

Virginia Bankers Association Manager Development Program Post-Work and Additional Insights® Resources

Post-Work for Virtual Insights® Discovery, Beginning the Journey:

After the October 14, 2020 Session, please complete the following post-work:

1. Share your whole profile or a few sections of your profile with a work friend and/or your manager. Talk to them about their reaction to what they read. Reflect on what they shared with you and write down your observations and “take aways” from the conversation. (It would be great if you could complete this step before the October 21 optional session, if you plan to attend it!)
2. For one week, at the start of each day, write a ‘to-be’ list, noting down the color attributes you would most like to bring to your day’s activities. At the end of each day, reflect on, and write down, how well you think you did and what would help you be more effective at leveraging the color energies you would like to bring most to your day-to-day. (It would be great if you could complete this step before the October 21 optional session, if you plan to attend it!)
3. Activity – Working with the Management Style Section of Your Profile:

Each Insights Discovery wheel position brings its own talents, gifts, and strengths. No wheel position or color energy order of preference is better than any other. Our own unique mix gives a rich diversity of preferences and ways of doing things. As part of the journey of self-awareness, and to enable us to adapt and connect more successfully with those around us, it is important that we are also aware of the impact our style has on others. This activity encourages you to reflect on your management style, whether that style is always effective with others, and if you might need to adapt any parts of your style to be a better manager.

- Turn to the Profile Section titled, “Management Style.”
- Highlight 1 or 2 statements you strongly agree with and/or you are already aware of.
- Highlight 1 or 2 statements that contain elements you struggle to accept.
- Reflect on the statements you highlighted and write down your answers to the following: What surprised you about those statements? What ideas do you have to leverage your strengths more fully *or* do things differently? What do you imagine could be better if you leverage your strengths more fully *or* do things differently – be specific and use one or more concrete examples to describe what could be better.
- Next, have a conversation with *either* a person you manage, or someone at your workplace that you trust to give you good advice. Share with them what you highlighted, what surprised you, and what are your ideas to leverage your strengths or adapt your style.
- Ask them for their feedback; what advice would they give on how to leverage your strengths more fully or do things differently?
- Write down what feedback and advice they gave, and what are the next steps you would like to prioritize based on your own reflections as well as their suggestions.

Additional Insights® Resources:

Contents:

1. The Bottom Line: What You Need to Remember to Use Insights Successfully
2. Additional Self-Facilitated Insights Activities
3. The Insights Four Color Energies “Good Day” and “Bad Day”
4. Jung’s Psychological Preferences
5. Jung’s Preferences and the Four Color Energies
6. Your Insights Profile Color Energy Graphs
7. Your Insights Profile Wheel
8. How to Best Leverage Insights Colors in a Remote Work Environment
9. Insights and Stress

1. We are a combination of all four color energies, not a singular color!
2. The best way to talk about color preferences is to ask yourself and others: 1) what does the person you're building a relationship with need from you and/or what does the project require; 2) whether your particular four color preference mix aligns with those needs or not; and 3) if the person or project needs a style that's not a natural preference for you, whether flexing and adapting your style would be hard for you.
3. Each color is a preference, not a skill or competency. If you have a higher preference for one or more colors, that does not necessarily mean you are perfectly skilled or competent at every trait and characteristic associated with that color.
4. All color energies get results, they simply get their results in different ways.
5. Don't allow yourself to use your color energies as an excuse for bad behavior.
6. Never label with the color energies, for instance there are no "red people."
7. Check yourself on respectful use of language. The best way to use the Insights color language is to always put a verb before the color. Say things like, "I am *leading with* red right now." "I want to *leverage* yellow in this meeting." "I think I should *turn down* my blue when I communicate with X."

Additional Self-Facilitated Insights Activities:

1. Choose three statements from your personal overview that you are most happy about. Post them where you can see them so you can be reminded of your strengths.
2. Share your communication preferences with your teammates and discuss whether there are opportunities to better meet your needs *and* whether there are instances that you could be better at letting go and adapting to different styles.
3. Use the Value to the Team Profile Section to set a positive tone for your work day. First, highlight any statements you strongly agree with from the section. First thing in the morning before your work day begins, read the statements you've highlighted. Each day, write down 1 or more concrete steps you can take to flex your value, based on what you have got going on that day. For example, maybe you are great at contributing vigorously and enthusiastically to group discussions, and there's a team meeting on your calendar that is a perfect chance to show your enthusiasm and share your opinions.
4. Before sending an email, consider the preferences of the recipient and adapt your communication style to connect with him/her better.
5. Create an A to Z of the attributes of your team when it is at its most effective. Then, color-code them with Insights color energies to see the color mix on your team.
6. Schedule a conversation with someone you think is opposite of your Insights color preferences. Ask them for their perspective on how they excel. Then, reflect on whether you might like to practice adapting to adopt some of the traits they described.
7. When you have a difference of opinion with a teammate, ask yourself whether their approach might be a result of their preference for one or more color energies. Reflect on whether you can understand their opinion better by appreciating the color energies that might be influencing them.
8. Read the Motivating You Profile Section and mark the statements as follows: H = High – this is a high motivator for you; M = Medium – this is a medium motivator for you; and L = Low – this is a low motivator for you. Looking at the high and medium motivators, allocate the following scores: 3 = This is definitely in place for me now; 2 = This is sometimes in place for me now; or 1 = This is currently missing. Look at anything scored 1, “This is currently missing,” and reflect upon the following questions: What is blocking this at the moment? What can you do to overcome this? Who can support you to provide this?

The Insights Discovery Four Colour Energies: “Good Day”



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The Insights Discovery Four Colour Energies: “Bad Day”



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Summary of Jung's Psychological Preferences

How we are oriented to the environment (to the object)

Introversion – Internally, through observation and reflection

Extraversion – Externally through engagement, involvement and taking action



How we make decisions

Thinking – With our 'head' using analysis and a logical rationale

Feeling – With our 'heart' deciding on what something is worth, using our personal values

How we take in and process information

Sensation – In a concrete, realistic and tangible way, grounded in the present

Intuition – Finding meaning through interpretation, and future possibilities

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What's Important to Remember About Jung's Psychological Preferences:

- Preference, not skill or competency!
- Preferences may shift over time due to personal, business, and situational growth & changes.
- You aren't just one or the other: you can be right in the middle.
- You can do something outside of your preference, it often just takes more time/energy.
- Conscious Behavior is how we act: a combination of who we are, who we want to be and who we have to be.
- Less Conscious Behavior is how we react: shows up when we're in the flow or when we're stressed.
- Introversion shows up on the West Hemisphere of the wheel, Extroversion on the East Hemisphere. Thinking shows up on the North Hemisphere of the wheel, Feeling on the South. Sensing & Intuition show up all over the wheel.

Jung's Preferences and the Four Color Energies

Jungian Preferences & the Four Color Energies

Cool Blue

The combination of the **Introverted** and **Thinking** preferences:

- task-focused
- calm under pressure
- thoughtful
- objective



Fiery Red

The combination of the **Extraverted** and **Thinking** preferences:

- enjoying high activity
- working with others
- being logical
- focusing on facts



Earth Green

The combination of the **Introverted** and **Feeling** preferences:

- depth in relationships
- reflection
- harmony
- consensus



Sunshine Yellow

The combination of the **Extraverted** and **Feeling** preferences:

- sociability
- consideration for others
- being action-oriented
- entertaining

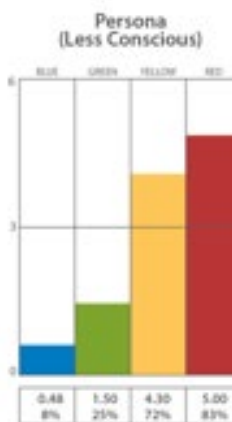
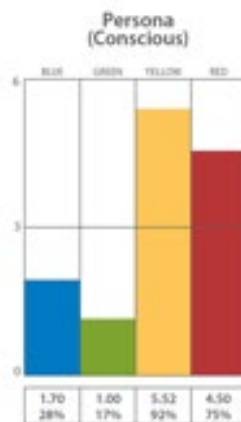


Colour Energy graphs – dynamics

The **direct** responses to the evaluator.

Your intentional self. Combines;
- who you are
- who you want to be and
- who you believe you're expected to be.

How you **"ACT"**.



The **indirect** responses to the evaluator.

Less aware of these energies. Suggests your more instinctive behavior.

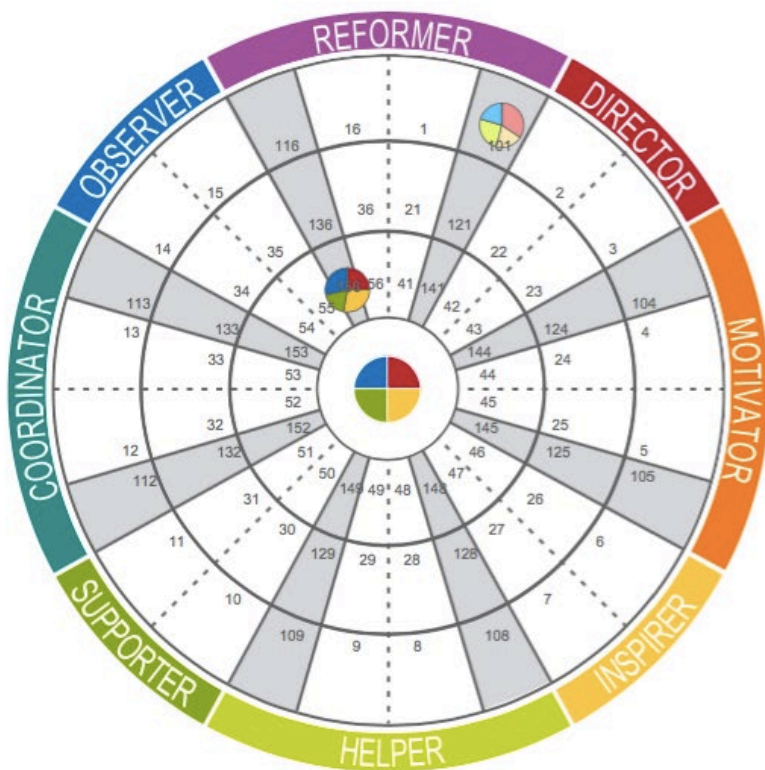
Highlights possible blind spots.

How you might **"REACT"**.

The portrait picture of you

Preference Flow: Highlights which colour energies you might be putting a conscious effort into adjusting, to meet the needs of your environment

The candid photograph



Conscious Wheel Position

156: Creative Observing Reformer
(Accommodating)

Less Conscious Wheel Position

101: Creative Directing Reformer (Focused)

- The wheel is like a neighborhood, and your spot on the wheel is your home address. It's important to know where others live in your neighborhood to be able to connect with them.
- The two phrases beneath the wheel describe which of the 8 sections of the wheel influence you the most. The phrases combine your main 8 Type preference along with a secondary or influencing type – e.g., a “Reforming Director” is a Director type that is influenced by Reformer characteristics. Another way to think about it is which secondary color energy pulls on you the most – e.g., a Reforming Director is Fiery Red (Director) that is also shaped by Cool Blue energy (as the Reformer category is closer to blue).
- You will see either one or two small wheels placed on the large wheel. These indicator spots show where your conscious and less conscious personas sit on the wheel. The darker spot shows where your conscious persona is placed on the wheel. The lighter, pastel dot shows where your less conscious persona resides. (If you only see one, darker dot it is because both dots occupy the same position – one is underneath the other.)
- Your indicator spots may appear on the outer, middle or inner ring of the wheel, which indicate the number of color energies you have above and below the midpoint line of your graphs.
 - If your conscious dot (darker wheel) is in the outer ring, you are a Focused Conscious Type and have one color energy above the mid-point line in your Conscious Persona Graph. You have a strong preference for this single color energy on a regular basis.
 - If your conscious dot (darker wheel) is in the middle ring, you are a Classic Conscious Type and have two color energies above the mid-point line in your Conscious Persona Graph. You have strong preference for usage of both of these energies on a regular basis.
 - If your conscious dot (darker wheel) is in the inner ring, you are an Accommodating Conscious Type and have three color energies above the mid-point line in your Conscious Persona Graph. You have an strong preference for usage of all three of these

energies on a regular basis.

- There is no “good” or “bad” position on the Insights Wheel – just different preferences that may shape our behaviors and interactions in unique ways. By increasing your versatility and adaptability, you can improve your effectiveness at work and your relationships with others. No matter where you are on the Insights Wheel, you have the capacity to be more adaptable.

How to best leverage your **Cool Blue Energy** in your new remote working environment

- Make a detailed list of your priorities, and track progress hourly or daily
- Challenge yourself to participate in occasional video call with colleagues
- Make sure you are working in a place that minimizes interruptions from family or others
- Share in advance with others your clear expectations of daily interactions to avoid interruptions

How to best leverage your **Fiery Red Energy** in your new remote working environment

- Make lists daily that be checked off as completed
- Have a daily plan in writing
- Break down larger projects into smaller tasks
- Schedule time to socialize after tasks are completed

How to best leverage your **Earth Green Energy** in your new remote working environment

- Do one to one check ins with your closest colleagues throughout the day
- Try occasional video calls with others whom you know well
- Consider soft music or an indoor fountain in your workspace
- Using headphones may help you focus on the job at hand, and not be distracted by family matters

How to best leverage your **Sunshine Yellow Energy** in your new remote working environment

- Schedule video calls to start your day with members of your professional circle
- Use video communication whenever possible
- Consider background music, and outdoor views if possible
- Start each day with a clean desk, and clear priorities in writing

The Four Color Energies Early Indicators of Stress

- Questioning turns to nit-picking
- Analysis paralysis
- Becomes too dependent on rational alternatives
- Becomes aloof and withdrawn
- Becomes resentful



- Becomes aggressive
- Is increasingly impatient
- Is irritable
- Increases demands on self and others
- Becomes overly concerned with short term goals

- Becomes silent and withdrawn
- Becomes judgemental
- Is impersonal and unresponsive
- Is stubborn and resistant
- Is easily upset or hurt

- Is argumentative
- Becomes over-responsive
- Appears opinionated
- Is rebellious
- Becomes critical

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The Eight Types Strategies for supporting in times of stress



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