



Discovery[®]

Personal Profile

Anthony Basiel

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Foundation Chapter
Management Chapter

Personal Details

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Introduction

This Insights Discovery profile is based on Anthony Basiel's responses to the Insights Preference Evaluator which was completed on 23 July 2015.

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 team-centred, thorough and articulate. He tends to rely on his senses for information about what is going on in the world and accepts and uses this information in a practical way. Anthony radiates goodwill and enthusiasm. He is optimistic about life in general and human potential in particular. He gravitates to other people and is highly skilled at understanding others' needs and motivations, usually appearing friendly, tactful and sympathetic. Anthony can be gregarious, sociable, and focused on others' needs.

He may ignore or deny anything that threatens the harmony he seeks. Anthony is a natural trainer, facilitator, educator and counsellor. He exhibits personal warmth, insight, originality and a broad organisational ability. At times, events can overwhelm him and he may find it almost impossible to say "No", even when the demands are unreasonable. Anthony has a real zest for living and enjoys company.

He tends to be fiercely loyal to his friends, prepared to sacrifice his own wants for the needs of the other person. He is seen by most others as a friendly, practical, realistic and down-to-earth person. He looks for the good in every situation. He is prepared to attempt almost anything, but his work needs to be active rather than theoretical. Socially adept, even-tempered and tireless in his efforts to bring about peace and well-being, he tends to hold the perfect relationship as the ideal.

His home will be a haven for people to have a good time, and will have mementoes or photographs of people having a good time! He tends to appreciate tradition and is interested in maintaining established rules and procedures. He enjoys socialising, but likes to plan his entertaining for maximum effect. He is at his best in work that involves people and task, where co-operation can be achieved through goodwill. Anthony tends to be alert and often uncannily correct. It is as if he has an antenna that enables him to detect dangers long before other people do.

He is proficient at alleviating the concerns of others. He tends to have an interest in the new and unusual and is gifted at expressing his feelings. Anthony is sympathetic, empathic and affable. He is aware of and involved in his physical environment and likes to be active and productive. He tends to live for today with a "you only go around once" philosophy.

Interacting with Others

Placing a high value on his harmonious relationships, it is not surprising that people turn to Anthony for encouragement, nurture and support. Friendly and effusive, he displays his emotions flamboyantly and is always open to being with people. He wins the co-operation of others by using approval and praise, rather than argument or intimidation. Compassion, caring, warmth and contented relationships are important to him. Anthony is alert to other peoples' emotions and interests and can deal well with complex or complicated people.

He may find himself automatically adapting his own personality in an attempt to meet other peoples' ideas of what is desirable. His major goal is to create and maintain good feeling and harmony among the people he relates to. By working hard on his relationships with other people, Anthony tends to be seen as popular, gracious and eager to please. Anthony is a popular colleague and is at ease in the company of most people and in open work situations. He constantly seeks opportunities to talk things through with others.

If he cannot avoid putting off telling someone an unpleasant truth, he will soften the message by putting it in an affirmative way. He tends to avoid conflict rather than engage it with creative solutions. He is socially interactive, while preferring to view the world realistically and tangibly. His primary desire is to be of service to other people. Anthony probably prefers more relaxed social interaction. Do not assume this to be an indication that he is not serious about important issues.

Decision Making

Anthony loves fun and surprises and can bring a breath of fresh air to any situation though his free spirit will likely frustrate some "hard-line" colleagues. He prefers tasks or projects which allow flexibility of scheduling. He is prepared to make decisions through group consensus. He can resolve conflict positively and reach mutually agreeable outcomes, taking into account all interests. He may unconsciously manipulate the process to get his own way.

He tends to make choices around his own personal feelings which may be as important to him as more objective data. His decisions are influenced by ethical and moral issues. He may value opinions over facts in considering a possible course of action. He prefers moderate to slight risk in decision-making. When a situation demands forceful tactics, he can take the action necessary but will seldom go to extremes to obtain retribution or reward.

Anthony creates a pleasant, flexible and accepting environment and will regard an emergency situation as an opportunity to display his helping gifts. One of his challenges is that he may not obtain enough direction or discipline at work, or be sufficiently involved in planning for the future. 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 sees himself as realistic, practical and matter-of-fact, although others may not always see the practicality of some of his decisions. In his attempts to please others he may make promises he cannot fulfil.

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:

- Gracious, charming, empathetic and considerate.
 - Friendly and sociable.
 - Appreciative of others' contributions.
 - Not easily ruffled or flustered.
 - Approachable and affectionate with friends.
 - Will try anything at least once.
 - Has an outgoing nature and builds relationships quickly.
 - Accommodating and will provide help where needed.
 - Sees the positive in every situation.
 - Compassionate, with a caring and concerned approach.
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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:

- Was once indecisive, but he is not so sure now!
 - Idealistic in relationships - wants everyone to be happy.
 - Puts others before himself, yet may resent it afterwards.
 - May be perceived as too trusting.
 - May see the world through “rose-tinted glasses”.
 - Focusing on superficial analysis and failing to appreciate subtle underlying trends.
 - Unduly affected or influenced by others' opinions.
 - Can easily feel rejected or unhappy.
 - Does not enjoy working or being alone for long periods.
 - May open his mouth and fall in.
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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:

- Ensures other team members are comfortable.
 - Always seeks to understand the other's viewpoint.
 - Is willing to provide help and a friendly ear.
 - Likes and is liked by most others.
 - Is a friendly, calming and stabilising influence on the team.
 - Is seen as a positive team player.
 - Maintains a steady and calm aura.
 - Mediates to bring harmony from conflict.
 - Influences others by his infectious enthusiasm.
 - Brings harmony to conflicting factions.
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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:

- Avoid detailed reports, focus on people issues.
 - Remember and respect his concern for others' welfare.
 - Leave time to ensure he is comfortable on personal issues.
 - Share in and promote his ideas and visions.
 - Mirror his normally calm and even-tempered nature.
 - Avoid unnecessary distractions - keep to the point.
 - Provide lots of opportunities for team contact.
 - Offer praise and appreciation when due.
 - Keep up a lively, but steady pace.
 - Use warm gestures and expressive body language.
 - Use a casual, informal style of conversation.
 - Be prepared to share problems openly.
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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:

- Criticise, condemn or suppress his enthusiasm.
 - Assume passivity is tacit acceptance.
 - Assume that his sunny disposition means that he agrees with everything you say.
 - Leave him out of the picture.
 - Restrict or restrain his natural exuberance.
 - Forget to be aware and tolerant of his views.
 - Dampen his enthusiastic energy with negative inputs.
 - Become too impersonal.
 - Be hard, directive or impersonal.
 - Take advantage of his good nature.
 - Take credit for his ideas.
 - Judge, criticise or embarrass him in public.
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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.

Anthony's possible Blind Spots:

Although he may not readily display it, Anthony can be so committed to his own principles that he develops tunnel vision. He is vulnerable to the criticism of others because he tends to take feedback personally, which leads him to take offence and become discouraged. Anthony may become so engrossed with his own projects that other important tasks lie forgotten.

He should realise that on occasions confrontation can clear the air. Sometimes seen as gullible and perhaps too trusting because he accepts people and things as they are, Anthony doesn't look for or expect the malicious motive. His own personal feelings in relationships and decision making are trusted by him and used to the exclusion of more objective data. Anthony's ideas may occasionally get lost because he tends to rethink them continually, preferring to keep them private. By applying some objectivity and even scepticism to his analysis, he might become a better judge of others.

He often overlooks his own needs due to his desire to please or help other people. He needs to learn to deal more directly and honestly with conflict, trusting that his natural sensitivity to others' feelings will provide him with what needs to be done even in the most difficult situations. He values established institutions and tends to enjoy an active and co-operative membership in committees and organisations. He is not always sure he is participating for the right reason. He may need to say “No” when too much is being expected of him. When he is disappointed, he may become negative about everything and everyone around him.

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 Reformer, Jung's "Thinking" type.

Reformers are creative and abstract thinkers. They have a competitive drive for results, which is balanced by a restraining need for everything to be perfect for them. They have difficulty maintaining a positive, non-judgmental approach, which can make their performance erratic. They tend to be indecisive, and can become upset when found to be wrong. Reformers will tend to canvass support for their ideas long after a different decision has been made and accepted by others.

Anthony may see Reformers as reserved and cold. Reformers may become authoritarian when their hard work is not recognised. Often blunt, Anthony may see their egocentricity as overbearing. Reformers often rely on intimidation and the threat of retribution as a way of seeing it is their justice that is done. Lacking poise, they may appear to be unconcerned with the needs of others. Reformers will not readily take the blame for a project that goes off the rails.

Reformers have a sense of precision and can pay attention to detail. Prone to display their anger, they have strong opinions and may become upset if others simply do not follow their lead. Anthony will often see the Reformer as both aloof and argumentative.

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 Basiel: How you can meet the needs of your Opposite Type:

- Use humour in moderation.
- Go prepared to get straight down to business.
- Ask what he thinks, not how he feels.
- Let him decide on the way forward.
- Leave personalities out of the discussion.
- Focus on the task at hand.

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

- Show less than full commitment to his project.
 - Be unrealistic or stray on to abstractions.
 - Use “what if” or “buts”.
 - Be put off by his formality.
 - Challenge his authority “head on”.
 - Tell him what to do or how to do it.
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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:

- Becoming a better self-disciplinarian.
 - Responding to logic even if someone is likely to get hurt in the process.
 - Sticking to the to-do lists he makes.
 - Maintaining a high level of exercise.
 - Doing a detailed analysis of how he spends his time.
 - Sticking to the agenda, raising social issues afterwards.
 - A plethora of rules and regulations for him to follow.
 - Bouncing back, rather than withdrawing when he feels disappointed.
 - Reflecting on what it is that he really wants.
 - Making sure he has the time to meet his agreed commitments.
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Personal Notes

Management

Creating the Ideal Environment

People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between Anthony's ideal environment and his current one and to identify any possible frustrations.

Anthony's Ideal Environment is one in which:

- "Brainstorming" sessions are a regular event.
 - There are few "heavy" interruptions to dampen the atmosphere.
 - There are social activities outside of work.
 - The workplace is light, spacious and attractive.
 - Family and outside personal interests feature prominently.
 - There is space for plenty of holiday/leisure time.
 - He is not left in the office alone.
 - Information is openly and freely available and exchanged.
 - There is a wide variety of differing tasks and challenges, with teams fully supported.
 - There is time for play during work hours, and social bonding outside of work.
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Personal Notes

Management

Managing Anthony

This section identifies some of the most important strategies in managing Anthony. Some of these needs can be met by Anthony himself and some may be met by his colleagues or management. Go through this list to identify the most important current needs, and use it to build a personal management plan.

Anthony needs:

- Practical follow-through and a support structure to handle the completion of projects.
 - Plenty of verbal “strokes” and praise.
 - Some help in resolving conflict and discipline issues.
 - Overall guidance that is steady and firm.
 - Regular feedback and genuine encouragement.
 - To understand the need for time-management disciplines.
 - Help in delegating tasks and recognising priorities.
 - Regular reminding of the business demands.
 - More frequent evaluation and appraisal.
 - You to retain control of the process.
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Personal Notes

Management

Motivating Anthony

It has often been said that it is not possible to motivate anyone - only to provide the environment in which they will motivate themselves. Here are some suggestions which can help to provide motivation for Anthony. With his agreement, build the most important ones into his Performance Management System and Key Result Areas for maximum motivation.

Anthony is motivated by:

- Team activities to lighten the gloom.
 - The availability of support staff to assist with some of the “paperwork”.
 - Acceptance, with co-operation that meets his ideal.
 - Gadgets, trinkets and creature comforts.
 - Peer “heroes” that he admires, respects and can emulate.
 - The prospect of working for the common good.
 - Personal appreciation and public recognition for a job well done.
 - Tasks which necessitate “group” involvement.
 - Knowing he has the approval of others.
 - Investment in equipment for his exclusive use that encourages his sense of worth.
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Personal Notes

Management Style

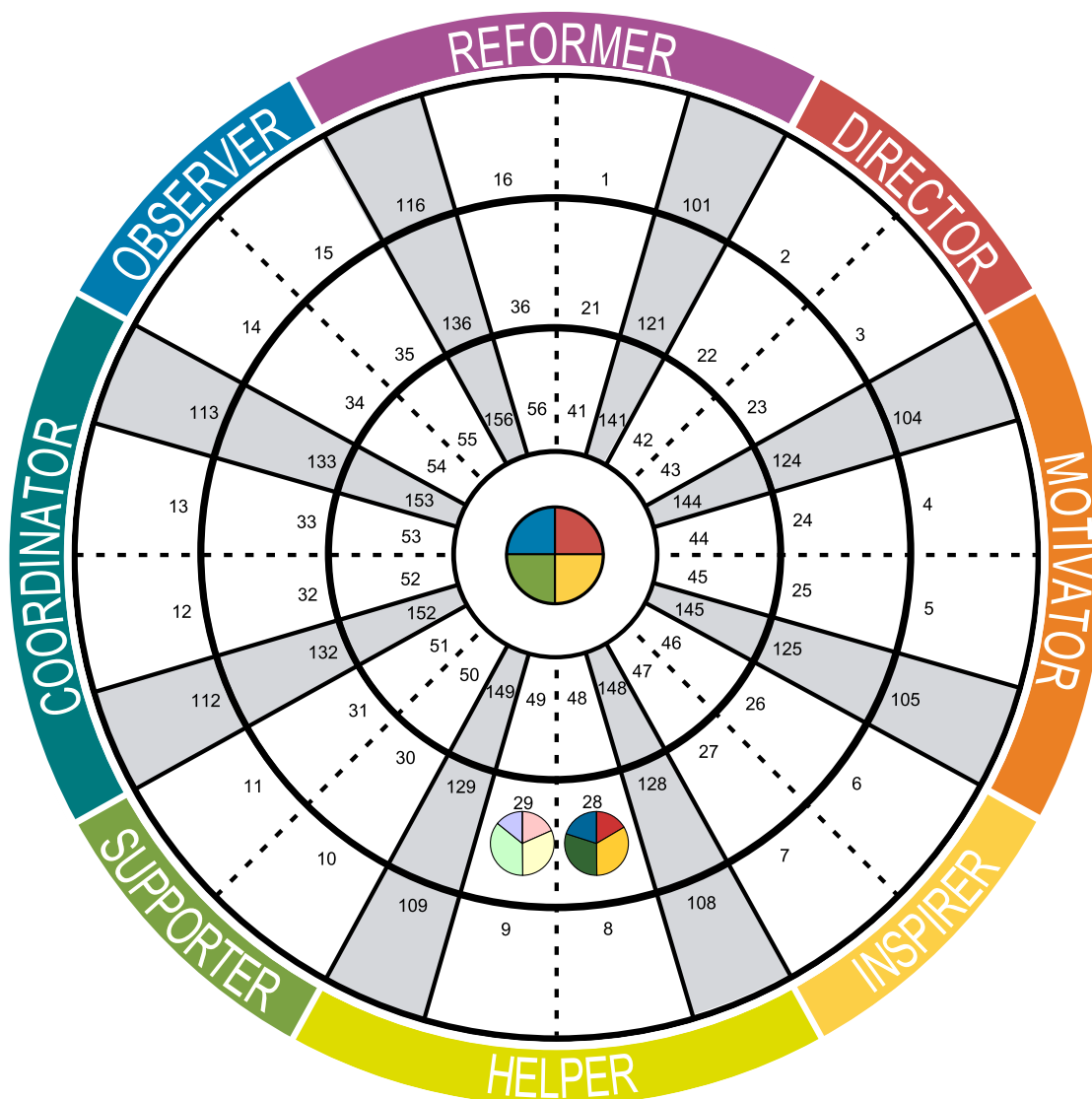
There are many different approaches to management, most of which have different situational applications. This section identifies Anthony's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Anthony may tend to:

- Promote his team to the detriment of his own credibility.
 - Not adhere rigidly to time deadlines or restrictions.
 - Detect conflict early and take preventative action.
 - Become too involved in others personal problems.
 - Find it difficult to deal with disciplinary matters within his team.
 - Sublimate his own needs for those of others.
 - Show great pride in, and demand recognition for, his team.
 - Allow an individual too much freedom.
 - Manage democratically, whilst attempting to appease those who do not agree.
 - Listen carefully and respond in an appropriate way.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

28: Inspiring Helper (Classic)

Less Conscious Wheel Position

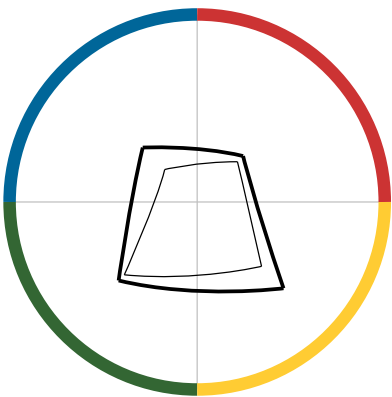
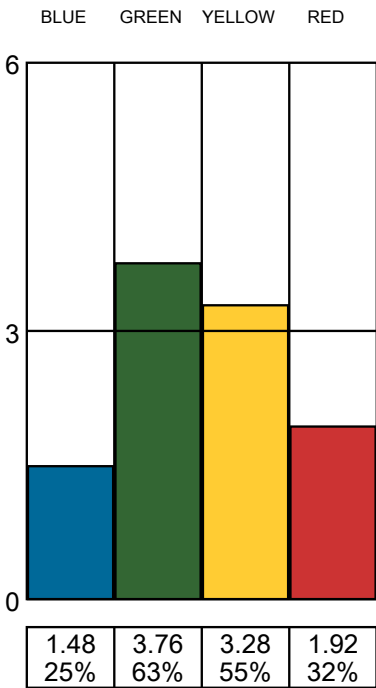
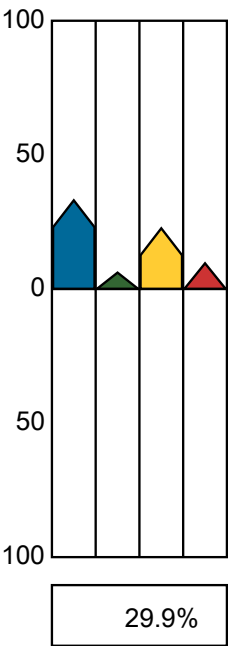
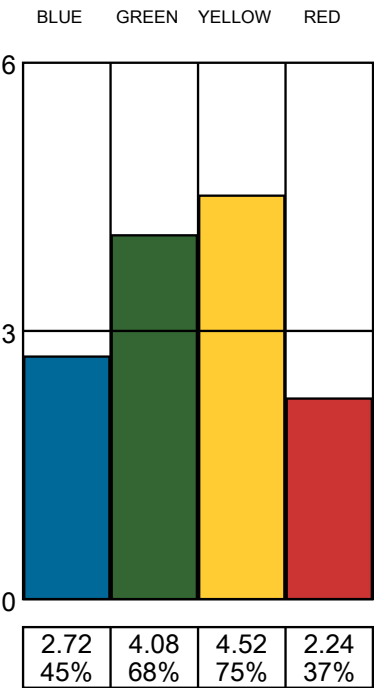
29: Supporting Helper (Classic)

The Insights Discovery® Colour Dynamics

Persona (Conscious)

Preference Flow

Persona (Less Conscious)



— Conscious
— Less Conscious



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