



# Discovery<sup>®</sup>

Personal Profile

Tim Jeary

17 April 2012

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

## 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 Tim.....	18
Motivating Tim .....	19
Management Style .....	20
Effective Selling Chapter .....	21
Selling Style Overview.....	22
Before The Sale Begins .....	23
Identifying Needs.....	24
Proposing .....	25
Handling Buying Resistance .....	26
Gaining Commitment.....	27

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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 Tim Jeary's responses to the Insights Preference Evaluator which was completed on 17 April 2012.

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

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### Personal Style

Tim can be very effective in using his concern for others to ensure involvement. He is bored by facts, details and repetitive activities, especially those not relevant to his current areas of interest. He is a good improviser who will go to great lengths to please others. He tends to see the environment as welcoming, challenging and exhilarating, and if it is not, he tries to create that atmosphere. His energy comes from a variety of new projects and interests. He may show interest in so many different things that he has difficulty focusing on priorities.

Socially adept, even-tempered and tireless in his efforts to bring about peace and well-being, he tends to hold the perfect relationship as the ideal. If he is in charge of having to monitor the detailed work of others he may find this uninteresting, stressful and exhausting. As he puts as much energy into maintaining personal relationships than into maintaining tasks, Tim likes to keep a wide assortment of relationships alive and kicking. Tim is curious for new ideas and insights. Ingenious, enthusiastic and outgoing, Tim has great personal charm and can be successful in a variety of roles.

He tends to have an interest in the new and unusual and is gifted at expressing his feelings. Exhibiting a tendency to become concerned and hurt if his ideas are met with indifference or criticism, he may take conflict and rejection personally. He is good at "reading" people and situations and will seldom be far wrong about the motivation or intent of another person. Despite this, he may be hurt when a relationship goes wrong. He is always interested in seeing the possibilities, particularly in people, beyond the present moment. He may become pessimistic and gloomy when he is thwarted or fails to see ways to make the important changes in his life.

He may have had personal experience of the view that worthwhile success comes only after suffering significant misfortune. He is convinced of his own abilities and is constantly seeking environments where people will appreciate him. His home will be a haven for people to have a good time, and will have mementoes or photographs of people having a good time! He will take every possible opportunity to generate new relationships or to be with others. Seen by others as spontaneous and charming, Tim is persuasive, loves surprises and enjoys finding unique ways of bringing delight and unexpected pleasure to others.

At his best in jobs which deal with people and situations that require co-operative working, he dislikes impersonal tasks and work demanding factual accuracy, unless he can be free to include the people factor. His focus is on the immediate, resulting in a rather low tolerance for detailed procedures and routines. Learning how to use accepted methods of organisation and time management will help him to overcome a tendency to want to procrastinate. With his friendly organisational skills, Tim is supportive of other colleagues and will enthuse over most projects. Tim is energetic, enthusiastic, responsible, conscientious and persuasive.

### Interacting with Others

Tim is outgoing and makes things more fun for others by his pure and unreserved enjoyment of the moment. With a joy for living that is contagious, Tim moves to seek the company of others whenever he can. If he cannot avoid putting off telling someone an unpleasant truth, he will soften the message by putting it in an affirmative way. Tim enjoys involvement in many activities, with a variety of people. He is stimulated by doing the unexpected or the unusual. He may harbour a belief that no one really understands him or cares about him. He may become emotional and rather vulnerable in this state.

He prefers a stimulating life of co-operation and harmony. His ability to empower others is one of his most impressive qualities. He prefers communicating verbally rather than through the written word. He is at his best in co-operative roles that deal with people and allow him to air his views. He prefers to be active and working with like minded people.

Tim is a popular colleague and is at ease in the company of most people and in open work situations. Tim's feelings play a prominent role in his life and he manages to inject a friendly element into any work he is assigned to or involved in. He normally reads people well, continually looking for the good in both the situation and in others. He attracts many friends and acquaintances. He may become possessive of people in whom he has invested a lot of his emotional energy.

### Decision Making

Preferring a harmonious outcome, Tim will go to great lengths to ensure the preservation of relationships. He may make decisions without considering all the consequences of his actions. He is a quick decision maker and considers people within the context of the result of the task. He views talking through ideas with people to promote decision making as an effective strategy of itself. He has the ability to appear to listen to other people's viewpoints but may not necessarily be hearing or intending to action them.

His occasional failure to face up to disagreeable facts can mean that problems are sometimes ignored rather than solutions sought. A tendency to take rejection and conflict personally may lead to his not taking early notice of the opinions of key members of the team. Through his intuitive feeling personality, he may have difficulty in limiting himself to a single project and usually prefers to keep many balls in the air. He tends to make choices around his own personal feelings which may be as important to him as more objective data. His slogan might be "Act now pay later" and his perceptions of life are based on the impact his decisions have on those around him.

He may value opinions over facts in considering a possible course of action. He is prepared to make decisions through group consensus. When a situation demands forceful tactics, he can take the action necessary but will seldom go to extremes to obtain retribution or reward. He may get bored quickly and tend to ignore significant detail in his desire to move on to more exciting things. He is likely to decide in favour of the solution that brings the highest level of approval from others.

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### Personal Notes

## Key Strengths & Weaknesses

### Strengths

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

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#### Tim's key strengths:

- Outwardly directed energy ensures a fast friendly pace.
  - Understands the importance of "style" in presentation.
  - Sees innovation as a necessity.
  - Interactive and inspirational approach.
  - Can "go with the flow", particularly where people are concerned.
  - Intuitive and optimistic.
  - Enjoys and seeks variety.
  - Can act spontaneously.
  - Perceptive and empathetic with others.
  - Will look for the good in people and events.
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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. Tim's responses to the Evaluator have suggested these areas as possible weaknesses.

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#### Tim's possible weaknesses:

- His outwardly directed energy can be overpowering to some.
  - Dislikes and avoids routine tasks.
  - Generates so many ideas that chaos often ensues.
  - Loses interest when the initial challenge has gone.
  - Finds it difficult to concentrate on the detail for long periods.
  - Takes losing as a personal failing.
  - Fails to appreciate the seriousness of certain situations.
  - May miss others' reactions to his actions.
  - May not dot all the “i”s and cross all the “t”s.
  - May ignore the practicalities.
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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 Tim brings, and make the most important items on the list available to other team members.

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### As a team member, Tim:

- Generates a prolific number of ideas.
  - Maintains and generates high team aspirations.
  - Initiates and self-starts the projects.
  - Has infectious enthusiasm and optimism.
  - Influences others by his infectious enthusiasm.
  - Contributes vigorously and enthusiastically.
  - Is seen as a positive team player.
  - Brings harmony to conflicting factions.
  - Provides charismatic leadership.
  - Provides inspiration and image for the rest of the team.
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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 Tim. Identify the most important statements and make them available to colleagues.

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#### Strategies for communicating with Tim:

- Ask for his thoughts and ideas.
  - Avoid detailed reports, focus on people issues.
  - Use colourful and bold language in conversing.
  - Maintain regular, informal feedback.
  - Don't be too serious, dull or severe.
  - “Temper” his optimism with realism.
  - Provide for both flexibility and structure within the meeting.
  - Keep the conversation lively.
  - Avoid unnecessary distractions - keep to the point.
  - Be personable and give sufficient time to “peripheral” matters.
  - Share in and promote his ideas and visions.
  - Omit unnecessary and intricate details.
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#### Personal Notes

## Communication

### Barriers to Effective Communication

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

- Assume that his sunny disposition means that he agrees with everything you say.
  - Burden him with too many papers to read.
  - Forget to agree outcomes or decide conclusions.
  - Challenge his perception of himself.
  - Make your lack of interest in his “problems” too obvious.
  - Assume he has heard you.
  - Forget to recognise him personally in a job well done.
  - Be mundane, boring or dismissive.
  - Judge, criticise or embarrass him in public.
  - Ignore or disregard his views.
  - Get carried away by his enthusiasm.
  - Restrict or restrain his natural exuberance.
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#### Personal Notes

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## 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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### Tim’s possible Blind Spots:

Tim would do well to take a step back and try to see a situation more objectively before reacting. He could sometimes slow down and pay closer attention to the finer details of his projects. Highly vulnerable to idealising relationships, he tends to overlook facts that contradict what he wants to believe.

He needs to learn to deal more directly and honestly with conflict, trusting that his natural sensitivity to others' feelings will provide him with what needs to be done even in the most difficult situations. Seen by many as a smooth talking persuader, Tim may seem indifferent to people who appear to be less of an extraverted achiever than himself. Tim's tendency to become distracted from finishing the tasks he starts sometimes may make him appear indifferent or disinterested to some. His natural quickness and pressure to anticipate what is coming means he occasionally assumes wrongly that he knows what a person is going to say, and is tempted to jump in to finish their sentences. Tim has a difficult time saying no or asking for help.

He is genuinely interested in others and may seek to get on closer terms with those who particularly interest him. He is occasionally taken advantage of and can be hurt in the process. Taking the time to pay closer attention to what is actually going on in the world around him and listening carefully to both the input and reactions of others will help him. He should learn how to accept and deal with conflict as a necessary part of bettering his relationships with others. He could learn to protect himself against closed-mindedness by waiting a few seconds more before speaking, giving others the chance to offer input. Tim's responses in defence of people can be illogical to the point that he appears irrational.

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### Personal Notes

## Opposite Type

The description in this section is based on Tim'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:

Tim'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. Tim 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 Tim 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. Tim may find himself at odds with Observers due to their private nature and lack of enthusiasm for social events. Introverted analysis may prevent the Observer from expressing thoughts as readily as Tim would wish.

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### Personal Notes

## Opposite Type

### Communication with Tim's Opposite Type

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

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#### Tim Jeary: How you can meet the needs of your Opposite Type:

- Provide a safe environment in which he can learn, improve and grow.
- Find out where you can get the extra information he may require.
- Be patient if he starts hair-splitting.
- Keep him informed of all the details.
- Accept that “reflecting time” is essential to enhance his performance.
- Stick to business at all times.

#### Tim Jeary: When dealing with your opposite type DO NOT:

- Look for immediate answers.
  - Jump to the next subject until he is ready.
  - Get too close or touch him.
  - Argue emotionally around his specialist areas.
  - Try to control the conversation.
  - Waffle.
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### Personal Notes

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## Suggestions for Development

Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Tim'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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### Tim may benefit from:

- Working alone in a concentrated mode for extended periods.
  - Having things well thought out in advance.
  - Slowing down and thinking things through.
  - Distancing and formalising certain relationships.
  - Constant reminding of the need to consider alternatives and anticipate consequences.
  - Reaching decisions only after weighing up all the alternatives.
  - Help to discover the real meaning behind the statistic.
  - Concentrating on the task in hand.
  - Looking more closely for inconsistencies in reports.
  - Analysing procedures to identify overlaps and possible conflict.
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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 Tim's ideal environment and his current one and to identify any possible frustrations.

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

- There is space for plenty of holiday/leisure time.
  - There are few "heavy" interruptions to dampen the atmosphere.
  - Regular feedback and encouragement is given.
  - A flexible approach is taken to the specification of hours and days worked.
  - He is free to be himself.
  - The workplace allows continuous personal contact and exchange of views.
  - There may be noise, i.e. music or a general "buzz" of excitement.
  - Relationships are fast and friendly.
  - He has opportunities to reinforce one-to-one relationships.
  - The emphasis is on informality rather than rules.
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### Personal Notes



## Management

### Managing Tim

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

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#### Tim needs:

- To be brought down to earth every now and again.
  - To be more precise when delegating.
  - Meetings with strict agendas and timetables.
  - Freedom to experiment with his own visions.
  - Constant and active engagement.
  - Established support systems and procedures.
  - Varied work, which will incorporate his creativity and allow his free expression of ideas.
  - A “walkabout” manager whose presence is obvious.
  - To understand systems and cultures if he is to avoid upsetting others.
  - Time to think and reflect.
- 

### Personal Notes

## Management

### Motivating Tim

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

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#### Tim is motivated by:

- “Pioneering” opportunities with little limitation.
  - Participation in lively arguments, debate and discussions.
  - A “key” role within a successful team.
  - Financial incentives, with bells and whistles!
  - Seeing the results of his efforts.
  - Being made to feel “one of us”.
  - Tasks which necessitate “group” involvement.
  - Congratulations for his exceptional efforts.
  - Regular breaks from routine.
  - Acceptance, with co-operation that meets his ideal.
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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 Tim's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

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### In managing others, Tim may tend to:

- Overvalue some of his personal relationships.
  - Have difficulty separating being liked as a manager from being liked for oneself.
  - Light “false fires” to divert attention.
  - Be good at initiating and developing team contacts.
  - Create chaos through erratic organisational skills.
  - Generate recurring crises through failing to comprehensively plan and organise resources.
  - Become too involved in others personal problems.
  - Choose “favourites” in his team and offer them individual inducements to achieve objectives.
  - Overlook the need for detailed analysis and support work.
  - Support a friendly, participative environment.
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### Personal Notes

## Effective Selling Chapter

Effective selling has three main requirements:

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

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

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

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

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

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



## Selling Style Overview

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

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### Selling Style Overview

Tim's desire for happy relationships is manifested in a high level of acceptance from most new prospects. He is both charming and popular, constantly emphasising the benefits of his products through the gift of verbal articulation. He is an excellent presenter and will articulate both features and benefits effusively.

A positive team player, he enjoys the support of most customers, although he may become too optimistic about his sales performance and is occasionally disappointed by the outcome. He prefers developing the customer relationship and has to make a special effort to follow through with later implementation. Bringing enthusiasm and energy to most activities, he can turn a routine sales visit into an event by using his persuasiveness and creativity to maintain the interest and commitment of customers. Customers see Tim as enthusiastic, ingenious, imaginative and dynamic, with highly developed interpersonal skills. He can be vocal about people issues that concern him and can be a true customer's "champion".

He may become de-motivated and restless if not in constant contact with customers. He cares about his customers and finds it painful to face difficult realities with them. Team synergy improves as a direct result of his enthusiasm and self-evident enjoyment of his work. In conversations, he is usually verbal and persuasive and seeks to get results quickly by articulating the need for action. He is energised by being around like-minded salespeople and can successfully combine his talents with the strengths of others.

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

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

- Seeks variety in his approaches to customers.
- Creates new ideas in account planning.
- Often uses innovative approaches to find out about the customer and the market.
- Demonstrates an intuitive and optimistic sales approach.
- Is positive and adaptable in prospecting.
- Empathises well with the customer's issues.

### Before the sale begins Tim could:

- Reflect on the objective of the meeting beforehand, and refer to the plan often during the meeting.
- Recognise the benefits of a more carefully planned call preparation.
- Schedule adequate pre-call time for account planning.
- Remain focused on the task.
- Bring more discipline and structure to his time management.
- Keep accurate, honest activity records.



### 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 Tim may identify customer needs.

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

- Encourages openness in dialogue by offering openness himself.
- Motivates his customers to extend his or her horizons.
- Warms readily to customers who share his open personality and style.
- Articulates critical issues when communicating his view of customer priorities.
- Shows strong relating skills.
- Readily senses the customer's deeper emotional needs.



### Personal Notes

### When identifying needs Tim could:

- Rely more on his customers' needs based on their past experience - not his own.
- Keep some of his powder dry for the next round.
- Be less concerned with demonstrating knowledge and more concerned with understanding needs.
- Keep more detailed, organised notes during the questioning process.
- Make sure he covers more of the details there and then, rather than deferring.
- Pause for a few seconds before replying.

## Proposing

Having identified the customer's needs, the proposing phase should close the gap between their needs and the current situation. Here are some of the keys for Tim to develop a powerful and effective proposing style.

### Tim's key strengths in proposing:

- Uses intuition effectively to assess resistance levels.
- Has spontaneous and lively presentational skills.
- Excels in presentations when he is allowed to verbalise the benefits.
- Motivates his customers to dream big dreams!
- Creates imaginative and innovative ways of proceeding.
- Is always willing to consider the unconventional solution.

### When proposing Tim could:

- Take care not to overwhelm with emotional enthusiasm.
- Support the use of systems and procedures into the process.
- Take responsibility for checking the more complex aspects of the proposal.
- Check every detail of the proposition carefully.
- Be careful not to engage in inappropriate humour.
- Balance engaging with the customer with maintaining a task-focus.



### Personal Notes



## Handling Buying Resistance

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

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

- Appeals to logical and emotional motives when responding to the customer.
- Is confident that a positive outcome can be found.
- Avoids rebuttals by using his strong people skills.
- Reacts in a direct and quick-thinking way when questioned.
- Readily turns objections into reasons to buy.
- Is constantly alert to customer concerns.



### When dealing with buying resistance Tim could:

- Take time to ensure that the customer's objectives are completely fulfilled.
- Try to use one mouth closed and two ears in proportion!
- Stick with the issues in hand and avoid generalisations.
- Avoid glossing over customer concerns in an effort to close quickly.
- Appreciate, and adapt to, the seriousness of a customer's concern where it varies from his own.
- Come prepared with adequate information to support his arguments.

### 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 Tim's closing style.

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

- Focuses on future long-term benefits.
- Anticipates a positive outcome to every situation.
- Instinctively knows the best time to suggest commitment.
- Demonstrates an eagerness to achieve a speedy resolution.
- Has an intuitive sense of good timing.
- Is enthusiastic and persistent in closing.

### When gaining commitment Tim could:

- Stay on track and slow down.
- Review what has been agreed before progressing.
- Know that losing a particular bit of business doesn't necessarily mean "losing the sale".
- Confirm with the customer the exact details of the order arrangements.
- Give practical as well as emotional reasons to buy.
- Watch very carefully so as not to miss the buying signals.



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

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

- Maintains harmonious relationships even if setbacks occur.
- Excites the customer with his products or services.
- Enjoys regular face-to-face customer updates where possible.
- Sees people and ideas as the key to success in sales support.
- Builds a large and effective network within his customer base.
- Enjoys the customers' company and sees many of them as friends.



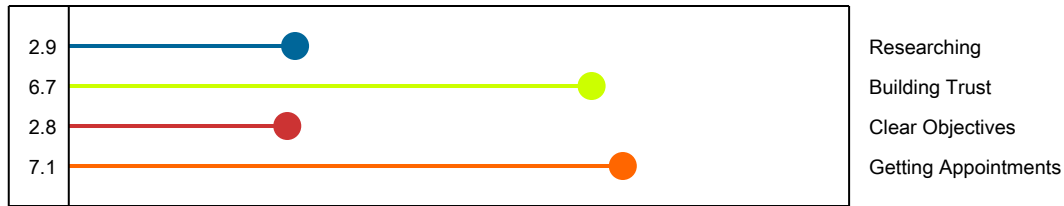
### Personal Notes

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

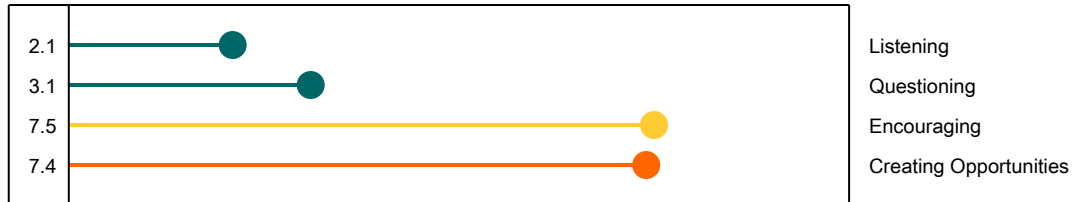
- Deliver what is promised, on time.
- Remember that it may be easier to develop a relationship with an existing customer than find a new one.
- Focus on keeping his customer informed.
- Realise that not all of his customers will always be content.
- Work as hard with the customer he does not respect as those he likes.
- Finish one project before starting the next.

# Sales Preference Indicators

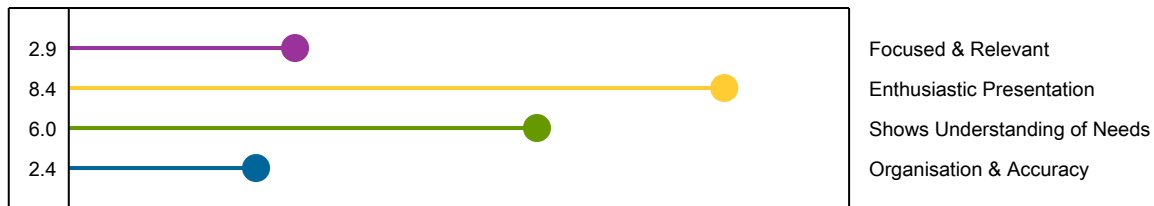
## Before The Sale Begins



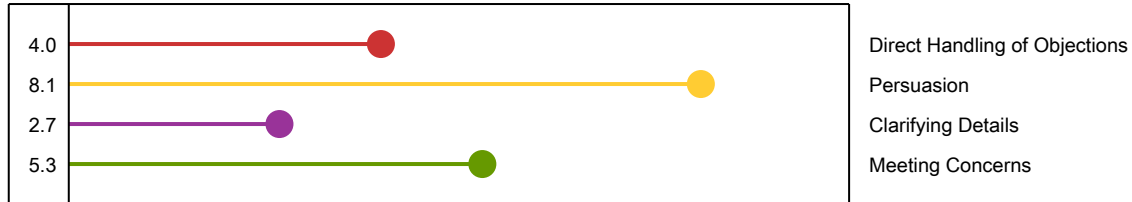
## Identifying Needs



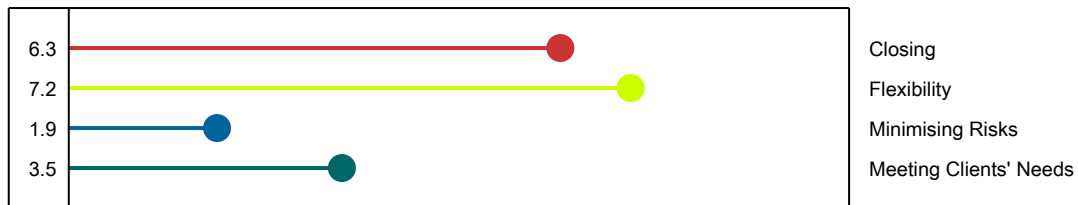
## Proposing



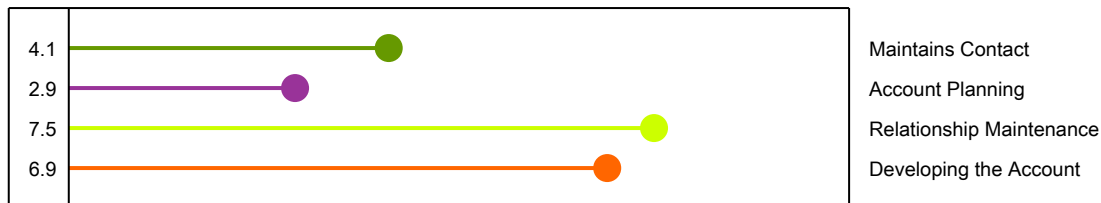
## Handling Buying Resistance



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

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

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

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

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### Living on Purpose

Tim is a socially interactive person. Many of his goals will reflect the involvement of, or a positive relationship with, others within the team. He will meet deadlines by creatively seeking to eliminate non-essential steps in the process. Tim will use goal-setting as an opportunity to create new relationships as well as maintaining existing ones.

He sets many goals, perhaps too many, and may not achieve all of them. He should prioritise goals, stick to them, and see them through to completion. He drives towards his objectives at his own fast pace rather than follow a more moderate one set by others. Whilst persistent in pursuing his goals, he is easily diverted by bigger challenges that he will perceive to be more exciting. He would do well to concentrate on his most important priorities and stick with them until they are completed. He often motivates others to achieve more than they would if left to their own devices. He must be careful not to appear as too enthusiastic at times.

If his efforts are not recognised, or approval is withheld, he may feel deflated. Always open to change, Tim can direct team members towards turning the vision into reality. Tim is able to handle a wide variety of projects. Most circumstances and people will interest him, particularly at outset. Whilst he seeks balance in both personal and professional life, he may find that care is needed to maintain it. He will establish ambitious, long-term goals, but should also focus on the short-term achievements along the way.

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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 Tim can use to become more effective in the area of time and life management. Choose the most significant ones and apply them every day for high levels of effectiveness.

### In managing his time, Tim,

### Suggested Action For Development

- |   |   |
|---|---|
| Is creative and original and produces many options.   | → Do not be discouraged by excessive delays and postponements.                  |
| Will be relaxed and flexible about time scales.       | → Ask others to give clear deadlines for completion of projects.                |
| May allow too much time for people issues.            | → Should prioritise his own tasks beforehand.                                   |
| Can be highly resourceful with people issues.         | → Adequate time should be reserved for personal issues and reflection.          |
| Has the ability to create interesting work schedules. | → Be sure the schedule is totally relevant to the need.                         |
| Can change direction quickly to go with the flow.     | → Make sure it is the appropriate direction to avoid being taken way off track. |

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

### In his creativity, Tim,

### 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.

Seeks input and approval from his friends and colleagues.

→ Too much input may muddy the waters.

Produces his best work when allowed to share his ideas with like-minded people.

→ Look for additional ways of stimulating creativity when working alone.

Senses the concerns in a group when problem solving.

→ Vocalise any concerns earlier to facilitate resolution.

Displays optimism which suggests nothing is impossible.

→ Take care not to become disillusioned when reality dawns.

Generates many ideas in his head.

→ Take time to commit ideas to paper and evaluate their viability.

## Personal Notes



## Lifelong Learning

Continual learning is a key part of personal development and growth. This section identifies several ideas Tim 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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### Tim's preferred learning style is supported when he:

- Tries out non-traditional approaches.
- Applying his natural "Ready, Fire, Aim" approach and seeing it valued.
- Takes a more strategic approach.
- Is able to absorb himself in an activity or challenging new subject where he can learn by doing without too much supervision.
- Can go boldly where no one has gone before...
- Can turn the task into play!

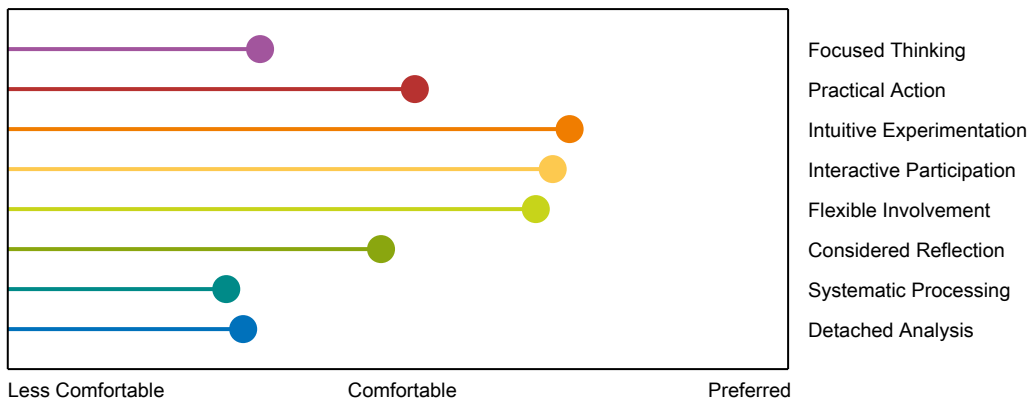
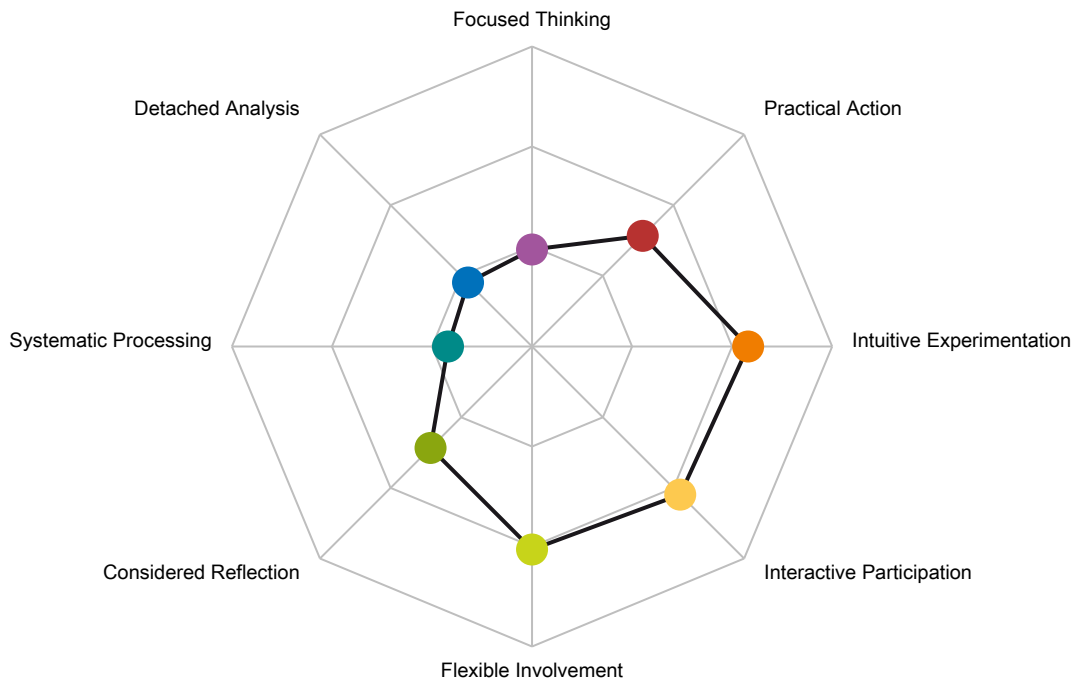
### Tim can stretch in learning by:

- Keeping on practising until a feeling of perfection is achieved.
  - Sometimes practicing more critical self-analysis.
  - Setting regular time aside for disciplined study and reading.
  - Following instructions, if something is worth learning, it is worth mastering.
  - Listening carefully to a theoretical or complex presentation on a subject he finds difficult or dull.
  - Focusing more on the "here-and-now".
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## Personal Notes

# Learning Styles

17 April 2012



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## Interview Questions

This section lists several questions which can be used in interviewing Tim Jeary. 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 Tim may be less comfortable with - those development areas in which he may have fewer strengths. Some or all of these topics should be used along with other questions which may be job specific. Using them will help establish the level of Tim's self-awareness and personal growth.

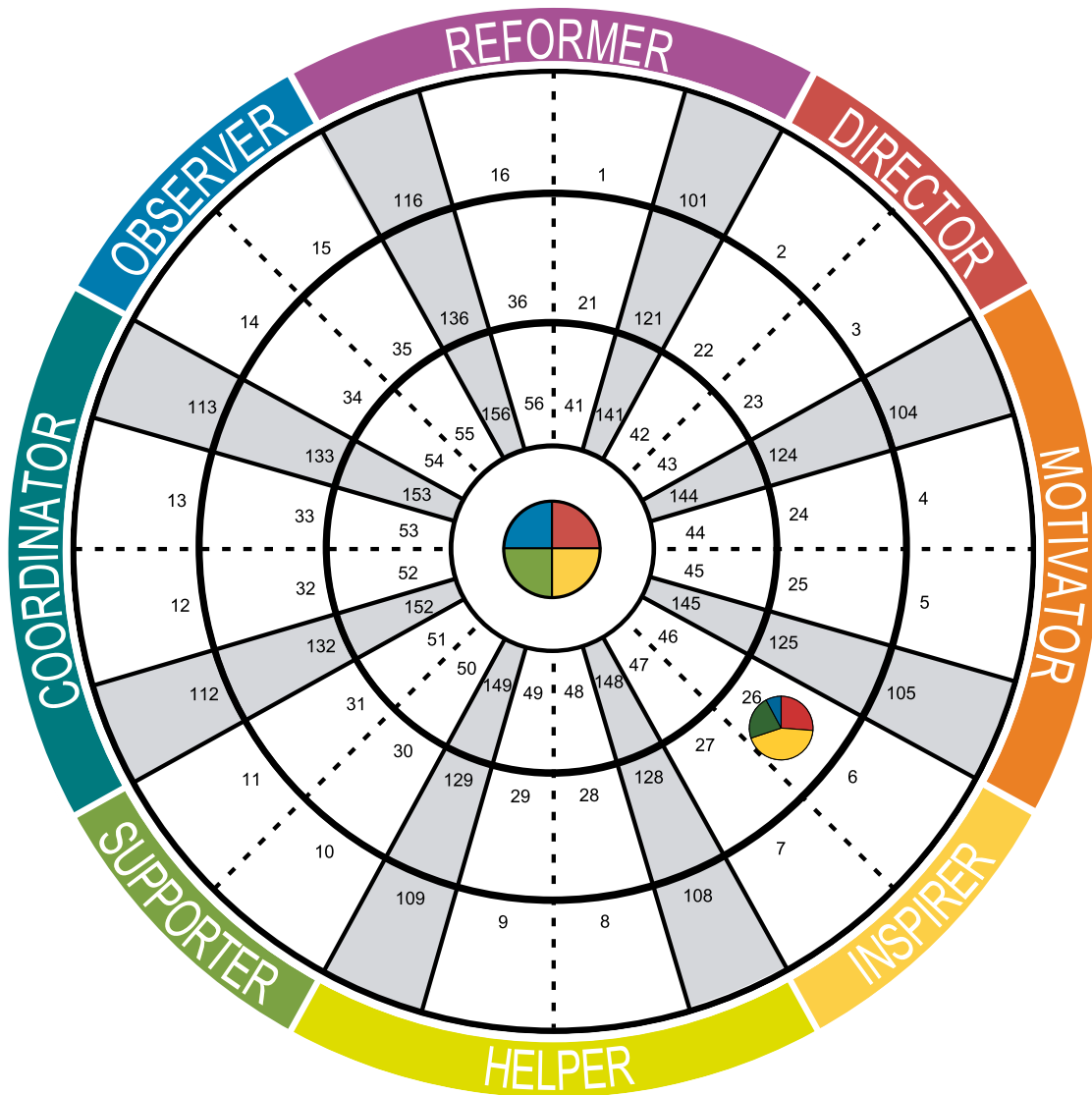
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### Interview Questions:

- Have you ever been accused of "jumping in with both feet"? When?
  - When did you last discipline somebody? Outline the facts.
  - Where do you see your career or ambition taking you over the next say 5 or 10 years?
  - What steps would you take to ensure your objectives/targets and commitments were being met?
  - When does writing lengthy and comprehensive reports show you in a good light?
  - How might you deal with a misunderstanding or ambiguity in your dealings with others?
  - How would you feel about working with an accountant on a joint project?
  - How would you react to a constructive, but negative appraisal?
  - Describe some of the benefits of analysing what you do with your time.
  - Under what circumstances might you formally recognise a good contribution from a team member?
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### Personal Notes

# The Insights Discovery® 72 Type Wheel



### Conscious Wheel Position

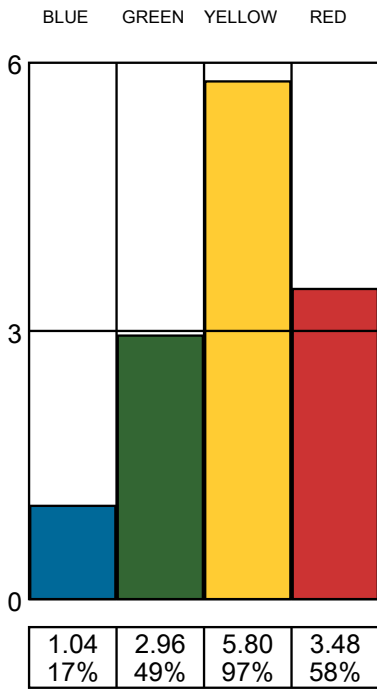
26: Motivating Inspirer (Classic)

### Less Conscious Wheel Position

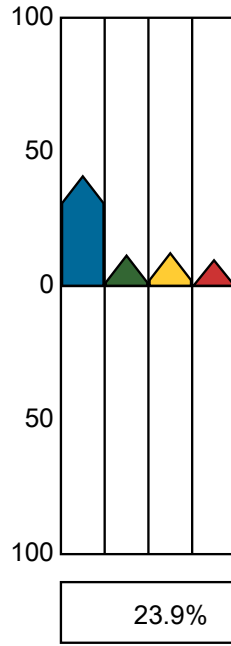
26: Motivating Inspirer (Classic)

# The Insights Discovery® Colour Dynamics

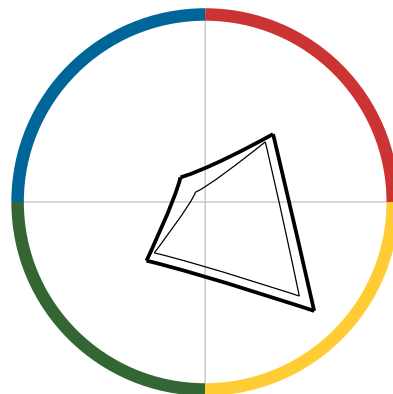
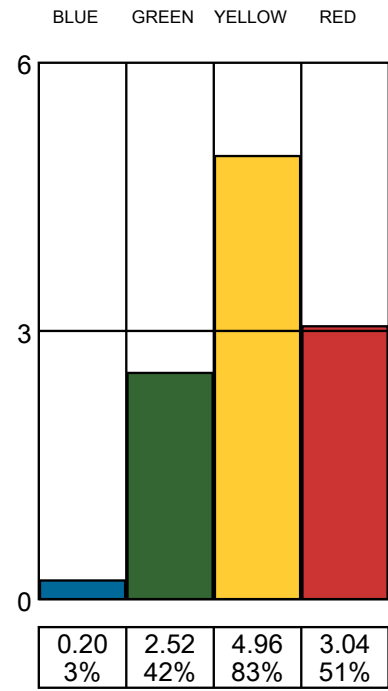
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious  
 — Less Conscious



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