



Discovery[®]

Personal Profile

Fiona Venton Harvey

12 July 2022

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

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Contents

| | |
|---|----|
| Introduction..... | 5 |
| Overview | 6 |
| Personal Style | 6 |
| Interacting with Others | 6 |
| Decision Making | 7 |
| Key Strengths & Weaknesses | 8 |
| Strengths | 8 |
| Possible Weaknesses | 9 |
| Value to the Team | 10 |
| Effective Communications | 11 |
| Barriers to Effective Communication | 12 |
| Possible Blind Spots..... | 13 |
| Opposite Type | 14 |
| Suggestions for Development | 16 |
| Management | 17 |
| Creating the Ideal Environment..... | 17 |
| Managing Fiona..... | 18 |
| Motivating Fiona | 19 |
| Management Style | 20 |
| Effective Selling Chapter | 21 |
| Selling Style Overview | 22 |
| Before The Sale Begins | 23 |
| Identifying Needs..... | 24 |
| Proposing a Solution | 25 |
| Dealing with Buying Resistance | 26 |
| Gaining Commitment..... | 27 |

| | |
|---|----|
| Follow-up and Follow Through | 28 |
| Sales Preference Indicators | 29 |
| Personal Achievement Chapter | 30 |
| Living on Purpose | 31 |
| Time and Life Management | 32 |
| Personal Creativity | 33 |
| Lifelong Learning | 34 |
| Learning Styles | 35 |
| Interview Questions | 36 |
| The Insights Discovery® 72 Type Wheel | 37 |
| The Insights Discovery® Colour Dynamics | 38 |

Introduction

This Insights Discovery profile is based on Fiona Venton Harvey's responses to the Insights Preference Evaluator which was completed on 12 July 2022.

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

Personal Style

Fiona seeks greater fulfilment in her life through the offering of help and service to others. She is motivated by approval and reacts unfavourably to indifference or rejection from others. At times, events can overwhelm her and she may find it almost impossible to say “No”, even when the demands are unreasonable. She pays scant attention to negative, pessimistic or divisive situations or conclusions. Being tolerant of other people, Fiona is seldom critical and usually willing to give people the benefit of her trust.

She tends to live for today with a “you only go around once” philosophy. She tends to be fiercely loyal to her friends, prepared to sacrifice her own wants for the needs of the other person. She is proficient at alleviating the concerns of others. One of Fiona's strengths is an ability to let others work at their own pace coupled with an awareness of the unique contribution each person makes. If her job requires that she work alone for long periods then she can become restless and unsettled, unless the job is really engaging.

She will be hurt if people ignore her and likes to be remembered and appreciated for the services she continually seeks to offer to others. She enjoys socialising, but likes to plan her entertaining for maximum effect. At her best in jobs which deal with people and situations that require co-operative working, she dislikes impersonal tasks and work demanding factual accuracy, unless she can be free to include the people factor. Her social gatherings are frequent and worth attending, particularly when they mark important events. Attending to others' wants is felt by her to be a satisfying, legitimate way of expressing her own deeper needs.

Fiona can be gregarious, sociable, and focused on others' needs. She can be relied upon to keep a check on the social calendar, though she may well overlook some of the smaller details in preparing for events. Fiona is optimistic and positive, living mainly in the here and now. Fiona is warm, open, realistic and radiates optimism. Her warmth, sympathy and understanding encourages others to come to her.

She flourishes in jobs where she can be of constant service or use her talent to persuade. Fiona displays fierce loyalty to and for people who report to her. She is convinced of her own abilities and is constantly seeking environments where people will appreciate her. She tends to appreciate tradition and is interested in maintaining established rules and procedures. Exhibiting a tendency to become concerned and hurt if her ideas are met with indifference or criticism, she may take conflict and rejection personally.

Interacting with Others

Fiona's preferred focus is on the positive, harmonious and uplifting aspects of people and human relations. She is rather indifferent to authority, preferring a flattened structure where everyone is equally capable of advancing. Fiona's feelings play a prominent role in her life and she manages to inject a friendly element into any work she is assigned to or involved in. She prefers democratic and participative processes rather than written instructions or autocratic systems.

Fiona is very co-operative and articulate, communicating sympathy, concern and a willingness to become involved.

Fiona likes to build harmonious relationships with others and continually seeks to maintain these relationships. Fiona is both charming and popular, constantly enthusing through her gift of ready articulation. Friendly and effusive, she displays her emotions openly and enjoys the company of other people. Fiona exudes charismatic charm and a natural ability to communicate well. She may assume that she can talk her way round anybody. She is warm-hearted, popular and sociable, with a large number of friends or acquaintances.

She radiates sympathy and understanding to all by nurturing and supporting. Shifting attention inward for long periods may produce anxiety for her as she prefers to look outward towards others for her emotional security. She values harmonious human contacts and works well in jobs dealing with people. She constantly seeks opportunities to talk things through with others. She is a particularly good communicator and uses her gift of verbal expression often and effectively.

Decision Making

Preferring a harmonious outcome, Fiona will go to great lengths to ensure the preservation of relationships. She may get bored quickly and tend to ignore significant detail in her desire to move on to more exciting things. She is flexible in modifying conclusions already reached, so long as no one is compromised by the changes. She sees herself as realistic, practical and matter-of-fact, although others may not always see the practicality of some of her decisions. She is likely to decide in favour of the solution that brings the highest level of approval from others.

In her attempts to please others she may make promises she cannot fulfil. She is prepared to make decisions through group consensus. She would often rather make any decision than no decision at all. One of her challenges is that she may not obtain enough direction or discipline at work, or be sufficiently involved in planning for the future. Her slogan might be “Act now pay later” and her perceptions of life are based on the impact her decisions have on those around her.

She recognises judgements that rely heavily on logical analysis, but then may ignore this in making her decisions. She may make decisions without considering all the consequences of her actions. She would perform better if she focused more on in-depth study of analytical data during the decision making process. Trying to focus more on the facts, not just on the people, can be helpful in her decision making. Fiona loves fun and surprises and can bring a breath of fresh air to any situation though her free spirit will likely frustrate some “hard-line” colleagues.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Fiona brings to the organisation. Fiona has abilities, skills and attributes in other areas, but the statements below are likely to be some of the fundamental gifts she has to offer.

Fiona's key strengths:

- Builds relationships quickly and effectively.
 - Displays high levels of energy.
 - Openly accepting of others' actions.
 - Can act spontaneously.
 - Will look for the good in people and events.
 - Accommodating and will provide help where needed.
 - Approachable and affectionate with friends.
 - Appreciative of others' contributions.
 - Has an outgoing nature and builds relationships quickly.
 - Fluent and reassuring.
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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. Fiona's responses to the Evaluator have suggested these areas as possible weaknesses.

Fiona's possible weaknesses:

- Tasks can be left undone if something more interesting comes along.
 - Will set unrealistic deadlines for herself and others.
 - May take criticism of her work personally.
 - Vocally defends her faults when challenged.
 - Loses interest when the initial challenge has gone.
 - Has difficulty in sharing concerns and reservations except with close and trusted peers.
 - Focusing on superficial analysis and failing to appreciate subtle underlying trends.
 - Finds it difficult to concentrate on the detail for long periods.
 - Her solutions may appear rather “off the wall”.
 - Her outwardly directed energy can be overpowering to some.
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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 Fiona brings, and make the most important items on the list available to other team members.

As a team member, Fiona:

- Makes friends quickly and easily.
 - Brings harmony to conflicting factions.
 - Exhibits a caring and sharing attitude to team members.
 - Uses her highly-developed relationship skills.
 - Provides stimulation and resourcefulness.
 - Bolsters and promotes team spirit.
 - Has strong personal and interpersonal skills.
 - Allows individual potential and contribution to team effort.
 - Is the life and soul of the group - often “centre stage”.
 - Is a good general all-rounder in team relationships.
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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 Fiona. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Fiona:

- Adapt to sudden changes in direction.
 - Avoid detailed reports, focus on people issues.
 - Keep up a lively, but steady pace.
 - Don't always expect brief, specific answers.
 - Maintain regular, informal feedback.
 - Recognise her achievements and enhance her self worth.
 - Recognise her relationship abilities.
 - Seek her advice, views and opinions on welfare matters.
 - Be spontaneous and harmonious.
 - Support her need for new ideas, material and challenges.
 - Be alive and entertaining.
 - Set challenges but recognise her close relationships with others.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Forget to recognise her personally in a job well done.
 - Talk slowly, mumble or whisper.
 - Take credit for her ideas.
 - Create a hostile environment devoid of feelings.
 - Dampen her enthusiastic energy with negative inputs.
 - Reduce the pace of a free-flowing conversation.
 - Appear slow, sluggish or too formal.
 - Assume you will complete all of your agenda.
 - Speak too slowly or hesitantly.
 - Remove the opportunity for socialising.
 - Make your lack of interest in her “problems” too obvious.
 - Expect her to respond favourably if you dictate to her on policy or procedures.
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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.

Fiona's possible Blind Spots:

Fiona sometimes places too much credibility on the opinions and feelings of those she cares for. During stressful times she can become blinded to the difficulties of the situation. Her constant ready socialising can interfere with the job at hand and get her into trouble. Because she is rather easily distracted, she may have difficulty disciplining herself to complete the task at all costs. She may jump to conclusions without gathering all the necessary information or taking the time to really understand the situation.

By applying some objectivity and even scepticism to her analysis, she might become a better judge of others. She should try to suppress her automatic good feeling towards people who treat her well, applying a cooler perception to the reality of the situation. Although she can do certain detailed work she will tend to be less careful and more restless in longer term projects. Her natural quickness and pressure to anticipate what is coming means she occasionally assumes wrongly that she knows what a person is going to say, and is tempted to jump in to finish their sentences. She needs to learn to deal more directly and honestly with conflict, trusting that her natural sensitivity to others' feelings will provide her with what needs to be done even in the most difficult situations.

She is genuinely interested in others and may seek to get on closer terms with those who particularly interest her. She is occasionally taken advantage of and can be hurt in the process. She often overlooks her own needs due to her desire to please or help other people. Fiona has a difficult time saying no or asking for help. Fiona takes even the most well-intentioned criticism personally and can respond by becoming flustered, hurt or angry. She focuses on emotions to the point that she may fail to see the logical consequences of her actions.

Personal Notes

Opposite Type

The description in this section is based on Fiona'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:

Fiona'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. Fiona 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 Fiona 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. Fiona may find herself 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 Fiona would wish.

Personal Notes

Opposite Type

Communication with Fiona's Opposite Type

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

Fiona Venton Harvey: How you can meet the needs of your Opposite Type:

- Avoid precipitating rare but spontaneous outbursts of emotion.
- If you must criticise, do it slowly, constructively and honestly.
- Be thoroughly prepared.
- Let her know the unique contribution she is making.
- Go prepared to get straight down to business.
- Be sure that she is ready to communicate before pressing ahead.

Fiona Venton Harvey: When dealing with your opposite type DO NOT:

- Take adversity light-heartedly.
 - Assume that she does not wish to empathise.
 - Labour the point or give lengthy verbal instructions.
 - Gloss over details.
 - Be misled by her apparent reticence into thinking that she doesn't care.
 - Stray from the agenda.
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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 Fiona's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Fiona may benefit from:

- Maintaining a more objective view of others and their motives.
 - Making sure she has the time to meet her agreed commitments.
 - Organising situations so they proceed exactly as she predicts and plans.
 - Questioning people about their assumptions.
 - Trying to really understand and relate to quiet, thoughtful people.
 - Accepting rather than rejecting negative feedback.
 - Becoming a better self-disciplinarian.
 - Realising that some others are not as quick as she is.
 - Being less indiscreet and more formal.
 - Being left alone to work quietly.
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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 Fiona's ideal environment and her current one and to identify any possible frustrations.

Fiona's Ideal Environment is one in which:

- The workplace layout is designed for comfort and practicality.
 - There is opportunity to create and express ideas and to develop these collectively.
 - There are social activities outside of work.
 - She is not left in the office alone.
 - She can set the pace.
 - Presentation aids are of the highest standards - colour, image and sound.
 - There is time for play during work hours, and social bonding outside of work.
 - There is a wide variety of differing tasks and challenges, with teams fully supported.
 - She does not have to sit quietly in reflection for longish periods.
 - She can question the rules and the traditional ways of doing things.
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Personal Notes

Management

Managing Fiona

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

Fiona needs:

- Support for her style by providing back-up.
 - Freedom from bureaucracy.
 - As little time as possible spent on the details.
 - Plenty of verbal “strokes” and praise.
 - To be allowed to express her emotions - how she feels is important to her.
 - To be aware of her frenetic work pace and recognise the effect this may have on others.
 - Regular reassurance of the value placed on her contribution.
 - Support in completing tasks she starts.
 - To fully understand the corporate mission.
 - Regular update meetings to check on project progress.
-

Personal Notes

Management

Motivating Fiona

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 Fiona. With her agreement, build the most important ones into her Performance Management System and Key Result Areas for maximum motivation.

Fiona is motivated by:

- Acceptance, with co-operation that meets her ideal.
 - Status symbols that represent success.
 - Special task “teams” to interact with.
 - Regular breaks from routine.
 - Peer “heroes” that she admires, respects and can emulate.
 - Participation in lively arguments, debate and discussions.
 - Financial incentives, with bells and whistles!
 - People who express flair, talent and creativity.
 - The prospect of working for the common good.
 - Tasks which necessitate “group” involvement.
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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 Fiona's natural management approach and offers clues to her management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Fiona may tend to:

- Be optimistic and sometimes over-confident of the abilities of her staff to perform effectively.
 - Be good at initiating and developing team contacts.
 - Provide “life force” and energy to the team.
 - Work to promote harmony within the work group.
 - Lead the team with her energy, enthusiasm and personal charisma.
 - Prompt people who naturally work at a slower pace.
 - Encourage staff development at all levels.
 - Give team members plenty of freedom.
 - Light “false fires” to divert attention.
 - Welcome free expression within the team.
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Personal Notes

Effective Selling Chapter

Effective selling has three main requirements:

First, the salesperson must understand themselves, and how to build on strengths and develop any areas of weakness, aware of how different customers perceive them.

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 their 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 Fiona's selling style. Use this section to gain a better understanding of her approaches to her customer relationships.

Selling Style Overview

Fiona is a particularly good communicator and uses her gift of verbal expression to sell effectively. Ongoing personal contact rather than written communications is important to Fiona. She gains pleasure from working with an effective team, particularly on less interesting phases of a sales project.

Customers turn to Fiona for encouragement, support and ideas. Because of her enjoyment of variety and novelty, she will tend to be much more attracted to starting than finishing things. As a consequence, follow through of agreed actions does not always happen. Referrals often happen naturally for her as she makes lots of contacts. She brings harmony and goodwill to any sales situation or customer relationship. At work, she is good at blending personal productivity with an interest in, and support for, the sales team's overall performance.

Fiona is co-operative and articulate, communicating sympathy, concern and a willingness to become involved in the real needs of customers. Fiona is good at helping others achieve their sales goals and objectives, and will seek to encourage them to be all they can be. She enjoys opportunities to talk things through with her customers. As she is motivated by improving the human condition, she may have difficulty understanding why she may not always be accepted simply for who she is by some prospective customers. She cares about her customers and finds it painful to face difficult realities with them.

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

Fiona's key strengths before the sale begins:

- Enjoys a team approach to business generation.
- Adopts a positive mental attitude.
- Is usually prepared, yet can be spontaneous.
- Is highly resourceful when prospecting.
- Is positive and adaptable in prospecting.
- Appears to her prospects as warm and approachable.

Before the sale begins Fiona could:

- Exercise disciplined account planning strategies.
- Research the strengths and weaknesses of competition in advance.
- Maintain an orderly and organised approach to planning.
- Realise that if she fails to prepare, then she is preparing to fail!
- Reflect on the objective of the meeting beforehand, and refer to the plan often during the meeting.
- Bring more discipline and structure to her time management.



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 Fiona may identify customer needs.

Fiona's key strengths in identifying sales needs:

- Recognises and values differences in people's approaches and styles.
- Encourages openness in dialogue by offering openness herself.
- Likes to take part in upbeat sessions, with lots of variety.
- Asks innovative questions.
- Warms readily to customers who share her open personality and style.
- Builds trust and rapport by putting her customers first.



When identifying needs Fiona could:

- Tell less and learn more!
- Refrain from offering answers to questions she has yet to be asked.
- Stay within the pre-agreed time boundaries.
- Stay objective.
- Spend less time with people who aren't key decision-makers.
- Use diplomacy in her questioning style.

Personal Notes

Proposing a Solution

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 Fiona to develop a powerful and effective proposing style.

Fiona's key strengths in proposing a solution:

- Tunes in psychologically to customers deeper requirements.
- Excels in presentations when she is allowed to verbalise the benefits.
- Employs an emotive language which engages the customer's attention.
- Brings brightness and "theatre" to the process.
- Can go with the flow and take interruptions in her stride.
- Enjoys an easy going and fun approach.

When proposing a solution Fiona could:

- Check every detail of the proposition carefully.
- Use processes that relate strictly to the customer's interests.
- Get organised and prepare - avoid being caught later by the important detail.
- Be careful not to over-elaborate just to win the order.
- Underpin her customer relationships with credible business cases.
- Resist temptations to digress from the business at hand.



Personal Notes

Dealing with Buying Resistance

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

Fiona's key strengths in dealing with buying resistance:

- Maintains a charming disposition throughout.
- Doesn't fluster easily, and can "go with the flow".
- Is confident that a positive outcome can be found.
- Ensures a harmonious and equitable environment is sustained.
- Negotiates in a genuinely sympathetic and understanding manner.
- Readily displays her desire to serve the customer.



When dealing with buying resistance Fiona could:

- Be aware of the difference between a real objection and what may be a request for more information.
- Rely less on emotion and more on logic.
- Take fewer objections at face value.
- Handle what she views as false or irrational objections assertively.
- Keep her goals firmly in mind.
- Force herself to continually focus on task oriented solutions.

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 Fiona's closing style.

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

- Makes the process fun!
- Closes sales with a positive expectation.
- Reduces the risk of loss to the customer by ensuring the majority of their needs are always met.
- Anticipates a positive outcome to every situation.
- Prefers a softer and harmonious approach.
- Will identify the key stages in moving towards the customer's dream.



When gaining commitment Fiona could:

- Give practical as well as emotional reasons to buy.
- Stay on track and slow down.
- Avoid appearing insincere and superficial by being overly enthusiastic.
- Seek clarification even when she thinks it may not be necessary.
- Diversify! Try a variety of closing styles.
- Add tougher closing strategies to her sales repertoire.

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

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

- Likes to combine business with pleasure.
- Networks to further her business.
- Can involve relevant people in the after-sales processes.
- Will go the extra mile in ensuring total customer satisfaction.
- Seeks commitment through gaining consensus rather than asserting the facts.
- Aids longer term relationships using her honed people skills.

When following-up and following through Fiona could:

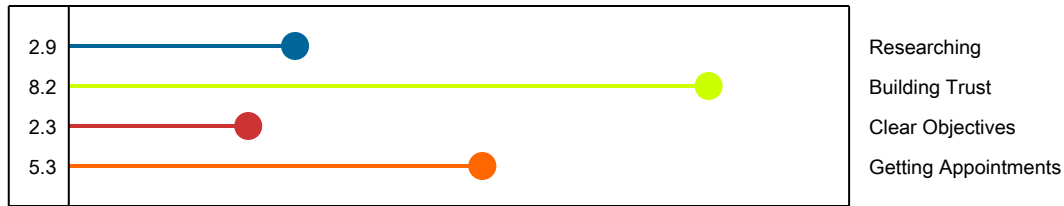
- Keep the follow-up agenda and objective clearly in mind.
- Appreciate that not all "follow-up" calls are social activity.
- Perceive the relationship as a "means to an end" and not an end in itself.
- Develop an effective system for keeping the customer more informed.
- Spend less time worrying about a business relationship that has gone wrong.
- Avoid feeling comfortable in the supporting role.



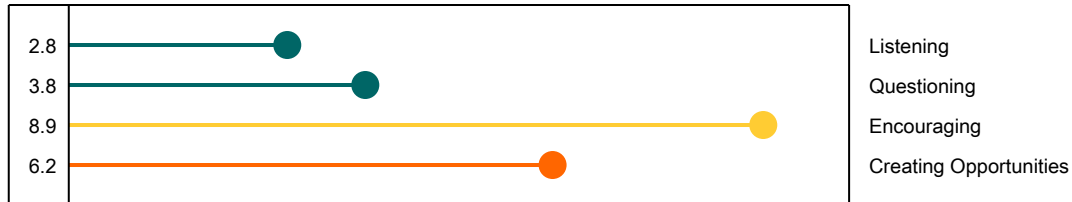
Personal Notes

Sales Preference Indicators

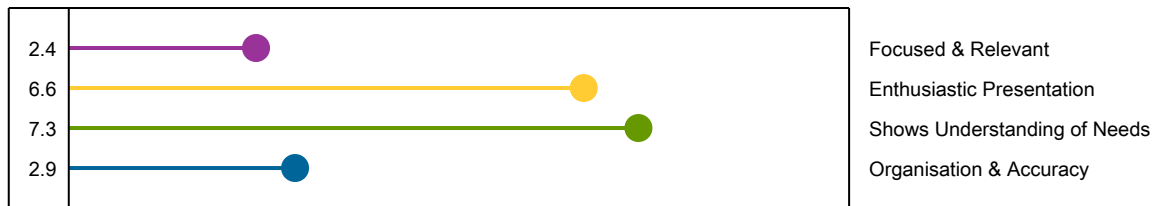
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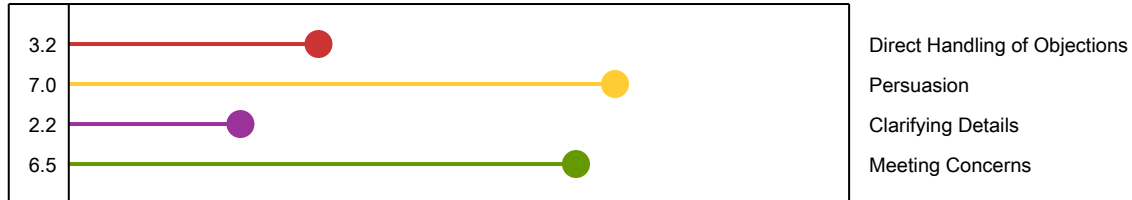
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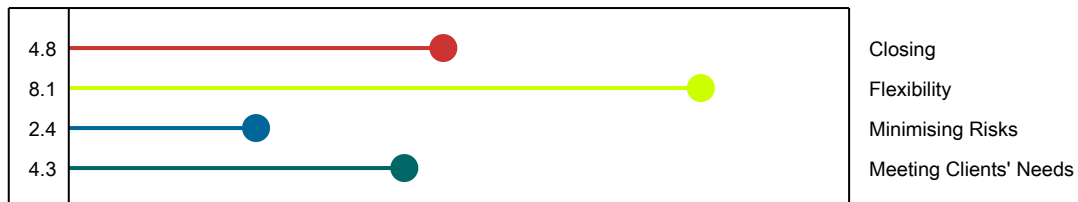
Proposing a Solution



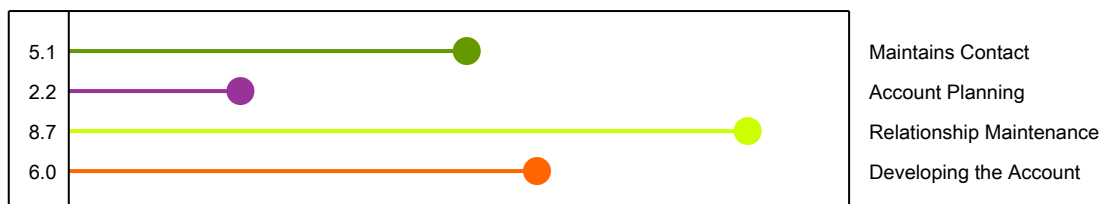
Dealing with Buying Resistance



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 Fiona define her life's purpose, set her goals and organize her time and life to achieve them. It offers suggestions on how she can tap into her natural creativity, and unleash further creative potential from deeper aspects of her personality, to overcome any obstacle.

Finally, it gives powerful suggestions for Fiona to understand and enhance her 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 Fiona should be aware of in setting goals and defining her purpose.

Living on Purpose

Fiona will remain positive about her ability to achieve, although this may occasionally be viewed by others as somewhat misplaced optimism. Because of a desire to openly share her goals, she may find herself influenced - positively or negatively - by others' opinions. Constant consciousness of her commitment to the team often results in unnecessary pressures. Delegating more of her tasks, wherever possible, could enhance her chances of greater success.

The simple solution may appeal to her. Nonetheless, desire for quick answers may occasionally result in certain essential detail being omitted from the plan. Fiona plans projects and goals that usually provide excitement and the opportunity for interaction with others. Fiona's goals are usually underpinned by a strong core set of personal values. Radiating a desire to be of assistance to others, Fiona sometimes helps other people to achieve their goals even at the expense of her own. Exhibiting a tendency to become concerned and hurt if her ideas are met with indifference, she may be tempted to set more mediocre goals that will meet with universal approval.

In her pursuit of her ambitions, Fiona will actively involve others on the principle that many hands make light work. She constantly seeks to avoid conflict and confrontation, and as a result may dilute her ultimate objective in an effort to maintain equilibrium. Once committed to a goal, she will want to see it through...until something of greater interest comes along! Her world is so full of new possibilities and different ways of doing things that she may have great difficulty in concentrating on any one thing without needing a break to embrace another. Preferring to give just as much as she may receive, Fiona's ambitions may reflect a desire to satisfy others' needs as her own.

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 Fiona 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 her time, Fiona,

Suggested Action For Development

Will occasionally feel that others have limited ideas and are against change.

→ Develop other ways of describing a vision with others' preferences in mind.

Sometimes arrives with not all of requirements fulfilled.

→ Write checklists and read the goals before considering completion.

May allow too much time for people issues.

→ Should prioritise her own tasks beforehand.

Can make quick decisions without necessarily having all of the data to hand.

→ Back decisions up with thought and planning.

Likes to keep her options open.

→ Choosing one or two may reduce time in continuous review procedures.

Needs time alone, and also with others.

→ Ensure there are regular opportunities to do both.

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 Fiona's creative characteristics and how she can build on them.

In her creativity, Fiona,

Suggested Action For Development

Will generate more ideas in an hour than some will generate in a month.

→ Quality and quantity both need to be considered.

Creates "larger than life" solutions.

→ Don't forget the business case.

Likes to share her ideas with others.

→ Give additional time to pre-planning the sharing.

Displays optimism which suggests nothing is impossible.

→ Take care not to become disillusioned when reality dawns.

Likes the encouragement of others to remain confident and productive.

→ Use criticism to build on, not destroy the idea.

Senses the concerns in a group when problem solving.

→ Vocalise any concerns earlier to facilitate resolution.

Personal Notes

Lifelong Learning

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

Fiona's preferred learning style is supported when she:

- Is able to communicate her instant thoughts.
- Tries out non-traditional approaches.
- Can mind-map, using colourful imagery and words.
- Has an ability to participate in situations where people matter.
- Can have many stimulating projects and interests on the go simultaneously, where she is free to respond in different ways.
- Can seek opinions from others on their experiences.

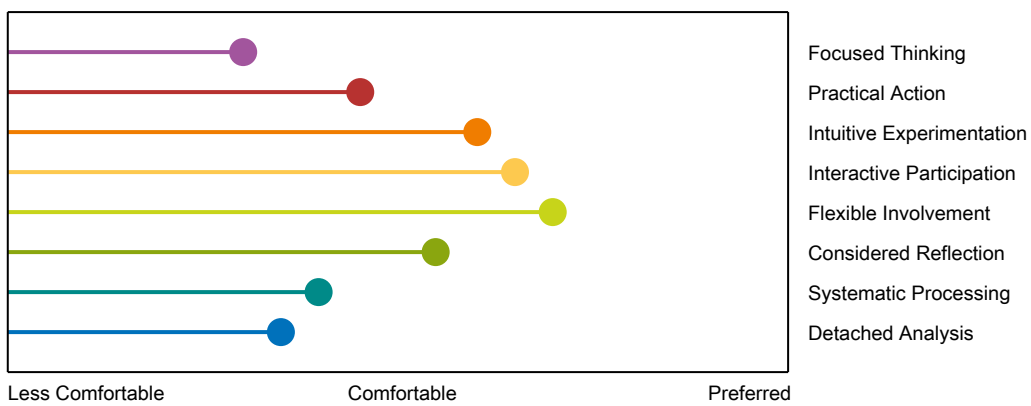
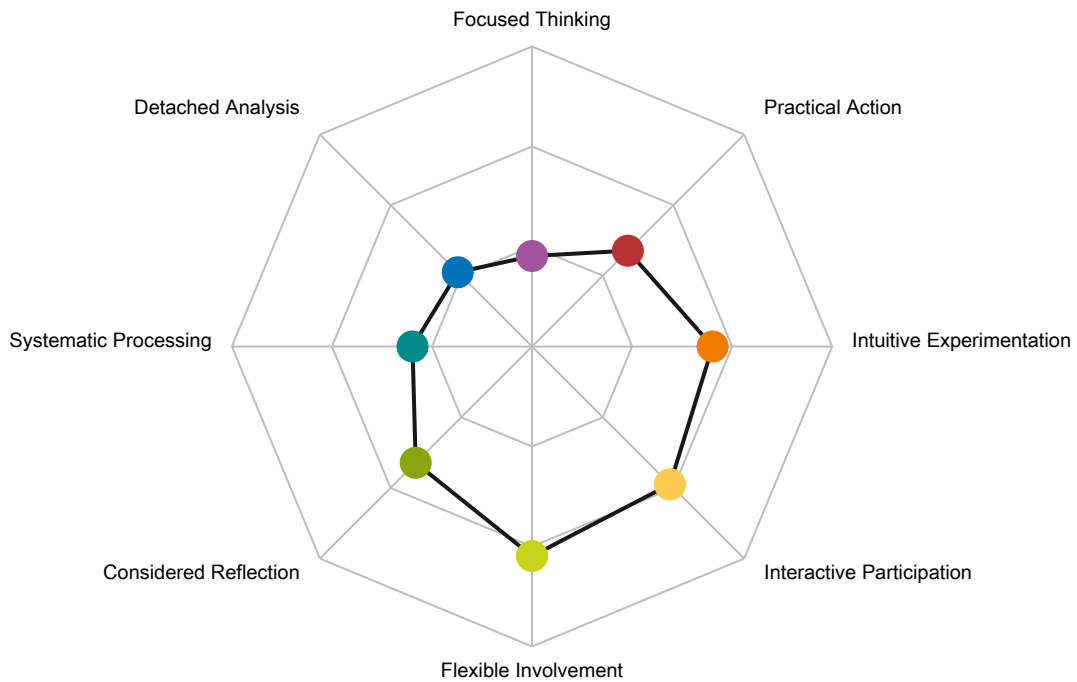
Fiona can stretch in learning by:

- Improving her business awareness by also considering the 'big picture'.
- Keeping her focus on the task.
- Being clear about her specific development needs.
- Dotting all of the 'i's and crossing the 't's before continuing.
- Changing something just for the fun of it.
- Sometimes practicing more critical self-analysis.

Personal Notes

Learning Styles

12 July 2022



Interview Questions

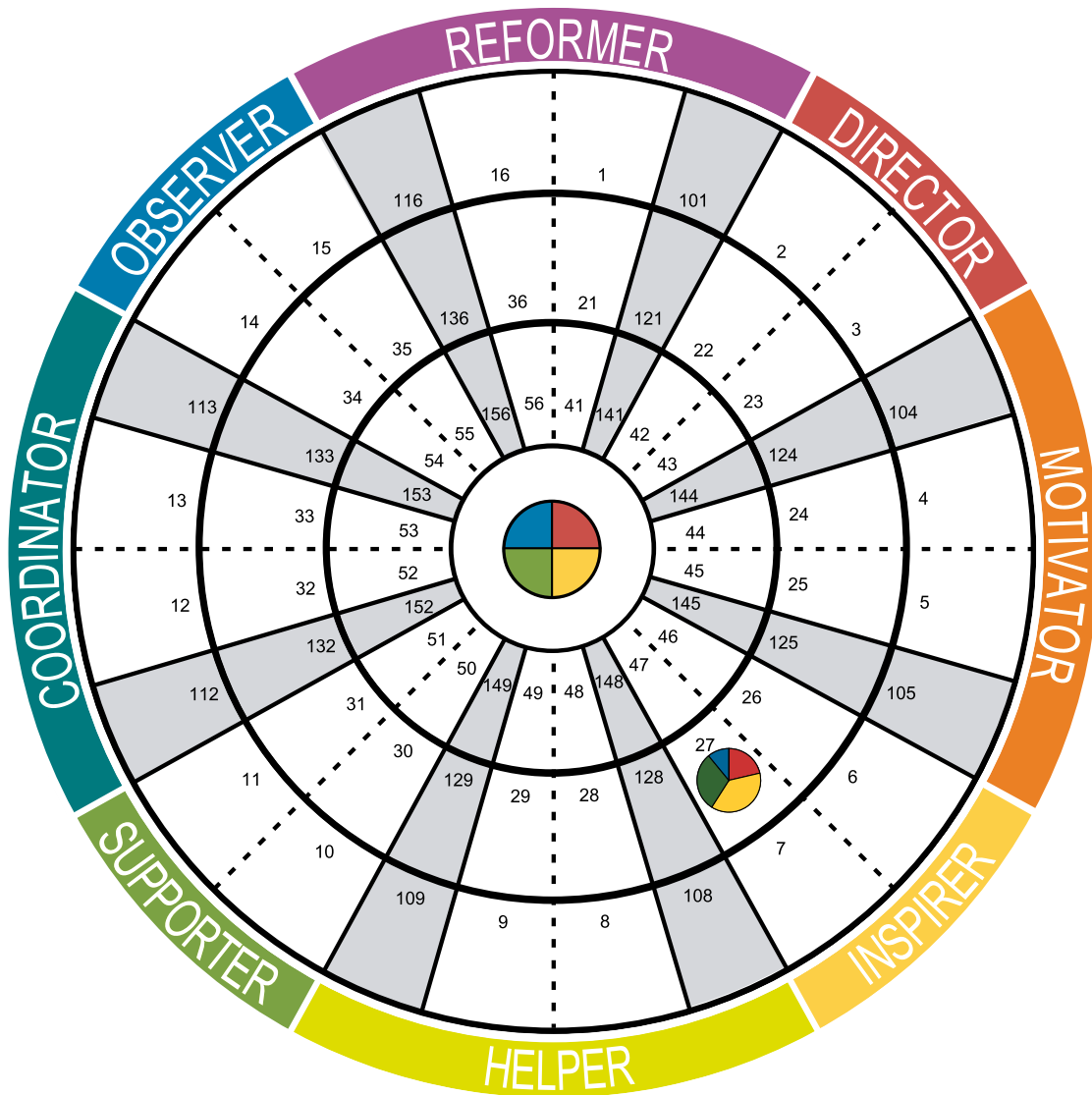
This section lists several questions which can be used in interviewing Fiona Venton Harvey. The questions can be used as they appear here, or can be adapted to suit the interviewer's own style or needs. The questions are raised by considering issues Fiona may be less comfortable with - those development areas in which she 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 Fiona's self-awareness and personal growth.

Interview Questions:

- How much do you pay attention to detail before reaching a conclusion?
 - How good a listener are you?
 - What do you think of reports with extensive detail?
 - Where do you see your career or ambition taking you over the next say 5 or 10 years?
 - Describe the ideal way to exchange ideas at a group meeting.
 - Why is it important to be well organised and disciplined?
 - When is it appropriate to have informal and close relationships with your team colleagues?
 - Have you ever been accused of "jumping in with both feet"? When?
 - How would you distinguish between work and personal relationships with colleagues?
 - How often do you prepare a written discussion paper before a meeting?
-

Personal Notes

The Insights Discovery® 72 Type Wheel

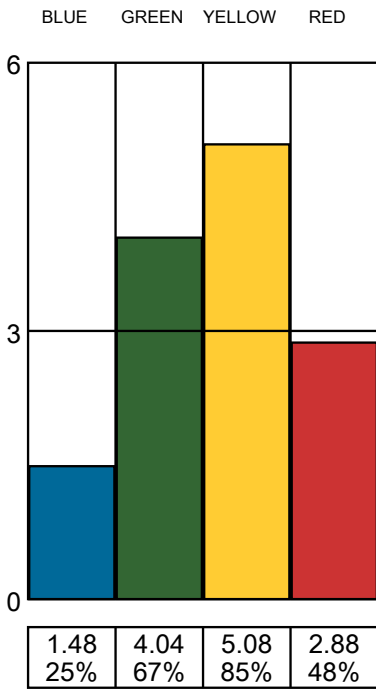


Conscious Wheel Position
27: Helping Inspirer (Classic)

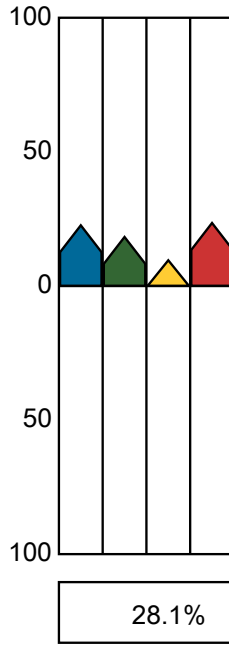
Less Conscious Wheel Position
27: Helping Inspirer (Classic)

The Insights Discovery® Colour Dynamics

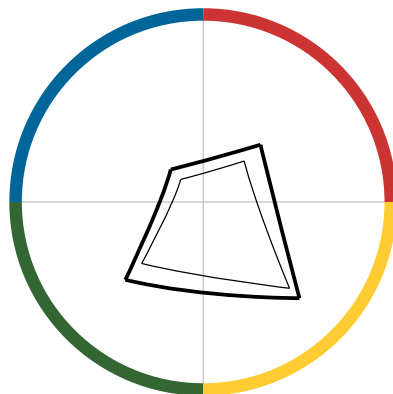
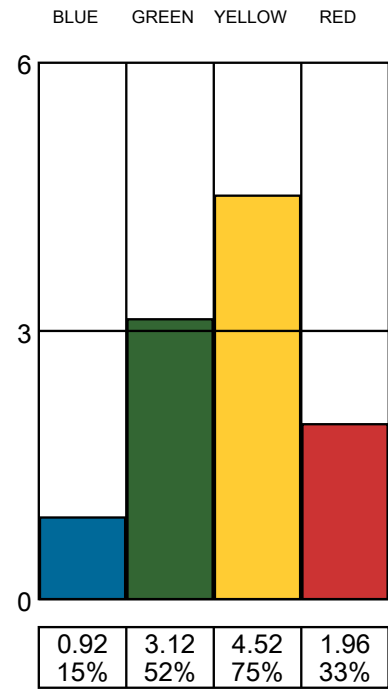
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
 — Less Conscious



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