



Insights® Discovery: Beginning the Journey Post-Work

Insights is most effective when you keep the learning alive!
This document includes:

- 1) **Reflect on Your Style Activity (Required Post-Work):** An activity that enhances self-awareness around your personal style and identifies opportunities for leveraging your strengths.
 - *Submit post-work to Gail Queen (gqueen@vabankers.org) by October 26.*

- 2) **Work Your Profile (Optional Post-Work):** Ideas and activities to share your profile in a way that feels comfortable to you.
 - *You are welcome to do these activities on your own time to enhance your Insights learning.*



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Reflect on Your Style Activity (Required Post-Work)

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 style, whether that style is always effective with others, and if you might need to adapt any parts of your style in service to effective working relationships.

1. Turn to any Profile Section (Maybe you choose the “Communication” section, for example.)

2. Identify 2 statements you strongly agree with and/or you are already aware of.

1)

2)

3. Indicate 2 statements that contain elements you struggle to accept.

1)

2)



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4. Reflect on the statements you highlighted and write down your answers to the following questions. Be specific and use one or more concrete examples to describe your ideas and their potential impact.
- 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?
5. Next, have a conversation with someone at your workplace that you trust to give you



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good advice. Share with them what you highlighted and your ideas to leverage your strengths or adapt your style.

6. 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.

7. What are the next steps you would like to prioritize based on your own reflections as well as their suggestions?



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Work Your Profile (Optional Post-Work)

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. Make a copy of your strengths and share the list to 3-4 people who know you well. Ask them to highlight the three strengths they see you bringing regularly to your work and interactions. Compare the lists with your own highlighted list to see where there is strong alignment.
4. Pick your top three possible weaknesses that you agree with, and ask others to identify three weaknesses that they see you exhibit regularly. Exploring them one-by-one, ask, “If I focused on better understanding and improving this weakness, what impact might it have on me, my team or my organization?”
5. Use the Value to the Team Profile Section to set a positive tone for your workday. First, highlight any statements you strongly agree with from the section. First thing in the morning before your workday 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.
6. Before sending an email, consider the preferences of the recipient and adapt your communication style to connect with them better.