



Discovery[®]

Personal Profile

Jack Russell

09 March 2023

Foundation Chapter

Personal Details

Jack Russell
Director
jack@jackrussellcoaching.co.uk

JRC

Telephone:

Date Completed: 09 March 2023

Date Printed: 24 May 2023

Referral Code: Partner Channel

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 Jack Russell's responses to the Insights Preference Evaluator which was completed on 09 March 2023.

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

Personal Style

Jack is sympathetic, empathic and affable. He is accomplished at working with individuals and groups and can quickly find himself pushed into a leadership role. He is inventive, independent and can be extremely perceptive of the potential contained within the views of others. His obvious charm and enthusiasm tends to make him popular with friends and colleagues alike. His vivid imagination constantly pushes him towards turning his ideas into reality.

He has an urge for lifelong learning and may shake off a temporary malaise by finding projects that fascinate him. He possesses a natural gift for presentation. His mental processes operate best when he is in contact with other people. 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 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. As he puts as much energy into maintaining personal relationships than into maintaining tasks, Jack likes to keep a wide assortment of relationships alive and kicking.

He looks for the good in every situation. He is strong on initiative and creativity, but may often be weak on the completion of projects. 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! His energy comes from a variety of new projects and interests. He may show interest in so many different things that he has difficulty focusing on priorities. Work that is purely practical or work that leaves him on his own for long periods can make him irritable.

He tends to see the environment as welcoming, challenging and exhilarating, and if it is not, he tries to create that atmosphere. He may have had personal experience of the view that worthwhile success comes only after suffering significant misfortune. His life will tend to be a series of initiated, but unfinished projects. Ingenious, enthusiastic and outgoing, Jack has great personal charm and can be successful in a variety of roles. Jack is interested both in possibilities beyond what is already obvious and in the ways that these possibilities might affect others.

With his friendly organisational skills, Jack is supportive of other colleagues and will enthuse over most projects. He is always interested in seeing the possibilities, particularly in people, beyond the present moment. He is convinced of his own abilities and is constantly seeking environments where people will appreciate him. Jack wants to sample the best that life can offer. He has a sense of adventure and likes to keep his spirits and expectations high. Jack seeks greater fulfilment in his life through the offering of help and service to others.

Interacting with Others

Jack enjoys involvement in many activities, with a variety of people. He is stimulated by doing the unexpected or the unusual. He prefers creating a busy and exciting world around him. Usually verbal and persuasive, he will seek or wish to withdraw quickly from confrontation unless provoked to the extreme, when he may go "off the deep end" verbally. He may dislike and even

avoid tasks which require attention to detail or inordinate paperwork. He functions best when he is talking with people, which he enjoys immensely. Much of his pleasure and satisfaction comes from other's warm responses.

Shifting attention inward for long periods may produce anxiety for him as he prefers to look outward towards others for his emotional security. He likes to seek out the company of others and is a good conversationalist. Jack is outgoing and makes things more fun for others by his pure and unreserved enjoyment of the moment. The gift of sheer adaptability means that Jack has an uncanny skill for making life into an enjoyable performance, juggling many activities and people and usually enjoying the limelight. He encourages freedom and independence and is good at getting things done through other people when he slows down and takes the time to delegate.

Jack can generate positive energy and high morale within most groups or teams. He prefers communicating verbally rather than through the written word. Usually exciting for most of those involved, his activities do tend to leave some others exhausted by the process. Jack's preferred focus is on the positive, harmonious and uplifting aspects of people and human relations. He may become possessive of people in whom he has invested a lot of his emotional energy.

Decision Making

Preferring a harmonious outcome, Jack will go to great lengths to ensure the preservation of relationships. Others may see his decisions as unrealistic in certain circumstances. He may often make decisions based upon how he feels about a situation, rather than how the situation actually is. His slogan might be "Act now pay later" and his perceptions of life are based on the impact his decisions have on those around him. He has an ability to see the need of the moment and then deal with it.

Jack will usually encourage democratic or even consensus decisions, as opposed to having them imposed autocratically. In his attempts to please others he may make promises he cannot fulfil. People occasionally see Jack making decisions that appear to fly in the face of logic. He may unconsciously manipulate the process to get his own way. He views talking through ideas with people to promote decision making as an effective strategy of itself.

He prefers tasks or projects which allow flexibility of scheduling. He may be perceived by others as a somewhat impulsive decision maker. He may value opinions over facts in considering a possible course of action. He is prone to jump to conclusions and may act on assumptions that may well turn out to be wrong. Jack's tendency to think "out loud" enables others to follow his line of thinking.

Personal Notes

Key Strengths & Weaknesses

Strengths

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

Jack's key strengths:

- Sees the positive in every situation.
 - Assumes both authoritative and democratic leadership.
 - Sets a fast work pace.
 - Imagination and possibility form the basis of his creativity.
 - His glass is usually half full.
 - Fluent and reassuring.
 - Effective and flexible in relationships.
 - Imaginative and dynamic.
 - Displays lots of self-confidence.
 - Outwardly directed energy ensures a fast friendly pace.
-

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. Jack's responses to the Evaluator have suggested these areas as possible weaknesses.

Jack's possible weaknesses:

- Knows the answer before the question is asked.
 - Dislikes and avoids routine tasks.
 - Finds it difficult to say “no” if relationships are being threatened.
 - His solutions may appear rather “off the wall”.
 - Does not enjoy working or being alone for long periods.
 - His need for variety may leave some tasks incomplete.
 - Unduly affected or influenced by others' opinions.
 - Somewhat lacking in persistence.
 - Can appear insincere.
 - May prepare inadequately or poorly.
-

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 Jack brings, and make the most important items on the list available to other team members.

As a team member, Jack:

- Maintains forward momentum.
 - Initiates, justifies, actions and defends.
 - Takes on and shares ideas.
 - Influences others by his infectious enthusiasm.
 - Provides a sharp and quick opinion.
 - Strengthens the bonding process by being responsive and perceptive.
 - Provides life and a spirit of adventure to the team.
 - Provides stimulation and resourcefulness.
 - Is opportunistic, original, spontaneous and versatile.
 - Prevents apathy with lively presentations.
-

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 Jack. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Jack:

- Listen for the essence of what is being said.
 - Be prepared to discuss a wide range of topics.
 - Keep the conversation lively.
 - “Temper” his optimism with realism.
 - Maintain a positive and open stance.
 - Be clear on completion details.
 - Acknowledge his talent for leadership.
 - Be personable and give sufficient time to “peripheral” matters.
 - Stroke his ego if appropriate.
 - Be aware of his becoming defensive by watching his body gestures.
 - Don't be too serious, dull or severe.
 - Provide information that stimulates conversation.
-

Personal Notes

Communication

Barriers to Effective Communication

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

- Be dismissive of his feelings and emotions.
 - Be dull, dour or redundant.
 - Forget to agree outcomes or decide conclusions.
 - Overload him with facts, details and paperwork.
 - Assume you will complete all of your agenda.
 - Assume he has heard you.
 - Be addicted to rules and procedures.
 - Overload him with irrelevant information.
 - Be mundane, boring or dismissive.
 - Create a hostile environment devoid of feelings.
 - Assume that his sunny disposition means that he agrees with everything you say.
 - Challenge his perception of himself.
-

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.

Jack's possible Blind Spots:

Because Jack places such a strong priority on experiencing new things, he sometimes allows his other responsibilities to suffer from lack of attention. Sometimes he is so intent on his own plans that he doesn't stop to listen to what others have to say. He could learn to protect himself against closed-mindedness by waiting a few seconds more before speaking, giving others the chance to offer input.

He should be careful not to leap too quickly without considering the consequences, making sure that he completes the tasks he is responsible for before turning to more enjoyable matters. 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. He should realise that on occasions confrontation can clear the air. He may neglect essential preparation as he moves quickly in his zeal to take on something new. Trying to be less sensitive would enable Jack to hear the often helpful information that is contained in constructive criticism.

Sometimes he talks and thinks so quickly, and so much, that others have the impression they have not been required to contribute. Jack enjoys democratic and participative relations and promoting ideas to and with other people. He may find it difficult to work alone. 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 may be so concerned about the feelings of others that he can be blind to important facts when the situation involves hurt feelings. He responds well to praise, but is easily hurt by negative criticism, which makes him appear over-sensitive to some others.

Personal Notes

Opposite Type

The description in this section is based on Jack'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:

Jack'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. Jack 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 Jack 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. Jack 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 Jack would wish.

Personal Notes

Opposite Type

Communication with Jack's Opposite Type

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

Jack Russell: How you can meet the needs of your Opposite Type:

- Speak slowly and sincerely.
- Respect his need to be alone for extended periods.
- Approach him in a structured, logical way.
- Allow plenty of time for him to assimilate new ideas or changes in plan.
- Be honest, moderately paced, straightforward and open with him.
- Gently remind him of the human dimension.

Jack Russell: When dealing with your opposite type DO NOT:

- Impose your opinion against his better judgement.
 - Be too loud and hearty.
 - Invade his personal space.
 - Try to pin the blame on him.
 - Jump to the next subject until he is ready.
 - Be unrealistic or stray on to abstractions.
-

Personal Notes

Suggestions for Development

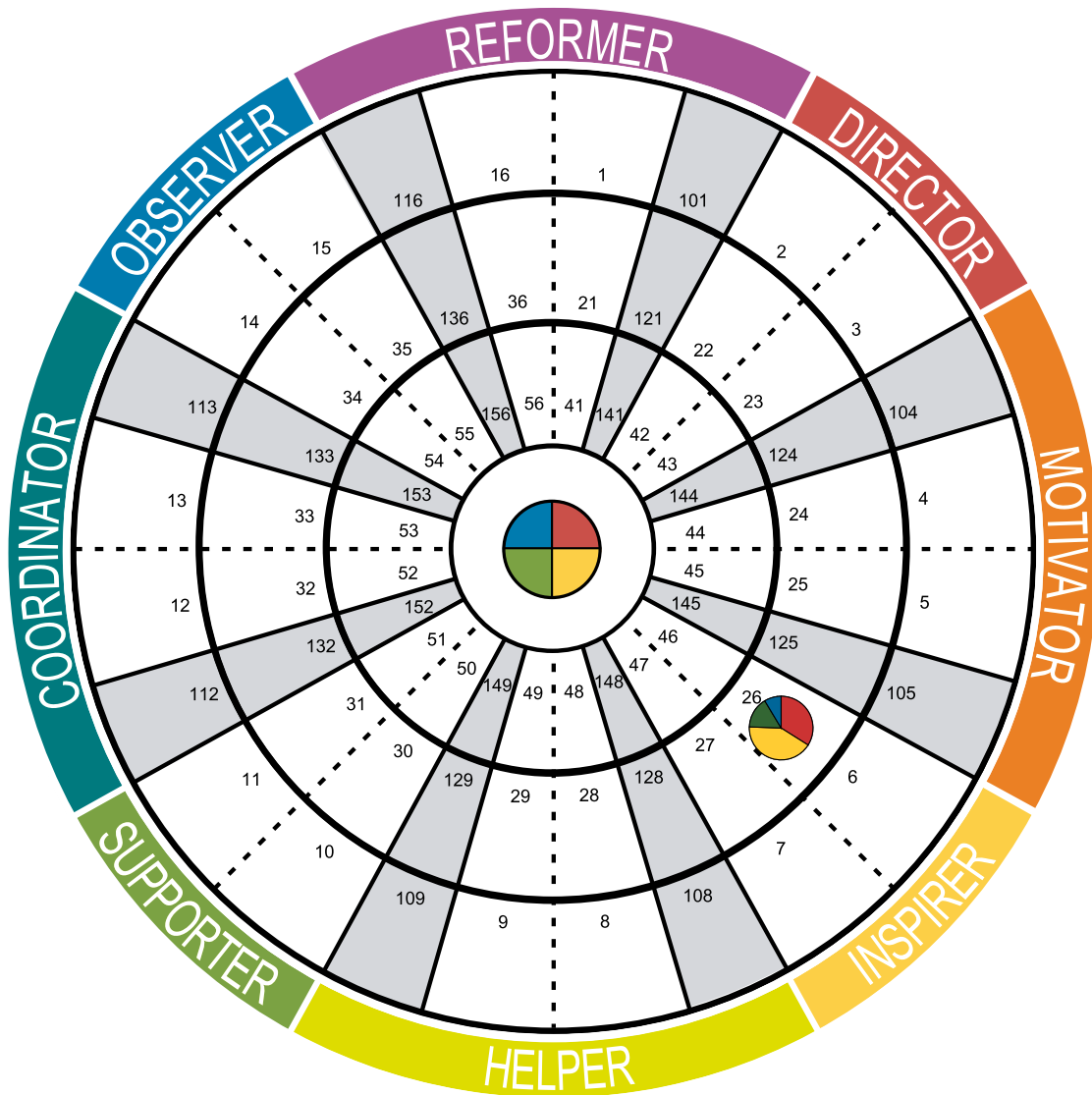
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Jack's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Jack may benefit from:

- Looking for inconsistencies and weaknesses in others' arguments.
 - A more dispassionate and objective outlook.
 - Paying attention to every detail and developing a systematic methodology.
 - Slowing down and thinking things through.
 - Constant reminding of the need to consider alternatives and anticipate consequences.
 - More awareness that he constantly moves from one project to another.
 - Including more logical analysis in the process of his decision making.
 - Being left alone to work quietly.
 - Realising that some others are not as quick as he is.
 - Doing a detailed analysis of how he spends his time.
-

Personal Notes

The Insights Discovery® 72 Type Wheel

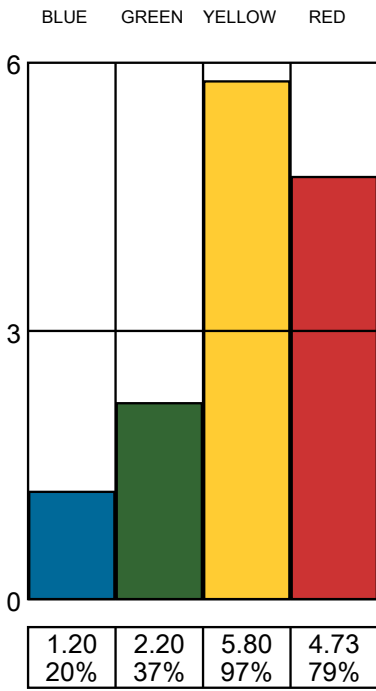


Conscious Wheel Position
26: Motivating Inspirer (Classic)

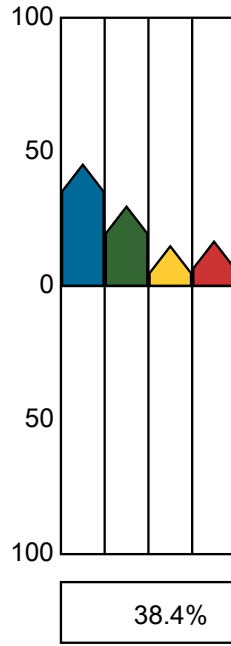
Less Conscious Wheel Position
26: Motivating Inspirer (Classic)

The Insights Discovery® Colour Dynamics

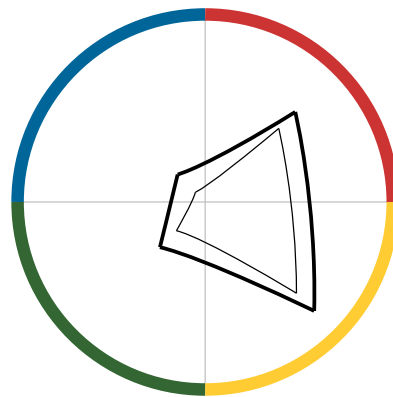
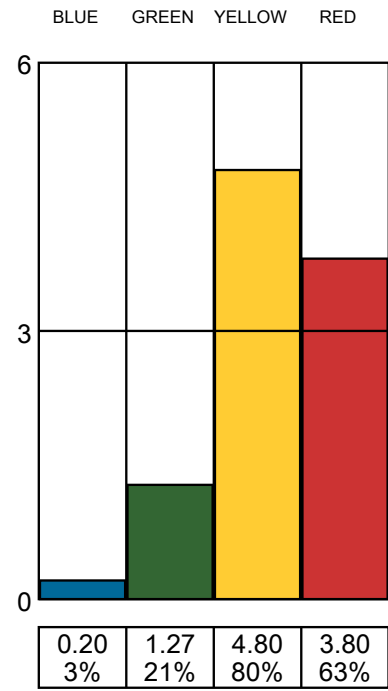
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
 — Less Conscious



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 WEB: www.insights.com