



## DISCOVERY

**Mike Jay**  
**08/01/2002**

### **Personal Report**

Foundation Chapter

Effective Selling Chapter  
Personal Achievement Chapter



# Personal Details

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## Introduction

*This Insights Discovery report is based on Jay Jay's responses to the Insights Preference Evaluator which was completed on 08/01/2002.*

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

## Personal Style

Jay has high energy and is always striking out in a forward direction. He follows his impulses, moving strongly towards his goal. He should learn to delegate more to improve the completion of his tasks and should have assistance in ensuring that follow up is maintained. Although usually fast paced and direct, people feature prominently in his plans. 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. Dominance and independence characterise his behaviour.

Jay likes working where he can achieve immediate, visible and tangible results. Jay is hardworking, righteous, fiercely independent and convinced that moral good must win above all else. He is convinced that a successful life needs to be tough and that satisfaction must be earned and re-earned. He is at his best when planning ahead and launching those plans into action. Tasks that involve practical day-to-day maintenance tend to frustrate him. Jay strives to make things better rather than simply accepting them as they are.

He aims to live by his rules and believes that everyone else should do too! He may lose interest and move on to the next thing, once a job becomes routine or dull. He is motivated more by the big picture and goals than by regulations and procedures, and is content with established structures only if he can abandon them when they don't serve the intended purpose. Learning is a life-long process for him and he is in favour of anything which will increase his mental capability. He can be quite chameleon-like and devious when something or someone gets in his way.

Jay systematically sets about achieving his scheduled goals on time in an efficient and effective manner. He feels more secure when he can control a situation by ensuring other people conform to his thinking. He has an urge for lifelong learning and can shake off depression by simply finding projects that fascinate him. He possesses a natural gift for presentation. People with whom Jay works are aware of his excellent organisational qualities and commercial aptitude. Exhibiting boundless energy and the ability to perform a number of roles simultaneously, Jay can develop a level of result expectation that others may find daunting.

He has a drive for tangible accomplishment and correctness with a leaning towards



perfection. He may have had personal experience of the view that worthwhile success comes only after suffering significant misfortune. He expects his goals to be attained, and he wants to be recognised for his own accomplishments. Seen as a “natural” leader, he wants to have a significant impact on the lives of others and may resort to dictatorial practices if anything appears to get in the way. Jay is outgoing and direct, but as a participant, he can, if he is not careful, take control of the process.

## ***Interacting with Others***

Seen by most people as outgoing, flexible and fearless, Jay can rise to meet any challenge. He can be stubborn and argumentative. He needs to learn to appreciate the “illogical” feelings of others and to accept that they are also rational and valid. 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. Jay can turn his talents to many jobs, but finds more satisfaction from work that allows him to use his creativity and interpersonal skills.

He is not particularly discouraged by indifference or criticism. Jay's work style is down-to-earth, assertive and persuasive. Bringing enthusiasm and energy to most activities, he can turn a dull managerial task into a game by using his persuasiveness and creativity to maintain the interest and commitment of others. By listening carefully to the reactions of others, he may avoid being considered rather bull-headed at times. He may appear not to be overly concerned with the needs of others.

His outgoing nature may lead him to misinterpret the significance of some issues. When Jay is in charge of a project he offers the team long-term vision and the ability to inspire and communicate that vision to others. Being respected by his peers is of greater importance to Jay than being liked. He can be a good team player, but does like a somewhat individual approach. He is a good innovator, negotiator, and manager.

## ***Decision Making***

Jay expresses what he thinks are strong, decisive opinions in the hope that unresolved issues and conflicts can be concluded quickly. “Do it now” is his motto. His effectiveness depends on how much personal fulfilment he receives from the current task. He is outgoing, versatile and quick-witted, and may have an endless supply of solutions to whatever challenge he finds himself in. Impatient with what he may see as inefficiency and incompetence, he can take tough decisions when the situation calls for it.

With his enthusiasm and spontaneity, Jay brings a refreshing approach to decision making. In decision-making he may prefer to apologise for exceeding his authority rather than getting permission in the first place. He is a good, practical judge of character, and tends to use intuition where both people and decisions are concerned. He is prepared to make



high risk decisions. He is more interested in the future consequences of his actions than in the present condition of people or projects.

He needs to learn to consciously delay making decisions until he has considered more information as he may have overlooked sounder alternatives. He likes to convert everything into possibilities, ideas, plans and schemes and his initiative and imagination leads him to start many new projects which he may not always complete. He may occasionally see himself as being physically larger than life, especially during confrontation. He is frank and decisive and doesn't hesitate to let others know where he stands. He has a tendency towards making higher risk decisions. Jay'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 Jay brings to the organisation. Jay 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.*

### **Jay's key strengths:**

-  Action oriented - rises to the challenge.
-  Swift and agile.
-  Displays high levels of energy.
-  Enthusiastic leader - drives for results.
-  Enjoys a challenge.
-  Constantly strives towards self improvement.
-  Initiates new activities.
-  Able to turn vision into a reality.
-  Keeps his finger on the pulse.
-  Ability to constantly generate ideas.

### **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. Jay's responses to the Evaluator have suggested these areas as possible weaknesses.*

### **Jay's possible weaknesses:**

-  Lacks tact and diplomacy.
-  Becomes defensive or dictatorial if challenged.
-  Dislikes and rebuts personal criticism.
-  Vocally judgmental and critical.
-  Judges strangers on first impressions.
-  Exhibits impatience with disorganised individuals.
-  Doesn't always consider the fuller implications of his actions.
-  May be stubborn in accepting others' ideas.
-  Avoids showing his true feelings.
-  Takes leaps into the unknown. May ask others to take leaps into the unknown without explanation.











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

### **As a team member, Jay:**

-  Will drive others to achieve greater things.
-  Encourages others to compete.
-  Brings drive and focus to the issues.
-  Brings common sense and vision to the team.
-  Contributes vigorously and enthusiastically.
-  Almost always delivers on time.
-  Is a forthright advocate for the team.
-  Can be relied upon to pull more than his weight.
-  Will assume responsibility but deflect blame.
-  Commits to realistic goals.

### **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 Jay. Identify the most important statements and make them available to colleagues.*

### **Strategies for communicating with Jay:**

-  Speak quickly and clearly.
-  Be thoroughly prepared.
-  Match his pace in presenting to him.
-  Be humorous, but don't humour him.
-  Agree stretching goals and targets.
-  Move swiftly from topic to topic.
-  Use powerful and emotive adjectives.
-  Be receptive and open minded.
-  Point out the consequences, with care.
-  Agree with him wherever possible.
-  Be enthusiastic and positive.
-  Recognise his personal drive for achievement.

### **Personal Notes**















# Communication

## ***Barriers to Effective Communication***

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

-  Use off the cuff remarks.
-  Be unenthusiastic or negative.
-  Get carried away by his enthusiasm.
-  Be negative or non-communicative.
-  Leap between topics in an unstructured way.
-  Undermine his authority.
-  Try to manipulate him towards your viewpoint.
-  Talk slowly, mumble or whisper.
-  “Steal his thunder”.
-  Involve him in formal, lengthy or tedious meetings.
-  Be unrealistic or stray on to abstractions.
-  Prevent him moving on to other challenges.

### ***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.*

### **Jay’s possible Blind Spots:**

Jay tends to enjoy the admiration of others and may almost unknowingly seek personal power. He may need to slow down to consider the feelings of others even if he doesn't share them. Sometimes rather closed minded, he may believe that someone else's ideas will not work as well as his own. He is a born entrepreneur who is constantly overselling his next great idea and attempting to generate support for it. Interested in solving problems quickly and as effortlessly as is practical, he tends to jump directly into the next situation and not follow through on the less exciting aspects of current projects.

He may have difficulty accepting what others have to say if it varies from his own certainties. He may adopt an “if you've got a headache take an aspirin” attitude, which indicates a lack of empathy to some. He should try to slow down the pace when interacting with others on a time bounded project. He may not appreciate how loud he can appear to some others. 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. Because he is protective of his own view, he tends to over-regulate his system or process.

Increased effectiveness for him may lie in being prepared to yield on small points to win the important ones. As he values creativity and innovation, he sometimes ignores the standard way of doing something because it lacks originality. Because he is fascinated with solving problems, he tends to be impatient with routine details and may lose interest in a project if it requires intensive follow-through.

### **Personal Notes**



## Difficult Person

*This section gives an overview of the kind of person Jay is likely to have most difficulty understanding and dealing with. The description is based on Jay's opposite Insights Type. Recognising these characteristics can help in developing strategies for personal growth and enhanced interpersonal effectiveness.*

### **Recognising your Difficult Person:**

Jay's opposite Insights type is the Supporter, Jung's "Introverted Feeling" type.

Supporters are affable, amiable, steady, loyal individuals who get on well with others. They build a close relationship with a small group of associates in the work environment. Jay will see the Supporter's efforts being directed at retaining the familiar and predictable. Supporters look for constant appreciation from others and may be slow to adapt to change. They will often go the "extra mile" to help someone they consider as a friend.

Jay may suspect the Supporter requires assistance in eliminating the old and embracing the new. Supporters are cautious, conventional, diplomatic and sincere and may avoid decision making until many of the facts and details are available to them. The Supporter is intent on maintaining a low profile. In order to perform well, the Supporter needs specific and detailed instructions before starting a job.

Jay will experience frustration when the Supporter, if challenged, becomes stubborn and defiant. Supporters are easy going and low key people and like to feel needed and significant in other peoples' lives. Even if a mistake has been made by someone else the Supporter may spend a lot of time sympathising and attempting to diffuse responsibility. Disagreements or opposing views can be stressful to Supporters. If the conflict in the workplace becomes too great they may become restless and uneasy, often withdrawing to avoid further conflict.

### **Personal Notes**









# Difficult Person







## Communication with Jay's Difficult Person

*Written specifically for Jay, this section suggests some strategies he could use for effective interaction with his opposite type.*

### **Jay Jay: How you can meet the needs of your Opposite Type:**

-  Be clear and concise, and concentrate on the task in hand.
-  Put important messages in writing for clarity.
-  Praise his contribution before finding fault.
-  Value his contribution to building stable relationships.
-  If you ask a question, be quiet and give time for him to consider his response.
-  Take time to discuss all the details.

### **Jay Jay: When dealing with your opposite type DO NOT:**

-  Assume passivity is tacit acceptance.
-  Reinforce his own self criticism.
-  Call on him when uninvited.
-  Prevent him from expressing his thoughts.
-  Set deadlines you really believe cannot be reached.
-  Forget to leave time for personal issues.

### **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 Jay's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.*

## **Jay may benefit from:**

-  Sitting back, saying little and observing.
-  Reflecting on just how considerate some others think he is.
-  Thinking very carefully before rushing into action.
-  Realising that some others are not as quick as he is.
-  Using others' objective criticism as a means of self development.
-  Not always jumping to conclusions.
-  Being seen as less concerned with money and status.
-  Slowing down.
-  Withholding his opinions.
-  Considering alternative solutions to every decision.

## **Personal Notes**



## Effective Selling Chapter

*Effective selling has three main requirements:*

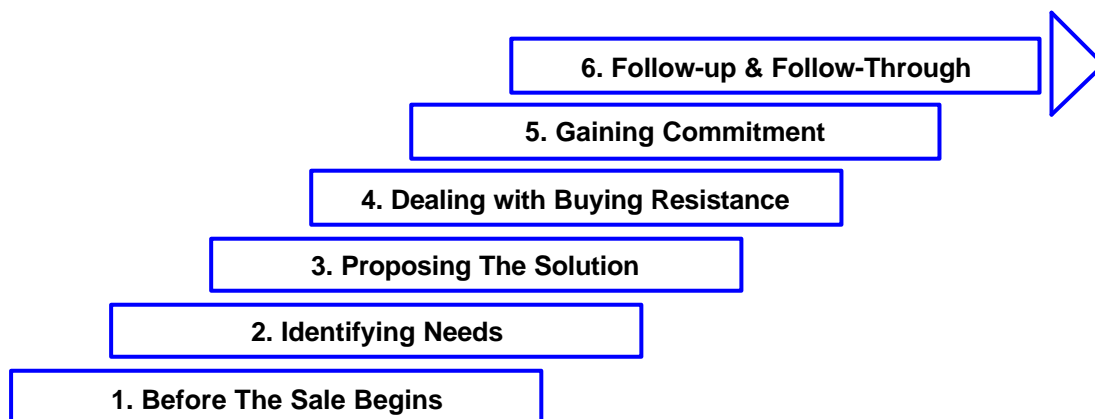
*First the salesperson must understand himself and how to build on areas of strength and to develop areas of weakness and, importantly, how different customers perceive him or her.*

*Secondly, the salesperson must understand others - particularly customers - who are different. Customers often have different styles, expectations, needs, desires and motivations to those of the salesperson. These distinctions should be understood and acted upon.*

*Thirdly, the sales person must learn to adapt his or her behaviour to connect effectively with and influence the customer.*

*This report is designed to support the development of each of these requirements, when supported by the range of Insights Professional or Advanced Selling workshops.*

*The model below illustrates the conceptual overview of the sales process and sections used in this Insights Discovery Report. Use the report to develop strategies for more effective customer relationships, greater self-understanding and more & better sales.*



## Selling Style Overview

*These statements provide a broad understanding of Jay's selling style. Use this section to gain a better understanding of his approaches to his customer relationships.*

Jay's ingenuity and his understanding of others allow him to proceed through the sales process with great confidence. He is very effective in an assertive role, able to persuade others of the value of his vision. Although Jay may protest about attending customers social events, he usually is aware of the importance of doing so. He will not be diverted from sale completion by customers objections if he has a clear view of a rational solution in mind. Jay may be seen as outspoken but will be valued for his honest, straightforward approach. With his high drive and determination, Jay may be seen as ego-driven and outspoken by some of his customers.

He is stimulated by continual new sales contacts and challenges. Jay does not always demonstrate the appreciation he has for his customers. He has high expectations of himself and others and values direct feedback from customers. Jay may occasionally upset clients without really knowing why. The gift of sheer adaptability means that Jay has an uncanny skill for turning life into an enjoyable performance, juggling the needs of many activities and customers, and inevitably enjoying the resulting limelight.

Jay is perfectly prepared to adapt his conversation to suit the needs of the customer. In conversations, Jay is usually verbal and persuasive and seeks to get results quickly by articulating the need for closure. More reserved customers may feel impressed though exhausted by his sales presentation.







### **Personal Notes**









## Before The Sale Begins

*The sale begins long before the formal sales process starts and continues long after it ends. Here are some of the key ideas that Jay needs to be aware of in the initial stages when planning and approaching the customer.*

### **Jay's key selling strengths before the sale begins:**

-  Sees cold-calling as a positive first-step in helping others.
-  Is tough, thorough, strong-willed and persevering.
-  Combines boundless energy with wide-ranging capabilities.
-  Uses his imagination to continually create high value leads.
-  Thrives on a crisis. The apparent 'buzz' can be stressful.
-  Balances task and people issues in account planning.

### **Before the sale begins Jay should:**

-  Resist decisions that are made in haste.
-  Involve others in the preparation.
-  Spend ample time on research.
-  Be less critical of the customer's approach if he disagrees with it.
-  Listen carefully, slow down, and seek to adapt and connect.
-  Be aware that he may be seen as being imposing or intimidating.







### **Personal Notes**









# Identifying Needs

*In identifying needs, the goal is to find out what the customer's real problems are. Here is an overview and some advice relating to how Jay may identify customer needs.*

## **Jay's key selling strengths in identifying needs:**

-  Articulates the critical issues when communicating priorities.
-  Evidences strong relating skills.
-  Creates partnerships in possibilities.
-  Motivates the customers to extend their horizons.
-  Can articulate his keen sense of priorities.
-  Bridges the customers needs to the product or service.

## **When identifying needs Jay should:**

-  Be less eager to offer immediate "fix-it" solutions.
-  Not leave meetings without a clear, time bounded agenda for future action.
-  Spend more time developing trust with potential customers.
-  Be less aggressive and intimidating at times.
-  Investigate situations more fully to uncover the deeper problem.
-  Be discreet in his questioning style.







## **Personal Notes**









# Proposing

*Having identified the customer's needs, the proposing phase should close the gap between their needs and the current situation. Here are some of the keys for Jay to develop a powerful and effective proposing style.*

## **Jay's key selling strengths in proposing:**

-  Sets high standards of self in advising others.
-  Generates positive responses with his infectious enthusiasm.
-  Makes confident presentations that generate positive outcomes.
-  Creates imaginative and innovative ways of proceeding.
-  Exhibits excellent communication and presentational skills.
-  Presents in a fast paced, auditory manner.

## **When proposing Jay should:**

-  Support his statements with written evidence.
-  Demonstrate greater awareness of his impact on others.
-  Beware of making promises he cannot deliver.
-  Be sure to moderate the areas of potential risk.
-  Adapt more readily to customer input.
-  Continually match the pace and variety of his presentation to the preference of his customer.







## **Personal Notes**









# Handling Buying Resistance

*If the customer relationship has been built effectively, buying resistance should be low. However, this section suggests strategies for Jay to deal effectively with buying resistance.*

## **Jay's key selling strengths in dealing with buying resistance:**

-  Separates the reality of the objection from emotional issues.
-  Views Action with a capital "A" as an essential step towards the result.
-  Responds in a direct and quick thinking manner when questioned.
-  Reacts to objections spontaneously and vocally.
-  Challenges false perceptions strongly.
-  Responds to resistance in a positive style.

## **When dealing with buying resistance Jay should:**

-  Probe for real concerns in a more delicate way.
-  Continuously look for non-verbal clues of buyer resistance.
-  Be less controlling in case it is seen as arrogance.
-  Seek first to understand before trying to be understood.
-  Not take negative feedback too personally.
-  Listen more carefully to the customer's concerns.







## **Personal Notes**









# Gaining Commitment

*The close should be the natural progression of the sale, not the conflict at the end! When your customer trusts you, is clear about what they are buying and needs what you have to sell, you are ready to propose commitment. Here are the strengths and suggestions for development in Jay's closing style.*

## **Jay's key selling strengths in gaining commitment:**

-  Persuades and motivates towards sale completions.
-  Is a tough and persistent closer.
-  Is alert to acting on buying signals.
-  Exhibits a creative use of imagination and the various possibilities this generates.
-  Highly persuasive in asking for business.
-  Closes sales with a positive expectation.

## **When gaining commitment Jay should:**

-  Make an effort to appear less spontaneous and assertive.
-  Avoid creating unrealistic expectations.
-  Restrict himself to small steps throughout the sales process.
-  Continually recap on what has been agreed.
-  Listen more and talk less.
-  Know that failure to generate the business doesn't necessarily mean "losing the sale".

## **Personal Notes**

















# Follow-up and Follow Through

*It is your job, having built a relationship with your customer, to continue that relationship and to be of service to your customer beyond the initial sale. Here are some ideas which Jay can use to support, inform and follow-up with the customer.*

## **Jay's key selling strengths in follow-up and follow through:**

-  Plies the customer with new products or services at each opportunity.
-  Sees people and ideas as the key to success in sales support.
-  Transforms changing customer needs to new business opportunities.
-  Adapts the customers expectation to his preferred process.
-  Maintains a future focus throughout the support phase.
-  Brings people together to bond the processes.

## **When following-up and following through Jay should:**

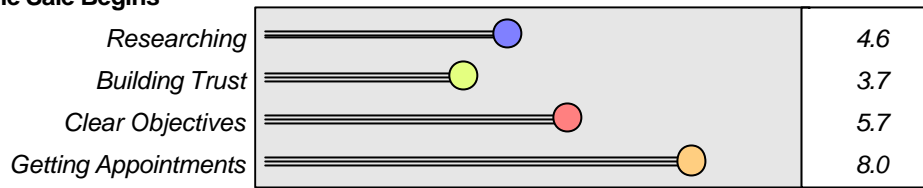
-  Recognise that a dormant customer can spark into life one day.
-  Plan more regular visits into his diary.
-  Allocate more time to the follow-up process, particularly the face to face aspects.
-  Develop more committed support for some of his customers.
-  Accept that routine tasks are part of the job.
-  Keep in touch with the customer without the certainty of new business arising.

## **Personal Notes**

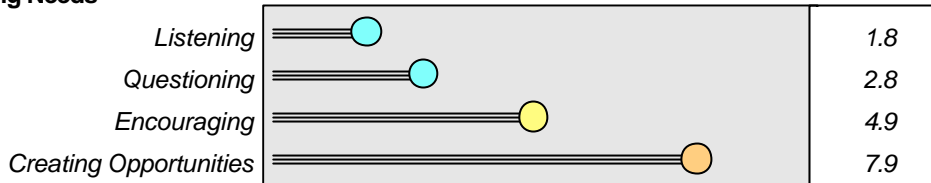


# Sales Preference Indicators

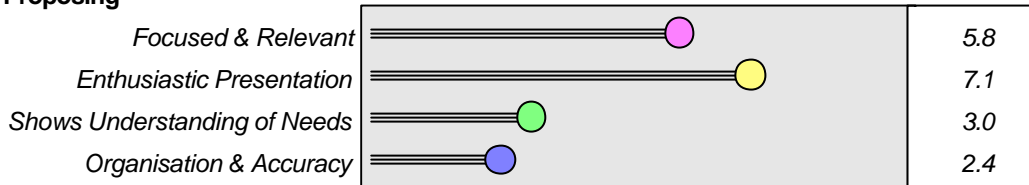
## Before The Sale Begins



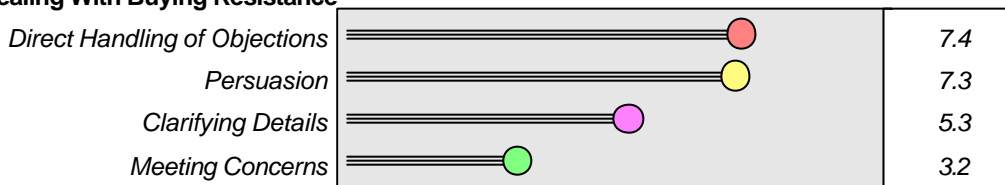
## Identifying Needs



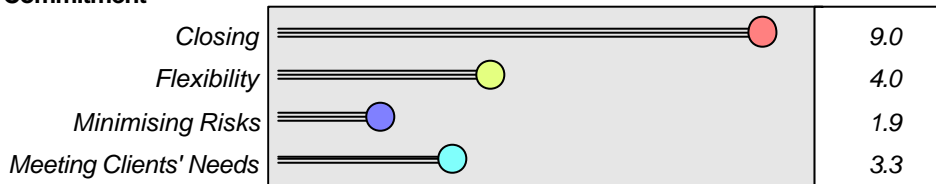
## Proposing



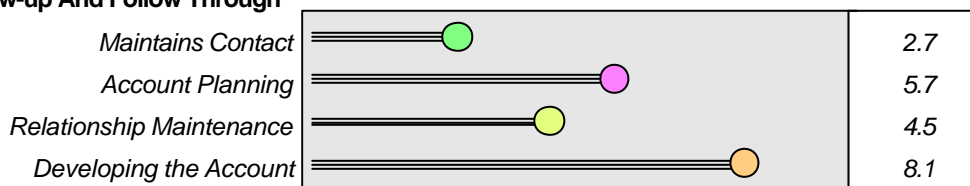
## Dealing With Buying Resistance



## Gaining Commitment



## Follow-up And Follow Through



## Personal Achievement Chapter

*At its best, life is a journey of personal exploration and growth.*

*This report is designed to focus on several highly important aspects of personal development. Using the guidance suggested in these pages can lead to exciting changes and can have a profound impact on success.*

*The report will help Jay define his life's purpose, set his goals and organise his time and life to achieve them.*

*It offers suggestions on how Jay can tap into his natural creativity, and how to unleash further creative potential from deeper aspects of his personality, to overcome any obstacle.*

*Finally, it gives powerful suggestions for Jay to understand and enhance his preferred learning styles.*



# Living on Purpose

*Having a sense of purpose and worthy goals are important to building a strong foundation for a successful life. Here are some of the things Jay should be aware of in setting goals and defining his purpose.*

## **Living on purpose**

Driven by the desire to succeed, he knows that failure is not an option. He is attracted to prestigious people with whom he perceives can assist him in achieving his ambitions. Jay is an independent thinker who likes to be in control but recognises the value of other viewpoints. Jay's self-esteem is strongly linked to his personal achievement and recognition, so goals are important for him. His creativity is unbounded and he is full of ideas which are not always entirely relevant to the current task.

His high self-belief motivates him to embrace challenging tasks with little fear of failure. Achieving significance in life is important to him. He is driven by a strong ego which thrives on success and public recognition. His naturally intuitive style often enables him to overcome (or at least see over) hurdles which others see as insurmountable. The goals he makes tend to be future oriented and speculative rather than practical and immediate. When in implementing mode, he will not always take time to sufficiently consider the opinions of others.

He generates a constant stream of new goals and challenges, which reduces boredom and enhances performance. Jay needs a variety of different activities to avoid repetition and the risk of failing through boredom. Jay places an equal amount of emphasis on both professional and personal objectives.







## **Personal Notes**



# Time and Life Management

*Ben Franklin said "Do you value life? Then waste not time, for it is the stuff of life". This section contains some strategies that Jay can use to become more effective in the area of time and life management. Choose the most significant ones and apply them every day for high levels of effectiveness.*

## ***In managing his time, Jay,***

-  Constantly juggles a large number of activities.
-  Maintains a high sense of urgency to complete the task.
-  Will tend to tackle the largest and newest challenge first.
-  Is usually direct in stating his requirements.
-  Lives in the present (and the future!) and wants to get things done.
-  Worries about low output.

## ***Suggested Action For Development***

- Execute them in order of decreasing priority.*
- Relax a little! It will help to reduce others' tensions.*
- Give some thought to the most probable instead.*
- Try not to make requests sound like demands.*
- Understand that the past contains many valuable lessons.*
- Investigate how to improve morale, which has a direct impact on results.*







## ***Personal Notes***



# Personal Creativity

*Creativity has been defined as seeing the same thing as someone else but thinking something different. Different people have different creative strengths. This section identifies some of Jay's creative characteristics and how he can build on them.*

## **In his creativity, Jay,**

-  Sees loopholes as 'windows of opportunity'.
-  Has boundless vision and energy.
-  Has strong, innovative views which he enjoys discussing with others.
-  Spends more time outside of the box than in it!
-  Attacks problems head-on.
-  Will try wild and novel ideas.

## **Suggested Action For Development**

- Be prepared for resistance to change.*
- Focus on a few good ideas and act on them.*
- Less talk, more action will ensure progression.*
- Focus ideas on specifics.*
- Use the sequence "Ready, Aim, Fire" rather than "Ready, Fire, Aim".*
- Consider what they mean in practical terms.*







## **Personal Notes**









# Lifelong Learning

*Continual learning is a key part of personal development and growth. This section identifies several ideas Jay can use to learn more effectively. Use these statements to map out a learning strategy and to create the environment for optimum personal growth.*

## ***Jay's preferred learning style can be supported by:***

-  Competitive activities which provide opportunities for him to take a leading role.
-  Finding shortcuts.
-  Recognising his achievements in a public way.
-  Being in control at all stages of the learning process.
-  Being encouraged to look at a situation from unusual angles.
-  Having opportunities to implement what he has learned.

## ***Jay can stretch in learning by:***

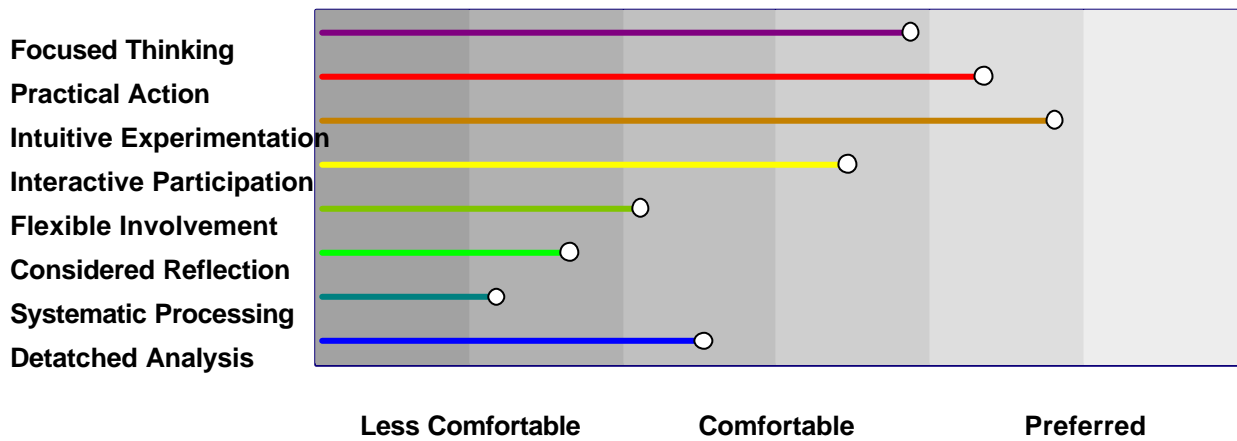
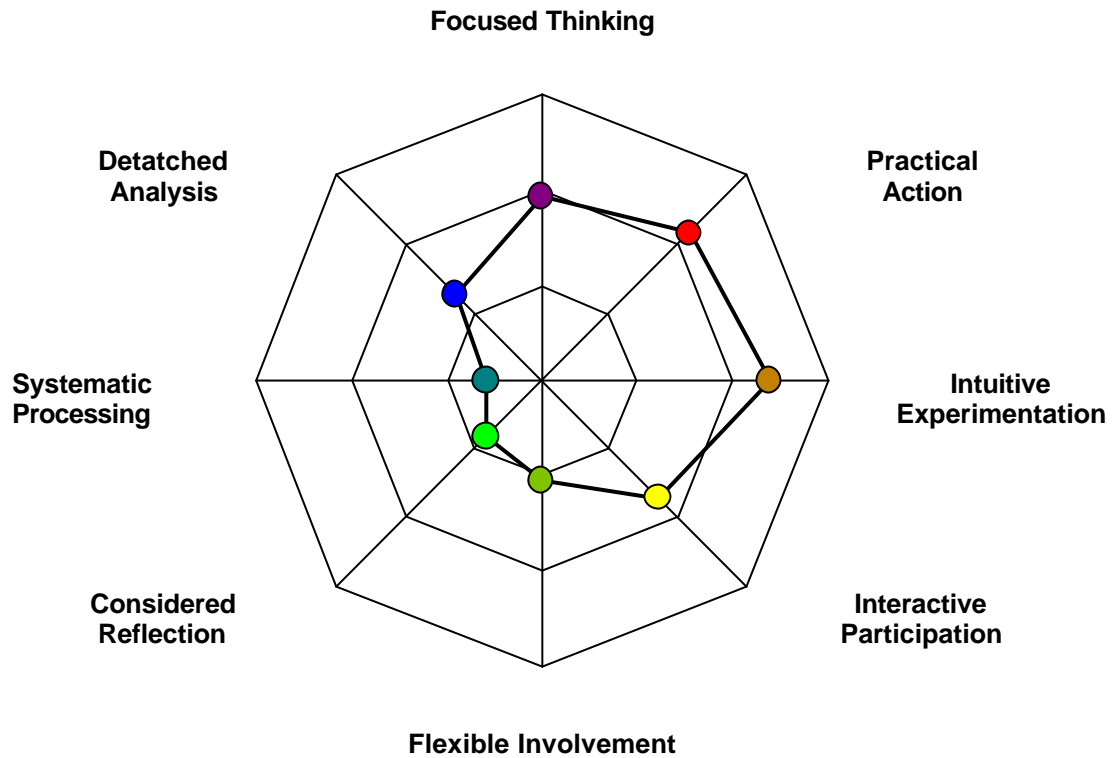
-  Facilitating discussion of poor ideas rather than taking the lead and making the decision.
-  Reducing the number of assumptions he makes.
-  Trying to stand back and observe dispassionately.
-  Active listening.
-  Reading and reflecting alone.
-  Reading books from cover to cover to absorb more detail.

## ***Personal Notes***



# Learning Styles

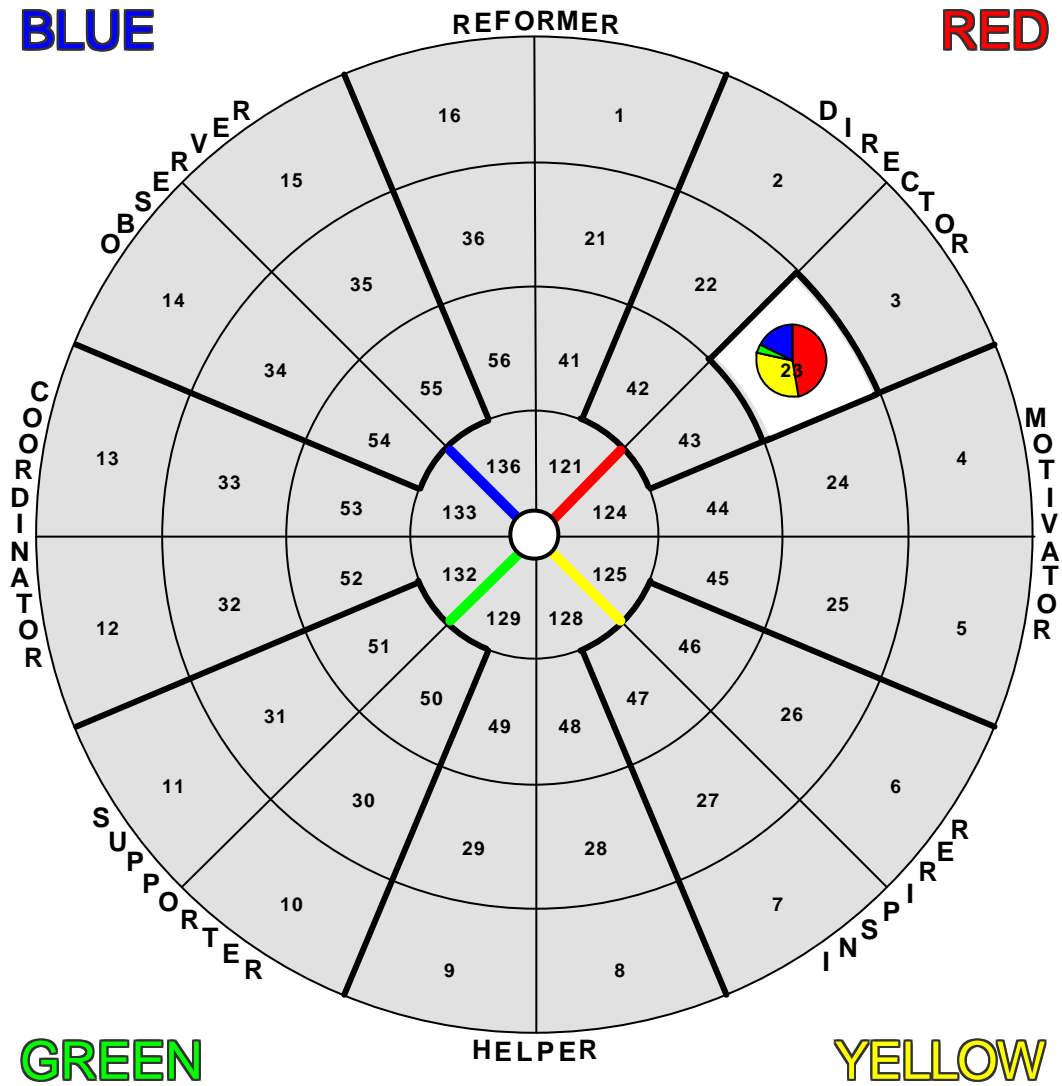
Mike Jay  
08/01/2002





# The Insights Wheel

Mike Jay  
08/01/2002



**Conscious Wheel Position**  
23: Motivating Director (Classic)

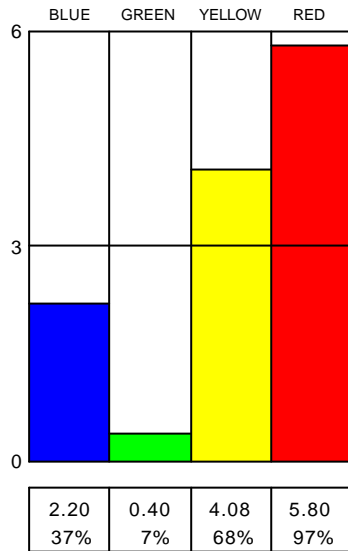
**Personal (Less Conscious) Wheel Position**  
23: Motivating Director (Classic)



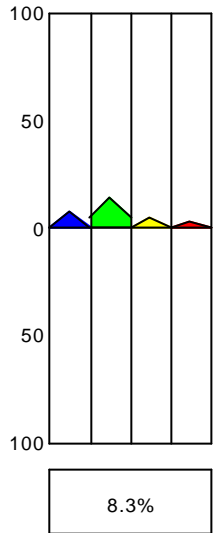
# Insights Colour Dynamics

Mike Jay  
08/01/2002

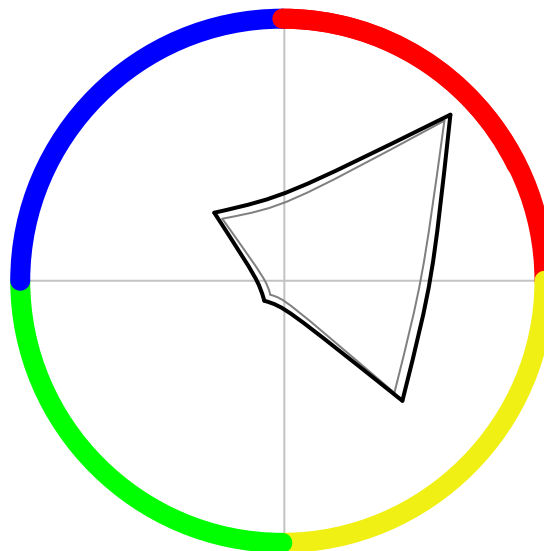
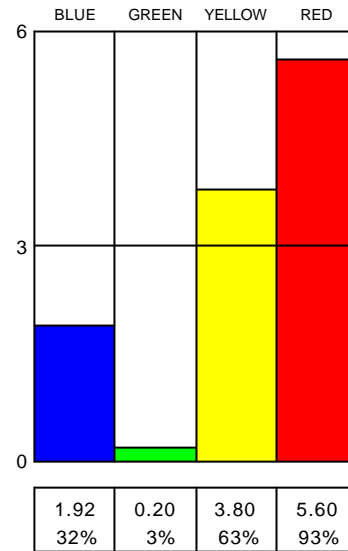
**Persona  
(Conscious)**



**Preference  
Flow**



**Persona  
(Less Conscious)**



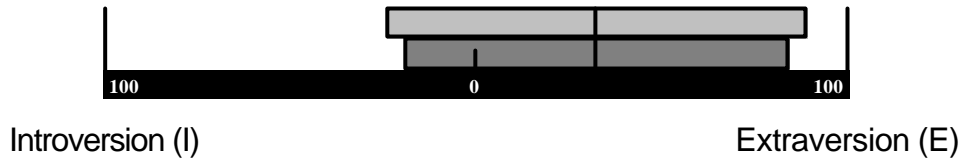
(Conscious) — — (Less Conscious)



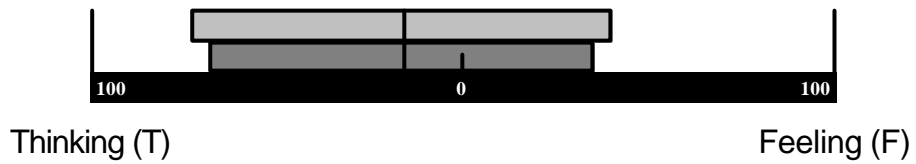
# Jungian Preferences

*Mike Jay*  
08/01/2002

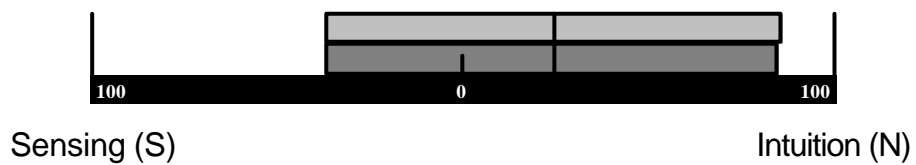
## **Attitude/Orientation:**



## **Rational (Judging) Functions:**



## **Irrational (Perceiving) Functions:**



(Conscious)   (Less Conscious)

