daily life. Linda may find herself at odds with Observers due to their private nature and lack of enthusiasm for social events. Introverted analysis may prevent the Observer from expressing thoughts as readily as Linda would wish.

---

### Personal Notes

## Opposite Type

### Communication with Linda's Opposite Type

Written specifically for Linda, this section suggests some strategies she could use for effective interaction with someone who is her opposite type on the Insights Wheel.

---

#### Linda Adams: How you can meet the needs of your Opposite Type:

- Explain why, what and how, and do it clearly and concisely.
- Allow plenty of time for her to assimilate new ideas or changes in plan.
- Maintain a serious disposition.
- Respect her personal experience.
- Organise your thoughts before communicating.
- Leave personalities out of the discussion.

#### Linda Adams: When dealing with your opposite type DO NOT:

- Assume that outward calm reflects inner feelings.
  - Expect rapid acceptance of new ideas.
  - Question her motives or competence.
  - Be illogical or obscure.
  - Indulge in your own flights of fancy.
  - Prevent her from expressing her thoughts.
- 

#### Personal Notes

## Suggestions for Development

Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Linda's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

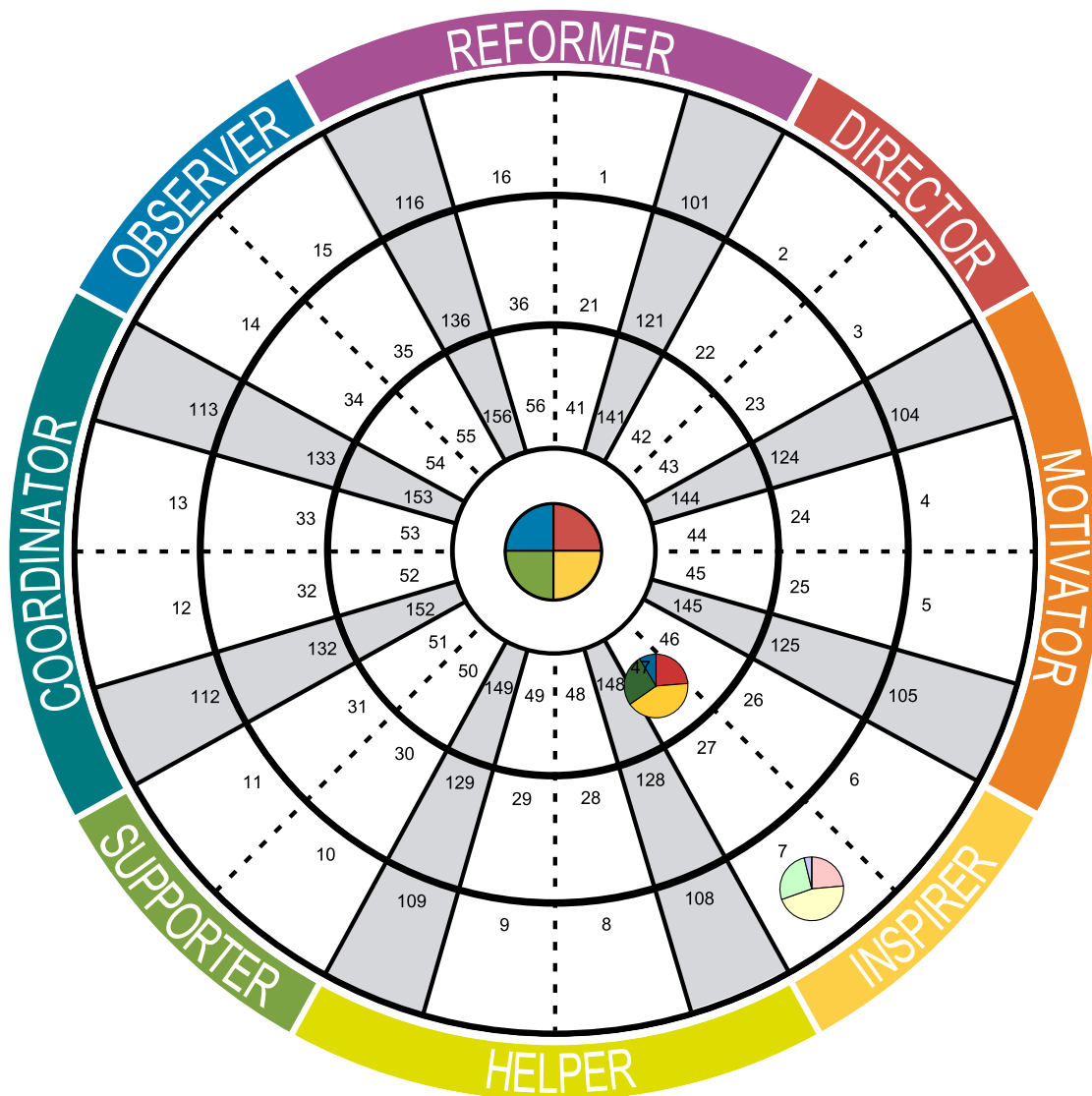
---

### Linda may benefit from:

- Realising that some others are not as quick as she is.
  - Being less indiscreet and more formal.
  - Constant reminding of the need to consider alternatives and anticipate consequences.
  - Looking for inconsistencies and weaknesses in others' arguments.
  - Less use of flattery and praise in the team.
  - Listening more than she talks.
  - Bringing greater balance and moderation into her life.
  - Reflecting for a moment before responding.
  - Being left alone to work quietly.
  - Maintaining a more objective view of others and their motives.
- 

### Personal Notes

## The Insights Discovery® 72 Type Wheel



### Conscious Wheel Position

47: Helping Inspirer (Accommodating)

### Less Conscious Wheel Position

7: Helping Inspirer (Focused)

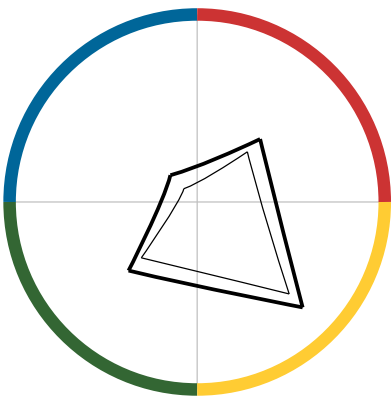
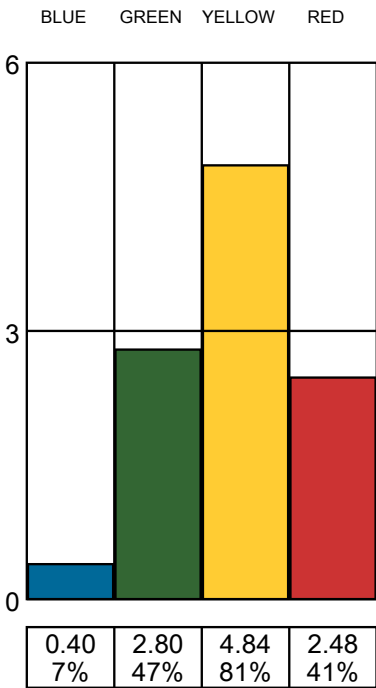
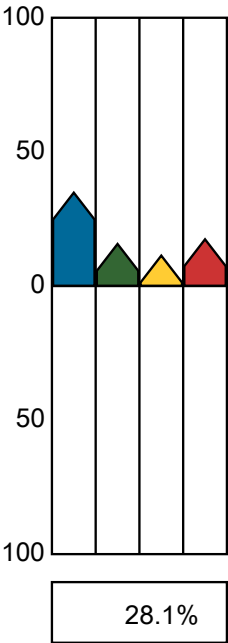
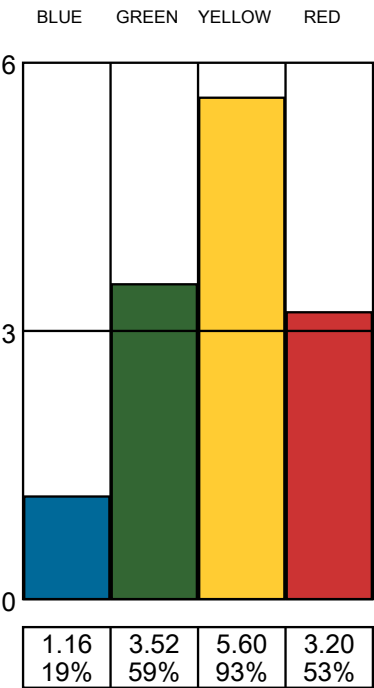


# The Insights Discovery® Colour Dynamics

Persona (Conscious)

Preference Flow

Persona (Less Conscious)



— Conscious  
— Less Conscious



---

GLOBAL HEADQUARTERS

PROFILE: D\_PR\_RETENTION

Insights Learning & Development

Terra Nova, 3 Explorer Road, Dundee, DD2 1EG, Scotland, UK.

TEL: +44(0)1382 908050 FAX: +44(0)1382 908051

EMAIL: [insights@insights.com](mailto:insights@insights.com) WEB: [www.insights.com](http://www.insights.com)