



Discovery[®]

Full Circle Profile

Joe Bloggs

1 October 2024

Overview

Based on Self Perception

These statements provide a broad understanding of Joe's personal style, in particular how he interacts with others. Joe, and his feedback group can use this section to gain a better understanding of Joe's approaches to relationships. Additional information is available in the Overview section of the Insights Discovery Personal Profile.

Joe's Interaction with Others

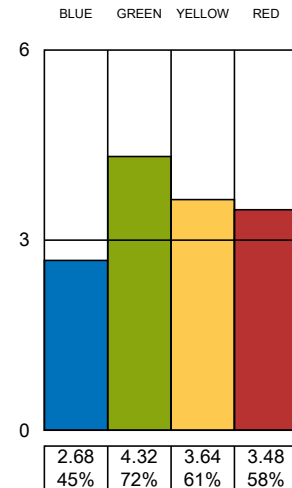
Joe tends to be very sensitive to the way he relates to others and is at his best in situations which run smoothly and harmoniously. He tends to value others but may adopt a romantic, idealised version of people and their potential. He may suppress his own needs in the interest of pleasing others and may feel indispensable to his partner. He may learn to develop many differing aspects of his personality in an effort to win others' approval. He enjoys relating to others, especially on known subjects and existing situations. He enjoys social and harmonious relations with others. He may become possessive of people in whom he has invested a lot of his emotional energy. He has little motivation to lead others through control, but hopes to see everyone living together harmoniously. He has a natural ability to switch his behaviour between feelings that are shared and those that are private in an effort to relate.

An unconditional positive regard for others is a strongly held feeling that Joe values. Joe probably prefers more relaxed social interaction. Do not assume this to be an indication that he is not serious about important issues. He finds it difficult to take a fixed position on issues that are not important to him. As a result, he may be seen by others as rather lacking in conviction. Possessing a quiet strength, his caring, concerned approach to life seems to encourage other people to confide in him. He is gentle, concerned and imaginative and may experience difficulty with people who appear controlling and autocratic. He is an individualistic and independent person, though this may not always be readily apparent due to his desire to maintain warm and harmonious relationships with others. He has strong family ties and to keep in close contact is an essential part of his make-up. He can be unbelieving of, and devastated by, too much personal criticism. Unpleasant working relationships can lead him to lose confidence and motivation. He is not always keen to express how he feels.

Joe ensures his own survival in relationships by serving others, and in so doing, fulfils his own needs and deeper desires to be of service. As most of his energies are directed towards improving the human condition, he has difficulty understanding why he may not always be universally accepted by others. He likes to get on with other people and, although he finds confrontation disagreeable, will retaliate if he feels his values are undermined. He has a high need for affection not found so intensely in other types. He wants to feel significant in other people's lives. His deepest feelings will rarely be articulated. He is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible. He is seen by most people as kind and sympathetic. At times it is possible for him to so adapt his conversation style that he may be mistaken as extraverted. He may find himself automatically adapting his own personality in an attempt to meet other peoples' ideas of what is desirable.

Characteristics based on Self Perception

This section may identify some of the fundamental gifts that Joe has to offer, indicates how he may show up under pressure, and lists some possible characteristics of Joe's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Joe.



Joe's perception of self

Key Strengths:

- Looks for the harmony in every situation.
- Can facilitate resolution of interpersonal conflict between others.
- Sensitive to the needs of others.

When under pressure, Joe may appear in this way:

- A lack of confidence in his own judgement, although that judgement is often correct.
- Over-tolerant of others' inability to perform.
- Has difficulty in sharing concerns and reservations except with close and trusted peers.

In leading others Joe may:

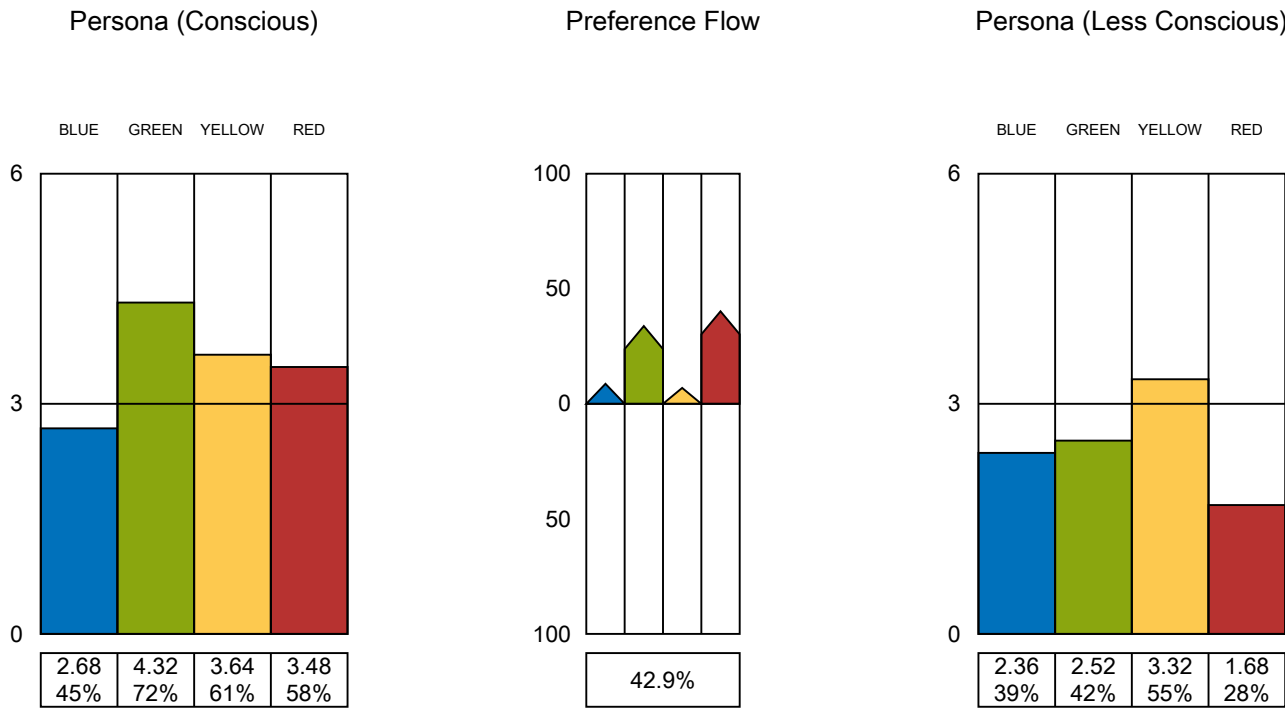
- Be too trusting of his people.
- Use “gut feel” effectively in processing information.
- Over-complicate issues by trying to solve too many things at once.

Personal Notes

Discovery Colour Dynamics

Based on Self Perception

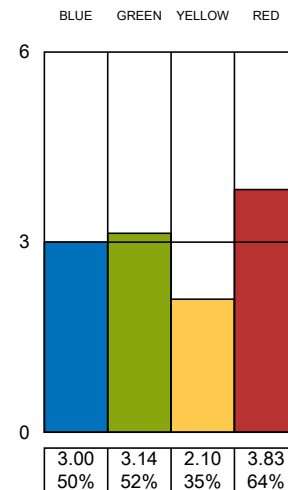
Joe
1 October 2024



Based on how Joe responded to the evaluator, the dominant colour energy is represented by the highest scoring colour bar in the Persona (Conscious) graph above. Applying the information received in this Discovery Full Circle Profile, in everyday interactions with others as well as with the individuals who filled out an evaluator for Joe, there is an opportunity to adapt to others' styles to improve the quality of his interactions.

Characteristics based on Feedback Group's Perception

Based on the combined perception of the feedback group, this section identifies some of Joe's Key Strengths, how he may show up under pressure and his natural style in leading others. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by the Feedback Group.



Group's perception of Joe

The Feedback Group may perceive Joe to have these Key Strengths:

- Assertive, strong communicator who thinks on his feet.
- Effective and efficient time manager.
- Practical, agile and spontaneous.

When under pressure, Joe may appear to the Feedback Group in this way:

- May not actively listen to (or hear) others' points of view.
- Reluctant to seek help from others.
- Sometimes a perfectionist, impatient and intolerant.

As perceived by the Feedback Group, in leading others, Joe may:

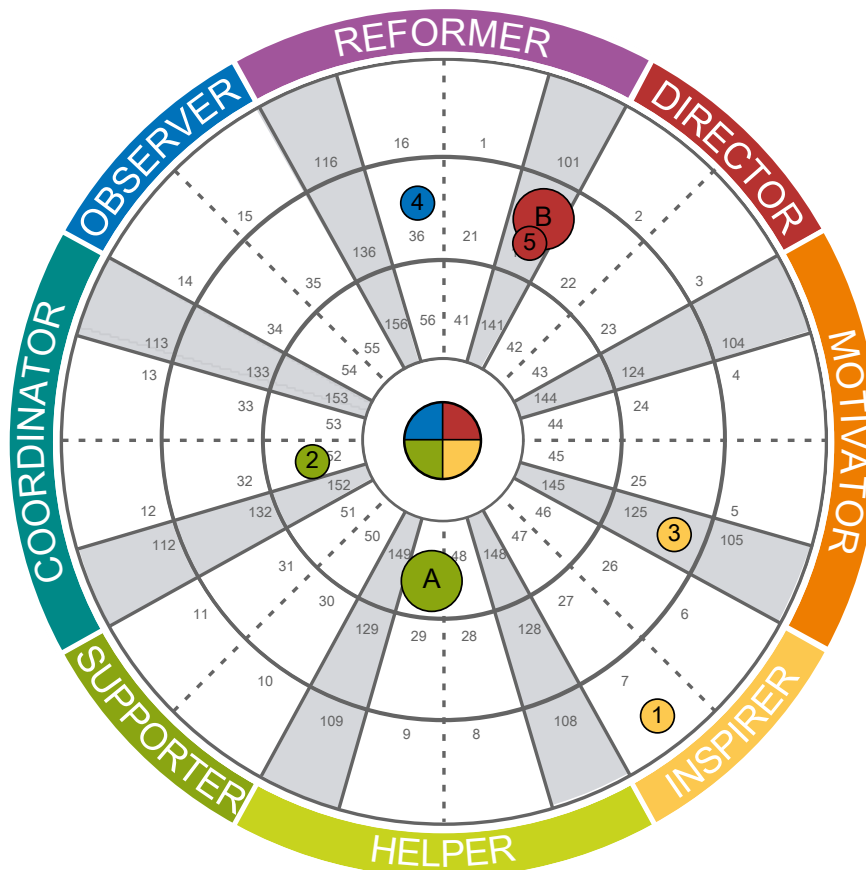
- Search for accuracy or perfection, at times appearing overly critical.
- Prefer organising ideas and information rather than people.
- Get involved in the detail.

Personal Notes

Insights Discovery Full Circle Wheel

Based on Feedback Group Perception

Represented on the wheel are the individual perceptions of Joe from the feedback group, the collective perception, and Joe's self perception.



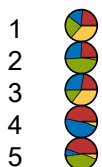
A Joe

B The Feedback Group

(49) Supporting Helper (Accommodating)

(121) Creative Directing Reformer (Classic)

The Feedback Group



1 Contributor TEAM_MEMBER

2 Contributor CUSTOMER

3 Contributor MANAGER

4 Contributor OTHER

5 Contributor PEER

(7) Helping Inspirer (Focused)

(52) Supporting Coordinator (Accommodating)

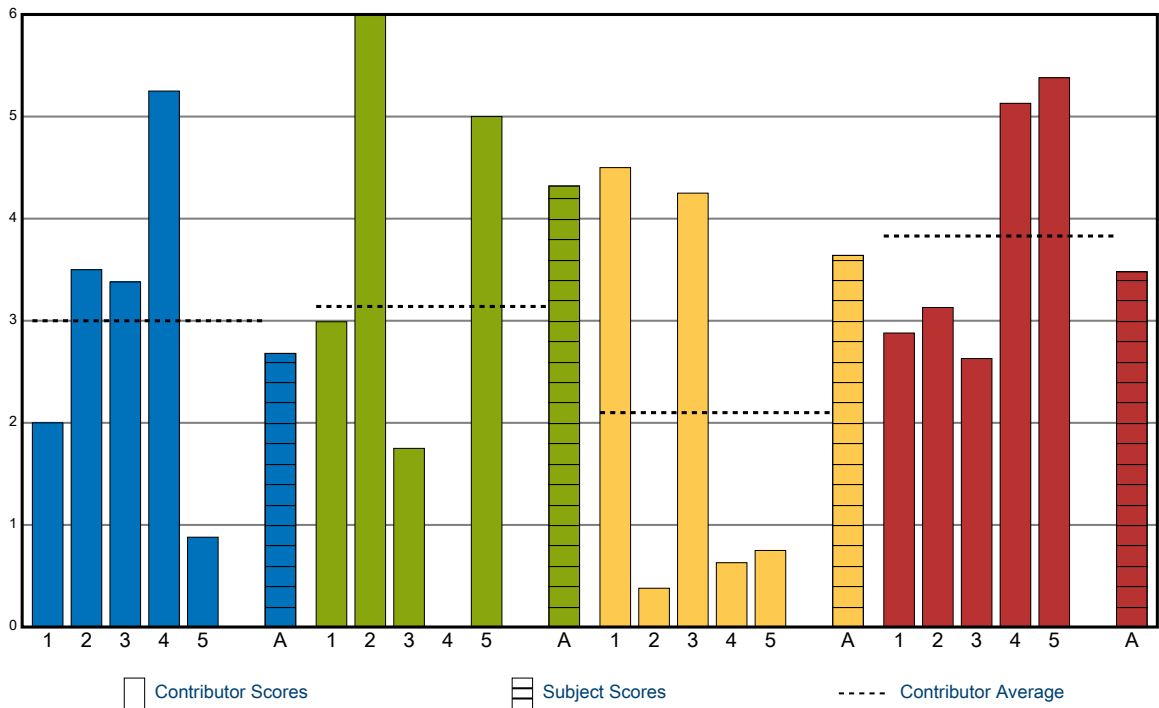
(125) Creative Inspiring Motivator (Classic)

(36) Observing Reformer (Classic)

(121) Creative Directing Reformer (Classic)

Discovery Full Circle Colour Distribution

This section details the individual colour score perceptions of Joe from the Feedback Group, comparing with Joe's self perception and the average scores from the Feedback Group.

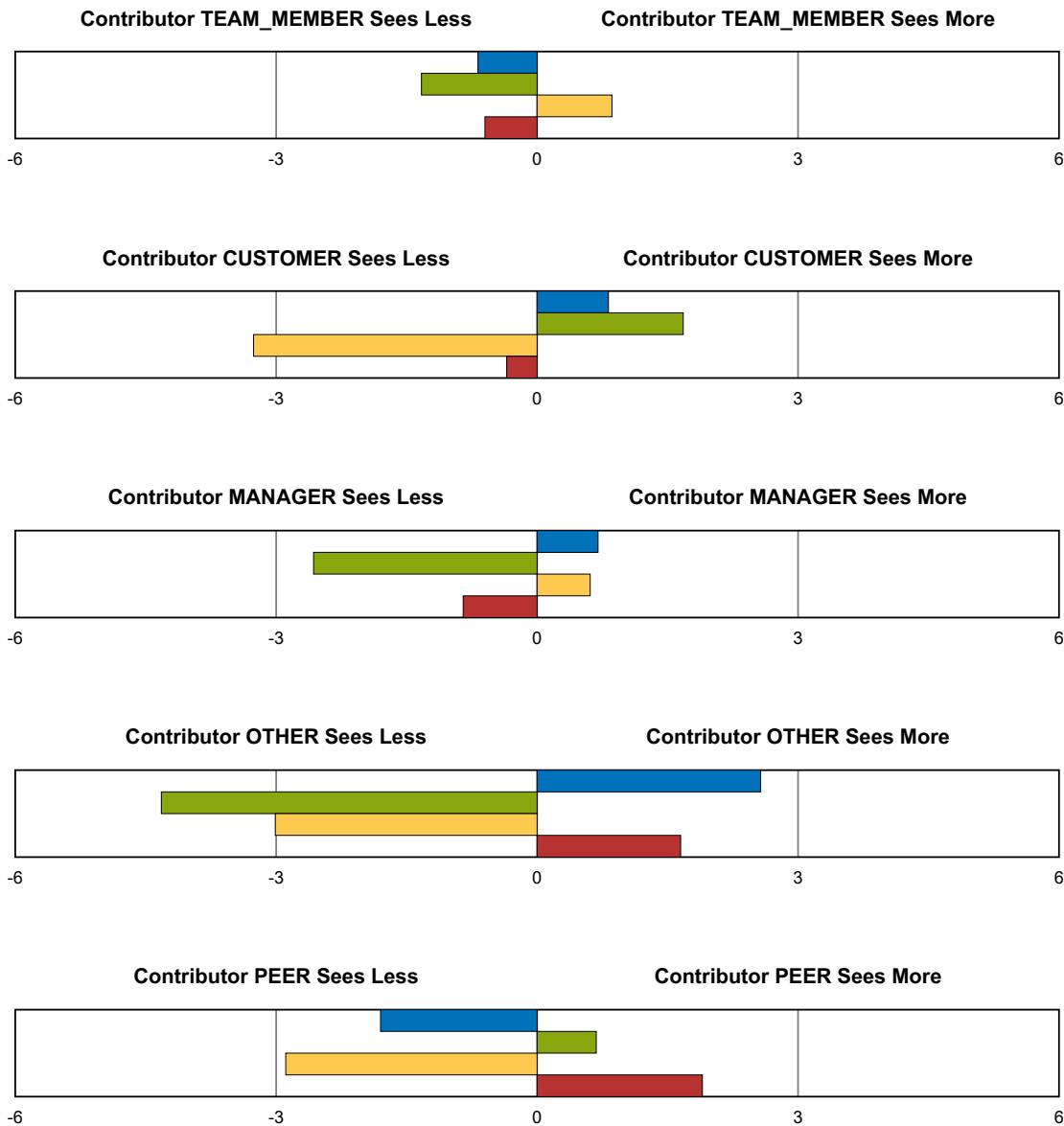


ID	Name	BLUE	GREEN	YELLOW	RED
1	Contributor TEAM_MEMBER	2.00	2.99	4.50	2.88
2	Contributor CUSTOMER	3.50	6.00	0.38	3.13
3	Contributor MANAGER	3.38	1.75	4.25	2.63
4	Contributor OTHER	5.25	0.00	0.63	5.13
5	Contributor PEER	0.88	5.00	0.75	5.38
A	Joe	2.68	4.32	3.64	3.48
B	Group Average	3.00	3.14	2.10	3.83

Perception Comparison

In the individual graphic below, when a colour bar is seen to the left of 0 this indicates that an individual from the feedback group sees less of that colour energy than Joe sees in himself. A colour bar to the right of 0 indicates the individual sees more of that colour energy compared to Joe's self perception.

Individual: Graphical



Perception Comparison

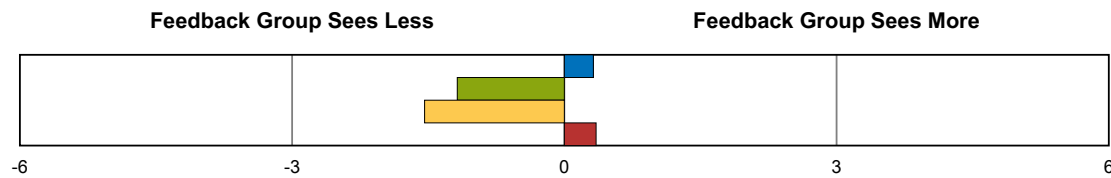
The individual numeric table indicates the difference in colour scores between the individual and Joe, which are represented graphically on the previous page. A minus score indicates the individual sees less of that colour with a positive score indicating they see more of that energy. The aggregate graphical and numeric table display the average for the feedback group compared with Joe's self perception.

Individual: Numeric

	Blue	Green	Yellow	Red
Contributor TEAM_MEMBER's difference	-0.68	-1.33	+0.86	-0.60
Contributor CUSTOMER's difference	+0.82	+1.68	-3.26	-0.35
Contributor MANAGER's difference	+0.70	-2.57	+0.61	-0.85
Contributor OTHER's difference	+2.57	-4.32	-3.01	+1.65
Contributor PEER's difference	-1.80	+0.68	-2.89	+1.90

Perception Comparison

Collective Perception: Graphical



Collective Perception: Numeric

	Blue	Green	Yellow	Red
Joe	2.68	4.32	3.64	3.48
Group Average	3.00	3.14	2.10	3.83
Difference	+0.32	-1.18	-1.54	+0.35
Group High	5.25	6.00	4.50	5.38
Group Low	0.88	0.00	0.38	2.63

Personal Comment

In the Insights Discovery Full Circle Evaluator we asked the Feedback Group for some comments. Their responses are below

What behaviours do you most admire in this individual?

Contributor TEAM_MEMBER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor CUSTOMER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor MANAGER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor OTHER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor PEER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Personal Comment

What behaviours would you encourage this individual to develop to be more successful in their role?

Contributor TEAM_MEMBER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor CUSTOMER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor MANAGER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor OTHER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor PEER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

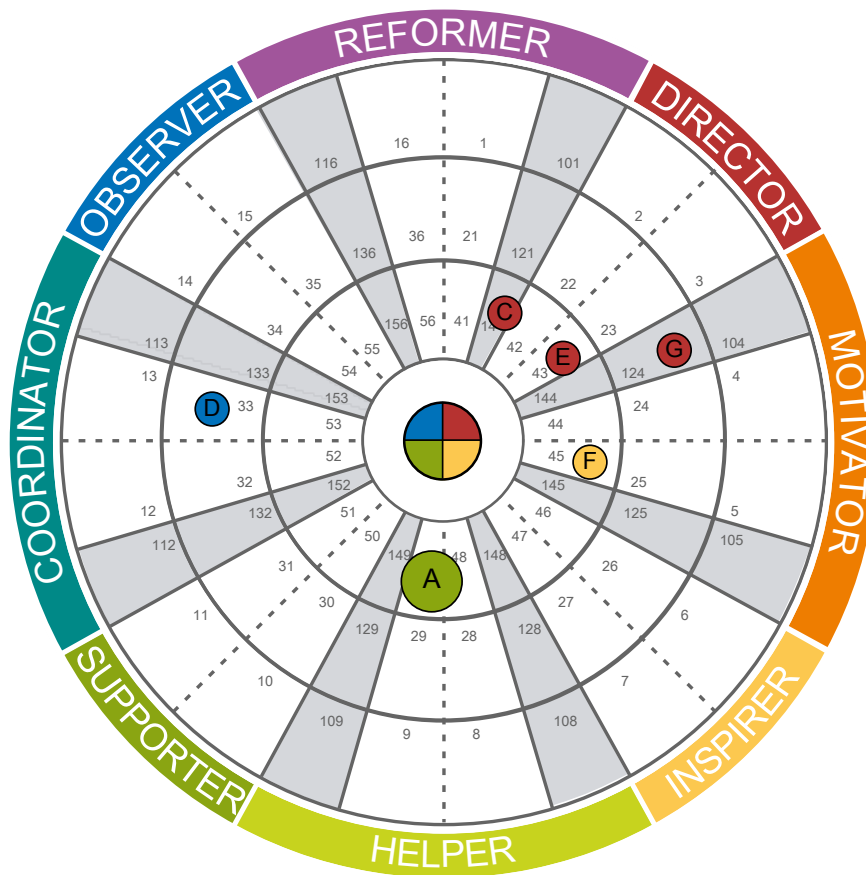
Personal Comment

Any additional comments you would like to make

Contributor TEAM_MEMBER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor CUSTOMER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor MANAGER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor OTHER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Contributor PEER	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Full Circle Feedback by Role

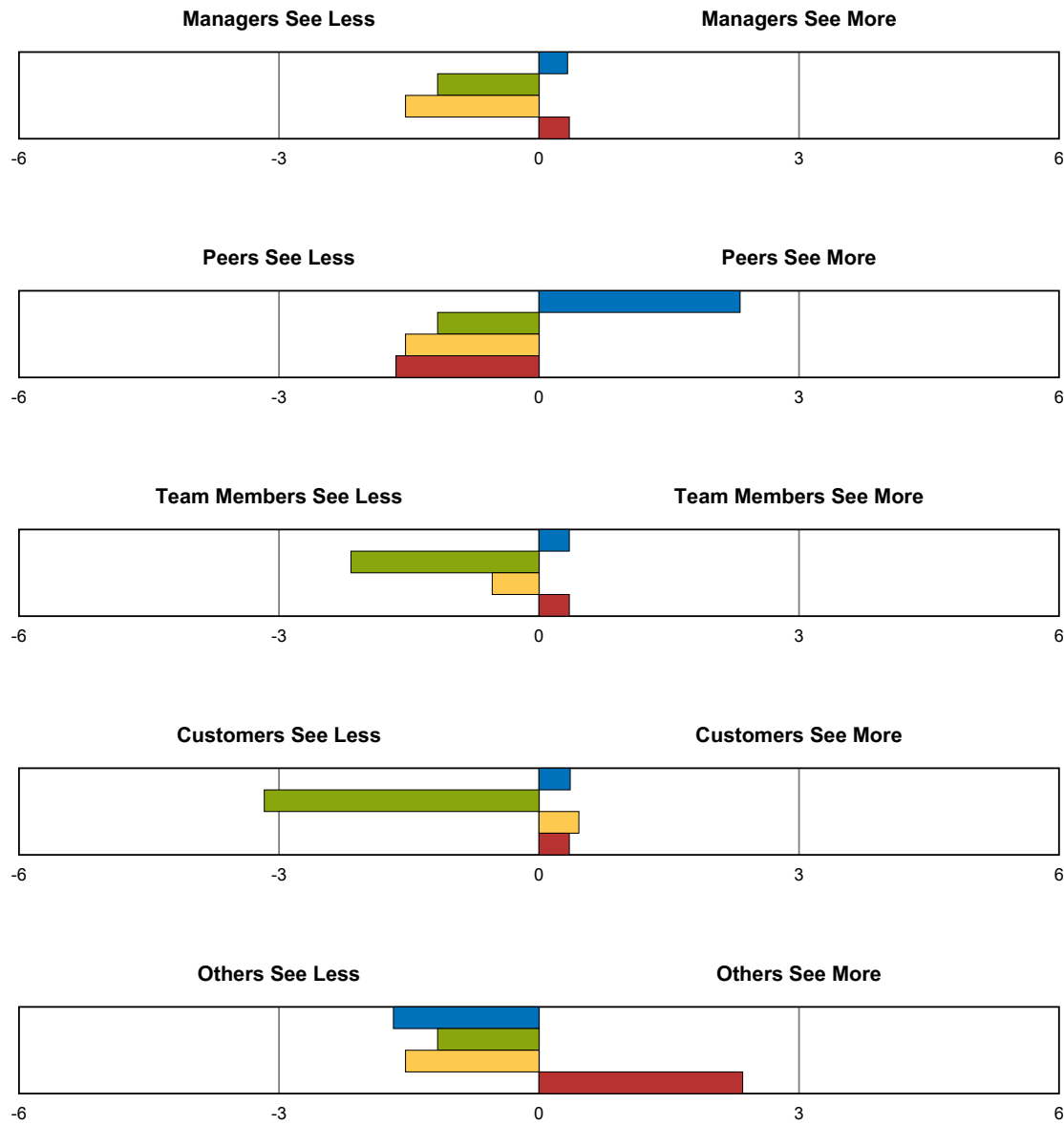
This page displays the aggregate data for each role compared with the self perception of Joe.



- | | | | |
|---|--|-------------------------|---|
| A | | Joe | (49) Supporting Helper (Accommodating) |
| C | | Manager Average (1) | (141) Creative Directing Reformer (Accommodating) |
| D | | Peer Average (1) | (33) Observing Coordinator (Classic) |
| E | | Team Member Average (1) | (43) Motivating Director (Accommodating) |
| F | | Customer Average (1) | (45) Inspiring Motivator (Accommodating) |
| G | | Other Average (1) | (124) Creative Directing Motivator (Classic) |

Perception Comparison by Role

Detailed below is the difference between the average feedback for each Role and the self perception of Joe. The table indicates a summary of scores for each of the Roles.



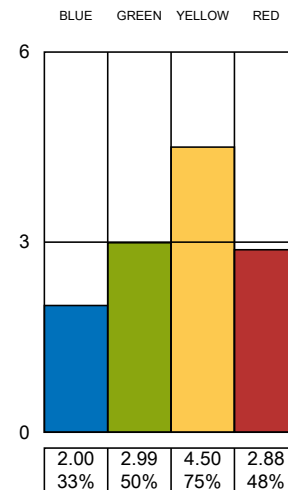
Colour score comparison for Joe and the average feedback by role

	Blue	Green	Yellow	Red
Joe	2.68	4.32	3.64	3.48
Manager Average	3.01	3.15	2.10	3.83
Difference	+0.33	-1.17	-1.54	+0.35
Peer Average	5.00	3.15	2.10	1.83

	Blue	Green	Yellow	Red
Difference	+2.32	-1.17	-1.54	-1.65
Team Member Average	3.03	2.15	3.10	3.83
Difference	+0.35	-2.17	-0.54	+0.35
Customer Average	3.04	1.15	4.10	3.83
Difference	+0.36	-3.17	+0.46	+0.35
Other Average	1.00	3.15	2.10	5.83
Difference	-1.68	-1.17	-1.54	+2.35

Contributor TEAM_MEMBER's Perception of the Characteristics of Joe

This section may identify some of the fundamental gifts, as perceived by Contributor TEAM_MEMBER, that Joe has to offer, indicate how he may show up under pressure, and list some possible characteristics of Joe's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Contributor TEAM_MEMBER.



Contributor TEAM_MEMBER's perception of Joe

Contributor TEAM_MEMBER may perceive Joe to have these Key Strengths:

- Ability to see options and alternatives.
- Can be bubbly, effusive and spontaneous.
- Enjoys and seeks variety.

When under pressure, Joe may appear to Contributor TEAM_MEMBER in this way:

- May be prone to embellishing the truth.
- Often fails to delegate, or delegates too little.
- May become disengaged if bored or forced to moderate tedious tasks.

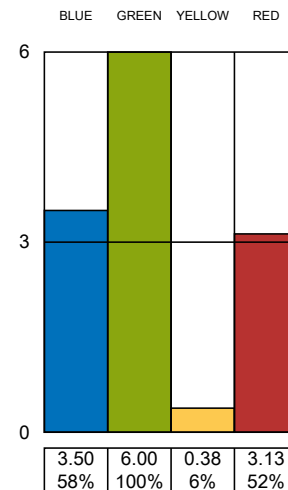
As perceived by Contributor TEAM_MEMBER, in leading others, Joe may:

- Be inconsistent in delegation.
- Prompt people who naturally work at a slower pace.
- Inspire the team with his grand visions.

Personal Notes

Contributor CUSTOMER's Perception of the Characteristics of Joe

This section may identify some of the fundamental gifts, as perceived by Contributor CUSTOMER, that Joe has to offer, indicate how he may show up under pressure, and list some possible characteristics of Joe's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Contributor CUSTOMER.



Contributor CUSTOMER's perception of Joe

Contributor CUSTOMER may perceive Joe to have these Key Strengths:

- Learns from experience - won't get hurt by the same situation twice.
- In touch with himself and his world.
- A sound sense of duty.

When under pressure, Joe may appear to Contributor CUSTOMER in this way:

- Can look for flaws and errors in almost everything.
- Can seek perfection, yet underrates and underestimates his contribution.
- May become stubborn if pressured.

As perceived by Contributor CUSTOMER, in leading others, Joe may:

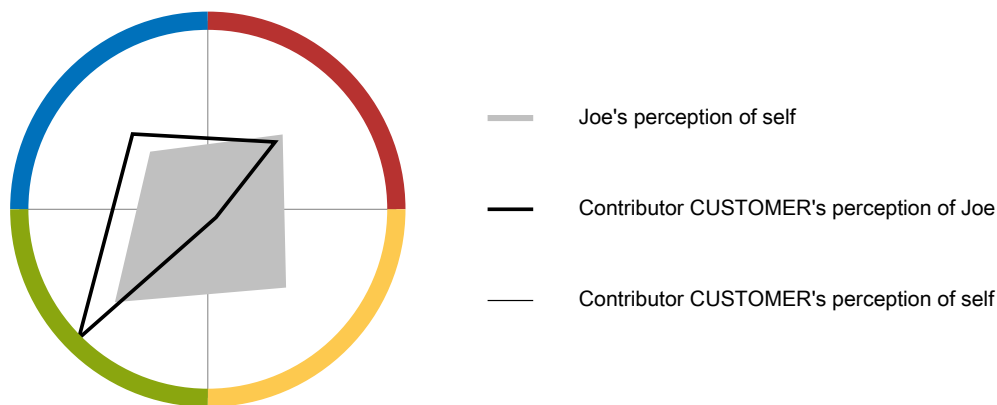
- Challenge unfairness and seek to moderate it.
- Find it difficult to accept radical ideas. His ideas are down to earth and firmly based.
- Delegate tasks, but find it difficult to let go of the reins on extensive projects.

Personal Notes

Connecting with Contributor CUSTOMER

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Contributor CUSTOMER.

Where Discovery data is available, this page contains information relating to Contributor CUSTOMER's personal profile. The graphic identifies Contributor CUSTOMER's 'footprint' on the Discovery Wheel and compares it with Joe's 'footprint', also displaying the 'footprint' for Contributor CUSTOMER's perception of Joe.



Strategies for communicating with Contributor CUSTOMER:

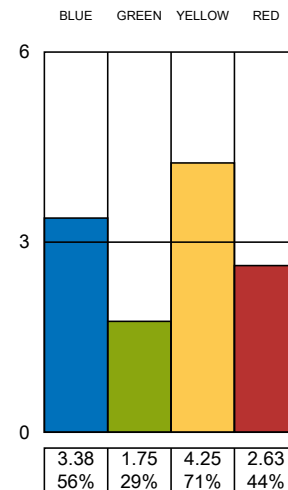
- Ensure he sees and agrees with the benefit of change before implementation.
- Maintain a serious disposition.

When communicating with Contributor CUSTOMER, DO NOT:

- Get too excited or emotional.
- Fail to respect his need for occasional isolation.

Contributor MANAGER's Perception of the Characteristics of Joe

This section may identify some of the fundamental gifts, as perceived by Contributor MANAGER, that Joe has to offer, indicate how he may show up under pressure, and list some possible characteristics of Joe's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Contributor MANAGER.



Contributor MANAGER's perception of Joe

Contributor MANAGER may perceive Joe to have these Key Strengths:

- Grasps opportunities quickly.
- Ability to see options and alternatives.
- Investigative, interested and inventive.

When under pressure, Joe may appear to Contributor MANAGER in this way:

- May not dot all the "i"s and cross all the "t"s.
- Dislikes and avoids routine tasks.
- Vocally defends his faults when challenged.

As perceived by Contributor MANAGER, in leading others, Joe may:

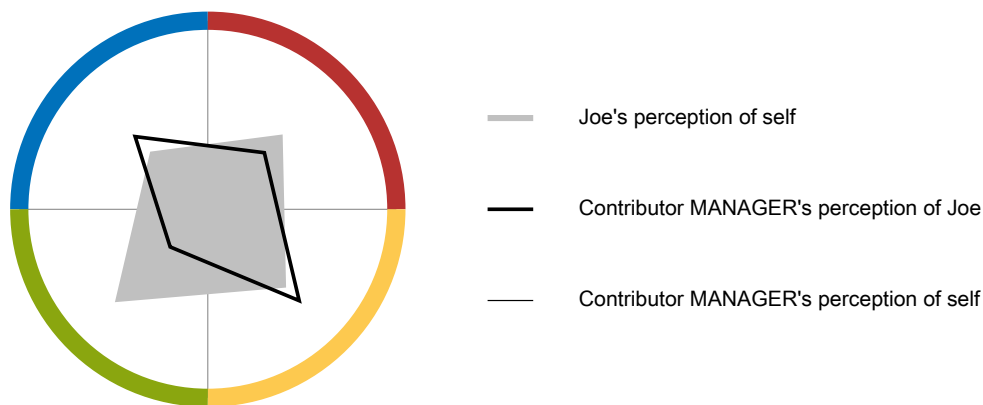
- Welcome free expression within the team.
- Create an air of bustle to help with the meeting of deadlines.
- Find it difficult to prioritise tasks.

Personal Notes

Connecting with Contributor MANAGER

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Contributor MANAGER.

Where Discovery data is available, this page contains information relating to Contributor MANAGER's personal profile. The graphic identifies Contributor MANAGER's 'footprint' on the Discovery Wheel and compares it with Joe's 'footprint', also displaying the 'footprint' for Contributor MANAGER's perception of Joe.



Strategies for communicating with Contributor MANAGER:

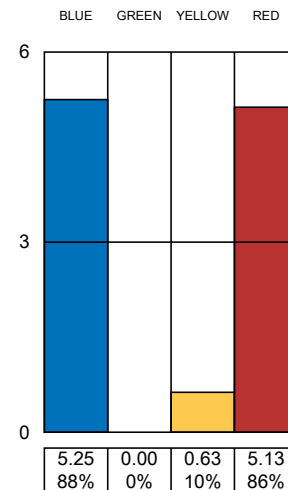
- Do not obstruct opportunities for his development.
- Respect his individuality.

When communicating with Contributor MANAGER, DO NOT:

- Take credit for his ideas.
- Compete directly with him for control.

Contributor OTHER's Perception of the Characteristics of Joe

This section may identify some of the fundamental gifts, as perceived by Contributor OTHER, that Joe has to offer, indicate how he may show up under pressure, and list some possible characteristics of Joe's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Contributor OTHER.



Contributor OTHER's perception of Joe

Contributor OTHER may perceive Joe to have these Key Strengths:

- Able to see the larger picture.
- Ingenious thinker with a great ability in long range planning.
- Curious about processes.

When under pressure, Joe may appear to Contributor OTHER in this way:

- Dislikes and rebuts personal criticism.
- Could appear to be too demanding of exact standards.
- May appear impersonal, distant and ignore the “human factors”.

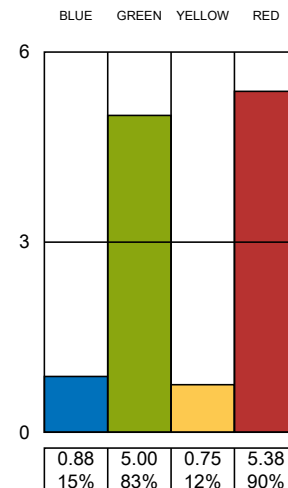
As perceived by Contributor OTHER, in leading others, Joe may:

- Neglect praise when praise is due.
- Prefer organising ideas and information rather than people.
- Get involved in the detail.

Personal Notes

Contributor PEER's Perception of the Characteristics of Joe

This section may identify some of the fundamental gifts, as perceived by Contributor PEER, that Joe has to offer, indicate how he may show up under pressure, and list some possible characteristics of Joe's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Contributor PEER.



Contributor PEER's perception of Joe

Contributor PEER may perceive Joe to have these Key Strengths:

- Keeps control in a crisis.
- Effective implementer, will readily accept responsibility.
- Self disciplined, confident and convincing.

When under pressure, Joe may appear to Contributor PEER in this way:

- Sometimes perceived as arrogant and inflexible.
- May appear cold and unfeeling.
- Fears dropping his guard.

As perceived by Contributor PEER, in leading others, Joe may:

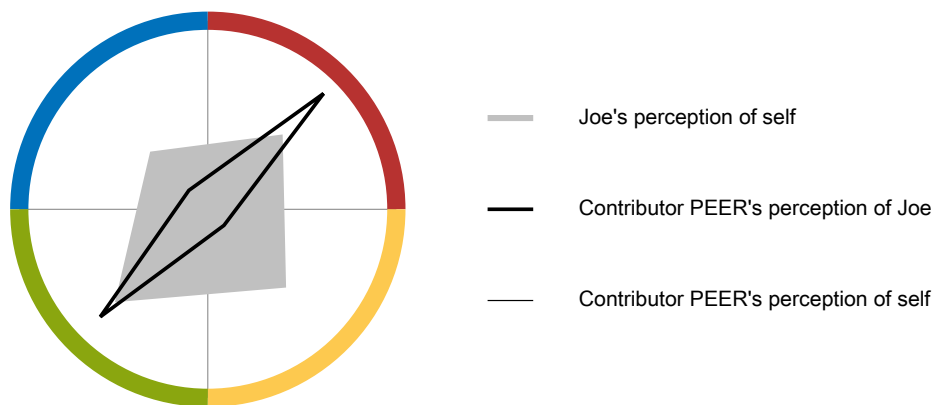
- Focus more on internalised values, at times failing to take account of the views of others.
- Want to explain the "What", "How" and "Why".
- Become irritated with lack of organisation, preparation or perfection.

Personal Notes

Connecting with Contributor PEER

Communication can only be effective if it is received and understood by the recipient. This section identifies some of the key strategies, which may lead to effective communication with Contributor PEER.

Where Discovery data is available, this page contains information relating to Contributor PEER's personal profile. The graphic identifies Contributor PEER's 'footprint' on the Discovery Wheel and compares it with Joe's 'footprint', also displaying the 'footprint' for Contributor PEER's perception of Joe.



Strategies for communicating with Contributor PEER:

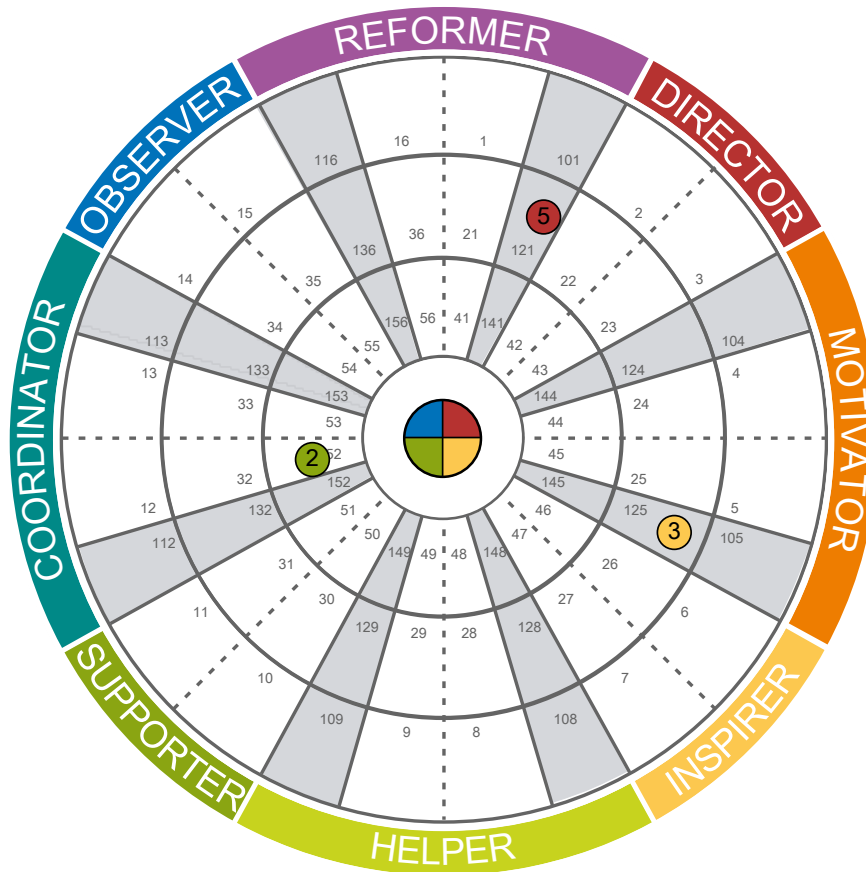
- Agree with him wherever possible.
- Be ready to leave quickly.

When communicating with Contributor PEER, DO NOT:

- Try to manipulate him towards your viewpoint.
- Dream with him - unless you can spare the time!

Feedback Group - Wheel Positions

This section displays the Discovery wheel positions of the Feedback Group. Positions on the wheel do not represent good or bad, but different approaches to situations.



- 2  Contributor CUSTOMER
 3  Contributor MANAGER
 5  Contributor PEER

- (52) Supporting Coordinator (Accommodating)
 (125) Creative Inspiring Motivator (Classic)
 (121) Creative Directing Reformer (Classic)



GLOBAL HEADQUARTERS

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