



# Discovery<sup>®</sup>

Personal Profile

Lucy Pearson

23 March 2022

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

## Personal Details

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## Introduction

This Insights Discovery profile is based on Lucy Pearson's responses to the Insights Preference Evaluator which was completed on 23 March 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 Lucy's work style. Use this section to gain a better understanding of her approaches to her activities, relationships and decisions.

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### Personal Style

Lucy is sympathetic, empathic and affable. Attending to others' wants is felt by her to be a satisfying, legitimate way of expressing her own deeper needs. She is bored by facts, details and repetitive activities, especially those not relevant to her current areas of interest. She prefers to be seen as rather sociable and may relish the occasional spotlight. Lucy radiates goodwill and enthusiasm. She is optimistic about life in general and human potential in particular.

At times, events can overwhelm her and she may find it almost impossible to say "No", even when the demands are unreasonable. She is accomplished at working with individuals and groups and can quickly find herself pushed into a leadership role. Her life will tend to be a series of initiated, but unfinished projects. 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. She is motivated by approval and reacts unfavourably to indifference or rejection from others.

Her focus is on the immediate, resulting in a rather low tolerance for detailed procedures and routines. She gravitates to other people and is highly skilled at understanding others' needs and motivations, usually appearing friendly, tactful and sympathetic. Her vivid imagination constantly pushes her towards turning her ideas into reality. She is prepared to attempt almost anything, but her work needs to be active rather than theoretical. She has an urge for lifelong learning and may shake off a temporary malaise by finding projects that fascinate her. She possesses a natural gift for presentation.

She flourishes in jobs where she can be of constant service or use her talent to persuade. She pays scant attention to negative, pessimistic or divisive situations or conclusions. Lucy is stimulated by challenges and often shows ingenuity in meeting them. She is inventive, independent and can be extremely perceptive of the potential contained within the views of others. As she puts as much energy into maintaining personal relationships than into maintaining tasks, Lucy likes to keep a wide assortment of relationships alive and kicking.

Lucy is curious for new ideas and insights. She will take every possible opportunity to generate new relationships or to be with others. Lucy has a real zest for living and enjoys company. Lucy may generate more ideas, possibilities and plans in one day than others might manage in a month! Learning how to use accepted methods of organisation and time management will help her to overcome a tendency to want to procrastinate.

### Interacting with Others

Lucy is a popular colleague and is at ease in the company of most people and in open work situations. Lucy's preferred focus is on the positive, harmonious and uplifting aspects of people and human relations. She may dislike and even avoid tasks which require attention to detail or inordinate paperwork. She prefers communicating verbally rather than through the written word.

With a joy for living that is contagious, Lucy moves to seek the company of others whenever she can.

She is a particularly good communicator and uses her gift of verbal expression often and effectively. Even-tempered and tolerant, Lucy constantly tries to be the diplomat. She excels in promoting harmony around her. An unconditional positive regard for others is a strongly held feeling that Lucy values. She functions best when she is talking with people, which she enjoys immensely. Much of her pleasure and satisfaction comes from other's warm responses. The gift of sheer adaptability means that Lucy has an uncanny skill for making life into an enjoyable performance, juggling many activities and people and usually enjoying the limelight.

Lucy's ingenuity, warmth and her understanding of others allows her to proceed through life with great confidence. She is very effective in a leadership role, able to persuade others of the value of her vision. Her outgoing nature may lead her to misinterpret the significance of some issues. Energetic, gregarious and sociable, her intuition heightens her insight, vision, curiosity and desire for new ideas. Usually exciting for most of those involved, her activities do tend to leave some others exhausted by the process. Her major goal is to create and maintain good feeling and harmony among the people she relates to.

### Decision Making

Lucy will usually encourage democratic or even consensus decisions, as opposed to having them imposed autocratically. A tendency to take rejection and conflict personally may lead to her not taking early notice of the opinions of key members of the team. When a situation demands forceful tactics, she can take the action necessary but will seldom go to extremes to obtain retribution or reward. In her attempts to please others she may make promises she cannot fulfil. Through her intuitive feeling personality, she may have difficulty in limiting herself to a single project and usually prefers to keep many balls in the air.

She may value opinions over facts in considering a possible course of action. She may get bored quickly and tend to ignore significant detail in her desire to move on to more exciting things. She may unconsciously manipulate the process to get her own way. 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 is prepared to make decisions through group consensus.

She is a quick decision maker and considers people within the context of the result of the task. If everyone can be involved in a project, she will ensure that they are. She has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them. She will tend to be concerned with the effect that the decision making process, and its result, will have on others. Her direct, sometimes erratic approach tends to work against her being totally consistent on a day to day basis.

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### Personal Notes

## Key Strengths & Weaknesses

### Strengths

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

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#### Lucy's key strengths:

- Adaptive and versatile people skills.
  - Will look for the good in people and events.
  - Intuitive and optimistic.
  - Gracious, charming, empathetic and considerate.
  - Imagination and possibility form the basis of her creativity.
  - Seeks variety in both tasks and relationships.
  - Can be bubbly, effusive and spontaneous.
  - Effective and flexible in relationships.
  - Possesses social expertise.
  - Perceptive and empathetic with others.
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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. Lucy's responses to the Evaluator have suggested these areas as possible weaknesses.

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#### Lucy's possible weaknesses:

- Knows the answer before the question is asked.
  - May prepare inadequately or poorly.
  - May miss others' reactions to her actions.
  - Avoids and is easily bored by detail.
  - Finds it difficult to concentrate on the detail for long periods.
  - May do what is pleasant rather than what is necessary.
  - May take criticism of her work personally.
  - May hold grudges and tell you about them!
  - Does not enjoy working or being alone for long periods.
  - Has to work hard to maintain a specific focus.
- 

#### 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 Lucy brings, and make the most important items on the list available to other team members.

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### As a team member, Lucy:

- Is seen as a good team builder.
  - Provides stimulation and resourcefulness.
  - Can organise the social calendar.
  - Ensures there is never a dull moment where she is involved!
  - Makes full use of every initiative.
  - Generates a prolific number of ideas.
  - Leads by personal example.
  - Has foresight and farsight.
  - Uses her highly-developed relationship skills.
  - Provides life and a spirit of adventure to the team.
- 

### 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 Lucy. Identify the most important statements and make them available to colleagues.

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#### Strategies for communicating with Lucy:

- Encourage her to stick to the agenda.
  - Keep up a lively, but steady pace.
  - Offer praise and appreciation when due.
  - Omit unnecessary and intricate details.
  - Adapt to sudden changes in direction.
  - Don't always expect brief, specific answers.
  - Be clear on completion details.
  - Avoid detailed reports, focus on people issues.
  - Be prepared to share problems openly.
  - Listen for the essence of what is being said.
  - Provide dates and timescales for completion.
  - Generate inspiration by recalling past successes.
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#### Personal Notes

## Communication

### Barriers to Effective Communication

Certain strategies will be less effective when communicating with Lucy. Some of the things to be avoided are listed below. This information can be used to develop powerful, effective and mutually acceptable communication strategies.

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#### When communicating with Lucy, DO NOT:

- Insist on cumbersome reporting procedures.
  - Challenge her perception of herself.
  - Burden her with too many papers to read.
  - Appear slow, sluggish or too formal.
  - Judge, criticise or embarrass her in public.
  - Restrict or restrain her natural exuberance.
  - Create a hostile environment devoid of feelings.
  - Assume she has heard you.
  - Reduce the pace of a free-flowing conversation.
  - Dream with her - unless you can spare the time!
  - Say “any time will do”.
  - Criticise, condemn or suppress her enthusiasm.
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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.

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### Lucy's possible Blind Spots:

Lucy's responses in defence of people can be illogical to the point that she appears irrational. Tending to take on too much at one time she can find herself overloaded and unable to keep her commitments. While appreciative of good work, critical glances may reveal Lucy's impatience with errors or poorer quality output.

She may need to learn and apply time management and long-range planning techniques to help her complete her projects. She values fast action and doing many things at once. When under pressure she may get the job done by cutting corners or neglecting quality. Taking the time to pay closer attention to what is actually going on in the world around her and listening carefully to both the input and reactions of others will help her. She may jump to conclusions or make incorrect assumptions and decisions too quickly, without gathering all the important facts. Trying to be less sensitive would enable Lucy to hear the often helpful information that is contained in constructive criticism.

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 values friends and may tend to filter only their positive attributes. Lucy has a difficult time saying no or asking for help. She tends to ignore her problems instead of finding rational solutions for them and needs to try to keep her eyes and mind open as well as her heart. She should realise that on occasions confrontation can clear the air.

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### Personal Notes

## Opposite Type

The description in this section is based on Lucy'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.

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### Recognising your Opposite Type:

Lucy'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. Lucy 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 Lucy 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. Lucy 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 Lucy would wish.

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### Personal Notes

## Opposite Type

### Communication with Lucy's Opposite Type

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

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#### Lucy Pearson: How you can meet the needs of your Opposite Type:

- Leave personalities out of the discussion.
- Expect her to be concerned and critical at times.
- Be sure that she is ready to communicate before pressing ahead.
- Recognise her quiet dedication.
- Give her advance notice and time to prepare.
- Expect her to come back later for clarification.

#### Lucy Pearson: When dealing with your opposite type DO NOT:

- Be too light hearted or superficial.
  - Try to persuade her to act against deeply held principles.
  - Hint obliquely.
  - Be vague or rush her.
  - Be disorganised or inaccurate.
  - Look for immediate answers.
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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 Lucy's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

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### Lucy may benefit from:

- Listening more than she talks.
  - Taking time to prepare and/or study the predetermined agenda well in advance of the meeting.
  - Becoming less outspoken and empathetic.
  - Seeking to understand other peoples theories, hypothesis and explanations.
  - Remembering that the image is not the reality.
  - Monitoring the in/out process flow of the department or office she works in.
  - Drafting watertight policy statements, agreements or procedures.
  - More awareness that she constantly moves from one project to another.
  - Working alone in a concentrated mode for extended periods.
  - Making sure she has the time to meet her agreed commitments.
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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 Lucy's ideal environment and her current one and to identify any possible frustrations.

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#### Lucy's Ideal Environment is one in which:

- She can use her social skills to the full.
  - The emphasis is on informality rather than rules.
  - Modern “executive toys” are available to satisfy playful and tactile interests.
  - Presentation aids are of the highest standards - colour, image and sound.
  - Information is openly and freely available and exchanged.
  - The workplace allows continuous personal contact and exchange of views.
  - There is ample opportunity to express ideas.
  - New products and strategies can be implemented regularly.
  - She is free to be herself.
  - Family and outside interests can be discussed, and mementoes displayed prominently.
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#### Personal Notes

## Management

### Managing Lucy

This section identifies some of the most important strategies in managing Lucy. Some of these needs can be met by Lucy 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.

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#### Lucy needs:

- To understand the need for time-management disciplines.
  - Practical follow-through and a support structure to handle the completion of projects.
  - Regular reinforcement of goals, activities and timeframes.
  - The opportunity of networking during her working day.
  - Organised elements of work which include attention to the details.
  - More frequent evaluation and appraisal.
  - Regular update meetings to check on project progress.
  - Varied work, which will incorporate her creativity and allow her free expression of ideas.
  - A “walkabout” manager whose presence is obvious.
  - To know clearly where the future prospects and opportunities lie.
- 

#### Personal Notes

## Management

### Motivating Lucy

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

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#### Lucy is motivated by:

- Regular holidays and time off to pursue other interests.
  - The prospect of working for the common good.
  - A high degree of freedom and independence.
  - Personal appreciation and public recognition for a job well done.
  - People who express flair, talent and creativity.
  - New principles and imaginative concepts.
  - The availability of support staff to assist with some of the “paperwork”.
  - Peer “heroes” that she admires, respects and can emulate.
  - Tasks which predominantly involve the group.
  - Freedom to articulate wild ideas.
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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 Lucy's natural management approach and offers clues to her management style, highlighting both gifts and possible hindrances that can be further explored.

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In managing others, Lucy may tend to:

- Work to promote harmony within the work group.
  - Be articulate, verbally expressive and animated.
  - Show great pride in, and demand recognition for, her team.
  - Lead the team with her energy, enthusiasm and personal charisma.
  - Generate recurring crises through failing to comprehensively plan and organise resources.
  - Use “gut feel” effectively in processing information.
  - Lose sight of the objectives of meetings, spending too much time discussing personal issues.
  - Create chaos through erratic organisational skills.
  - Allow her team plenty of freedom to make decisions.
  - Encourage staff development at all levels.
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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 Lucy's selling style. Use this section to gain a better understanding of her approaches to her customer relationships.

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### Selling Style Overview

Unconventional in her sales approach, Lucy enjoys motivating customers to buy above what is accepted as the norm. She is quick to involve all those she perceives as necessary to ensure that a project moves forward to completion. As most of her energies are directed towards pleasing others, she has difficulty understanding why she can't always convert every prospect.

The easy-going nature and good humour that Lucy displays during the sales process makes her an attractive advisor. She is known by a large number of people and enjoys loyalty and support from almost all of her customers. She prefers to do most of her selling face to face and enjoys exploring option together rather than preparing ideas alone. 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. She brings harmony and goodwill to any sales situation or customer relationship. She may become de-motivated and restless if not in constant contact with customers.

Her optimism may mean she sees sales opportunities as much bigger than they really are. Lucy has a remarkable ability to get both colleagues and customers to follow her lead. Lucy is a particularly good communicator and uses her gift of verbal expression to sell effectively. She tends to use her emotions to good effect during relationship building, and will open up with customers early in the sales process. She influences the setting of new trends and regards being appreciated by key people as an important motivator.

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

### Lucy's key strengths before the sale begins:

- Empathises well with the customer's issues.
- Generates quality leads by spending time with others.
- Displays high levels of energy in identifying and following up new prospects.
- Seeks variety in her approaches to customers.
- Applies enthusiasm and energy to lead generation.
- Creates new ideas in account planning.

### Before the sale begins Lucy could:

- Remember that rejection is seldom personal.
- Schedule adequate pre-call time for account planning.
- Be less inclined to overstate customer potential.
- Exercise disciplined account planning strategies.
- Trust her gifts of creativity in getting a "lost" sale back on track.
- Maintain an orderly and organised approach to planning.



### 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 Lucy may identify customer needs.

### Lucy's key strengths in identifying sales needs:

- Likes to take part in upbeat sessions, with lots of variety.
- Articulates critical issues when communicating her view of customer priorities.
- Employs a relaxed, conversational questioning style.
- Shows strong relating skills.
- Applies her intuition to the assessment of her customer's needs.
- Encourages openness in dialogue by offering openness herself.



### When identifying needs Lucy could:

- Be careful to allow the customer time to complete their sentences before answering.
- Ensure she leaves the meeting with a clear, time-bound agenda for future action.
- Remember the importance of gathering fuller details for complex processes.
- Refrain from offering answers to questions she has yet to be asked.
- Pause for a few seconds before replying.
- Record customer needs more meticulously than may appear necessary.

### 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 Lucy to develop a powerful and effective proposing style.

### Lucy's key strengths in proposing a solution:

- Deals with the unexpected by responding in a direct and quick thinking manner.
- Engages others with her fast and fluent presentational style.
- Readily paints word pictures that illustrate the potential.
- Can go with the flow and take interruptions in her stride.
- Presents in a fast-paced, vocal manner.
- Generates confidence through her enthusiasm.

### When proposing a solution Lucy could:

- Be sure to moderate the areas of potential risk.
- Use processes that relate strictly to the customer's interests.
- Be careful not to over-elaborate just to win the order.
- Limit the options that she presents.
- Get organised and prepare - avoid being caught later by the important detail.
- Show customers a more serious side of her personality as appropriate.



### 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 Lucy to deal effectively with buying resistance.

### Lucy's key strengths in dealing with buying resistance:

- Uses intuition to uncover the hidden blockers to the sale.
- Ensures a harmonious and equitable environment is sustained.
- Is constantly alert to customer concerns.
- Maintains a charming disposition throughout.
- Disarms potential aggression with her sociable and considerate manner.
- Reacts in a direct and quick-thinking way when questioned.



### When dealing with buying resistance Lucy could:

- Take fewer objections at face value.
- Pause and reflect before moving to handle the objection.
- Rely less on emotion and more on logic.
- Take sufficient time to clarify doubts fully.
- Persist to resolve the tougher issues there and then.
- Conceal her deeper feelings if vigorously challenged.

### 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 Lucy's closing style.

### Lucy's key strengths in gaining commitment to the sale:

- Makes the process fun!
- Helps customers to identify optimum outcomes.
- Keeps the process moving.
- Demonstrates an eagerness to achieve a speedy resolution.
- Wins the sale through infectious enthusiasm.
- Enthusiastically and assertively leads customers to the sale conclusion.

### When gaining commitment Lucy could:

- Be careful not to gild the lily with promises that can't be fulfilled.
- Refrain from over-assuming during the sales process. At times, try taking smaller steps.
- Summarise the benefits succinctly and modestly.
- Concentrate on progressively, rather than spontaneously, closing the sale.
- Be aware of a tendency to talk through or past the sale.
- Seek clarification even when she thinks it may not be necessary.



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

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

- Builds a large and effective network within her customer base.
- Maintains a focus on future wants throughout the support phase.
- Relies on social interaction to maintain customer relationships.
- Networks to further her business.
- Enjoys regular face-to-face customer updates where possible.
- Excites the customer with her products or services.

### When following-up and following through Lucy could:

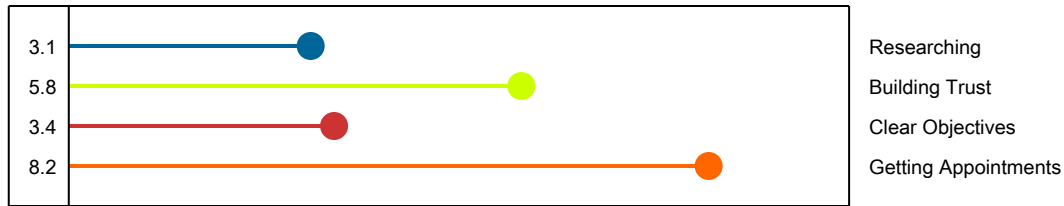
- Confirm the details of the servicing arrangement in writing.
- Ensure action is taken the way the customer requests.
- Double check all the paperwork before giving it to her customer.
- Explain fully what will happen in the post-sale process.
- Ensure that she has received the payment before spending the bonus cheque!
- Confirm the details of the sale with the customer.



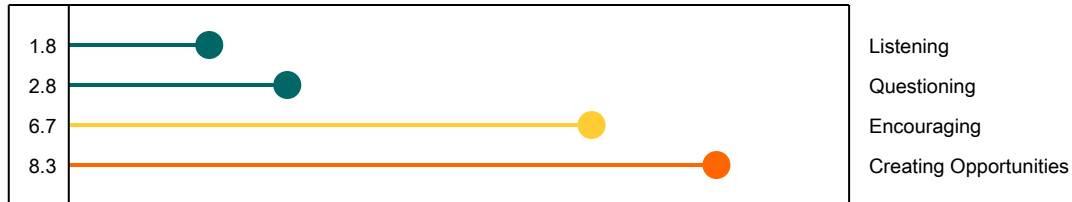
### Personal Notes

# Sales Preference Indicators

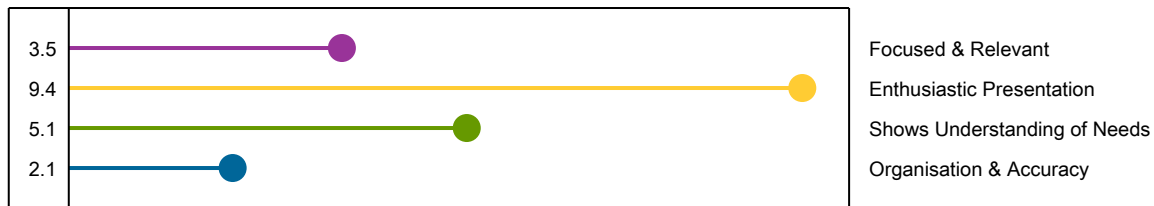
## Before The Sale Begins



## Identifying Needs



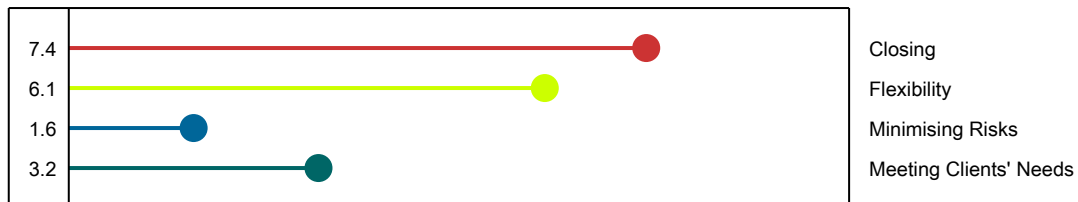
## Proposing a Solution



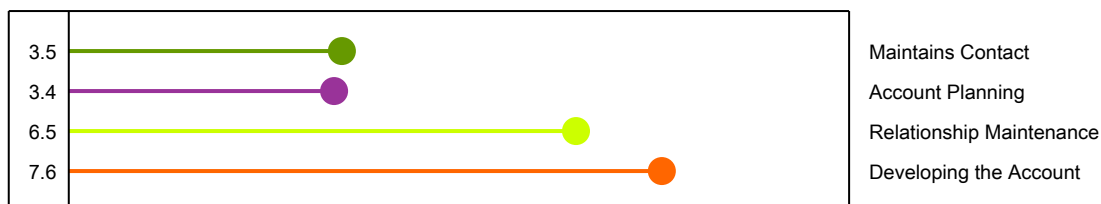
## Dealing with Buying Resistance



## Gaining Commitment



## Follow-up and Follow Through



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## 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 Lucy 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 Lucy 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.

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## 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 Lucy should be aware of in setting goals and defining her purpose.

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### Living on Purpose

Lucy knows intuitively how best to focus the team on achieving both individual and collective outcomes. 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. She will initiate many goals, in the knowledge that just some will be completed.

Lucy plans projects and goals that usually provide excitement and the opportunity for interaction with others. Due to her infectious optimism, her goals may appear to others as unrealistic. Optimism is a useful mindset when used positively, but she may care to remember that 'reality is'. The goals she will set or accept for herself will sometimes stretch her beyond that which she feels capable of attaining. She constantly focuses on achieving the goal, rather than the steps required to get there. Lucy's strong commitment to team performance will be evident in the collective emphasis of her aspirations.

Her life's purpose may not be well defined, although she has an over-riding awareness that she is working towards something significant. Lucy is an independent thinker who likes to be in control but usually recognises the value of other viewpoints. Whilst few challenges appear as too daunting to her, she may find it hard to prepare as thoroughly as she might. Occasionally she will work in a determined way for extensive periods, recognising an opportunity to excel. She often motivates others to achieve more than they would if left to their own devices. She must be careful not to appear as too enthusiastic at times.

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### 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 Lucy 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, Lucy,

### Suggested Action For Development

- |  |   |  |
|--|---|--|
| Plans spontaneously to good effect.                                | → | Remember failing to plan is planning to fail!                        |
| Tends to prefer to avoid confrontation.                            | → | Consider the deed and not the person.                                |
| Likes to keep her options open.                                    | → | Choosing one or two may reduce time in continuous review procedures. |
| Likes to explore unlikely future possibilities.                    | → | Reflect on an analysis of past experiences.                          |
| Sometimes feels bored & listless when there is little stimulation. | → | Make a list and focus!   |
| Thinks and acts fast without necessarily obtaining feedback.       | → | Ensure all interested parties are consulted and/or informed.         |

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

### In her creativity, Lucy,

### Suggested Action For Development

Is able to enlist the support of others for her ideas.	→	Choose one direction at a time and stick with it for a while.
Will generate more ideas in an hour than some will generate in a month.	→	Quality and quantity both need to be considered.
Uses breadth of thought to provide many options.	→	Choose one or two ideas, and take focused action!
Prefers a less structured approach.	→	Stick to one thing at a time to avoid frustrating others.
Often rushes into changing the world.	→	Look round to check that the world needs changing.
Will explore many avenues.	→	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 Lucy can use to learn more effectively. Use these statements to map out a learning strategy and to create the environment for optimum personal growth.

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Lucy's preferred learning style is supported when she:

- Can have fun while learning.
- Has freedom to act spontaneously on a whim.
- Can learn in an environment where her contributions are valued.
- Is involved with other people, solving problems as part of a team.
- Having a wide range of interactive experiences around the subject.
- Is able to communicate her instant thoughts.

Lucy can stretch in learning by:

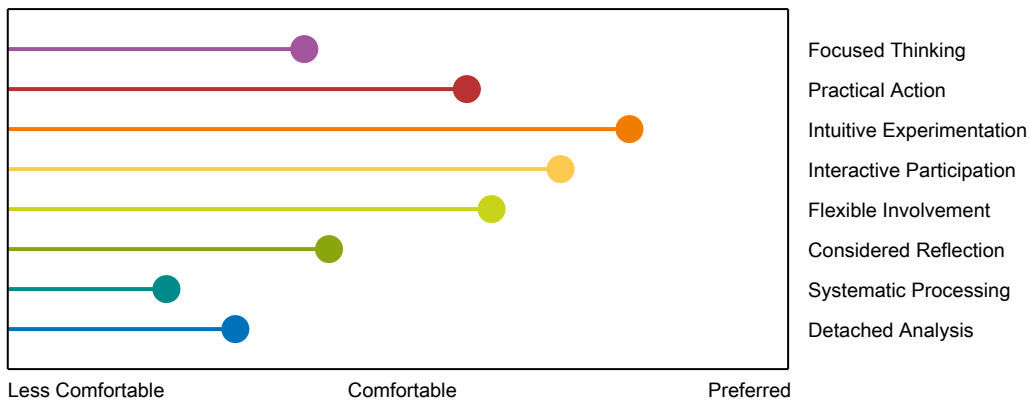
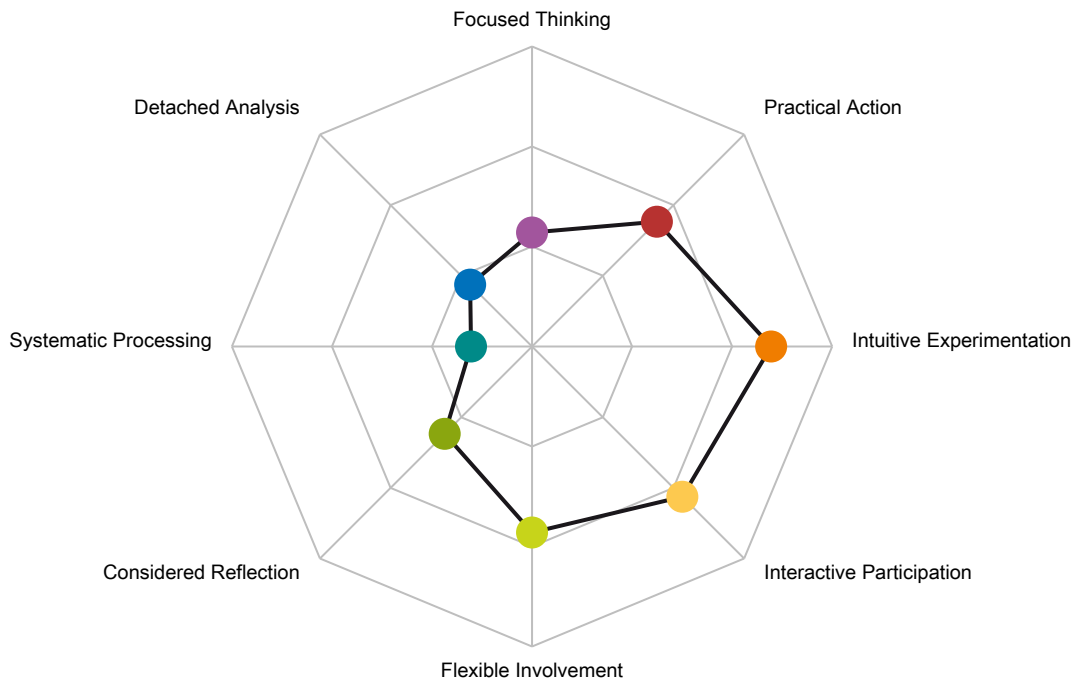
- Keeping on practising until a feeling of perfection is achieved.
- Actively listening to what is required and then putting it into practise.
- Setting aside time to study the problem in depth.
- Understanding the importance of self-discipline in gaining a thorough understanding of the subject - if something is worth learning, it's worth mastering well.
- Focusing more on the "here-and-now".
- Assimilating supporting facts and figures to deepen her understanding.

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### Personal Notes

# Learning Styles

23 March 2022



## Interview Questions

This section lists several questions which can be used in interviewing Lucy Pearson. 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 Lucy 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 Lucy's self-awareness and personal growth.

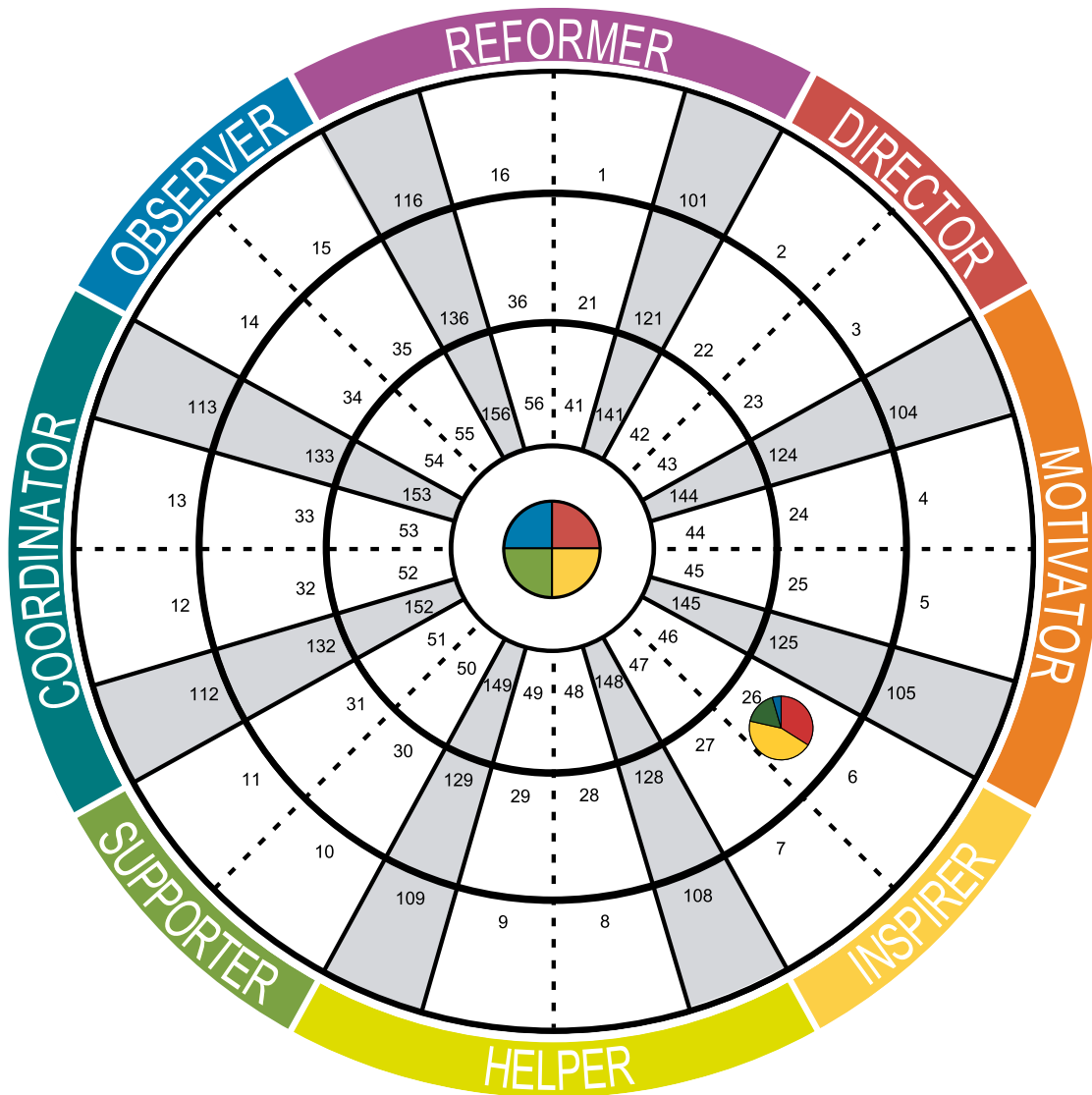
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### Interview Questions:

- When do you notice that others are hesitant?
  - Why is it important to be well organised and disciplined?
  - Would you say you are a good listener?
  - How much do you pay attention to detail before reaching a conclusion?
  - Describe procedures you may have introduced and to what end. Aren't procedures just a hindrance to getting on with the job?
  - How would you react to a constructive, but negative appraisal?
  - Describe your ideal work environment.
  - Describe some of the benefits of analysing what you do with your time.
  - Are you good at attending to organisational detail?
  - Describe the ideal way to exchange ideas at a group meeting.
- 

### Personal Notes

# The Insights Discovery® 72 Type Wheel

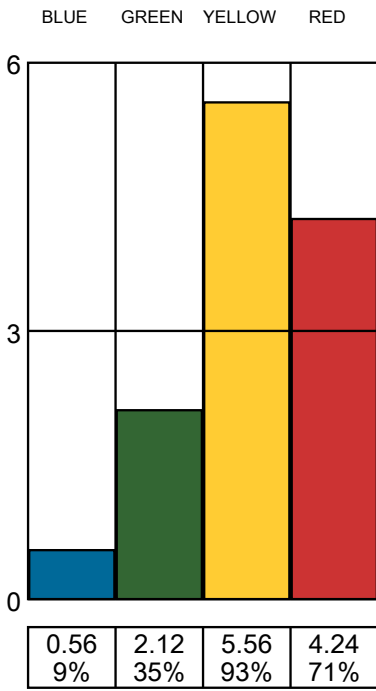


**Conscious Wheel Position**  
26: Motivating Inspirer (Classic)

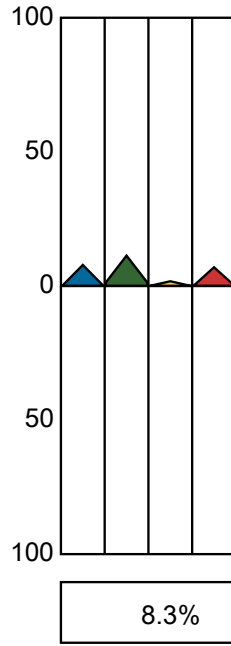
**Less Conscious Wheel Position**  
26: Motivating Inspirer (Classic)

# The Insights Discovery® Colour Dynamics

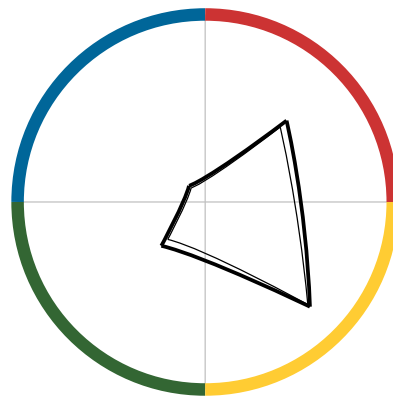
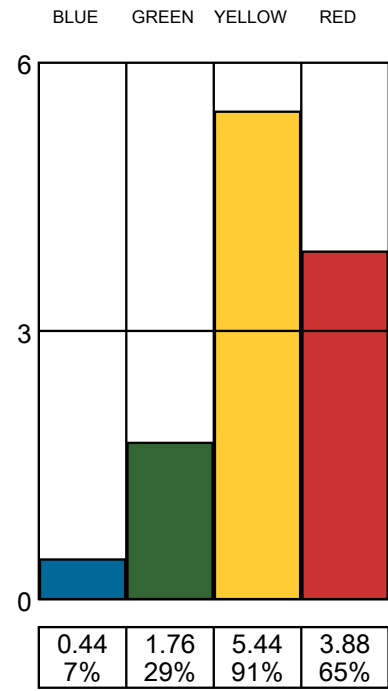
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious  
— Less Conscious



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