



Discovery[®]

Personal Profile

Anthony Brew

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Foundation Chapter

Personal Details

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Introduction

This Insights Discovery profile is based on Anthony Brew's responses to the Insights Preference Evaluator which was completed on 22 February 2018.

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 Anthony's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

Anthony is interested in seeing possibilities beyond what is currently known, accepted or obvious. Only when a strongly held value is at risk will he willingly attend to important facts and details. With contagious enthusiasm and a world full of possibilities, he sees so many ideas he may have great difficulty concentrating on one. He appears to thrive on a wide variety of tasks focusing on a motivating or promoting role. Anthony is an ingenious, inventive person who is always seeking to discover new possibilities and new ways of doing things.

Routine work and administration is of little interest to him, though unexplored and unexpected elements of a job often aren't considered work at all. He needs excitement and variety or he may lose interest in carrying projects through to completion. Anthony is logical and analytical, an ingenious thinker and long-range planner, and good at anything that requires rapid reasoning. He tends to see the environment as welcoming, challenging and exhilarating, and if it is not, he tries to create that atmosphere. Anthony tends to know intuitively what structure and organisation is necessary to harness ideas and people to achieve long-range goals.

He may have great difficulty relating to people he sees as over-concerned with health, safety and comfort issues. He may ignore sensory data that might suggest danger and may knowingly take risks that others avoid. New challenges are more appealing to him than the status quo. By slowing down occasionally he is more able to gather relevant data and consider both the practical and personal ramifications of his actions. He is a natural manager and finds himself in command through his ability to plan and keep both long and short-term objectives clearly in mind. His enthusiasm for a current project can be so compelling that he may be oblivious to any time and energy limitations, ignoring his own and others' needs in the process.

Personal prestige is important to him and he appears as a natural, if somewhat disorganised person with a tenacious drive towards future possibilities. If he is in charge of having to monitor the detailed work of others he may find this uninteresting, stressful and exhausting. His aim is to fit all the pieces of the jigsaw together into a complete picture, but for Anthony the jigsaw keeps expanding with the discovery of every new piece. Highly independent, Anthony enjoys speculative and imaginative activities and work. He usually has a theory that will explain everything. He may not necessarily prefer innovative solutions over established ones but is adept at seeing situations from an unusual perspective.

He likes to make sure that he knows what is going on and tries to make sure that everyone is pulling their weight. Anthony is seen by others as pragmatic, dependable and able to get things done. In developing the success of his "vision" he may unconsciously tend to compare himself with the success of others, disassociating himself from the envy that this process may generate. Anthony is a resourceful, action-oriented person who lives for the future by making every moment count. He may in reality be less competent at a specific task than his confident style indicates.

Interacting with Others

Curious and alert, Anthony prefers to understand rather than judge. He may need to slow down to consider the feelings of people he is involved with and regularly listen to, and accept, other people's opposing points of view. Anthony is alert to changing situations and will act quickly to get results, giving direction or instructions to others as he thinks is necessary. He is noted for his innate ability to inspire and encourage others around him and exhibits excellent interpersonal skills. Anthony has a remarkable ability to get people to follow his lead.

He prefers to try to understand and relate to people's views rather than be judgmental of them. He may harbour a belief that no one really understands him or cares about him. He may become emotional and rather vulnerable in this state. He is a good innovator, negotiator, and manager. He can be a good team player, but does like a somewhat individual approach. He likes to lead rather than manage, is normally fair but demanding and will not always be willing to accept change without first knowing why.

He relates to colleagues who appreciate his outgoing, talkative, matter of fact manner. Routine practical work does not interest him for long, because he needs variety and freedom from controls in order to sustain his interest. He will introduce colleagues to all sorts of possibilities which challenge convention, but which may appear to many as completely impractical. He can be exceedingly stubborn and independent when faced with change or new ideas if they are not his own. Anthony loves challenge, and is far-sighted and enthusiastic. While constantly striving to increase his competence and personal power, he is outgoing, talkative and can cope with a large number of different projects. He requires continual change in order to avoid becoming bored, and is rather power and status conscious.

Decision Making

Open-minded, curious and insightful, Anthony has excellent long-range vision. He tends to be influenced by the idea, rather than the people behind the idea. He may find it difficult to make decisions based purely on objective considerations. He will not allow systems and procedure to stand in the way of what he believes is right. He has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them.

Internally motivated to achieve, Anthony is a hard worker, who whilst being prepared to listen to, and be aware of others, will invariably go it alone if all else fails. He may get bored quickly and tend to ignore significant detail in his desire to move on to more exciting things. He is stimulated by difficulties and is most ingenious in solving them. He is likely to exercise his intuition constantly on the most important and challenging parts of a problem. Anthony expresses what he thinks are strong, decisive opinions in the hope that unresolved issues and conflicts can be concluded quickly.

With his enthusiasm and spontaneity, Anthony brings a refreshing approach to decision making. He can be creative and imaginative. Work that uses his ideas to improve or start a project suits him, but once these ideas get off the ground he prefers someone else to carry on with the details. To carry out his innovative ideas, Anthony relies on his impulsive energy. He is a keen initiator who finds most problems stimulating. His direct, sometimes erratic approach tends to work against him being totally consistent on a day to day basis.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Anthony brings to the organisation. Anthony 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.

Anthony's key strengths:

- High ego strengths.
 - Ingenious thinker with a great ability in long range planning.
 - Becomes involved in many activities.
 - Articulate and competitive self starter.
 - Appears open-minded and receptive.
 - Takes advantage of opportunities.
 - Will join different organisations to further his cause.
 - Swift and agile.
 - Enthusiastic leader - drives for results.
 - Can make impossible dreams possible.
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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. Anthony's responses to the Evaluator have suggested these areas as possible weaknesses.

Anthony's possible weaknesses:

- Generates so many ideas that chaos often ensues.
 - Leaps before he looks!
 - May open his mouth and fall in.
 - “Tells” rather than “asks”.
 - Rocks the boat by challenging convention for the sake of it.
 - Impatient with others he sees as having lower standards.
 - Knows the answer before the question is asked.
 - Makes decisions hastily.
 - Tends to be perceived as arrogant in stressful situations.
 - May finish others' sentences for them.
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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 Anthony brings, and make the most important items on the list available to other team members.

As a team member, Anthony:

- Is always ready to offer service to colleagues.
 - Will drive others to achieve greater things.
 - Has a “can do” attitude.
 - Works well with a variety of tasks and activities.
 - Has foresight and farsight.
 - Will show loyalty and directness to other team members.
 - Influences others by his infectious enthusiasm.
 - Generates a prolific number of ideas.
 - Can perform several roles at once.
 - 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 Anthony. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Anthony:

- Acknowledge his talent for leadership.
 - Be ready to acclaim his many ideas.
 - Encourage his creative intuition.
 - Do not obstruct opportunities for his development.
 - Indulge in speculation and offer opinions readily.
 - Respect his values and ambition.
 - Keep the conversation lively.
 - Agree exactly what needs to be done.
 - Provide for both flexibility and structure within the meeting.
 - Recognise both him and his achievements.
 - Be clear on completion details.
 - Omit unnecessary and intricate details.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Challenge his authority “head on”.
 - Restrict his ability to take action.
 - Shout, bully or threaten with position power.
 - Undermine his authority.
 - Talk slowly, mumble or whisper.
 - Be obscure, obtuse or dogmatic.
 - Be curt-lipped, sharp, prickly or abrasive.
 - Forget to recognise him personally in a job well done.
 - Speak too slowly or hesitantly.
 - Unnecessarily challenge ideas or actions.
 - Reduce the pace of a free-flowing conversation.
 - Fail to recognise his best personal achievements.
-

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.

Anthony's possible Blind Spots:

Anthony needs to work toward making commitments to fewer projects so he completes more of the ones he begins. He may neglect essential preparation as he moves quickly in his zeal to take on something new. He values fast action and doing many things at once. When under pressure he may get the job done by cutting corners or neglecting quality.

His intense dislike for routine and predictable events can make it difficult for him to notice or even acknowledge the necessary details. His preference for living in the moment and adopting an “emergency” style of responding to crises can generate a rather chaotic environment for others around him. Anthony's reluctance to see one thing through stems in part from a concern that in so doing he may be missing other, more appealing opportunities. He can sometimes be impractical and may neglect routine details that need attention. 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.

Anthony's tendency to become distracted from finishing the tasks he starts sometimes may make him appear indifferent or disinterested to some. Anthony may feel pressured to make decisions too quickly, before he has had adequate time to gather all the more obscure facts and consider the fuller implications of his actions. He may jump to conclusions without gathering all the necessary information or taking the time to really understand the situation. He needs to resist the urge simply to perform and instead try to more readily share who he really is. It is difficult to know what to expect from him next. He would much rather engage in quick intellectual banter than complete some mundane task or consider spending quiet time on his own.

Personal Notes

Opposite Type

The description in this section is based on Anthony'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:

Anthony's opposite Insights type is the Coordinator, Jung's "Introverted Sensing" type.

The Coordinator is a careful, cautious, conventional person who is diplomatic and sincere. Coordinators tend to be very loyal, precise and disciplined with high standards and expectations of self. Coordinators may appear to lack self-confidence and prefer to operate in a structured and ordered manner, focusing on established guidelines rather than future possibilities.

Anthony will often observe the Coordinator procrastinating on a decision until all of the facts and details are available. Anthony may also see the Coordinator as a critical and ideological thinker who will be quiet and reserved around strangers. Coordinators do not like stress or chaos and tend to be rather private, requiring support and reassurance. They prefer to build close relationships with small groups of people and like to retain the familiar and predictable. The Coordinator becomes stubborn if pressured, particularly by Anthony!

Coordinators are concerned with what is "right" and, to Anthony, appear slow in decision making. They prefer a steady-paced environment with little interpersonal aggression and they tend to distrust outgoing people. They are motivated by schedule and order and are among the most private of the Insights types. Anthony sees the Coordinator as ever concerned with efficiency, becoming stressed when others do not stick to tightly laid down schedules and plans.

Personal Notes

Opposite Type

Communication with Anthony's Opposite Type

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

Anthony Brew: How you can meet the needs of your Opposite Type:

- Be modest and polite.
- Remember to ask for his opinions of other systems and projects.
- Recognise his quiet dedication.
- Value his contribution to building stable relationships.
- Give him time to express himself.
- Allow time for him the opportunity to express his feelings.

Anthony Brew: When dealing with your opposite type DO NOT:

- Sweep aside his doubts without full consideration.
 - Act aggressively or reject his ideas without explanation.
 - Be too loud and hearty.
 - Dwell on trivia.
 - Implement change for change's sake.
 - Make critical comparisons in relation to other staff.
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Personal Notes

Suggestions for Development

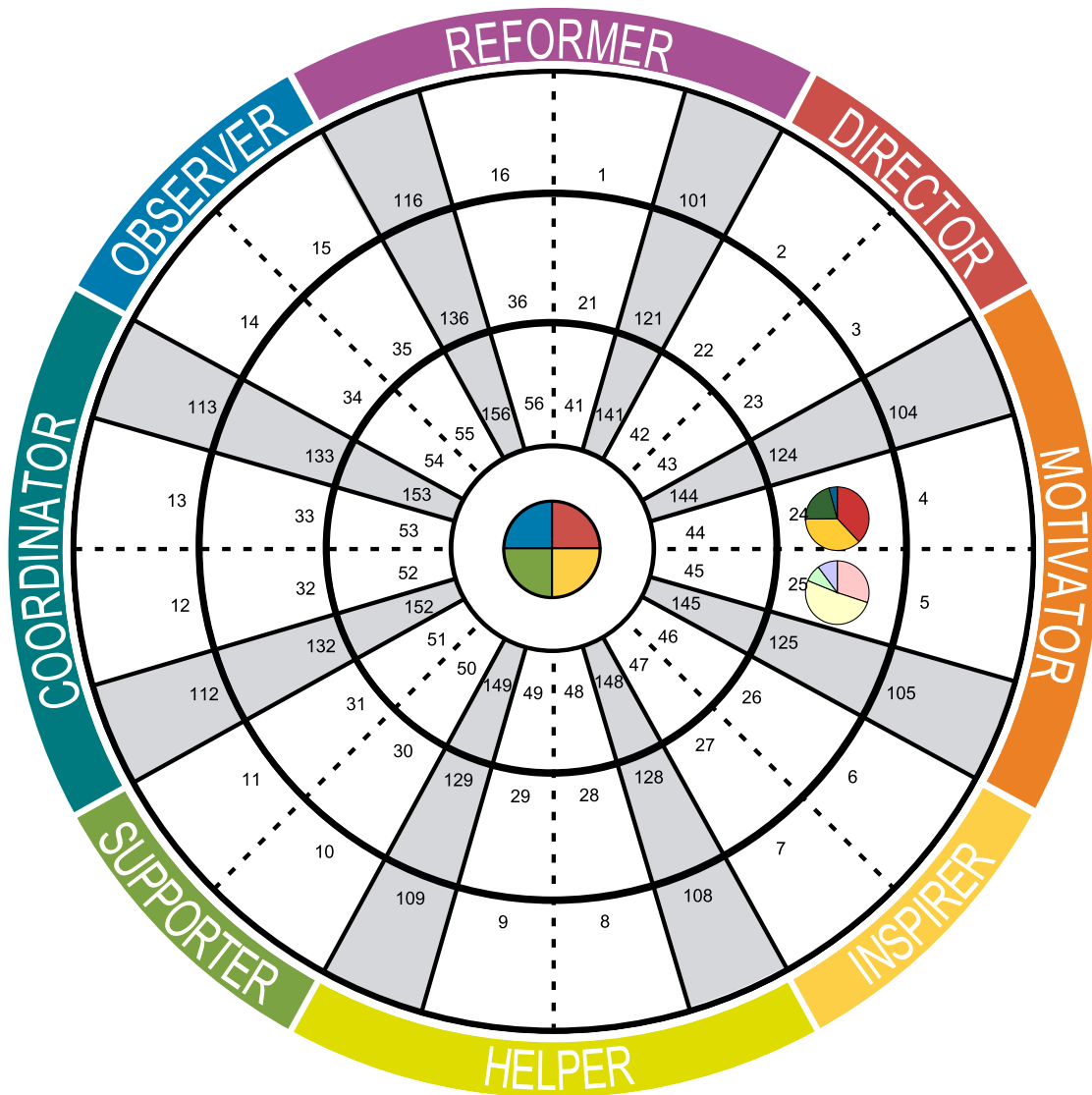
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Anthony's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Anthony may benefit from:

- Thinking very carefully before rushing into action.
 - Greater realism, keeping to the point and avoiding constant changes.
 - Reducing his high profile stance.
 - Avoiding driving others as hard as he drives himself.
 - Not always jumping to conclusions.
 - A more structured approach to living.
 - Being less vocal at group meetings.
 - Paying attention to every detail and developing a systematic methodology.
 - Becoming more patient and less restless.
 - Becoming less intense, steadier and more reliable.
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Personal Notes

The Insights Discovery® 72 Type Wheel

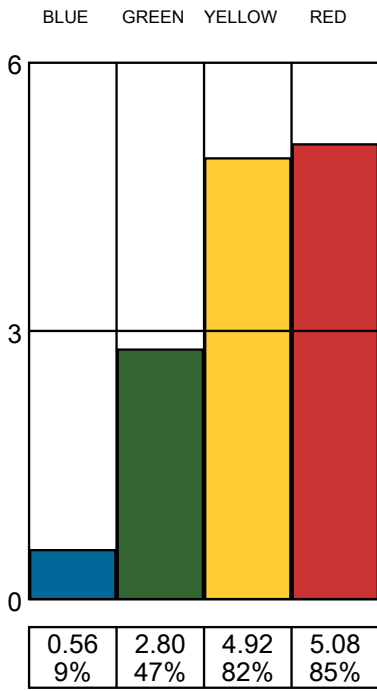


Conscious Wheel Position
 24: Directing Motivator (Classic)

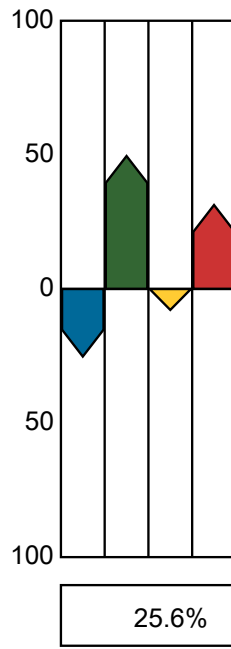
Less Conscious Wheel Position
 25: Inspiring Motivator (Classic)

The Insights Discovery® Colour Dynamics

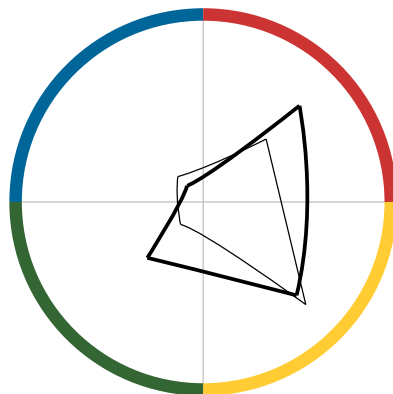
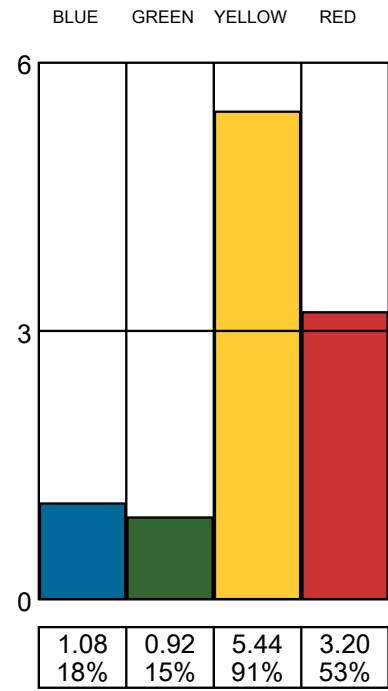
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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