



Discovery[®]

Personal Profile

Anil Farmah

18 November 2021

Foundation Chapter
Management Chapter
Effective Selling Chapter
Personal Achievement Chapter
Interview Chapter

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Introduction

This Insights Discovery profile is based on Anil Farmah's responses to the Insights Preference Evaluator which was completed on 18 November 2021.

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

Personal Style

Anil is sympathetic, empathic and affable. Attending to others' wants is felt by him to be a satisfying, legitimate way of expressing his own deeper needs. At his best in jobs which deal with people and situations that require co-operative working, he dislikes impersonal tasks and work demanding factual accuracy, unless he can be free to include the people factor. He should take care to include the practical details in his projects and continually try to look at situations from an objective viewpoint rather than just his own perception. Anil is energetic, enthusiastic, responsible, conscientious and persuasive.

Anil seeks greater fulfilment in his life through the offering of help and service to others. He is accomplished at working with individuals and groups and can quickly find himself pushed into a leadership role. His focus is on the immediate, resulting in a rather low tolerance for detailed procedures and routines. Anil is stimulated by challenges and often shows ingenuity in meeting them. As he puts as much energy into maintaining personal relationships than into maintaining tasks, Anil likes to keep a wide assortment of relationships alive and kicking.

Ingenious, enthusiastic and outgoing, Anil has great personal charm and can be successful in a variety of roles. He is always interested in seeing the possibilities, particularly in people, beyond the present moment. He flourishes in jobs where he can be of constant service or use his talent to persuade. Learning how to use accepted methods of organisation and time management will help him to overcome a tendency to want to procrastinate. Anil enjoys work that provides variety as he is quick and resourceful and can turn his attention to many things. His original thinking generates a constant stream of ideas.

He is prepared to attempt almost anything, but his work needs to be active rather than theoretical. Anil can combine social expertise within his normally assertive behaviour. He is a good improviser who will go to great lengths to please others. Anil is adaptable, easy-going, warm, friendly and generous. He is warm and gracious and believes in a philosophy of "live and let live".

He may become pessimistic and gloomy when he is thwarted or fails to see ways to make the important changes in his life. He tends to be light-hearted and sunny, and because he constantly seeks to avoid painful experiences, he tends to steer away from personal anxieties. His social gatherings are frequent and worth attending, particularly when they mark important events. When an inspiration materialises, he will throw himself into it completely. He may have had personal experience of the view that worthwhile success comes only after suffering significant misfortune.

Interacting with Others

Anil's feelings play a prominent role in his life and he manages to inject a friendly element into any work he is assigned to or involved in. Shifting attention inward for long periods may produce anxiety for him as he prefers to look outward towards others for his emotional security. Acutely aware of what is and isn't appropriate behaviour, he is often seen as gracious, charming,

personable and social. The easy-going nature and good humour that Anil displays makes him an attractive companion. Consequently he is known by a large number of people and enjoys a wide circle of acquaintances. He prefers a stimulating life of co-operation and harmony.

He normally reads people well, continually looking for the good in both the situation and in others. He is rather indifferent to authority, preferring a flattened structure where everyone is equally capable of advancing. He prefers creating a busy and exciting world around him. It is important for him to have personal contact with people in his work. He prefers communicating verbally rather than through the written word.

Anil exudes charismatic charm and a natural ability to communicate well. Usually exciting for most of those involved, his activities do tend to leave some others exhausted by the process. He is enthusiastic in helping people make the best of themselves and he is proficient in making lots of contacts. He prefers democratic and participative processes rather than written instructions or autocratic systems. The gift of sheer adaptability means that Anil has an uncanny skill for making life into an enjoyable performance, juggling many activities and people and usually enjoying the limelight.

Decision Making

Anil's tendency to think "out loud" enables others to follow his line of thinking. In decision-making he may prefer to apologise for exceeding his authority rather than getting permission in the first place. He has an ability to see the need of the moment and then deal with it. Highly technical or factual information may appear dry and uninspiring to him and may not receive his full attention. In his attempts to please others he may make promises he cannot fulfil.

Through his intuitive feeling personality, he may have difficulty in limiting himself to a single project and usually prefers to keep many balls in the air. His slogan might be "Act now pay later" and his perceptions of life are based on the impact his decisions have on those around him. He is prepared to make decisions through group consensus. He may unconsciously manipulate the process to get his own way. He may value opinions over facts in considering a possible course of action.

People occasionally see Anil making decisions that appear to fly in the face of logic. A tendency to take rejection and conflict personally may lead to his not taking early notice of the opinions of key members of the team. If everyone can be involved in a project, he will ensure that they are. He views talking through ideas with people to promote decision making as an effective strategy of itself. Preferring a harmonious outcome, Anil will go to great lengths to ensure the preservation of relationships.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Anil brings to the organisation. Anil 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.

Anil's key strengths:

- Infectious enthusiasm.
- Adaptable and adventurous.
- Gracious, charming, empathetic and considerate.
- Effective and flexible in relationships.
- Investigative, interested and inventive.
- Fluent and reassuring.
- Sets a fast work pace.
- Displays high levels of energy.
- Understands the importance of “style” in presentation.
- Intuitive and optimistic.

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. Anil's responses to the Evaluator have suggested these areas as possible weaknesses.

Anil's possible weaknesses:

- Somewhat lacking in persistence.
 - Doesn't always consider the fuller implications of his actions.
 - May ignore the practicalities.
 - Will experience difficulty in concentrating on one thing for long periods.
 - May ignore others who contribute in a less energetic style.
 - May be perceived as too trusting.
 - Answers the question before it has been asked.
 - May jump, seemingly randomly, from task to task.
 - De-motivated by routine tasks.
 - May be prone to embellishing the truth.
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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 Anil brings, and make the most important items on the list available to other team members.

As a team member, Anil:

- Can become a persuasive, inspirational leader.
 - Can organise the social calendar.
 - Influences others by his infectious enthusiasm.
 - Provides stimulation and resourcefulness.
 - Exudes high drive, direction and sociability.
 - Works well with a variety of tasks and activities.
 - Enjoys an empathic approach to others.
 - Takes on and shares ideas.
 - Knows nothing is impossible.
 - Is loyal and conscientious and will work hard to produce results.
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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 Anil. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Anil:

- Add to the challenge and opportunity regularly.
 - Maintain regular, informal feedback.
 - Avoid detailed reports, focus on people issues.
 - Omit unnecessary and intricate details.
 - Talk about him and areas he finds stimulating.
 - Indulge in speculation and offer opinions readily.
 - Provide lots of opportunities for team contact.
 - Provide dates and timescales for completion.
 - Be alive and entertaining.
 - “Temper” his optimism with realism.
 - Share in and promote his ideas and visions.
 - Keep up a lively, but steady pace.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Be dull, dour or redundant.
 - Use destructive criticism or create unnecessary conflict.
 - Fail to allow enough time to talk with him.
 - Ignore or disregard his views.
 - Unnecessarily challenge ideas or actions.
 - Dampen his enthusiastic energy with negative inputs.
 - Attempt to impose too much structure and formality.
 - Create a hostile environment devoid of feelings.
 - Emphasise established processes.
 - Make your lack of interest in his “problems” too obvious.
 - Involve him in formal, lengthy or tedious meetings.
 - Leave him out of the picture.
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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.

Anil's possible Blind Spots:

Anil needs to work toward making commitments to fewer projects so he completes more of the ones he begins. He should allow more distance between self and colleagues in interactions. May need to be more considerate of others need for personal space. He responds well to praise, but is easily hurt by negative criticism, which makes him appear over-sensitive to some others.

He should realise that on occasions confrontation can clear the air. He may be seen by others as shallow or superficial due in part to his glib way with words and his orientation with the future. He values fast action and doing many things at once. When under pressure he may get the job done by cutting corners or neglecting quality. Trying to be less sensitive would enable Anil to hear the often helpful information that is contained in constructive criticism. He can sometimes make mistakes by making decisions before receiving all the information.

Anil has a difficult time saying no or asking for help. He focuses on emotions to the point that he may fail to see the logical consequences of his actions. He may need to learn and apply time management and long-range planning techniques to help him complete his projects. His active life keeps him so busy that sometimes he fails to plan ahead. He should learn how to accept and deal with conflict as a necessary part of bettering his relationships with others.

Personal Notes

Opposite Type

The description in this section is based on Anil's opposite type on the Insights Wheel. Often, we have most difficulty understanding and interacting with those whose preferences are different to our own. Recognising these characteristics can help in developing strategies for personal growth and enhanced interpersonal effectiveness.

Recognising your Opposite Type:

Anil's opposite Insights type is the Observer, Jung's "Introverted Thinking" type.

Observers are precise, cautious and disciplined and are painstaking and conscientious in work that requires attention and accuracy. They are objective thinkers, concerned with the right answer and will avoid making quick decisions. Anil may see the Observer as hesitating to acknowledge a mistake or as becoming immersed in researching for data to support an isolated view.

Observers tend not to trust strangers and will worry about outcomes, their reputation and their job. They are reticent about expressing their feelings and Anil will often see the Observer as unresponsive, cool and uncaring. Observers draw conclusions based on factual data. They may be slow at producing results, as gathering data is the stimulating part of the job for them.

Observers like to make rules based on their own standards and apply those rules to daily life. Anil may find himself at odds with Observers due to their private nature and lack of enthusiasm for social events. Introverted analysis may prevent the Observer from expressing thoughts as readily as Anil would wish.

Personal Notes

Opposite Type

Communication with Anil's Opposite Type

Written specifically for Anil, this section suggests some strategies he could use for effective interaction with someone who is his opposite type on the Insights Wheel.

Anil Farmah: How you can meet the needs of your Opposite Type:

- Consider reconvening the meeting after he has had a chance to think about the issues.
- Ask what he thinks, not how he feels.
- Expect him to come back later for clarification.
- Keep personal comments to yourself.
- Go prepared to get straight down to business.
- Talk quietly.

Anil Farmah: When dealing with your opposite type DO NOT:

- Disturb his work space without prior warning.
 - Be vague about boundaries.
 - Encourage him to undertake a high profile task against his will.
 - Touch his body or his belongings.
 - Set deadlines you really believe cannot be reached.
 - Expect rapid acceptance of new ideas.
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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 Anil's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Anil may benefit from:

- Reflecting for a moment before responding.
 - Listening more than he talks.
 - A more structured approach to living.
 - Curbing his tendency to exaggerate.
 - Writing lengthy and comprehensive reports.
 - Questioning people about their assumptions.
 - Remembering that the image is not the reality.
 - Taking time to prepare and/or study the predetermined agenda well in advance of the meeting.
 - Listening more - by talking less!
 - Organising situations so they proceed exactly as he predicts and plans.
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Personal Notes

Management

Creating the Ideal Environment

People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between Anil's ideal environment and his current one and to identify any possible frustrations.

Anil's Ideal Environment is one in which:

- He has opportunities to reinforce one-to-one relationships.
 - There is a wide variety of differing tasks and challenges, with teams fully supported.
 - Relationships are informal and there is opportunity for social contact with colleagues.
 - He sees the impact and results of his efforts.
 - The emphasis is on informality rather than rules.
 - The workplace is light, spacious and attractive.
 - There is ample opportunity for social contact with colleagues.
 - Family and outside interests can be discussed, and mementoes displayed prominently.
 - There is little distinction between work and play.
 - Modern “executive toys” are available to satisfy playful and tactile interests.
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Personal Notes

Management

Managing Anil

This section identifies some of the most important strategies in managing Anil. Some of these needs can be met by Anil himself and some may be met by his colleagues or management. Go through this list to identify the most important current needs, and use it to build a personal management plan.

Anil needs:

- Practical follow-through and a support structure to handle the completion of projects.
 - To understand the need for time-management disciplines.
 - You to retain control of the process.
 - Organised elements of work which include attention to the details.
 - Continual opportunity to generate and express ideas.
 - Support in completing tasks he starts.
 - A “walkabout” manager whose presence is obvious.
 - Freedom to experiment with his own visions.
 - To be aware of his frenetic work pace and recognise the effect this may have on others.
 - To maintain focus and direction.
-

Personal Notes

Management

Motivating Anil

It has often been said that it is not possible to motivate anyone - only to provide the environment in which they will motivate themselves. Here are some suggestions which can help to provide motivation for Anil. With his agreement, build the most important ones into his Performance Management System and Key Result Areas for maximum motivation.

Anil is motivated by:

- Team activities to lighten the gloom.
 - New principles and imaginative concepts.
 - Authority to match his responsibilities.
 - A high degree of freedom and independence.
 - Rewards that reflect his immediate needs.
 - Challenge and competition.
 - Merit based remuneration - reward through success.
 - The availability of support staff to assist with some of the “paperwork”.
 - Investment in equipment for his exclusive use that encourages his sense of worth.
 - Knowing he has the approval of others.
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Personal Notes

Management Style

There are many different approaches to management, most of which have different situational applications. This section identifies Anil's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Anil may tend to:

- Work to promote harmony within the work group.
 - Support a friendly, participative environment.
 - Be passionate about his ideas.
 - Choose “favourites” in his team and offer them individual inducements to achieve objectives.
 - Inspire the team with his grand visions.
 - Encourage staff development at all levels.
 - Worry about having to depend on people whose main interest lies in the detail.
 - Be good at initiating and developing team contacts.
 - Lead from the front in a “follow me” style.
 - Surround himself with like-minded, open, enthusiastic people.
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Personal Notes

Effective Selling Chapter

Effective selling has three main requirements:

First, the salesperson must understand him or herself, and how to build on strengths and develop any areas of weakness, aware of how different customers perceive him or her.

Secondly, the salesperson must understand others - particularly customers - who are different. Customers will often have opposing needs, expectations, desires and motivations than those of the salesperson. These distinctions need to be appreciated and respected.

Thirdly, the salesperson must learn to adapt his or her behaviour to relate to, connect effectively with, and influence, the customer.

This chapter is designed to support the development of each of these requirements at each stage of the sales process.

The model below illustrates the conceptual overview of each of these different stages and the corresponding sections explored in this chapter.

Use the Effective Selling Chapter to develop strategies for improved customer relationships, greater self-understanding and more & greater sales.



Selling Style Overview

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

Selling Style Overview

Anil switches behaviour naturally from business to personal in an effort to relate well with customers. He requires a continually changing sales environment in order to maintain focus and enjoys the power and status success brings. Anil is at his best when talking with customers, and thrives on recognition and positive responses from customers, particularly those that support his ideas.

In the sales situation, he may not readily express how he feels. Anil is a verbally skilled communicator who can present appealing images to people, excelling in bringing future or intangible benefits into the present. He may have an over-optimistic view of the world, causing him to make promises on which he cannot deliver. Remarkably insightful and perceptive, Anil cares about his customers needs. His enthusiasm causes him to talk a lot during the sale, and he must be mindful to listen more and allow his customer to express his or her views.

He finds most satisfaction from working with customers in sales projects that allow him to utilise his creative and interpersonal skills. Anil displays high energy in most sales activities, using his persuasiveness and creativity to secure customer commitment. He needs democratic and participative sales processes rather than autocratic and controlling ones. Anil has genuine concern for his customer. Co-operative and articulate, he communicates both empathy and willing involvement. Some sales events of Anil's quickly turn into special occasions for everyone involved.

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 Anil needs to be aware of in the initial stages when planning and approaching the customer.

Anil's key strengths before the sale begins:

- Adapts to unusual customer situations and problems.
- Applies enthusiasm and energy to lead generation.
- Builds connections and long-term relationships through the sales process.
- Is positive and adaptable in prospecting.
- Often uses innovative approaches to find out about the customer and the market.
- Empathises well with the customer's issues.

Before the sale begins Anil could:

- Avoid becoming involved in too many activities - appreciate taking time out for self.
- Be less inclined to overstate customer potential.
- Trust his gifts of creativity in getting a "lost" sale back on track.
- Reflect on the objective of the meeting beforehand, and refer to the plan often during the meeting.
- Bring more discipline and structure to his time management.
- Exercise disciplined account planning strategies.



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 Anil may identify customer needs.

Anil's key strengths in identifying sales needs:

- Quickly tunes in to the customer's concerns.
- Asks innovative questions.
- Shows strong relating skills.
- Uses humour and sociability to create an open environment.
- Looks for the good and the opportunities in the people and events his customer describes.
- Promptly addresses critical concerns that might preoccupy his customer.

When identifying needs Anil could:

- Use diplomacy in his questioning style.
- Concentrate more on following established, tested procedures.
- Remember the importance of gathering fuller details for complex processes.
- Use a more consultative, rather than influencing, selling style.
- Use a more structured questioning approach.
- Be organised in note-taking.



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 Anil to develop a powerful and effective proposing style.

Anil's key strengths in proposing:

- Excels in presentations when he is allowed to verbalise the benefits.
- Makes confident presentations that can generate positive outcomes.
- Exhibits strong, direct communication and interpersonal skills.
- Enjoys an easy going and fun approach.
- Owns an imaginative and dynamic style.
- Creates imaginative and innovative ways of proceeding.

When proposing Anil could:

- Be careful not to over-elaborate just to win the order.
- Limit the options that he presents.
- Be careful not to engage in inappropriate humour.
- Check the appropriateness of exuding too much enthusiasm.
- Match the pace and variety of his presentation to meet customer needs.
- Check for the customer's appreciation of the process at regular intervals.



Personal Notes

Handling Buying Resistance

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

Anil's key strengths in dealing with buying resistance:

- Appeals to logical and emotional motives when responding to the customer.
- Disarms potential aggression with his sociable and considerate manner.
- Is confident that a positive outcome can be found.
- Uses intuition to uncover the hidden blockers to the sale.
- Maintains a charming disposition throughout.
- Ensures a harmonious and equitable environment is sustained.



When dealing with buying resistance Anil could:

- Avoid the temptation to reach conclusions too quickly.
- Appreciate, and adapt to, the seriousness of a customer's concern where it varies from his own.
- Remember the importance of asking more questions and really listening to the answers.
- Take time to ensure that the customer's objectives are completely fulfilled.
- Remember to keep his "cool" under intensive fire.
- Take the customer's objections into account, even if they may seem insignificant.

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 Anil's closing style.

Anil's key strengths in gaining commitment to the sale:

- Can use both authority and involvement to lead his customer through the process.
- Persuades and motivates towards sale completion.
- Has an intuitive sense of good timing.
- Keeps the process moving.
- Leads "waverers" towards earlier completion.
- Brings comfort and clarity to the decision-making process.

When gaining commitment Anil could:

- Avoid the temptation to promise even more, after an agreement has been reached.
- Be careful not to talk himself first into, then out of, the sale.
- Minimise any perception of risk by the customer.
- Respect that certain customers need more time to reflect before deciding.
- Watch very carefully so as not to miss the buying signals.
- Show less excitement when his customer says "yes"!



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 Anil can use to support, inform and follow-up with the customer.

Anil's key strengths in sales follow-up and follow through:

- Sees people and ideas as the key to success in sales support.
- Enjoys regular face-to-face customer updates where possible.
- Attains extra business through friendly referrals.
- Likes to combine business with pleasure.
- Excites the customer with his products or services.
- Networks to further his business.

When following-up and following through Anil could:

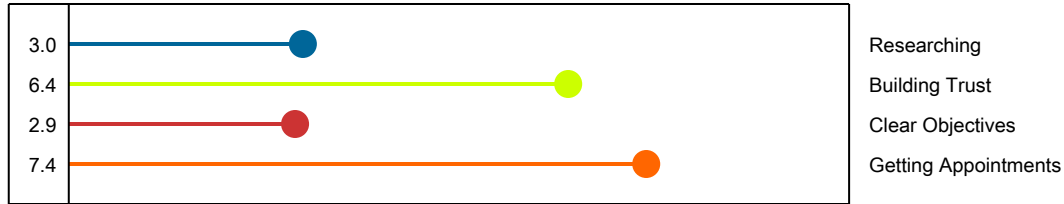
- Check his customers' levels of satisfaction more regularly.
- Finish one project before starting the next.
- Remember that it may be easier to develop a relationship with an existing customer than find a new one.
- Realise that not all of his customers will always be content.
- Deliver what is promised, on time.
- Appreciate that not all "follow-up" calls are social activity.



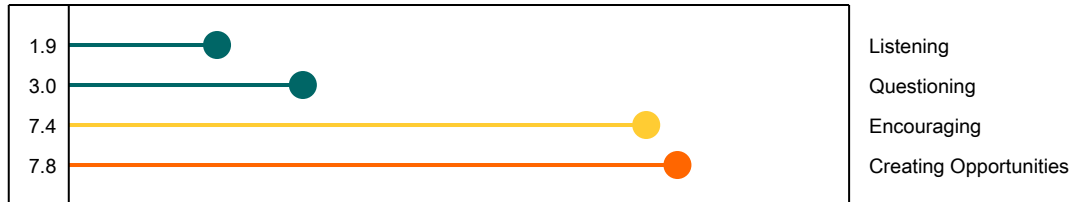
Personal Notes

Sales Preference Indicators

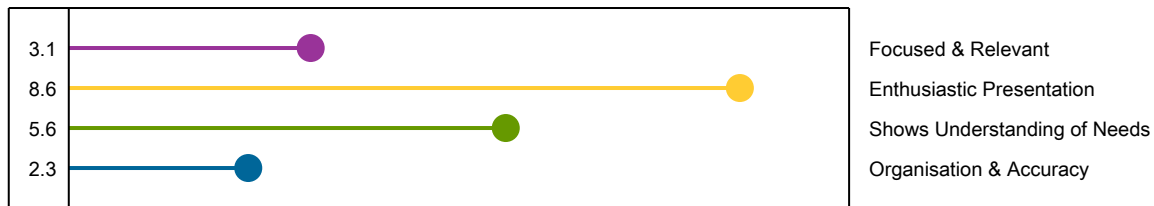
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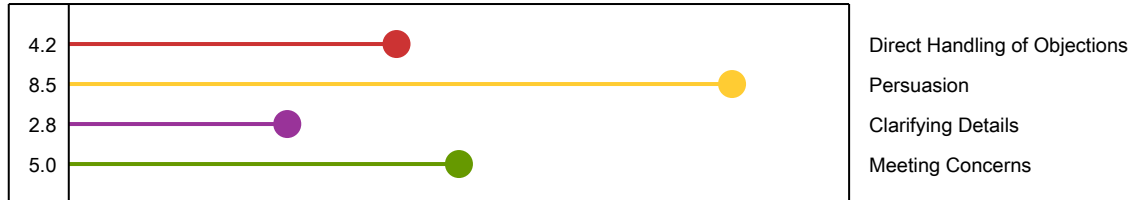
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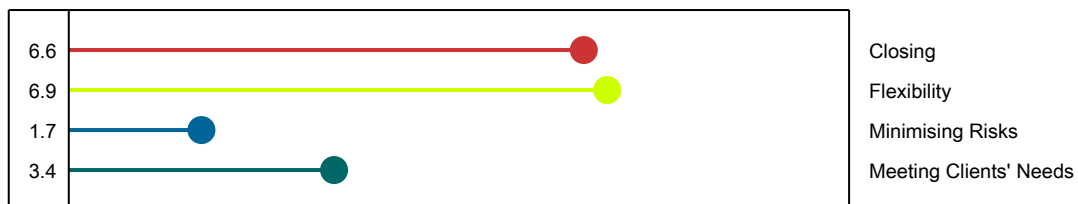
Proposing



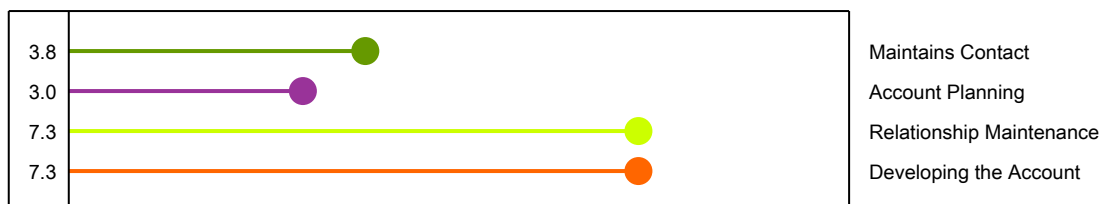
Handling Buying Resistance



Gaining Commitment



Follow-up and Follow Through



Personal Achievement Chapter

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

This chapter 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 sections will help Anil define his life's purpose, set his goals and organize his time and life to achieve them. It offers suggestions on how he can tap into his natural creativity, and unleash further creative potential from deeper aspects of his personality, to overcome any obstacle.

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

When applied, the ideas contained in this profile can provide insights and support to life's journey of development.

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 Anil should be aware of in setting goals and defining his purpose.

Living on Purpose

Radiating a desire to be of assistance to others, Anil sometimes helps other people to achieve their goals even at the expense of his own. Anil will always look for new ways of achieving and will work hard in pursuit of excellence. In order to maintain the focus on his own agenda, Anil could say "no" more often.

Whilst recognising that writing goals down is important to maintain focus, he finds it rather difficult to discipline himself to do this. Anil uses his strong networking skills to solicit the help of others in reaching his destination. Anil's goals tend to include the whole family, not just the individual. To him, the whole is greater than the sum of the parts! He generates a constant stream of new goals and challenges, which reduces his boredom and enhances performance. His naturally intuitive style often enables him to overcome (or at least see over) hurdles that others see as insurmountable.

As he is always drawn by the excitement of new possibilities, it is important that he develops a more critical judgement of anything fresh before tackling it, otherwise he may waste energy in spreading himself too thinly. Due to his infectious optimism, his goals may appear to others as unrealistic. Optimism is a useful mindset when used positively, but he may care to remember that 'reality is'. Ongoing learning is very important to Anil and he thrives on new experiences that expand his knowledge and understanding. He seeks to set realistic and challenging targets, but may be side-tracked by other peoples' agendas, resulting in loss of focus. Constant consciousness of his commitment to the team often results in unnecessary pressures. Delegating more of his tasks, wherever possible, could enhance his chances of greater success.

Personal Notes

Time and Life Management

Benjamin Franklin said "Dost thou love life? Then do not squander time, for that is the stuff life is made of". This section contains some strategies that Anil 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, Anil,

Thinks and acts fast without necessarily obtaining feedback.

Will often try another approach if time is running short.

Can be highly resourceful with people issues.

May over-estimate the speed at which a task may be accomplished.

Seizes opportunities quickly, but may underestimate the work involved.

May avoid complex issues or work that involves intense analytical reflection over long periods.

Suggested Action For Development

→ Ensure all interested parties are consulted and/or informed.

→ Set a deadline, with milestones, and stick to the plan where practical.

→ Adequate time should be reserved for personal issues and reflection.

→ Decide the time required and add a further 25-50% to be safe.

→ Work with others to more accurately evaluate time required at outset.

→ Select one difficult project and establish a reward schedule for completion of the stages.

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 Anil's creative characteristics and how he can build on them.

In his creativity, Anil,

Wears his heart on his sleeve, when discussing options.

Often intuitively knows the way forward.

Has boundless vision and energy.

Enjoys interaction and involvement.

Has an infectious enthusiasm for new concepts and possibilities.

Will explore many avenues.

Suggested Action For Development

→ Consider that others may prefer less expression of emotion or feeling.

→ Add some structure to offer an even more complete solution.

→ Focus on a few good ideas and act on them.

→ Devote some time for reflection.

→ Couple enthusiasm with well thought through facts.

→ Be ready with a considered explanation to gain buy-in.

Personal Notes

Lifelong Learning

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

Anil's preferred learning style is supported when he:

- Can work well in people-oriented situations.
- Can go boldly where no one has gone before...
- Trusts his intuitive grasp of the problem.
- Can be regularly involved in doing things with other people.
- Takes on new opportunities or problems that build on his experience and allow him to experiment further.
- Can take full part in role plays.

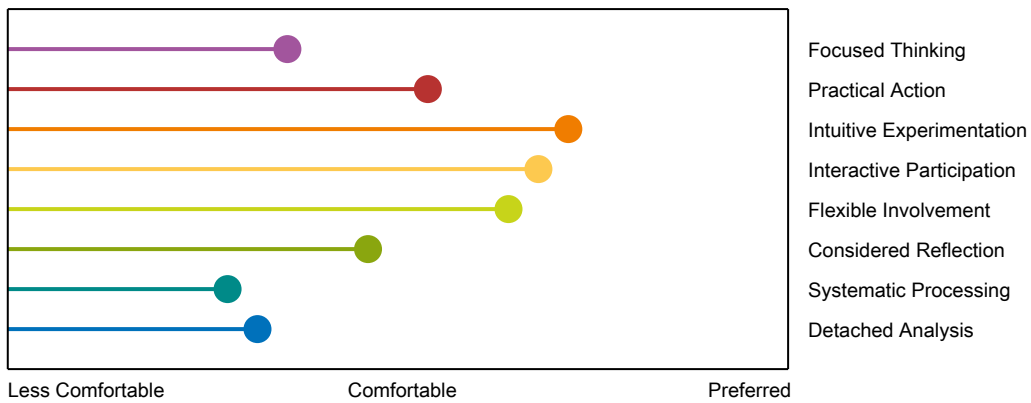
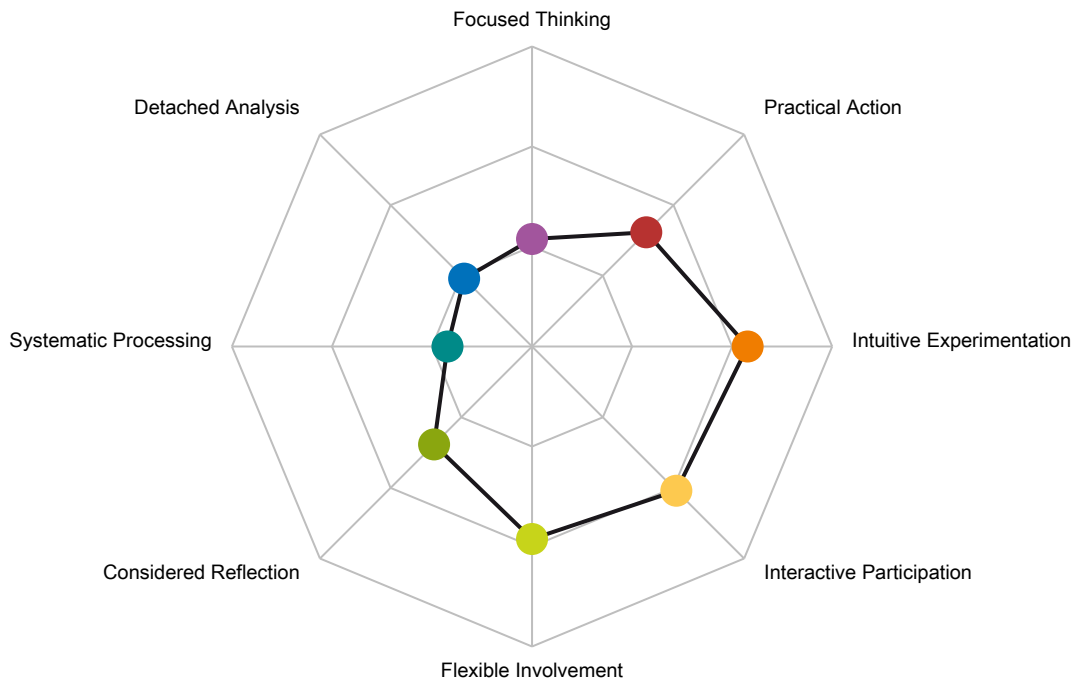
Anil can stretch in learning by:

- Seeking detailed clarification when he doesn't understand.
 - Looking, before he leaps to conclusions.
 - Following instructions, if something is worth learning, it is worth mastering.
 - Listening carefully to a theoretical or complex presentation on a subject he finds difficult or dull.
 - Setting regular time aside for disciplined study and reading.
 - Using a range of resources to obtain supporting information.
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Personal Notes

Learning Styles

18 November 2021



Interview Questions

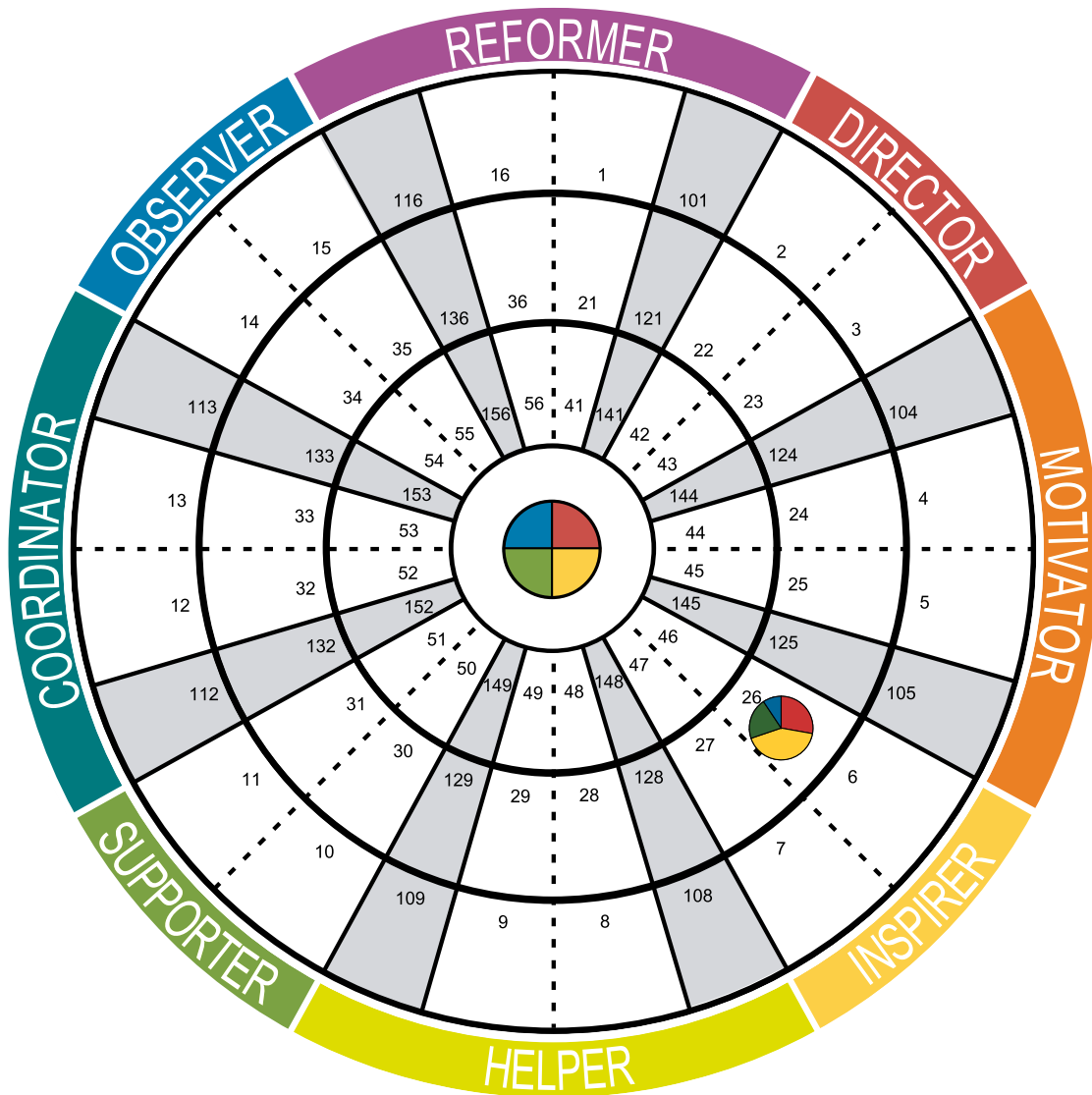
This section lists several questions which can be used in interviewing Anil Farmah. The questions can be used as they appear here, or can be adapted to suit the interviewer's own style or needs. The questions are raised by considering issues Anil may be less comfortable with - those development areas in which he may have fewer strengths. Some or all of these topics should be used along with other questions which may be job specific. Using them will help establish the level of Anil's self-awareness and personal growth.

Interview Questions:

- How would you feel about attending a 1 week course on "Economics in Business"?
 - How would you feel in an office on your own with little, if any, opportunity to meet others?
 - What are the benefits of preparing well in advance for a meeting.
 - How do you react to a "failure"?
 - Under what circumstances might you formally recognise a good contribution from a team member?
 - Why is it important to ask searching and probing questions?
 - When do you think that a moment's pause might be preferable to a speedy response?
 - What merits can you see in keeping your opinions to yourself?
 - At what times do you feel it important to be precise, detailed and rigid when dealing with others?
 - How do you focus on goals and objectives?
-

Personal Notes

The Insights Discovery® 72 Type Wheel

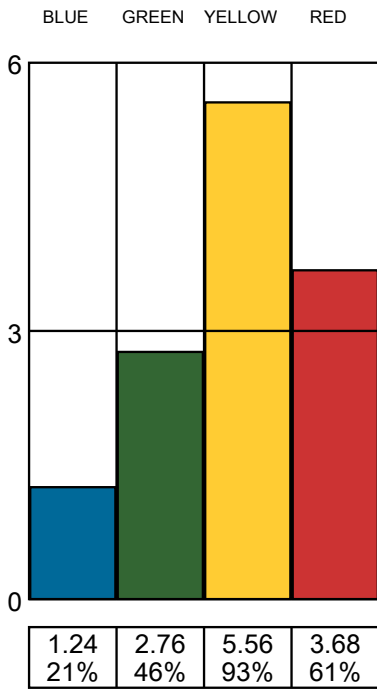


Conscious Wheel Position
26: Motivating Inspirer (Classic)

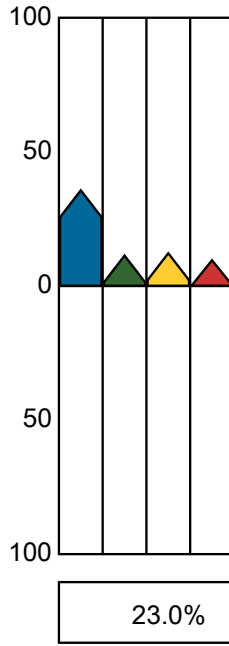
Less Conscious Wheel Position
26: Motivating Inspirer (Classic)

The Insights Discovery® Colour Dynamics

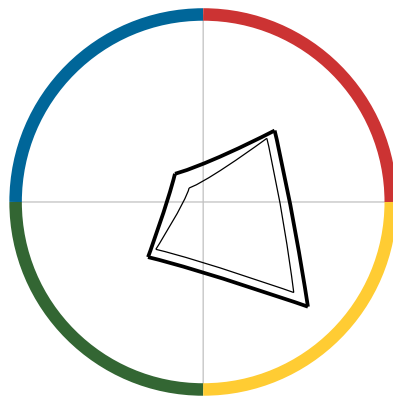
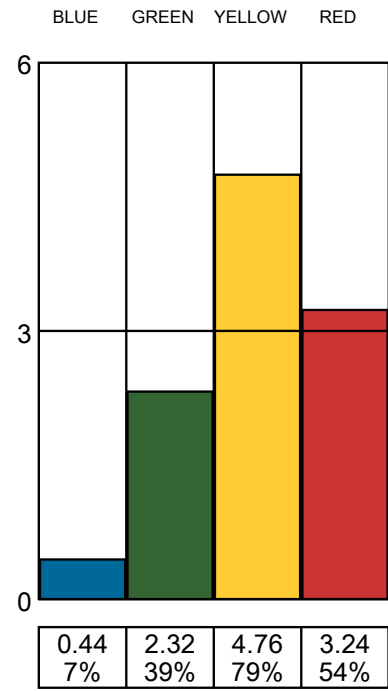
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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