



Discovery^{Insights®}

Learning Library

Introducing Discovery Full Circle

Learning
Guide

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Objectives

To accompany the Insights Discovery Full Circle Profile and provide:

- An overview of the purpose of the Discovery Full Circle Profile
- An opportunity to review the contents and lay-out of the Discovery Full Circle Profile
- Reflective questions and exercises that will help you deepen your self-understanding and support your development
- Stimulating and practical feedback about the difference between your self-perception and others' perception of you

Overview

This Discovery Learning Guide is designed to accompany the Insights Discovery Full Circle Profile. It is a practical resource that provides exercises and ideas to bring the profile to life for you. A necessary prerequisite to working with it is that you have already reviewed your Insights Discovery Personal Profile and possess foundational knowledge of the Insights Discovery system. This Learning Guide assumes you have an understanding of the four colour energies, an awareness of the eight primary types, and the Insights Discovery 72-type wheel. If this is not your current level of understanding, it may be beneficial to review the Discovery Learning Guide Foundation Series and/or the corresponding Discovery Interactive e-learning modules. To discuss the best way to build your knowledge, you may also want to talk to your local Insights Representative.



The Purpose of this Learning Guide

The Discovery Full Circle Profile provides an opportunity to see how others view your use of the Discovery colour energies. You will be given feedback, not only on how individuals see you, but also on how different groups see you through their unique lenses. You will be able to review feedback from a group of people including more personal and in depth feedback. You may also opt to review your feedback from different sections of your chosen group e.g. your manager(s), peers, team members and customers/clients.

Having received this feedback, this Learning Guide will walk you through a process of exploration, interpretation and facilitation, the aim of which is to deepen your self-awareness and ultimately enhance the effectiveness of your relationships with the Feedback Group.

It is organised in the following sections:

- Setting the Stage for Discovery Full Circle Feedback
- Reviewing and Understanding Your Discovery Full Circle Profile
- Further Reflection Opportunities and Action Planning
- Resource Guide: Discovery Learning Library

Where appropriate, a selection of exercises, supporting models, journaling and action planning space is provided to assist you in maximising the learning opportunity presented by your Discovery Full Circle Profile.

Key Points

1 Setting the Stage for Full Circle Feedback

Through Discovery Full Circle we are able to extend beyond our self-perception and look at the 'full circle' of perceptions that others have of us. Receiving Full Circle feedback is an opportunity to further increase your self-awareness and your awareness of the impact of your 'style' on others. It provides you with the opportunity to co-create your relationships with key people in your life by providing a conversation 'starting point'. When you acknowledge that all feedback, positive and/or developmental, is an opportunity for growth, new possibilities can begin to open up in your life and in your relationships. The intent of the Discovery Full Circle Profile is to provide you with the process, tools and exercises to begin, and continue, the journey. To 'set the stage' and help you 'be open' to the Full Circle feedback contained in your profile, this section provides you with:

- An overview of the Insights Discovery Colour Energies
- Colourful Interactions: A Focus on Improvement
- The D4 Data-Based Feedback Model
- Understanding Levels of Self-Disclosure

1.1 Definitions

1.1.1 Recipient

The Recipient receives the Discovery Full Circle Evaluator Profile. All evaluators have been completed based on the perception of the Recipient

1.1.2 Respondent

All Respondents complete a Discovery Full Circle based on their perception of the Recipient

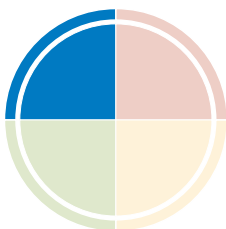
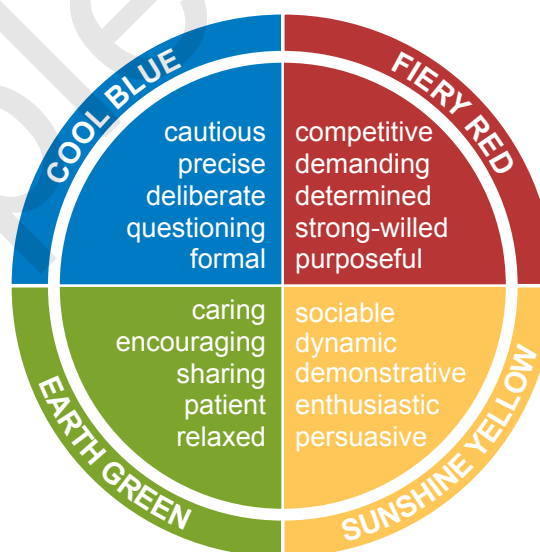
1.1.3 Feedback Group

The Feedback Group comprises all of the Respondents.

1.2 Overview of the Insights Discovery Colour Energies

It is important to remember that although we may have a preference for one colour energy over another, in different situations we are often capable of drawing on any combination of the four colour energies. Some of the energies are relatively easy to use; others may require more conscious effort from you. In your Full Circle Profile, you may receive feedback that others do not see you utilising a colour energy you have a high preference for. Alternatively, they may see you using a specific colour energy more frequently than you perceive. Who is 'right' and who is 'wrong'? Is this 'good' or 'bad'? It is vital that we recognise and acknowledge the validity of different people's perception.

It is our ability to use each of the colour energies effectively that most impacts our success. How well can you adapt your style? Remember that you have the choice; you can choose which colour energy you want to engage and the effort you want to invest to use that energy most successfully. The following is a reminder of how the colour energies may be displayed:



When you are using your **Cool Blue** energy, you are introverted and have a desire to know and understand the world around you. You like to think before you act and maintain a detached, objective standpoint. You value independence and intellect. You prefer written communication in order to maintain clarity and precision, radiating a desire for analysis.

When you are using your **Earth Green** energy, you are introverted. You focus on values and depth in relationships. You want others to be able to rely on you. You will defend what you value with quiet determination and persistence. You prefer democratic relations that value the individual and are personal in style, radiating a desire for understanding.

When you are using your **Sunshine Yellow** energy, you are extraverted, radiant and friendly. You are usually positive and concerned with good human relations. You enjoy the company of others and believe that life should be fun. You approach others in a persuasive, democratic manner, radiating a desire for sociability.

When you are using your **Fiery Red** energy, you are extraverted and have high energy. You are action-oriented and always in motion. You are positive, reality-oriented and assertive. You are single minded as you focus on results and objectives. You will approach others in a direct, authoritative manner, radiating a desire for power and control.

1.3 Colourful Interactions: A Focus on Improvement

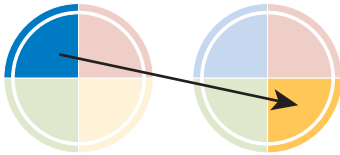
In everyday interactions with others as well as with the respondents who are giving Full Circle feedback, there is an opportunity to adapt to others' styles to improve the quality of interactions.

Below are some suggestions for individuals with specific dominant colour energies to remember when approaching individuals with another dominant colour.

As a guide for your interactions with others, there is a simple rule to follow - do not change who you are, just adjust the 'volume' of your colour energies by slightly decreasing some, and slightly increasing the use of others until you find a balance that works.

These are guides to stimulate your thinking - it's important to remember, as Carl Jung said: **'Every individual is an exception to the rule'**.





If you have Dominant Cool Blue Energy

When interacting with someone displaying dominant **Sunshine Yellow** energy:

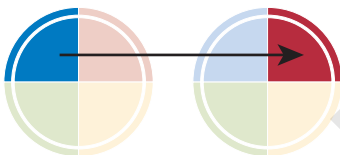
Your dominant Cool Blue is opposite to Sunshine Yellow energy, so interacting with individuals with high Sunshine Yellow energy may be difficult. However, your caution and detailed planned approach are often the perfect compliment to their gift of spontaneity and adaptability. They will have a lot of respect for your analytical abilities, depth, gift of discretion and your composure. Sometimes these same gifts may be perceived by those with dominant Sunshine Yellow energy as you being too aloof, withdrawn or critical. Slowing the pace of problem solving to thoroughly think things through can be frustrating, as they want to move on and start again.

Things to Focus on - remember to:

- Be more sociable and enthusiastic
- Be responsive to their style; show involvement in their story and register reaction externally

Things to avoid:

- Identifying what's wrong and not mentioning what's right; try starting your critique with the positives
- Focusing for too long on the detail, or requesting more detail immediately



When interacting with someone displaying dominant **Fiery Red** energy:

When you use your dominant Cool Blue energy, your precise and deliberate approach to tasks and problem solving will be appreciated by individuals with high Fiery Red energy. It is complimentary to their task focused approach. Your knowledge and attention to detail will also be appreciated. At times, Fiery Red energy may perceive you as being too cautious and analytical. Your desire for a thorough analysis may frustrate Fiery Red energy as they are quickly ready to move on.

Things to Focus on – remember to:

- Be direct and fast moving; talk openly and assertively about what you think
- Be vocal when you disagree

Things to avoid:

- Focusing solely on the theoretical; balance your need to understand with a move to action
- Being overly critical; saying 'that won't work' will frustrate Fiery Red energy as it will impede progress. Be positive and have an alternative.

When interacting with someone displaying dominant **Earth Green** energy:

Having high levels of Cool Blue energy means you may appreciate the needs of Earth Green energy to reflect and process in quiet. You both share the gift of introspection. Your shared desire to hear someone out without interruption increases the chances that each of you will be able to clearly express your respective points of view. The Earth Green energy's balanced approach and desire to see both sides before making a decision provides a supportive environment to analyse the pros and cons of a situation. However, your more objective approach may appear standoffish and unnecessarily removed. They may perceive your critical nature as a personal attack on their beliefs.

Things to Focus on – remember to:

- Balance your reasoned and analytical approach with displays of warmth and concern
- Be inclusive

Things to avoid:

- Rigidly enforcing 'a place for everything and everything in its place'; Earth Green energy will want to create an 'inviting' environment
- Thinking the right logical action to achieving the task is always the best action

When interacting with someone displaying dominant **Cool Blue** energy:

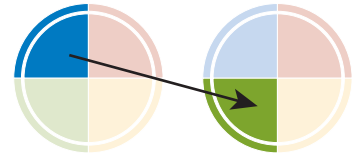
Your shared appreciation for thorough analysis and a desire to understand will align your approach to problem solving well. You may find it easy to identify an agreed rational, logical approach to task and assign separate tasks to complete individually to be joined up later. Likely, you'll be respectful of each other's need for space and will find silence a natural part of your relationship. The challenge in this independent approach can be the missed opportunity to more fully collaborate, and leverage the unique perspective and knowledge that each of you brings to the solution. You may tend to, as a unit, get bogged down in analysis and fail to move to action.

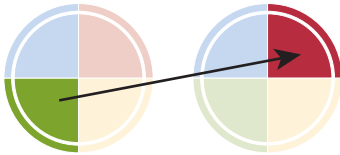
Things to Focus on – remember to:

- Be sensitive to each other's feelings as these will likely be left unspoken, which could build up to unacknowledged resentment
- Look for different approaches; step out of your comfort zone

Things to avoid:

- Getting stuck in the details or analysis
- Focusing only on the negative; remember to balance your critical/ analytical nature with looking for the positives and the possibilities





If you have Dominant Earth Green Energy

When interacting with someone displaying dominant **Fiery Red** energy:

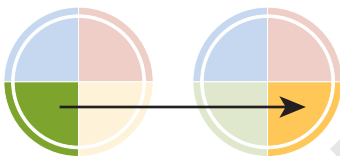
As Fiery Red energy is the direct opposite to your dominant Earth Green energy, there may be more difficulty in interacting or approaching individuals with high Fiery Red energy. Your reassuring manner will help Fiery Red energy to feel in control of the situation. Your desire to listen and understand their situation can be very calming and allow them to 'get it off their chest'. However their quick pace and confident, self-assured manner may cause you to feel it is impossible to input or even keep up. To avoid conflict you may find yourself agreeing to a plan you don't really want or because you believe they wouldn't have heard you anyway.

Things to Focus on – remember to:

- Be direct and assured; Fiery Red energy may forget to ask for input, and do appreciate people willing to speak up
- Act more quickly

Things to avoid:

- Sitting on the fence
- Maintaining a slow pace, when a fast pace is required (or may believe to be required)



When interacting with someone displaying dominant **Sunshine Yellow** energy:

With your shared relationship focus, interacting with dominant Sunshine Yellow energy can be perceived as comfortable and easy. Sunshine Yellow energy will appreciate your warm and caring approach as well as value your sincerity and willingness to listen. In situations where you are reflecting on your approach, individuals with high Sunshine Yellow energy may get frustrated with what they perceive as an unwillingness to participate or that you are being unnecessarily slow to respond. Your more preferred style for a consistent pace and taking things gradually may clash with Sunshine Yellow energy's desire for more constant change and variety.

Things to Focus on – remember to:

- Stay involved and actively show engagement
- Be sociable and friendly

Things to avoid:

- Always playing it safe; be willing to rock the boat occasionally
- Being 'too' independent; stay involved

When interacting with someone displaying dominant **Cool Blue** energy:

Sharing a reflective, steady approach to decision making can often mean that individuals with dominant Earth Green energy working with individuals who have high Cool Blue energy share an unspoken understanding of each others needs, respecting each other's need for quiet time. Your sensitivity and emotional support is often very appreciated by dominant Cool Blue energy, especially since they often resist asking for this directly. Sometimes your caring, soothing approach may be uncomfortable and intrusive on a personal level for dominant Cool Blue energy. It may be perceived that you are keener to keep the peace than do what's right.

Things to Focus on – remember to:

- Focus on logical analysis and give background information
- Allow independence and respect their personal space

Things to avoid:

- Saying “that's good enough”
- Being ambivalent about things that are important to them

When interacting with someone displaying dominant **Earth Green** energy:

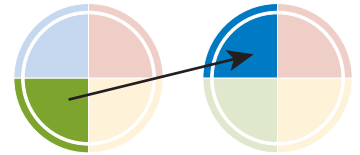
Your shared sensitive and caring approach will likely lead to patient, thoughtful interactions where the others' needs are well considered. Discussing feelings and working through disagreements will likely come easily as both of you rely on your value driven approach to people and relationships. However, tasks may be unnecessarily delayed or put aside in an effort to support each other. Moving out of challenging situations can be excessively prolonged as you both may resist challenging the others' views. Sometimes you may find yourself concentrating too much on each others needs.

Things to Focus on – remember to:

- Be prepared to be up front about your own needs and encourage them to share theirs
- Foster your natural gifts in developing trust and friendship

Things to avoid:

- Failing to commit to action
- Under stressful circumstances, allowing prolonged ('tense') silence; be willing to reach out and begin the process of resolution





If you have Dominant Sunshine Yellow Energy

When interacting with someone displaying dominant **Cool Blue** energy:

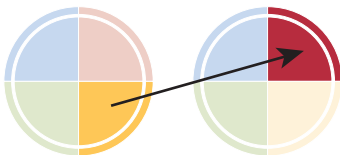
Your dominant Sunshine Yellow energy and their dominant Cool Blue energy are fundamental opposites, and great opportunities and challenges can lie within these interactions. Your natural enthusiasm, adaptability, and willingness to vocalise your ideas are valuable assets in finding ways to solve problems, and will be appreciated by dominant Cool Blue energy, especially when applied with appropriate 'restraint'. However, your demonstrative manner may unsettle rather than reassure individuals who prefer time to think things through quietly, and this behaviour could likely be seen as an unwelcome or uninvited interruption to their 'processing' needs.

Things to Focus on – remember to:

- Be thorough and logical in your explanations; plan ahead.
- Use a genuine, low-key approach.

Things to avoid:

- Failing to prioritise
- Failing to follow the plan (for no apparent reason!)



When interacting with someone displaying dominant **Fiery Red** energy:

Your ability to keep things moving at a quick pace will align well with dominant Fiery Red energy's style. Your desire to think out loud and enthusiastic vocal approach to problem solving can compliment dominant Fiery Red energy's approach. With dominant Sunshine Yellow energy's strong appreciation for variety in task, you may show up to individuals with high Fiery Red energy as lacking focus and as unable to follow things through to completion. This is likely to cause them frustration. Remember, when interacting with dominant Fiery Red energy, their strong results focus and desire to complete tasks quickly and efficiently is typically their driving motivation.

Things to Focus on – remember to:

- Stay focused
- Respect their need for independence

Things to avoid:

- Taking their task focus personally; they may appear uncaring in their drive to complete tasks, though this can be far from the truth
- A casual approach; this may appear to others that you are not taking things seriously

When interacting with someone displaying dominant **Earth Green** energy:

Your demonstrative and inclusive manner will go a long way in showing a dominant Earth Green individual both your concern for them and your desire to build trust. Your shared willingness to openly discuss feelings can build rapport quickly. Despite your concern for people, dominant Sunshine Yellow energy can easily become overwhelming due to your preferred quicker pace and occasionally interruptive conversation style. With these tendencies, individuals with high Earth Green energy may perceive you as not listening, or you may appear insincere or unreliable.

Things to Focus on – remember to:

- Appreciate their quiet reflective nature
- Discuss potential problems openly and in a caring way

Things to avoid:

- Pressing for an immediate reaction
- Interrupting

When interacting with someone displaying dominant **Sunshine Yellow** energy:

Interacting with another person with dominant Sunshine Yellow energy can create a vibrant, energised environment with your shared outward display of enthusiasm and desire for change and experimentation. Brainstorming will typically happen easily with each building on the other's ideas. Sharing a strong desire to engage the external environment could lead to a competition for the 'spotlight'. Additionally, with a shared gift of spontaneity, the planning aspect of initiatives may be forgotten. Projects will often get off to a 'roaring' start, but may not be followed through to completion.

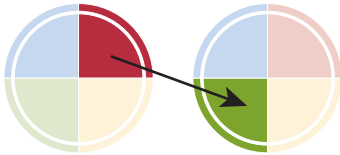
Things to Focus on – remember to:

- Exercise some discipline in the planning phase; set an agenda
- Take notes as they may forget as well if it's not written down

Things to avoid:

- Failing to give each other space and freedom
- Forgetting to give them praise or recognition





If you have Dominant Fiery Red Energy

When interacting with someone displaying dominant **Earth Green** energy:

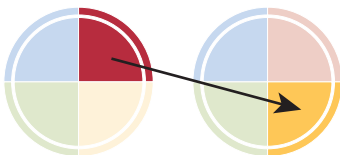
Your dominant Fiery Red energy is opposite to the dominant Earth Green energy, so this may be where the greatest difficulty in interacting is found. Appreciate that people with high earth green energy likely respect your ability to share your opinion and your commitment to achieving results. Your drive and competitive nature could be overwhelming at times. Your focus on moving to action may lead them to think believe you have not actually heard or truly considered their input.

Things to Focus on – remember to:

- Allow time for reflection and consideration in depth.
- Where possible, give advance warning of changes.

Things to avoid:

- Pushing for an immediate response or 'backing them into a corner'
- Expecting their conversation pace to match yours.



When interacting with someone displaying dominant **Sunshine Yellow** energy:

Your Fiery Red energy will match well with Sunshine Yellow energy's habit of 'speaking to think'. They are likely to share your quick pace and desire to move to be decisive. Your focus on achieving results can help move them from idea to reality. However, in your desire to get things done, recognise this can occasionally come across as an attempt to 'control', and they may feel you have unnecessarily limited the opportunities or the discussion.

Things to Focus on – remember to:

- Show enthusiasm and interest
- Allow them to talk about their feelings and be open to theirs and others' opinions

Things to avoid:

- Putting the focus exclusively on task; include some focus on the relationship
- Making a decision without acknowledging you've heard their input

When interacting with someone displaying dominant **Cool Blue** energy:

Your Fiery Red energy will match the Cool Blue energy's focus on the task. When working with dominant Cool Blue energy, their focus on 'getting it right' combined with your focus on action increases the opportunity for faster output delivered to a very high standard. Discussions about disagreements can likely happen without the conversation becoming overly emotional. Your desire for quick results may occasionally lead to challenges when dominant Cool Blue energy would like more time to process and understand the situation before moving to a solution.

Things to Focus on – remember to:

- Slow down, get to the point and allow time for them to think the situation through at their pace
- Be receptive to questions and alternatives

Things to avoid:

- Showing impatience at their desire to fully understand
- Making a decision for decision's sake or action just to be in action

When interacting with someone displaying dominant **Fiery Red** energy:

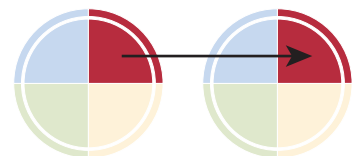
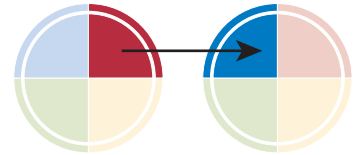
Interacting with dominant Fiery Red energy can create a powerful shared focus leading to great progress on projects, as well as possibly an 'easy' connection against external challenges. Discussions can be direct, to the point, and decisions can usually be made easily, without waffling, if responsibility and control are appropriately shared and agreed. However, interaction between two people with dominant Fiery Red energy could increase the chance of unnecessary or ineffective competition, which could escalate into aggressive behaviour or irritability.

Things to Focus on – remember to:

- Be direct and to the point; get on with it!
- Agree together to share control and responsibility.

Things to avoid:

- Getting into unnecessary conflict.
- Interrupting each other during 'intense' conversations



ACTION

Journal Your Thoughts Here

Sample Copy

1.4 The Feedback Process

D4 Model

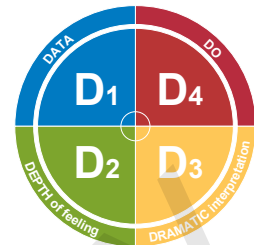
Throughout the exploration of your Discovery Full Circle Profile, you may be exposed to many opportunities to give and receive feedback. At times, we can be fearful of hearing feedback or the concept may make us uncomfortable. It is helpful to consider that receiving feedback is an excellent opportunity to broaden your self-awareness and, thus, improve your effectiveness.

The process of giving or receiving feedback can be made much more manageable by following the simple D4 process. This process can be followed when we are the ones giving feedback or can be encouraged through gentle questioning of an individual giving us feedback.

The initial intention of the D4 Data Based Feedback process is to ground feedback in reality, establish the facts, and encourage the individual giving the feedback to 'own their emotions' regarding the situation. From there, individuals are invited to reflect on and share the 'story' that they may have created about the individual based on these facts and emotions. Once a discussion has occurred, we can then move to a place of positive action. This process moves around the four quadrants and is explained in the exercise below.

ACTION – D4 Feedback Exercise

Think of a piece of feedback that you would like to give to someone. Use the D4 feedback model on the following page to help structure and inform the feedback process.



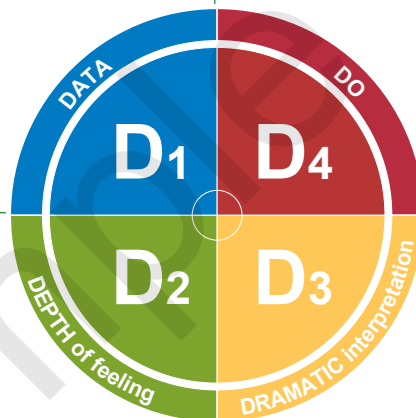
Note the piece of feedback you want to give:

Step 1 – DATA

- What are the facts?
- What actually happened?

Step 4 – DO

- What do you want to do? What do you want the other person to do?
- What decisions do you want to make?



Step 2 – DEPTH OF FEELING

- How do you feel?
- What emotions and/or bodily sensations are you aware of?

Step 3 – DRAMATIC INTERPRETATION

- What thoughts are going through your mind? What is your 'emotional' inner talk?
- What meaning have you given this?

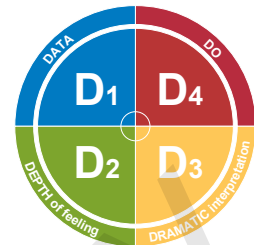
D4 Feedback Reminders:

- The D4 feedback model is to 'inform' behaviour. It is not a process model to 'drive' behaviour. It should be used 'lightly' and can be used formally or informally in any number of settings.
- The D4 feedback model improves the quality of feedback given and the receptiveness to feedback received, through consciously distinguishing between data, emotions, interpretations and suggestions.
- Giving quality feedback is an important skill to have to assist you in operating effectively in a variety of environments.
- An individual can use it one-on-one, in a group setting, or for him/herself.
- When an individual provides the 'data' and 'depth of feeling' – these are irrefutable and should be accepted as 'real' and 'true' in their perception.
- Engage opportunities for dialogue between the giver and receiver of feedback. "This is what I thought it meant – is that accurate?" "This is what I think we should do. Do you agree?"
- Moving consciously through the D4 model may or may not be explicitly stated. However, the strength of the process and moving through each step of the model has the potential to enhance the depth and quality of the feedback.

ACTION

Journal Your Thoughts Here

Journal Your Thoughts Here



“The most decisive qualities in a person are often unconscious and can be perceived only by others”. – C.G.Jung

“What is unconscious usually emerges in projection. The opposite that troubles us will continue to be projected until we understand it better.”
– C. A. Meier, Personality

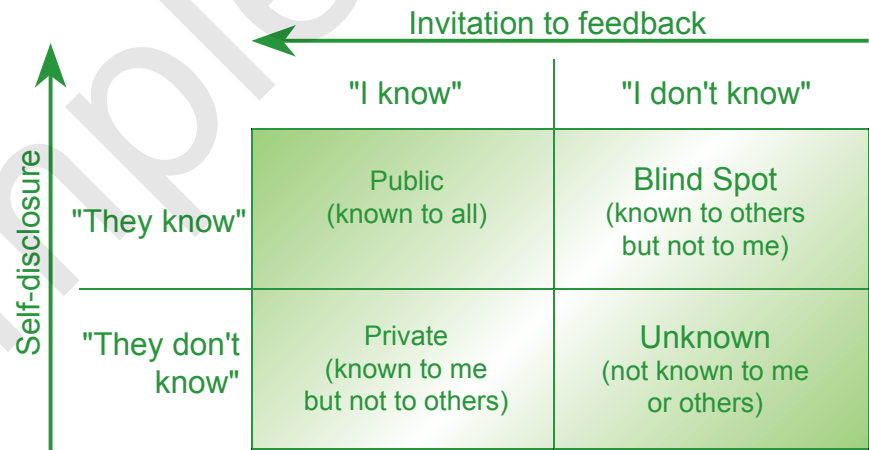
1.5 Levels of Self Disclosure

Introducing the Johari Window

The Johari Window is a model to support personal growth. It validates the benefits of self-disclosure and inviting feedback as a means of increasing awareness and knowledge of self. It promotes personal openness and growth through working to increasing the size of your ‘public’ window.

The ‘shadow’ or inferior functions are unknown to the individual who projects them, but are clearly seen by others. By inviting feedback from others that know us and in whom we trust (are comfortable with) we get to see through their eyes the part of us we do not see.

Through self-disclosure, we can interact with this new learning and acknowledge these inferior functions or ‘shadow’ personality. Acknowledgement is what the shadow seeks to allow its integration into our public persona.



2 Reviewing and Understanding Your Discovery Full Circle Profile

The purpose of this section of the Learning Guide is to provide you with an understanding of the information that the Discovery Full Circle Profile contains, an explanation of the graphics and an opportunity to further reflect on what the information means to you. To facilitate the learning, an overview and understanding of the Discovery Full Circle Profile is provided and, where appropriate, activities and journaling are suggested to maximise the learning opportunities.

2.1 Overview and Explanation of the Contents of the Discovery Full Circle Profile

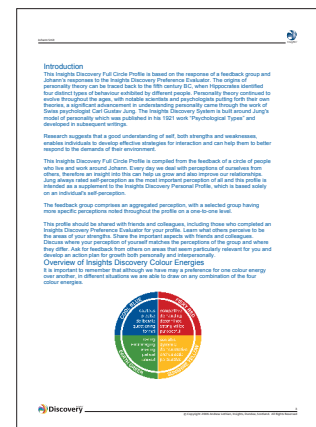
Introduction Page

This section provides an introduction to the profile with an overview of the four Discovery colour energies. The concept of 'Feedback Group' is introduced.

- A group of respondents, selected by the recipient.
- These respondents can remain anonymous or names can be documented in the profile. Additionally, if their Discovery profile and Discovery colour score information is known, this is shared in the one-on-one perception of your characteristics.
- The cumulative result of all respondents who completed a ten frame evaluator to describe your style.

Overview Page

The Overview is based on your own self perception as the profile recipient, and provides an overview of your Interaction with Others. Additional information around your Personal Style and Decision Making can be found in your Insights Discovery Personal Profile.



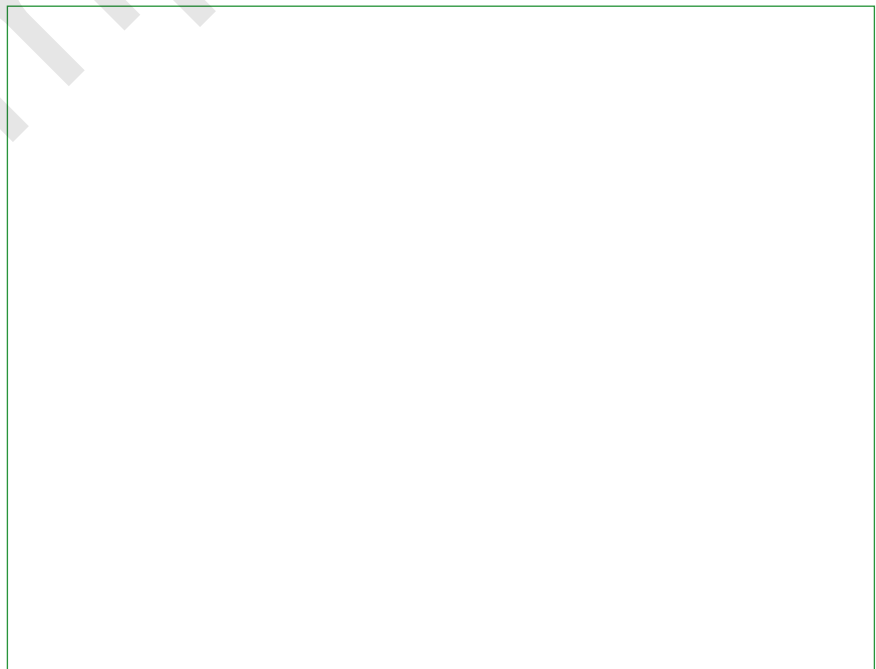
ACTION - Access the Overview Validity

Read through the statements provided in this Overview section.

What statement(s) are most accurate for you? Why?



Are there any statements that are not accurate for you? What makes them inaccurate?



Characteristics based on Self Perception

This section is derived from your self perception, and provides an overview of your strengths, how you may appear under pressure and your natural leadership approach.

ACTION – My Strengths

Refer to the Self Perception pages in your profile and find your key strengths.

- Document examples of where your strengths are used well.
- Document examples of when your strengths may have been over extended and, therefore, less effective.

Strength Statement:

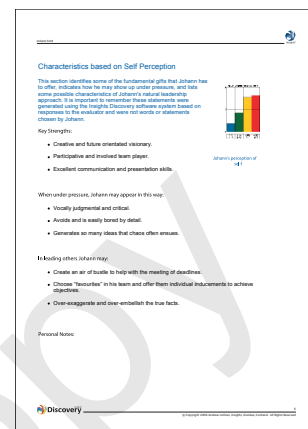
Situation used well:

Over extended:

Strength Statement:

Situation used well:

Over extended:



Introducing Discovery Full Circle

ACTION - Under Pressure

Refer to the statements regarding how you appear under pressure.

- Document the negative aspects of how you appear under pressure.
- What are the positive aspects of how you appear under pressure?

Under Pressure Statement:

Negative:

Positive:

Under Pressure Statement:

Negative:

Positive:

ACTION - Leading Others

Whether or not you have a specific leadership role, we all have and require leadership skills to lead ourselves, our team members and/or our organisation.

Refer to the Self Perception pages in your profile and review how you may lead others. For each statement, document who might say this about you and why.

Leading Others Statement:

Who might say this:

Why:

Leading Others Statement:

Who might say this:

Why:

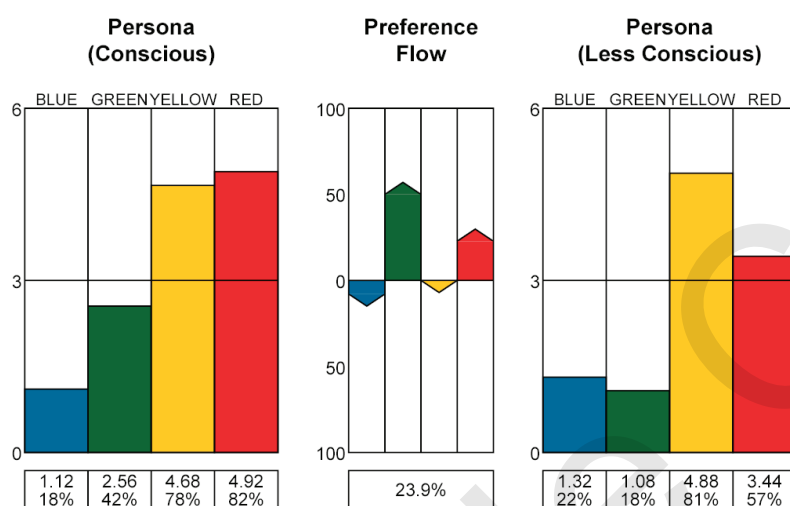
ACTION

Journal Your Thoughts Here

Sample Copy

Discovery Colour Dynamics

This page provides a reminder of the Discovery Colour Dynamics that also appear in the Discovery Personal Profile. These graphics are generated from your responses to the evaluator and are your perception of the preferred order of your colour energies.



ACTION - Exploring Your Discovery Dynamics

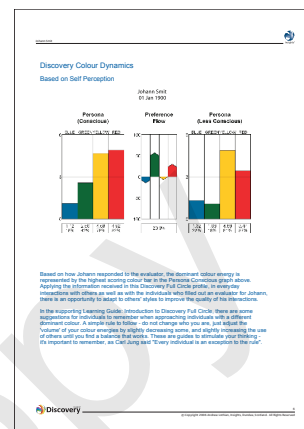
List 10 daily or weekly core or main tasks for which you are responsible. These could be part of your job description or things you're in charge of that you know you have to do to fulfil your job responsibility or role. Once you've listed the tasks, assess which colour energies you believe you use to complete that task, noting that you may use more than one.

Task, Role or Core Responsibility

	BLUE	GREEN	YELLOW	RED
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Tally up how many tasks require Cool Blue energy, how many require Earth Green, Sunshine Yellow and Fiery Red. Reflect on the questions on the following page.

Totals:

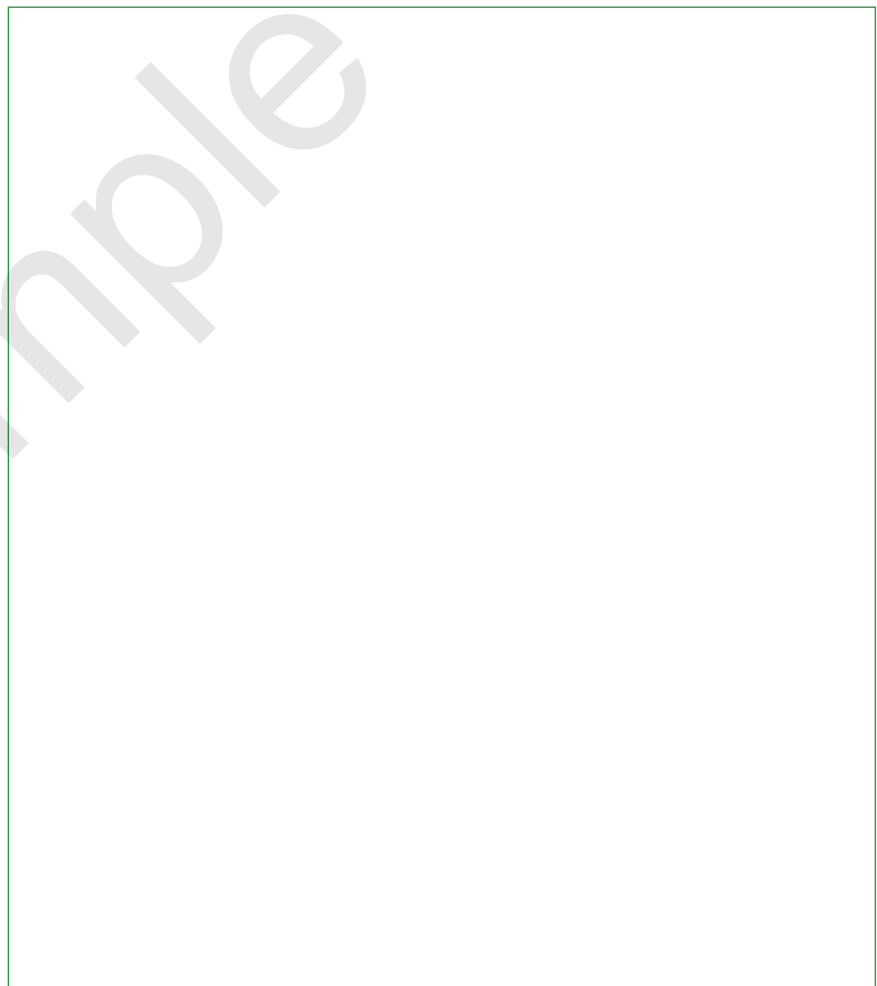


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- What colours have the highest representation in your tasks? How does this relate to your own colour preference?
- Which tasks are most energising to you? What do you think your colleagues would say about your capabilities in this area?
- Which require the most effort? Does this correlate with your graphs in any way? How might others perceive your desire or motivation to complete these tasks?
- What colours have the lowest amount of representation in your tasks? How does this relate to your own colour preference?
- How can you enhance your response to the nature of your tasks, and how can you carry them out in order to better reflect your colour preferences?

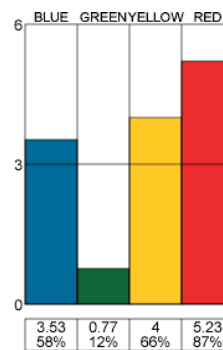
ACTION

Journal Your Thoughts Here



Characteristics based on Feedback Group Perception

This section is based on the Feedback Group's aggregated perception of you and provides an overview of your strengths, how they may perceive you to show up under pressure and a possible description of your natural leadership approach. This section provides a 4-colour graph that represents an average of how the respondents rated your preference for each colour energy.

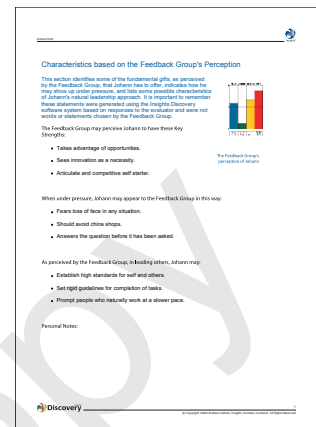


ACTION

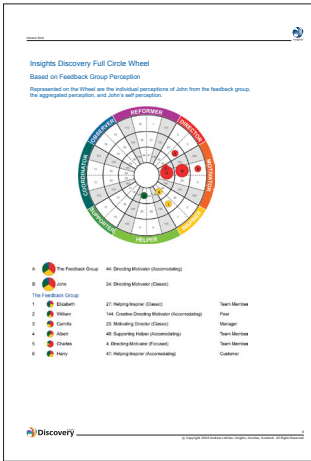
Journal Your Thoughts Here

Consider how the statements for key strengths, under pressure and leading others compare to the statements based on your self-perception. How similar or dissimilar are they? Does the aggregated perception surprise you? Why or why not?

Journal Your Thoughts Here



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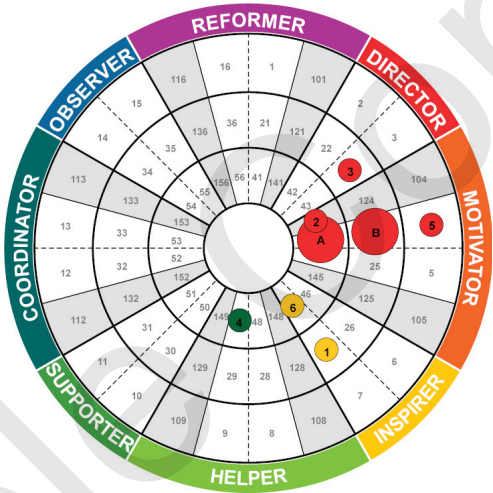


Insights Discovery Full Circle Wheel

This page provides a comparison of perception represented on the Insights Discovery Wheel, including Self perception, the aggregated Feedback Group perception, and the individual feedback perceptions.

ACTION

Journal Your Thoughts Here

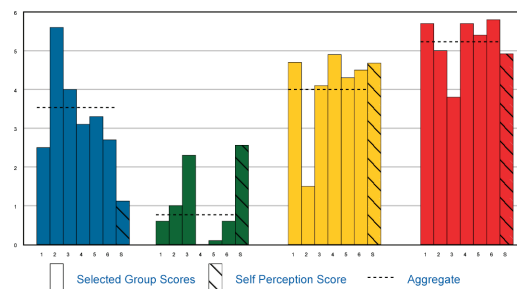


Consider the different wheel positions; are they clustered together or spread around the wheel? What might this mean for you?

Journal Your Thoughts Here

Discovery Full Circle Colour Distribution

The Colour Distribution section provides a graphical and numerical comparison of the different colour perceptions from each member of the Feedback Group, with the self perception and group aggregate also provided.



ACTION

When do People see my Colour Energies

Refer to the Discovery Full Circle Colour Distribution page in your profile to see how the perceptions of your Feedback Group are different or are similar to your own self perception. In general, does the Feedback Group see more/less of some colours in comparison to your self perception?

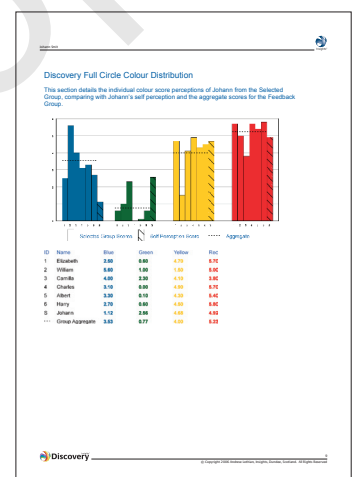
Complete the following sentences:

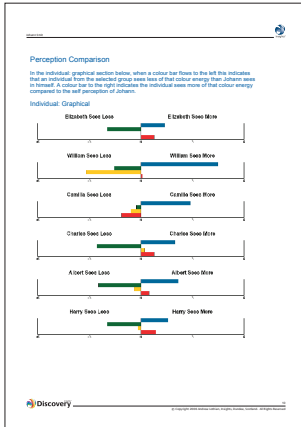
People see a high degree of Cool Blue energy in me when I...

People see a high degree of Earth Green energy in me when I...

People see a high degree of Sunshine Yellow energy in me when I...

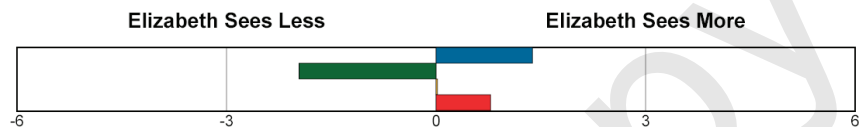
People see a high degree of Fiery Red energy in me when I...





Perception Comparison

The Perception Comparison provides a graphical and numerical representation of who perceives more or less of each colour energy, comparing your own self perception with each individual and the aggregate Feedback Group perceptions.



ACTION - One-to-one Connections

Refer to the Perception Comparison page in your profile and look at the 'Individual Graphical' section. For each of the graphics displayed, complete the following statement where the difference in colour energy perception is significant from your point of view.

Respondent Name

This respondent sees more/less Cool Blue energy than my own self perception. This could be because...

This respondent sees more/less Earth Green energy than my own self perception. This could be because...

This respondent sees more/less Sunshine Yellow energy than my own self perception. This could be because...

This respondent sees more/less Fiery Red energy than my own self perception. This could be because...

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Respondent Name

This respondent sees more/less Cool Blue energy than my own self perception. This could be because...

This respondent sees more/less Earth Green energy than my own self perception. This could be because...

This respondent sees more/less Sunshine Yellow energy than my own self perception. This could be because...

This respondent sees more/less Fiery Red energy than my own self perception. This could be because...

Respondent Name

This respondent sees more/less Cool Blue energy than my own self perception. This could be because...

This respondent sees more/less Earth Green energy than my own self perception. This could be because...

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This respondent sees more/less Sunshine Yellow energy than my own self perception. This could be because...

This respondent sees more/less Fiery Red energy than my own self perception. This could be because...

Respondent Name

This respondent sees more/less Cool Blue energy than my own self perception. This could be because...

This respondent sees more/less Earth Green energy than my own self perception. This could be because...

This respondent sees more/less Sunshine Yellow energy than my own self perception. This could be because...

This respondent sees more/less Fiery Red energy than my own self perception. This could be because...

Personal Comment

The Personal Comment section provides the responses from the Feedback Group to the open questions on the Insights Discovery Full Circle evaluator. The questions asked of the respondents are:

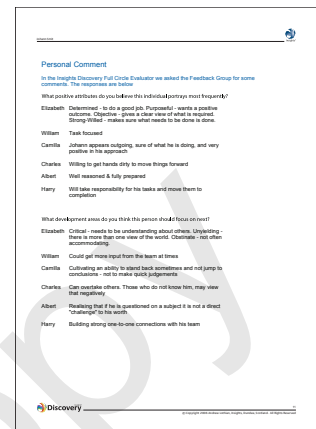
- What behaviours do you most admire in this individual?
- To be more successful in their current role, what behaviours would you encourage this individual to develop?
- Any additional comments you would like to make

ACTION - One-to-one Connections

What comments stand out as significant for you? Why?

What comments would you like more disclosure on?

How can you get an appropriate level of data, depth of feeling, and dramatic interpretation to enable you to take action?



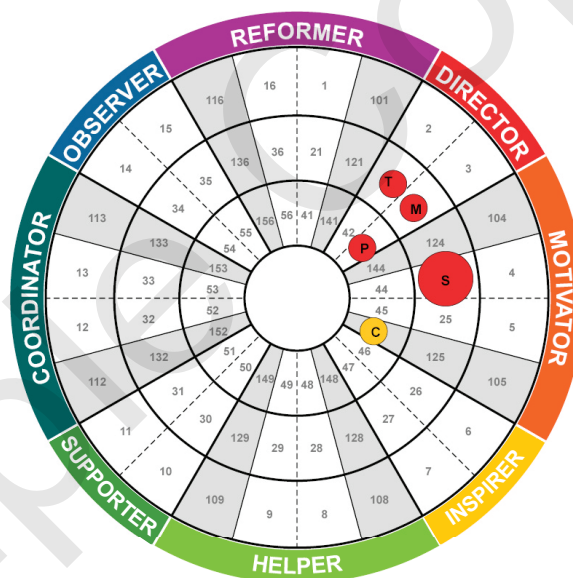
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Full Circle Feedback and Perception Comparison by Role

This is an optional section of the profile where the feedback is aggregated and represented by four different categories in relation to the recipient:

- **Manager:** A person to whom we report (Leader)
- **Peer:** A person at a similar level or with a corresponding role (Contemporary)
- **Team Member:** A person who reports to us (Subordinate)
- **Customer:** A person whom we service (Client)

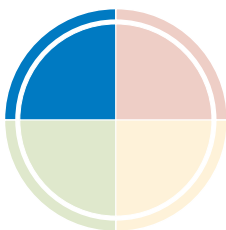


In everyone's world we are constantly meeting people with differing personalities, different styles and with different motivators. The four Discovery colours give us a framework to improve our connections with people, irrespective of our relationship with them.

ACTION - Connecting with Colour & Roles

Document where and with whom you connect with different colour energies.

I connect with Cool Blue energy in these situations/with these people:



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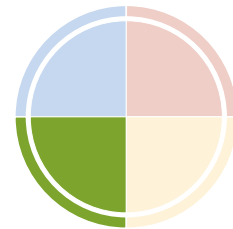
This is what I do:

This is how I can improve my effectiveness in these areas:

I connect with Earth Green energy in these situations/with these people:

This is what I do:

This is how I can improve my effectiveness in these areas:



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I connect with Sunshine Yellow energy in these situations/ with these people:

This is what I do:

This is how I can improve my effectiveness in these areas:



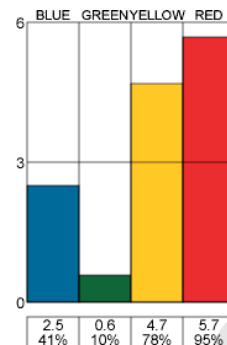
I connect with Fiery Red energy in these situations/with these people:

This is what I do:

This is how I can improve my effectiveness in these areas:

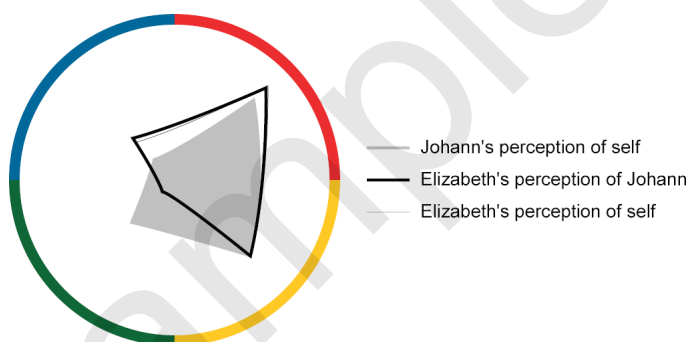
Individual Perceptions of the Characteristics of the Recipient

This section is based on the individual perceptions of the Recipient and gives an overview of the Recipient's strengths, how they show up under pressure and their natural leadership approach. This is documented for the people from the Feedback Group.



Connecting with a Respondent

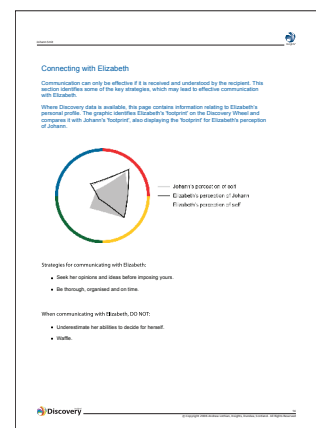
Contained in a non-anonymous profile, this page represents for each Feedback Group member, a footprint graphic of the recipient's self perception compared with an respondent's perception of the recipient.



Where the Discovery data is known for the respondent, also displayed is the footprint of this respondent's self perception as well as some strategies for communicating better with them.

Developing an Action Plan with the Feedback Group:

For each Respondent who provided feedback for your Discovery Full Circle profile, whether anonymously or not, we encourage you to meet and discuss your relationship with them. Following are six work sheets you can use to guide your discussion.



Respondent 1 Name:

Review the overview section of this profile, document those statements that you perceive will aid your interactions with this person and why. Do the same with those statements that you believe may have a negative impact.

What stands out for you as significant when reviewing the graphs on the Connecting with this Respondent page?

Are there statements in your profile that allude to something about this individual's perception of you that you were not fully aware of?

What works well in your interactions with this person?

What are some potential challenges you may have (or have) with this person?

Document some strategies that you can implement to better communicate and connect with this respondent.

Contract of Commitment:

Ask this respondent 'what can I do for you?', Write down their answer. Have them ask you the same, and each commit to this.

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Respondent 2 Name:

Review the overview section of this profile, document those statements that you perceive will aid your interactions with this person and why. Do the same with those statements that you believe may have a negative impact.

What stands out for you as significant when reviewing the graphs on the Connecting with this Respondent page?

Are there statements in your profile that allude to something about this individual's perception of you that you were not fully aware of?

What works well in your interactions with this person?

What are some potential challenges you may have (or have) with this person?

Document some strategies that you can implement to better communicate and connect with this respondent

Contract of Commitment:

Ask this respondent 'what can I do for you?', Write down their answer. Have them ask you the same, and each commit to this.

Respondent 3 Name:

Review the overview section of this profile, document those statements that you perceive will aid your interactions with this person and why. Do the same with those statements that you believe may have a negative impact.

What stands out for you as significant when reviewing the graphs on the Connecting with this Respondent page?

Are there statements in your profile that allude to something about this individual's perception of you that you were not fully aware of?

What works well in your interactions with this person?

What are some potential challenges you may have (or have) with this person?

Document some strategies that you can implement to better communicate and connect with this respondent.

Contract of Commitment:

Ask this respondent 'what can I do for you?', Write down their answer. Have them ask you the same, and each commit to this.

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Respondent 4 Name:

Review the overview section of this profile, document those statements that you perceive will aid your interactions with this person and why. Do the same with those statements that you believe may have a negative impact.

What stands out for you as significant when reviewing the graphs on the Connecting with this Respondent page?

Are there statements in your profile that allude to something about this individual's perception of you that you were not fully aware of?

What works well in your interactions with this person?

What are some potential challenges you may have (or have) with this person?

Document some strategies that you can implement to better communicate and connect with this respondent.

Contract of Commitment:

Ask this respondent 'what can I do for you?', Write down their answer. Have them ask you the same, and each commit to this.

Respondent 5 Name:

Review the overview section of this profile, document those statements that you perceive will aid your interactions with this person and why. Do the same with those statements that you believe may have a negative impact.

What stands out for you as significant when reviewing the graphs on the Connecting with this Respondent page?

Are there statements in your profile that allude to something about this individual's perception of you that you were not fully aware of?

What works well in your interactions with this person?

What are some potential challenges you may have (or have) with this person?

Document some strategies that you can implement to better communicate and connect with this respondent.

Contract of Commitment:

Ask this respondent 'what can I do for you?', Write down their answer. Have them ask you the same, and each commit to this.

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Respondent 6 Name:

Review the overview section of this profile, document those statements that you perceive will aid your interactions with this person and why. Do the same with those statements that you believe may have a negative impact.

What stands out for you as significant when reviewing the graphs on the Connecting with this Respondent page?

Are there statements in your profile that allude to something about this individual's perception of you that you were not fully aware of?

What works well in your interactions with this person?

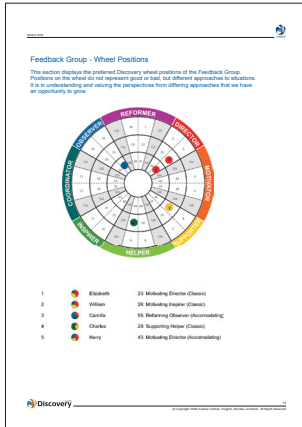
What are some potential challenges you may have (or have) with this person?

Document some strategies that you can implement to better communicate and connect with this respondent.

Contract of Commitment:

Ask this respondent 'what can I do for you?', Write down their answer. Have them ask you the same, and each commit to this.

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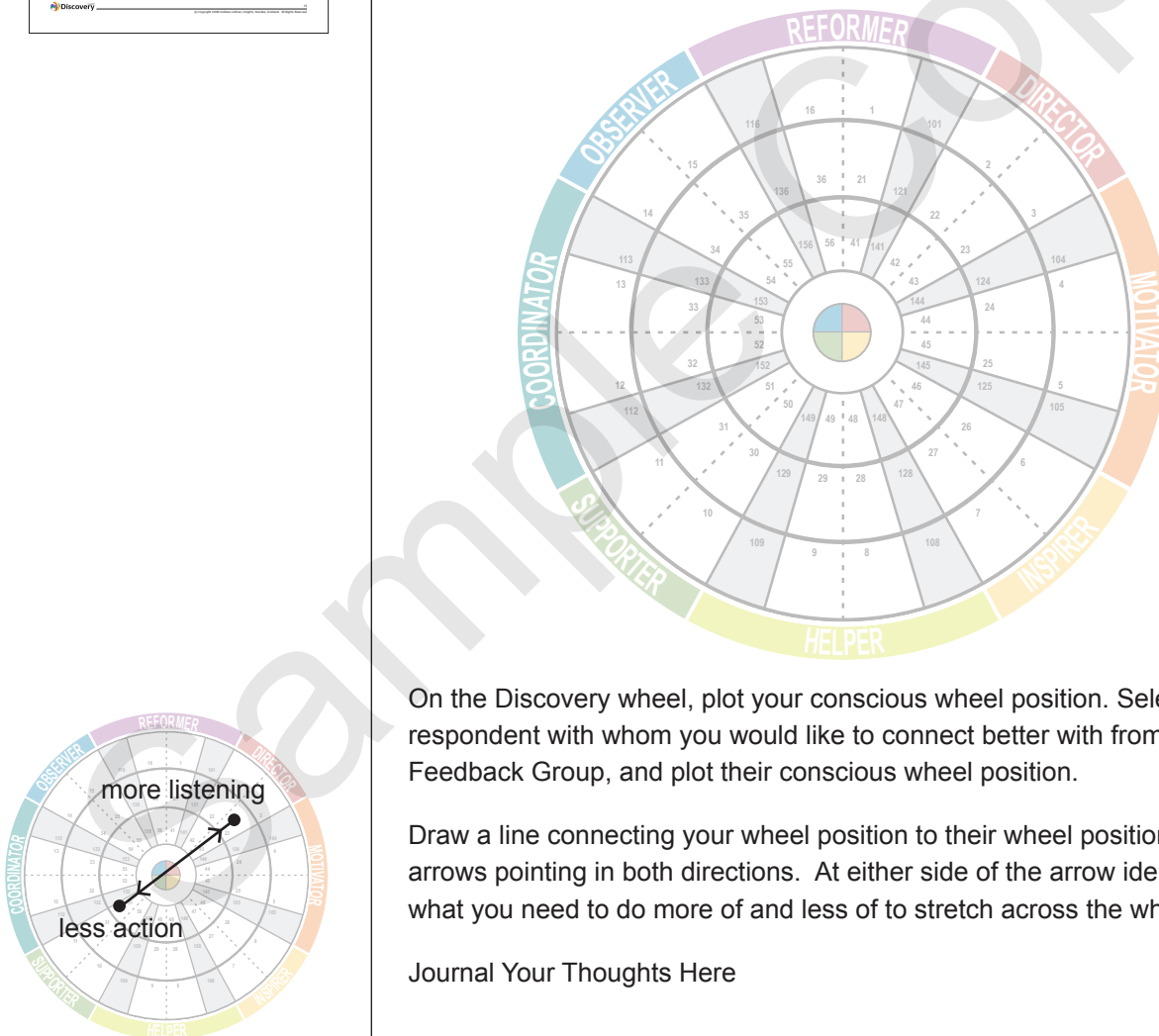


Feedback Group – Wheel Positions

In a non-anonymous profile and where the Discovery data is available, the Insights Discovery Wheel displays the wheel positions of the Feedback Group.

ACTION - More or Less adapting Exercise

For each individual that we interact with, our relationship would invariably improve were we to continue doing certain things; do more of some things and less of others.



3 Further Reflection Opportunities and Action Planning

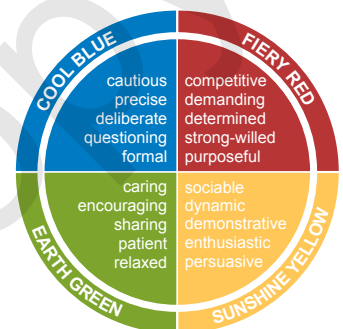
This section of the Learning Guide encourages you to reflect on various parts of the Discovery Full Circle Profile. Exercises may be related to multiple sections of the profile and are not just specific to any one part of the profile.

3.1 Reflecting on Your Perception Of The Overall Aggregated Feedback

Refer to pages 6-12 in your Discovery Full Circle Profile (the sections that reflect back aggregated feedback to you).


Are there any colour energies you perceive yourself to have significantly more of than the group perceives in you? What are some possible reasons for this?

Are there any colour energies you perceive yourself to have significantly less of than the group perceives in you? Why might this be?



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What was most surprising to you in this group feedback?



Given the opportunity, what questions would you want to ask the Feedback Group?



3.2 Rel8

Relationships have many different aspects, eight of which fit around the Discovery model.

Rel8 Element Definitions

Focus

Is there clarity as to the purpose of the working relationship? Are there reasons for the two parties to communicate regularly with understood outcomes?

Achievement

How much is achieved in the relationship - what tangible results are achieved? Is the relationship focused on getting results in a positive and productive manner?

Energy

How much vitality and enthusiasm is created as a result of the relationship? Does the relationship give energy to both parties (do they energise each other)?

Interaction

How often is there a dialogue, conversation or sharing of ideas for the benefit of both parties? Is the dialogue open, honest and respectful? Are they willing to be vulnerable with each other and communicate even when it may be difficult?

Rapport

Is there a camaraderie and sense of togetherness? Do both parties enjoy time in the other person's company? Are they 'in tune' with each other?

Empathy

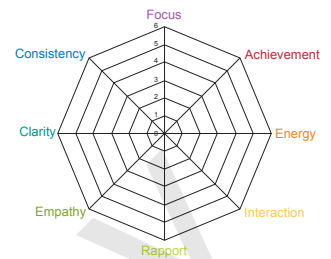
Do they each understand the other's needs, feelings, thoughts? Are they able to effectively assess the other's current emotional or mental state and address it appropriately?

Clarity

Are both sides clear as to their role in the relationship and how they help the other person? Is there clear communication, free of ambiguity?

Consistency

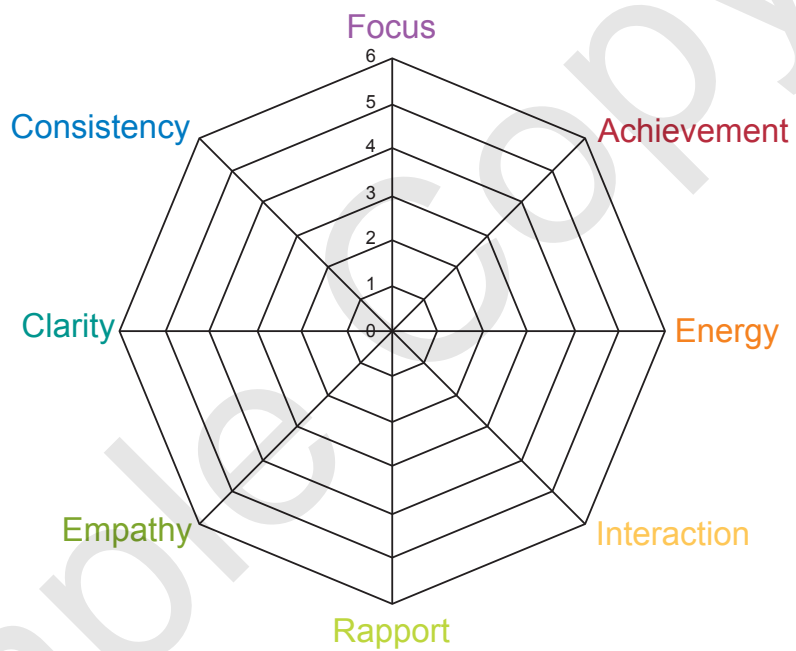
Is the relationship balanced and stable? Do they each know generally what to expect of the other in terms of style, approach, motivation? Does the relationship produce ongoing, consistent benefit to both parties? Does it add value to the team?



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ACTION – Rel8

Select an individual with whom you would like to assess your relationship. For each of the eight relationship aspects, plot a score on a scale of 0-6 in terms of your relationship with this person, where 0 is low and 6 is high. Once completed for all eight elements join up the plotted points on adjacent elements.



Reflect on the graph and consider what you could focus on to improve your relationship with this person.

A large empty rectangular box with a green border, intended for reflection or notes.

3.3 Action Planning - G-Wave

Step 1 – Articulate and write down your Goal	
Step 2 – Connect with your Cool Blue energy WHY? Establish reasons why	Step 3 – Connect with your Fiery Red energy ACTIONS Write down actions needed to make it happen
	
ENGAGE Support Identify who can help you achieve your goal Step 5 – Connect with your Earth Green energy	VISUALISE Visualise yourself having achieved your goal Step 4 – Connect with your Sunshine Yellow energy

Sample Copy



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