

Insights Learning & Development Ltd

Insights Discovery Personal Profile



- How can I help individuals understand themselves better?
- How can I help build confidence in our people?
- How can I encourage people to want to learn and develop?
- I would like to transform the culture of my business.

The Insights® model recognises and celebrates the fact that each person in an organisation is unique, with different styles, needs and expectations. In these differences are great strengths, but how do we recognise and make the very best of them?

The Insights Discovery® Personal Profile is a 20-page personal development tool which underpins our people and team development work. We believe that Discovery is the most accurate and dynamic personal profile in the world, and the best possible assistance for individuals in gaining a detailed understanding of their working style, how this impacts on their relationships with others in the business environment, and how they might develop to improve their effectiveness both as a person and as a professional.

Each Profile includes the Foundation Chapter, which comprises:

- Overview
- Key Strengths and Weaknesses
- Value to the Team
- Communication
- Possible Blind Spots
- Opposite Type
- Suggestions for Development

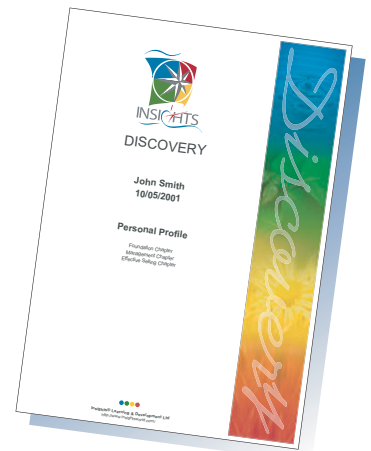
The knowledge in the Foundation Chapter can be extended with Discovery's supplementary Chapters which support and encourage ongoing development in specific areas (please see overleaf - Supplementary Chapters).

In order to produce the Profile, recipients complete a 25-frame evaluator which takes approximately 15 minutes.

PRODUCT SUMMARY

- Everyone is unique ... and so is their Discovery Profile
- Simple, memorable colour system
- Positive, supportive language promotes an 'I'm ok, you're ok' perspective
- Detailed and continually validated for accuracy
- Assists individuals in gaining an understanding of their working style and how this impacts on others
- Enables people to further enhance their inter-personal skills, improving team performance and creating a more positive, productive cultural environment
- Being easy to understand and recall makes long-term application and change far more likely

What Our Clients Say About the Insights Discovery Personal Profile



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Insights Discovery | Supplementary Chapters

ADDITIONAL CHAPTERS
MANAGEMENT
PERSONAL ACHIEVEMENT
EFFECTIVE SELLING
INTERVIEW

The depth of knowledge revealed in the Discovery Profile Foundation Chapter can be extended with additional Chapters, which reveal individual behaviours in specific professional environments. These are ideal for promoting and supporting ongoing development.

Management Chapter

This Chapter is a valuable inclusion within a Leadership or Management Development programme. It enables managers to consider their own management style as well as the needs of those they manage in terms of motivation, working environment and preferred style of leadership. The Management Chapter explores:

- Ideal environment
- Managing
- Motivating
- Management Style

Personal Achievement Chapter

This provides a natural next step to the Foundation Chapter, leading the individual from an initial understanding of self to an exploration of how they can grow and improve in different areas of personal achievement, including creativity and goal-setting. The Personal Achievement Chapter can form an integral part of a Personal Effectiveness programme and can support one-to-one coaching discussions outside of the formal learning environment. This Chapter explores:

- Living on Purpose
- Life and Time Management
- Personal Creativity
- Life Long Learning
- Learning Style

Effective Selling Chapter

The difference between high performing and average sales performers is the ability to excel at each stage of the sale, and anyone whose role involves selling or influencing people will find this Chapter invaluable. Building on the Foundation Chapter, the Sales Chapter explores how an individual is likely to approach each stage of the sale from preparation to follow-through. It is an ideal component for a sales training programme and can be customised to match a company sales model. It is also an excellent coaching tool for a sales manager to use with team members. The Sales Chapter explores:

- Selling Style
- Before the Sale Begins
- Identifying Needs
- Proposing
- Handling Buying Resistance
- Gaining Commitment
- Follow-up and Follow-through
- Sales Preference Indicators

Interview Chapter

The Interview Chapter is a one page supplement which provides pertinent questions for use as part of a selection process. The questions probe the candidate in areas which he or she may find difficult or challenging, and can be used in conjunction with other job specific questions. Using this Chapter will help to establish the candidate's self-awareness levels in terms of both strengths and areas for development.