



Discovery[®]

Personal Profile

Matt Whitehead

06 July 2020

Foundation Chapter

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Telephone:

Date Completed: 06 July 2020

Date Printed: 07 July 2020

Referral Code: FreeM

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Introduction

This Insights Discovery profile is based on Matt Whitehead's responses to the Insights Preference Evaluator which was completed on 06 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 Matt's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

Matt has a real zest for living and enjoys company. He tends to be light-hearted and sunny, and because he constantly seeks to avoid painful experiences, he tends to steer away from personal anxieties. He tends to see the environment as welcoming, challenging and exhilarating, and if it is not, he tries to create that atmosphere. He should take care to include the practical details in his projects and continually try to look at situations from an objective viewpoint rather than just his own perception. Routine is the real bad news for him, and it may sap his energy.

He gravitates to other people and is highly skilled at understanding others' needs and motivations, usually appearing friendly, tactful and sympathetic. Matt is curious for new ideas and insights. He is motivated by approval and reacts unfavourably to indifference or rejection from others. His social gatherings are frequent and worth attending, particularly when they mark important events. He tends to enjoy the company of like-minded people and may be somewhat less interested in his opposite types, perceiving them as drab, rather predictable and conventional.

His vivid imagination constantly pushes him towards turning his ideas into reality. Matt is energetic, enthusiastic, responsible, conscientious and persuasive. Exhibiting a tendency to become concerned and hurt if his ideas are met with indifference or criticism, he may take conflict and rejection personally. At times, events can overwhelm him and he may find it almost impossible to say "No", even when the demands are unreasonable. He looks for the good in every situation.

He is inventive, independent and can be extremely perceptive of the potential contained within the views of others. Matt is interested both in possibilities beyond what is already obvious and in the ways that these possibilities might affect others. Matt is sympathetic, empathic and affable. He has an urge for lifelong learning and can shake off depression by simply finding projects that fascinate him. He possesses a natural gift for presentation. Attending to others' wants is felt by him to be a satisfying, legitimate way of expressing his own deeper needs.

He may have had personal experience of the view that worthwhile success comes only after suffering significant misfortune. He is comfortable letting others manage the more technical aspects of a project so he can devote his full energies to creating a co-operative, comfortable environment. He is warm and gracious and believes in a philosophy of "live and let live". He is accomplished at working with individuals and groups and can quickly find himself pushed into a leadership role. He is good at "reading" people and situations and will seldom be far wrong about the motivation or intent of another person. Despite this, he may be hurt when a relationship goes wrong.

Interacting with Others

Matt's preferred focus is on the positive, harmonious and uplifting aspects of people and human relations. His ability to empower others is one of his most impressive qualities. It is important for

him to have personal contact with people in his work. His major goal is to create and maintain good feeling and harmony among the people he relates to. Looking for perfection in a relationship can result in his sensing a vague dissatisfaction with the reality of the way things are.

As he is highly articulate with a quick sense of humour he is often the life and soul of the party. A creative thinker, Matt is generally warm, enthusiastic and confident of his own abilities. He makes stimulating company with his witty and interesting conversational style. He prefers creating a busy and exciting world around him. Matt is a popular colleague and is at ease in the company of most people and in open work situations. Matt is outgoing and makes things more fun for others by his pure and unreserved enjoyment of the moment.

He is enthusiastic in helping people make the best of themselves and he is proficient in making lots of contacts. An unconditional positive regard for others is a strongly held feeling that Matt values. With a joy for living that is contagious, Matt moves to seek the company of others whenever he can. He may dislike and even avoid tasks which require attention to detail or inordinate paperwork. Placing a high value on his harmonious relationships, it is not surprising that people turn to Matt for encouragement, nurture and support.

Decision Making

Matt's tendency to think "out loud" enables others to follow his line of thinking. He has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them. He views talking through ideas with people to promote decision making as an effective strategy of itself. In his attempts to please others he may make promises he cannot fulfil. He needs to learn to consciously delay making decisions until he has considered more information as he may have overlooked sounder alternatives.

When a situation demands forceful tactics, he can take the action necessary but will seldom go to extremes to obtain retribution or reward. A tendency to take rejection and conflict personally may lead to his not taking early notice of the opinions of key members of the team. He may be perceived by others as a somewhat impulsive decision maker. He recognises judgements that rely heavily on logical analysis, but then may ignore this in making his decisions. He may choose to change his decisions if it turns out that someone may be adversely affected by them.

Others may see his decisions as unrealistic in certain circumstances. He may unconsciously manipulate the process to get his own way. People occasionally see Matt making decisions that appear to fly in the face of logic. Highly technical or factual information may appear dry and uninspiring to him and may not receive his full attention. Decisions made on the basis of logic alone are not highly valued by him.

Personal Notes

Key Strengths & Weaknesses

Strengths

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

Matt's key strengths:

- Enjoys and seeks variety.
 - Interactive and inspirational approach.
 - Infectious enthusiasm.
 - Perceptive and innovative.
 - Seeks variety in both tasks and relationships.
 - Resilient and resourceful.
 - Strong sense of humour and fun.
 - Sees the positive in every situation.
 - Accommodating and will provide help where needed.
 - Can be bubbly, effusive and spontaneous.
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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. Matt's responses to the Evaluator have suggested these areas as possible weaknesses.

Matt's possible weaknesses:

- Takes losing as a personal failing.
 - May occasionally say something without thinking, and then regret it.
 - Has to work hard to maintain a specific focus.
 - Optimism is occasionally misplaced.
 - Can be impatient over relatively small issues.
 - May appear too smooth to some people.
 - Becomes impatient with routine and repetition.
 - May jump, seemingly randomly, from task to task.
 - Vocolly judgmental and critical.
 - Easily distracted from the routine.
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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 Matt brings, and make the most important items on the list available to other team members.

As a team member, Matt:

- Knows nothing is impossible.
 - Displays a strong people-orientation.
 - Has foresight and farsight.
 - Promotes ideas to, with and through others.
 - Makes friends quickly and easily.
 - Provides life and a spirit of adventure to the team.
 - Is loyal and conscientious and will work hard to produce results.
 - Provides inspiration and perspiration.
 - Can provide high activity and variety.
 - Ensures there is never a dull moment where he is involved!
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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 Matt. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Matt:

- Talk about him and areas he finds stimulating.
 - Agree exactly what needs to be done.
 - Offer praise and appreciation when due.
 - Be alert and quick on your feet.
 - Be prepared to discuss a wide range of topics.
 - Acknowledge his talent for leadership.
 - Talk tangibly and with enthusiasm.
 - Use a casual, informal style of conversation.
 - Match his pace in presenting to him.
 - Omit unnecessary and intricate details.
 - Be enthusiastic and positive.
 - Allow and bolster his feeling of self esteem.
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Personal Notes

Communication

Barriers to Effective Communication

Certain strategies will be less effective when communicating with Matt. 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 Matt, DO NOT:

- Speak too slowly or hesitantly.
 - Forget to offer praise and recognition when it is due.
 - Impose a “can't be done” or defeatist attitude on him.
 - Insist on cumbersome reporting procedures.
 - Fail to recognise his best personal achievements.
 - Use destructive criticism or create unnecessary conflict.
 - Attempt to impose too much structure and formality.
 - Appear slow, sluggish or too formal.
 - Judge, criticise or embarrass him in public.
 - Inhibit or restrict “networking” opportunities.
 - Act aggressively or reject his ideas without explanation.
 - Be dismissive of his feelings and emotions.
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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.

Matt's possible Blind Spots:

Trying to be less sensitive would enable Matt to hear the often helpful information that is contained in constructive criticism. While he can be charming, funny and entertaining, occasionally he gives the impression of insincerity. He needs to try to anticipate what dangers might be in store and develop an alternative plan in case things should become unpleasant.

He focuses on emotions to the point that he may fail to see the logical consequences of his actions. He should learn how to accept and deal with conflict as a necessary part of bettering his relationships with others. Taking the time to pay closer attention to what is actually going on in the world around him and listening carefully to both the input and reactions of others will help him. His own personal feelings in relationships and decision making are trusted by him and used to the exclusion of more objective data. He may neglect essential preparation as he moves quickly in his zeal to take on something new.

Matt has a difficult time saying no or asking for help. Matt's tendency to become distracted from finishing the tasks he starts sometimes may make him appear indifferent or disinterested to some. He finds it hard to face conflict and will be tempted to run away from or ignore problems rather than seek the tough solutions. Often after he has enjoyed an initial experience, if necessary backup to attain the anticipated outcome is not forthcoming, he blocks the experience from his mind and moves on. Matt takes even the most well-intentioned criticism personally and can respond by becoming flustered, hurt or angry.

Personal Notes

Opposite Type

The description in this section is based on Matt'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:

Matt'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. Matt 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 Matt 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. Matt may find himself 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 Matt would wish.

Personal Notes

Opposite Type

Communication with Matt's Opposite Type

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

Matt Whitehead: How you can meet the needs of your Opposite Type:

- Accept that “reflecting time” is essential to enhance his performance.
- Speak calmly and quietly, avoiding ostentation and bluster.
- Remember to thank him for his time.
- Be sure that he is ready to communicate before pressing ahead.
- Be consistent.
- Consider reconvening the meeting after he has had a chance to think about the issues.

Matt Whitehead: When dealing with your opposite type DO NOT:

- Comment on his personal appearance.
 - Discuss peripheral matters unrelated to the task in hand.
 - Give instructions without reasons.
 - Stray from the agenda.
 - Jump to the next subject until he is ready.
 - Argue or personalise the conversation.
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Personal Notes

Suggestions for Development

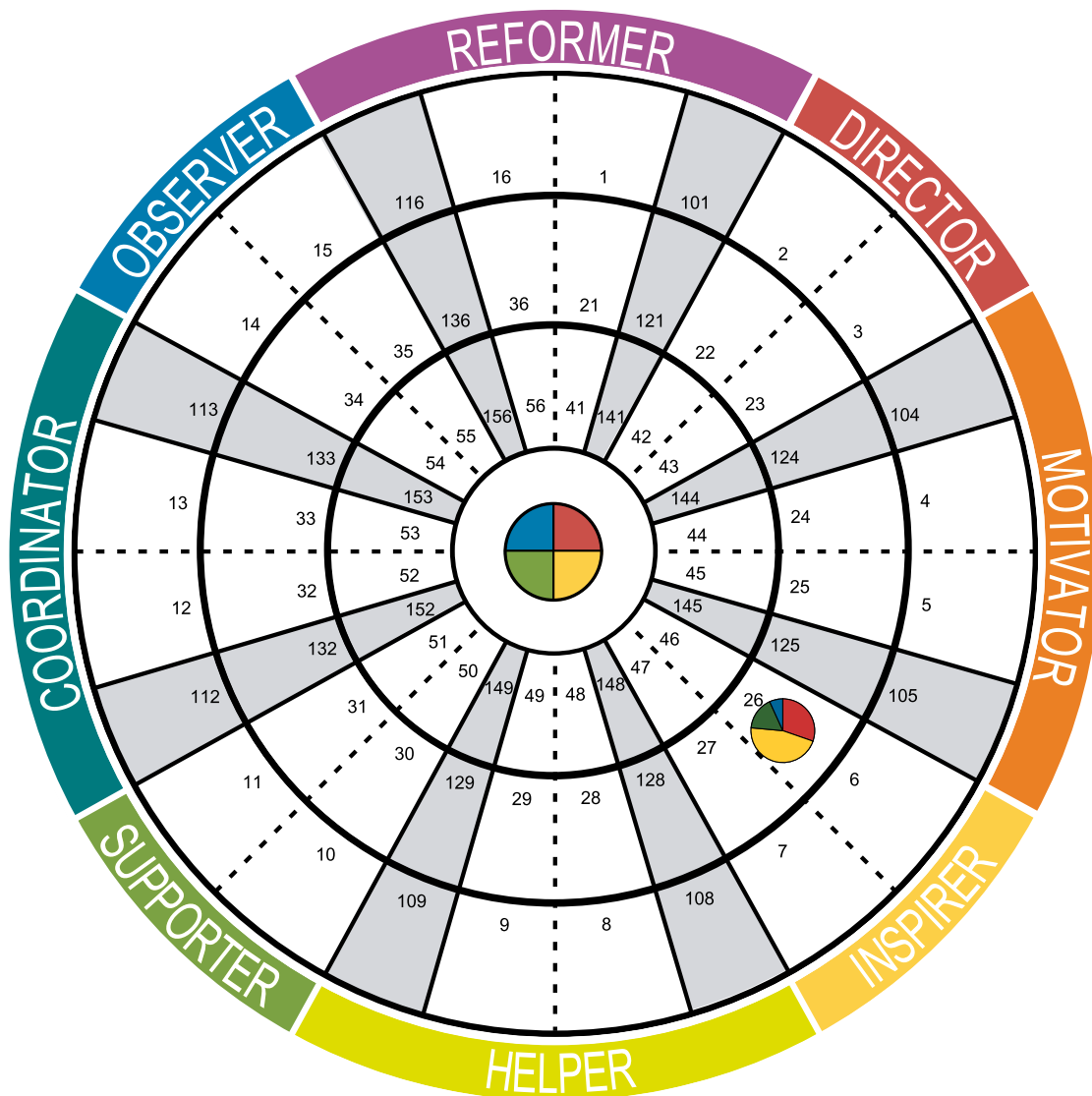
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Matt's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Matt may benefit from:

- Trying to really understand and relate to quiet, thoughtful people.
 - Realising that some others are not as quick as he is.
 - Finishing and reflecting on each book he reads before starting a new one.
 - Making sure he has the time to meet his agreed commitments.
 - A weeks private meditation - alone.
 - Constant reminding of the need to consider alternatives and anticipate consequences.
 - Distancing and formalising certain relationships.
 - Regularly reflecting on the days events.
 - Paying meticulous attention to detail before leaping to a conclusion.
 - Looking for inconsistencies and weaknesses in others' arguments.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

26: Motivating Inspirer (Classic)

Less Conscious Wheel Position

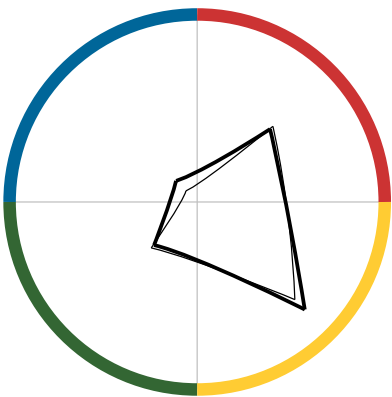
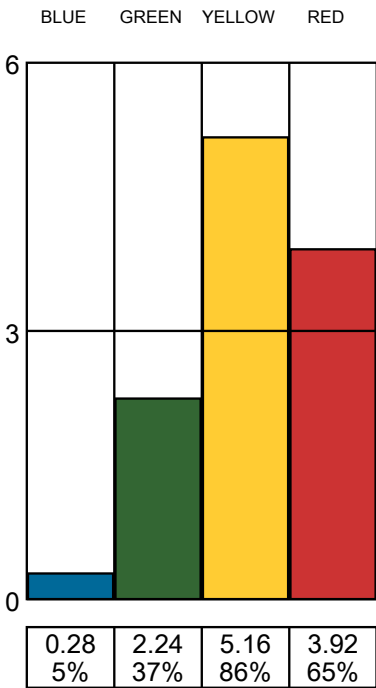
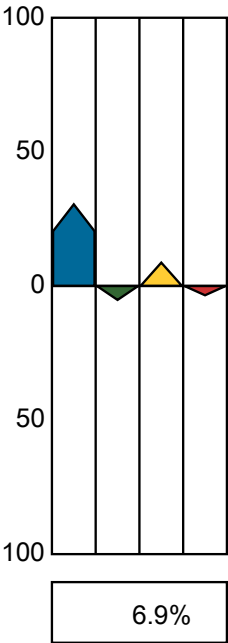
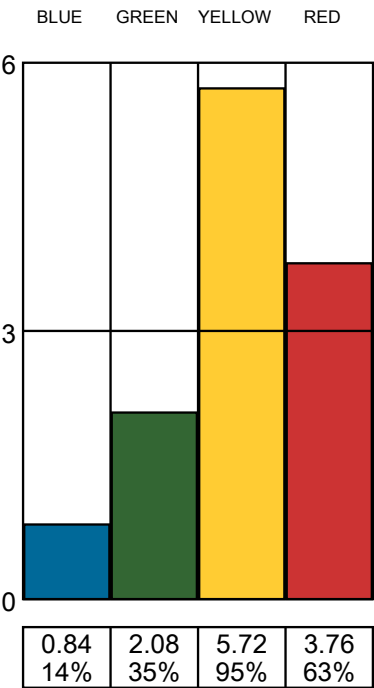
26: Motivating Inspirer (Classic)

The Insights Discovery® Colour Dynamics

Persona (Conscious)

Preference Flow

Persona (Less Conscious)



— Conscious
— Less Conscious



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