Insights Discovery Agenda 3-4 Hours ● insights®

Insights Discovery Personal Effectiveness Agenda – Prepared for NECA Future Leaders Conference

Objectives for the Session

Perception

Purpose: Get discussion going around what perception is and how powerful it can be. Share personal stories where appropriate**.**

The Insights Color Energies

Purpose: Explain the color energies, bringing them to life with anecdotes and examples.

Detail: Get individuals to share what comes to mind when they see the 4 colors. Replay these and connect with the color energies. Giving equal play to each, give real examples and anecdotes. Emphasize that all energies are equal and that we have all 4 energies within us. Talk about the Good Day and Bad Day behaviors. Finally ask the delegates to choose their dominant color energy.

Preferences-Introversion/Extraversion, Thinking/Feeling

Purpose: Explains the Jungian preferences and gives the colors an extra dimension. Open the topic with the arm folding exercise to illustrate preference. Link the preferences to the wheel and color energies. i.e. Red and Blue have a preference for thinking.

Preferences-Sensing & Intuition

Purpose: Explains the concept of Sensing and Intuition and what it means to them. Helping the delegates to understand their preference towards Sensing or Intuition. More in depth learning if delegates are ready.

Distributing the Discovery Profiles

Purpose: To give everyone the opportunity to read their profiles and to help them to understand the graphics at the back of the profile.

Detail: Ask the delegates how they felt about completing the evaluator before handing out the profiles and get any feedback. Hand out the profiles and ask the group to read through the Overview section-pages 5, 6 and 7 in particular. Ask them to think about anything they might want to share with the rest of the group. Each profile is unique to the individual. Some profiles will share a few statements but each profile is created according to the intensity of individuals energies in their graphs. Two people could share wheel position 22, but their profiles would be different as the intensity of their energies will not be exactly the same.

The Discovery Graphs

Purpose: To enable everyone to understand the meaning of their graphs in their Discovery Profile.

Detail: Explain that the 3 graphs represent the behavior of an individual. The left hand graph represents the answers you gave in the evaluator-a bit of who you are, who you need to be \and who you want to be! The graph on the right hand side is the area of your behavior that you may not be fully aware of \and where your blind spots will exist. Other people may well be aware of this side of your behavior but you may struggle to see it sometimes. An energy that shows about the midpoint line in the graphs is an energy that is used well and other people will see. The preference flow in the middle is showing the level of effort and energy you are exerting to move your behavior from the less conscious behavior to the conscious adapted behavior that you exhibit in the workplace. The preference flow can be as high as +66.7% and as low as -66.7%. The higher the flow % the more effort and energy you are exerting. Only you will delegate to reflect on their graphs and have some time for them to ask questions and share their graphs with others in the room if they wish.

Purpose: To show the delegates that the model is more than 4 color energies. The 4 morph into 8 types and then become 72 types on the wheel.

Detail: The Insights Wheel is not a tool to put you in a box and stereotype you it is an opportunity for you to understand your behavior and your strengths and challenges. It also helps you to understand where other people sit and why that might mean you have people you get along with better than others. The numbers in each type are just references for practitioners and makes is easier for us to understand someone's position and order of energies.

The Team Wheel – In Depth

Purpose: To show each individual where they fit within the team from a Discovery perspective.

Recognizing Type

Purpose: Learning to recognize type based on the Discovery knowledge gives the delegates an opportunity to use what they have learned and be able to start adapting and connecting with individuals immediately regardless of whether the person they are speaking to has a Discovery profile!

Detail: Talk about the road signs that we use when driving. What do they do? They give us warning or they tell us information. The good news is that people also have signs to give us information and we can understand these signs really easily. Humorous elevator slide to round off the section.

Adapting & Connecting

Purpose: To enable delegates to create strategies for adapting & connecting with individuals more effectively.

Detail: Quick general discussion about why it might be important to think more about adapting & connecting, what is its value? Facilitate a group discussion about what you might need to do differently for each of the color energies when communicating with them. Teams will role play various scenarios and see for themselves how Discovery s implemented.

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Individual Commitment to Actions

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