



Discovery[®]

Personal Profile

Tanya Long

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Foundation Chapter

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Introduction

This Insights Discovery profile is based on Tanya Long's responses to the Insights Preference Evaluator which was completed on 21 January 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 Tanya's work style. Use this section to gain a better understanding of her approaches to her activities, relationships and decisions.

Personal Style

Tanya displays fierce loyalty to and for people who report to her. Attending to others' wants is felt by her to be a satisfying, legitimate way of expressing her own deeper needs. Underlying her characteristic tolerance is a natural curiosity. She finds the diversity of the world immensely appealing. She needs to be appreciated for herself and her service, and she can be highly sensitive to indifference or criticism of the support she offers or provides. She looks for the good in every situation.

She prefers to be seen as rather sociable and may relish the occasional spotlight. Her views are not always readily understood by others as she tends to seek her own answers to challenges. Her strong sense of personal values may make her reserved around strangers whose values she feels may conflict with her own. Psychology, counselling and educational interests may hold great appeal to her as part of her business role. She should be encouraged to provide input that may offer unexpected insights into resolving pressing problems.

She tends to rely on her senses for information about what is going on in the world and accepts and uses this information in a practical way. She is a good listener, with an ability to talk well when appropriate. She needs work that makes use of her strongly creative drive. Tanya enthusiastically and co-operatively joins in activities and can juggle several activities at once. She is a realist who sees things as they are and is prepared to accept them as such.

Tanya is a natural trainer, facilitator, educator and counsellor. Her focus is on the immediate, resulting in a rather low tolerance for detailed procedures and routines. Seen by others as spontaneous and charming, Tanya is persuasive, loves surprises and enjoys finding unique ways of bringing delight and unexpected pleasure to others. She may benefit from taking a step back to consider the cause and effect of her actions, and from practising becoming more tough-minded. She tends to have an interest in the new and unusual and is gifted at expressing her feelings.

She constantly seeks inner satisfaction as a means of dealing with external pressures. Although her feelings are deep they can change quickly with her mood. She is warm and gracious and believes in a philosophy of "live and let live". She seeks a certain consistency in her life and a pace that is neither too slow nor too fast. She is just as concerned with the process as with the outcome.

Interacting with Others

Tanya is sensitive to body language and is often aware of subtle cues or nuances long before others notice them. She may modify her feelings to suit the needs of others. She may even adapt to the point where she suppresses her own needs. She may become possessive of people in whom she has invested a lot of her emotional energy. She can be unbelieving of, and devastated by, too much personal criticism. Unpleasant working relationships can lead her to lose

confidence and motivation. Tanya ensures her own survival in relationships by serving others, and in so doing, fulfils her own needs and deeper desires to be of service.

She is very accepting of others in her desire for happy relationships. The easy-going nature and good humour that Tanya displays makes her an attractive companion. Consequently she is known by a large number of people and enjoys a wide circle of acquaintances. She may appear as rather soft-hearted and sentimental; she will usually recall special occasions and anniversaries which others forget. As a result of her natural desire to please, she can be seen as overly concerned with others' needs. She likes to seek out the company of others and is a good conversationalist.

Whilst usually accepting of others' beliefs, Tanya holds deep convictions that may not be obvious to many. An unconditional positive regard for others is a strongly held feeling that Tanya values. The gift of sheer adaptability means that Tanya has an uncanny skill for making life into an enjoyable performance, juggling many activities and people and usually enjoying the limelight. Acutely aware of what is and isn't appropriate behaviour, she is often seen as gracious, charming, personable and social. With a joy for living that is contagious, Tanya moves to seek the company of others whenever she can.

Decision Making

Tanya will usually encourage democratic or even consensus decisions, as opposed to having them imposed autocratically. Tanya seeks to unite all parties in a controversy and can readily see the validity of alternative points of view. She can resolve conflict positively and reach mutually agreeable outcomes, taking into account all interests. Tanya is good at easing tense situations, enabling competing or conflicting groups to unite. It can be frustrating to some when she accurately describes the logical conclusions justified by a situation, but decides in favour of harmony and caring. From a more radical thinking viewpoint, some people can view her decisions as irrational.

Although she may sometimes opt for the simple and quicker solution at times, her mind is urging greater caution. She would perform better if she focused more on in-depth study of analytical data during the decision making process. She believes it may benefit her to seek feedback on a strategy rather than immediately moving to implement the process. She may choose to change her decisions if it turns out that someone may be adversely affected by them. Her combined sensing and intuitive gifts give her the ability to question shallow decisions although she will not necessarily come forth to do so.

Tanya is an excellent "sounding board" for others who are seeking to explore their own ideas. Open-minded, curious and insightful, Tanya has excellent long-range vision and sensitivity. She has the ability to use both reflection and consultation in reaching conclusions. She will tend to be concerned with the effect that the decision making process, and its result, will have on others. Decisions made on the basis of logic alone are not highly valued by her.

Personal Notes

Key Strengths & Weaknesses

Strengths

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

Tanya's key strengths:

- Ability to see options and alternatives.
 - Lives in and for the moment.
 - Enjoys spending time around other people - and helping them feel good.
 - Trusting and tolerant of others' actions.
 - Has an outgoing nature and builds relationships quickly.
 - Democratic - will involve others.
 - Can “go with the flow”, particularly where people are concerned.
 - Articulate and communicative.
 - Honourable and easy going.
 - Sensitive to the needs of 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. Tanya’s responses to the Evaluator have suggested these areas as possible weaknesses.

Tanya's possible weaknesses:

- May see the world through “rose-tinted glasses”.
 - Often fails to delegate, or delegates too little.
 - May occasionally say something without thinking, and then regret it.
 - Idealistic in relationships - wants everyone to be happy.
 - Ignores objective evidence which does not support her original perception.
 - May be perceived as too trusting.
 - Can easily feel rejected or unhappy.
 - Feels victimised or targeted.
 - Seems to lack drive or initiative when pressured.
 - May prepare inadequately or poorly.
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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 Tanya brings, and make the most important items on the list available to other team members.

As a team member, Tanya:

- Bonds by recalling special occasions and events.
 - Likes and is liked by most others.
 - Provides humour and companionship.
 - Bolsters and promotes team spirit.
 - Influences others by her infectious enthusiasm.
 - Is seen as a good team builder.
 - Can organise the social calendar.
 - Uses her highly-developed relationship skills.
 - Values tradition and stability.
 - Maintains a steady and calm aura.
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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 Tanya. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Tanya:

- Share in and promote her ideas and visions.
 - Provide information that stimulates conversation.
 - Provide lots of opportunities for team contact.
 - Be prepared to discuss a wide range of topics.
 - Allow time for fun and socialising.
 - Show concern for her opinions and be willing to discuss personal matters.
 - Maintain a consistent, personal relationship with her.
 - Listen for the essence of what is being said.
 - Mirror her normally calm and even-tempered nature.
 - Talk about her and areas she finds stimulating.
 - Take a low key, friendly approach.
 - Appeal to her need to be of service.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Prolong disciplinary or instructional meetings.
 - Adopt an intransigent, judgmental stance.
 - “Tell”, instruct or command.
 - Expose her to potentially embarrassing situations.
 - Smother her efforts to explore alternatives.
 - Make your lack of interest in her “problems” too obvious.
 - Emphasise established processes.
 - Assume passivity is tacit acceptance.
 - Become too impersonal.
 - Expect automatic compliance or respect.
 - Focus on her weaknesses or chastise her publicly.
 - Be addicted to rules and 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.

Tanya's possible Blind Spots:

Because of her well developed tolerance of herself and other people, Tanya may appear detached and disinterested. When her hopes or dreams lose touch with reality, others may then witness a rather surreal approach to life. She may not easily understand criticism of her work, tending to associate criticism with displeasure.

She hesitates to criticise others and has a hard time saying no to requests for assistance. She values established institutions and tends to enjoy an active and co-operative membership in committees and organisations. She is not always sure she is participating for the right reason. She is perceived by others as a natural helper and needs to feel appreciated. She would be better to speak up immediately when she feels that she is being taken advantage of. Tanya may not realise that it is perfectly acceptable to receive without having to give in return.

She doesn't always express her negative feelings and opinions about ideas or plans and this can mislead others into thinking they have her agreement. She is seductive in the sense that she is adept at manipulating other people into accepting her. She may believe that almost everyone can be made available to her if she gives them what they need. She may need to develop more assertiveness and would benefit from learning how to offer honest criticism of others when necessary. While knowing that she is capable of change within, Tanya gives the impression that change is to be avoided. Continuously focusing on her current experiences, she tends not to look beyond the moment and may miss the broader view.

Personal Notes

Opposite Type

The description in this section is based on Tanya'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:

Tanya's opposite Insights type is the Reformer, Jung's "Thinking" type.

Reformers are creative and abstract thinkers. They have a competitive drive for results, which is balanced by a restraining need for everything to be perfect for them. They have difficulty maintaining a positive, non-judgmental approach, which can make their performance erratic. They tend to be indecisive, and can become upset when found to be wrong. Reformers will tend to canvass support for their ideas long after a different decision has been made and accepted by others.

Tanya may see Reformers as reserved and cold. Reformers may become authoritarian when their hard work is not recognised. Often blunt, Tanya may see their egocentricity as overbearing. Reformers often rely on intimidation and the threat of retribution as a way of seeing it is their justice that is done. Lacking poise, they may appear to be unconcerned with the needs of others. Reformers will not readily take the blame for a project that goes off the rails.

Reformers have a sense of precision and can pay attention to detail. Prone to display their anger, they have strong opinions and may become upset if others simply do not follow their lead. Tanya will often see the Reformer as both aloof and argumentative.

Personal Notes

Opposite Type

Communication with Tanya's Opposite Type

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

Tanya Long: How you can meet the needs of your Opposite Type:

- Keep personal comments to yourself.
- Use humour in moderation.
- Respect her values and principles.
- Persuade using logic not emotion.
- Talk quietly.
- Go prepared to get straight down to business.

Tanya Long: When dealing with your opposite type DO NOT:

- Pretend that you know more than you do.
 - Go to a meeting with her without adequate facts and figures.
 - Try to persuade her to act against deeply held principles.
 - Force her to take a positive stance on an issue without time for thought.
 - Hint obliquely.
 - Confuse the conversation with irrelevant details.
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Personal Notes

Suggestions for Development

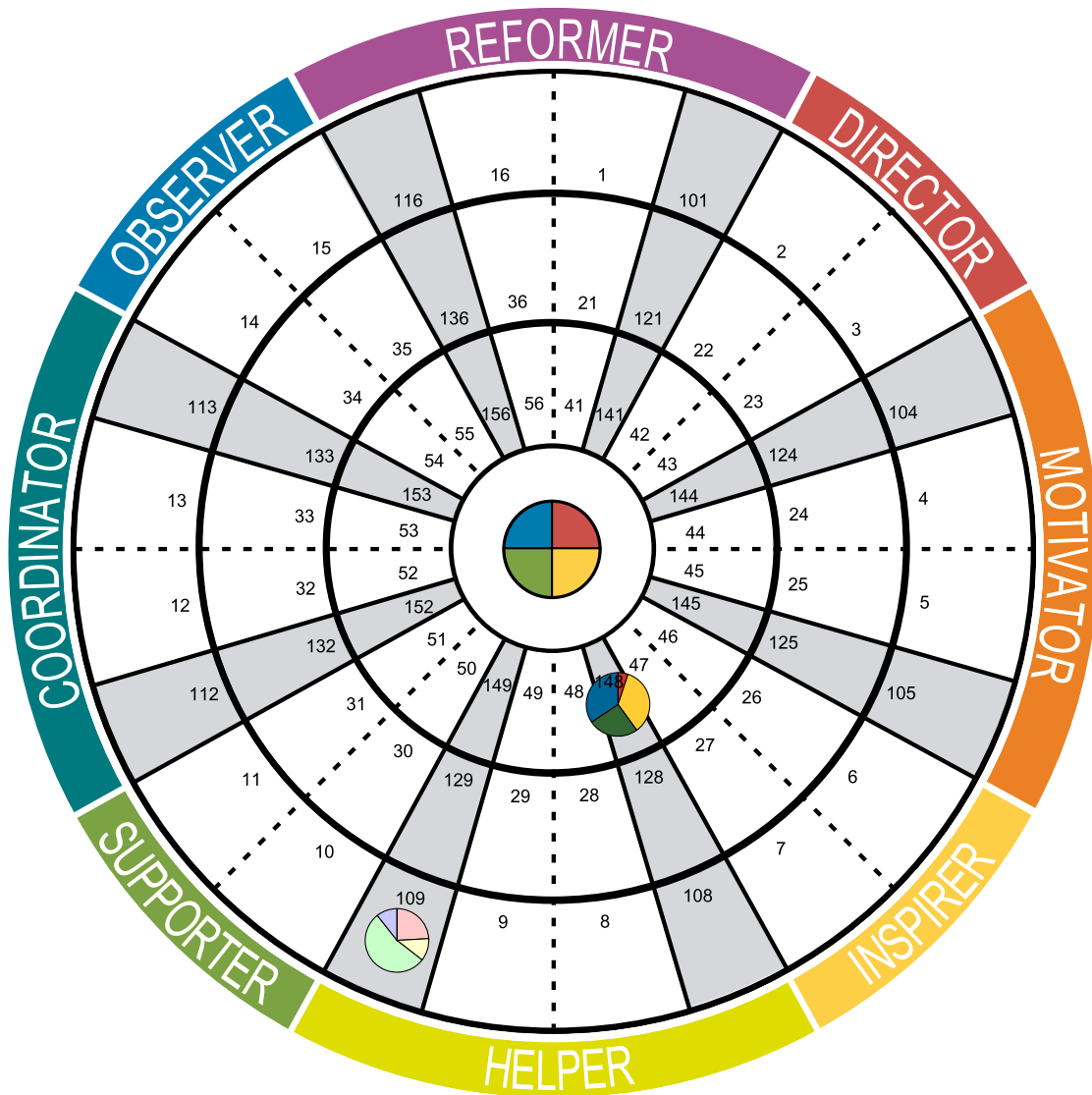
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Tanya's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Tanya may benefit from:

- Maintaining a greater balance between her feeling and her objectivity.
 - Saying “no” when too much is expected of her.
 - Speaking up if she is being taken advantage of.
 - Having things well thought out in advance.
 - Focusing more upon objective criteria when making decisions.
 - Appreciating that there are circumstances where order and structure are essential.
 - Paying meticulous attention to detail before leaping to a conclusion.
 - Having time bounded action plans for every situation.
 - A better sense of what is right and what is wrong.
 - Looking for inconsistencies and weaknesses in others' arguments.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

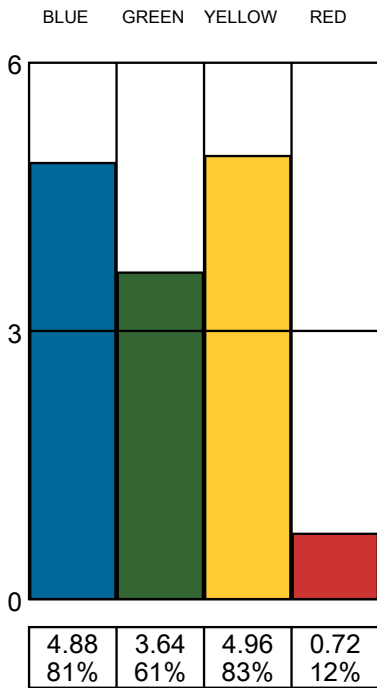
148: Creative Inspiring Helper (Accommodating)

Less Conscious Wheel Position

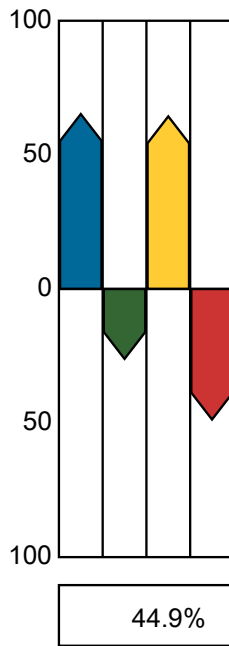
109: Creative Supporting Helper (Focused)

The Insights Discovery® Colour Dynamics

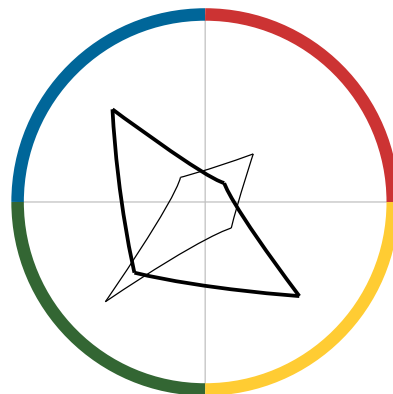
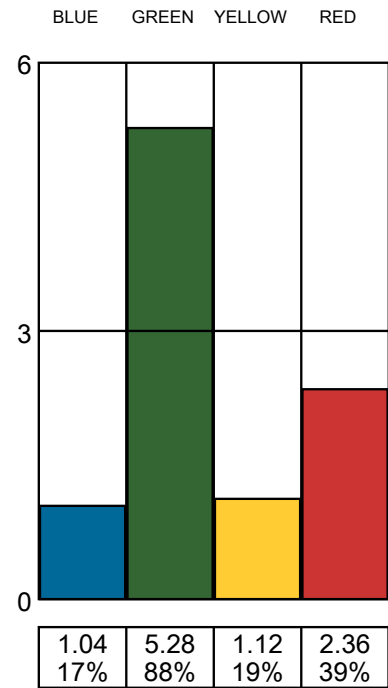
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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