

Every journey starts with a single step, and some of the greatest are those where we learn more about ourselves.

Recognize and celebrate that each person in your organization is unique, with different styles, needs and expectations.

Provide individuals with a detailed understanding of their working style, how this impacts their relationships with others, and how they might improve their personal & professional effectiveness.

When people truly understand themselves and others, they can make a positive impact in everything they do.

My personal profile was a tool that has assisted my coworkers and teammates in understanding my strengths, goals, team value, as well as weaknesses. There are times in the office when I have heard the feedback "Ahhh, I totally get you now", or "That makes sense...". I have used my own profile as a part of self reflection. It has reminded me where my strengths are, and what areas I may or currently am struggling in, and with this, provided me with a 'step back and breathe' moment.

Supervisor, BC Ambulance



How can you help individuals understand themselves better?

How can you build confidence in your people?

Imagine if you could find an engaging and practical way to help individuals develop themselves.

What if you could transform the way you do business?

The Insights Discovery Personal Profile is a personal development tool which gives individuals an engaging, reinforcing and transformational insight into themselves and others.

To receive the profile, individuals complete a 25-frame evaluator. The output is a 19+ page profile which helps recipients gain a detailed understanding of their personal style, and how this impacts on their relationships in both personal and professional environments.

Celebrating the uniqueness of each person, the profile illustrates how recognizing and valuing differences can empower individuals, teams and entire organizations.

Each profile includes a Foundation Chapter which tells individuals about their style and approach, key strengths and weaknesses, value to the team, communication style, possible blind spots, opposite type, and suggestions for development.

The information contained within the Foundation Chapter can be extended through Discovery's supplementary chapters. These support ongoing learning and development across a range of specialized areas.

Management Chapter

This chapter is a valuable inclusion within a leadership or management development program. 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.

Personal Achievement Chapter

This chapter leads the individual from an initial understanding of self towards an exploration of how they can grow and improve in specific areas of personal achievement such as goal setting. The chapter can form an integral part of a personal effectiveness or coaching program.

Effective Selling Chapter

This chapter explores individual approaches towards selling and influencing at each stage of the sale from preparation to follow-through. It can be customized to reflect an in-house sales model.

Interview Chapter

This chapter is a one-page supplement providing pertinent questions to assist in the selection process. The questions probe and stretch the candidate, raising levels of self-awareness and identifying areas of strength and areas for development.

Summary

- Everyone is unique and so is their Insights Discovery Personal Profile
- Simple, memorable colour system that sticks!
- Positive, supportive language promotes an "I'm ok, you're ok" perspective
- Continually validated for accuracy
- Assists individuals in gaining an understanding of their style and how this impacts on others
- Enables people to develop their interpersonal 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



Our Clients Say:

"The Insights Discovery language has swept throughout our organization because it is fun to learn, inspirational to experience, easy to remember, effective and practical in application."

Katrina Dunkley
Head of Leadership and People Development,
BT Wholesale

**The Insights Discovery
Personal Profile is available
in 25 languages.**

