

Insights[®] Discovery

An Introduction

PNIAF – March 16, 2017



OFFICE OF THE
Auditor General
of British Columbia

You are Unique



- You will see the world differently from the way other people see it...



What is Insights®?

- Communication tool based on the findings of Carl Jung.
 - attitudes (introversion / extroversion),
 - rational functions (thinking / feeling), and
 - irrational functions (sensing / intuition).
- Four colour energies:
 - **Fiery Red**
 - **Sunshine Yellow**
 - **Earth Green**
 - **Cool Blue**
- Global organization, used in 41 countries and in 40 languages



Our Investment in the Program

- 3 in-house, accredited facilitators
 - Re-certification every two years
 - 3-4 weeks of Insights[®] work per year
- All employees receive Insights[®] as part of our onboarding program
- Specialized Insights[®] training as required



Insights® at the OAG

- Program of choice to facilitate self-growth and communication skills
- Useful in diagnosing “organizational culture”
- Resonates with our employees
- **Has become our common “language”**



Insights® at the OAG (cont'd)

- Insights® assists our office in the following areas:
 - ✓ Communication
 - ✓ Team effectiveness
 - ✓ Engagement and culture
 - ✓ Leadership
 - ✓ Change Management



Beginning the Journey

- Personal Profile
- Understanding profile and the Insights[®] communication model
- Online evaluator (15-20 mins) will generate a 20 to 40 page profile
- Celebrate the uniqueness of each person



Beginning the Journey (cont'd)

- **Interactive and safe environment**
- The objectives of this workshop are to:
 - ✓ to help individuals understand themselves and each other better
 - ✓ to reduce misunderstandings and conflict through increased understanding of others and skillful adapting and connecting
 - ✓ to eliminate negative interpersonal dynamics
 - ✓ to enable more effective communication, relationships and team building
 - ✓ to increase employee morale, productivity and retention



Beginning the Journey - Agenda

9:00 – 10:15 am	<ul style="list-style-type: none">- Introduction to Insights- Preferences
10:15 – 10:30 am	BREAK
10:30 – 11:30 am	<ul style="list-style-type: none">- Discovering Colour Energies
11:30 – 12:00 pm	<ul style="list-style-type: none">- Jungian Preferences
12:00 – 1:00 pm	LUNCH
1:00 – 3:00 pm	<ul style="list-style-type: none">-The Discovery Personal Profile
3:00 – 3:15 pm	BREAK
3:15 – 4:00 pm	<ul style="list-style-type: none">- Recognizing Type- Adapting your Style- Effective Communication- GWAVE



The Colour Preferences

Fiery Red

- Extroverted
- High energy
- Action-oriented
- Always in motion
- Direct and authoritative
- Desire for power and control



The Colour Preferences

Sunshine Yellow

- Strongly extroverted
- Radiant
- Friendly
- Positive
- Concerned with good human relations
- Persuasive, democratic approach
- Desire for sociability



The Colour Preferences

Earth Green

- Focus on values and depth
- Want to be viewed as reliable
- Prefer democratic relations
- Desire for understanding



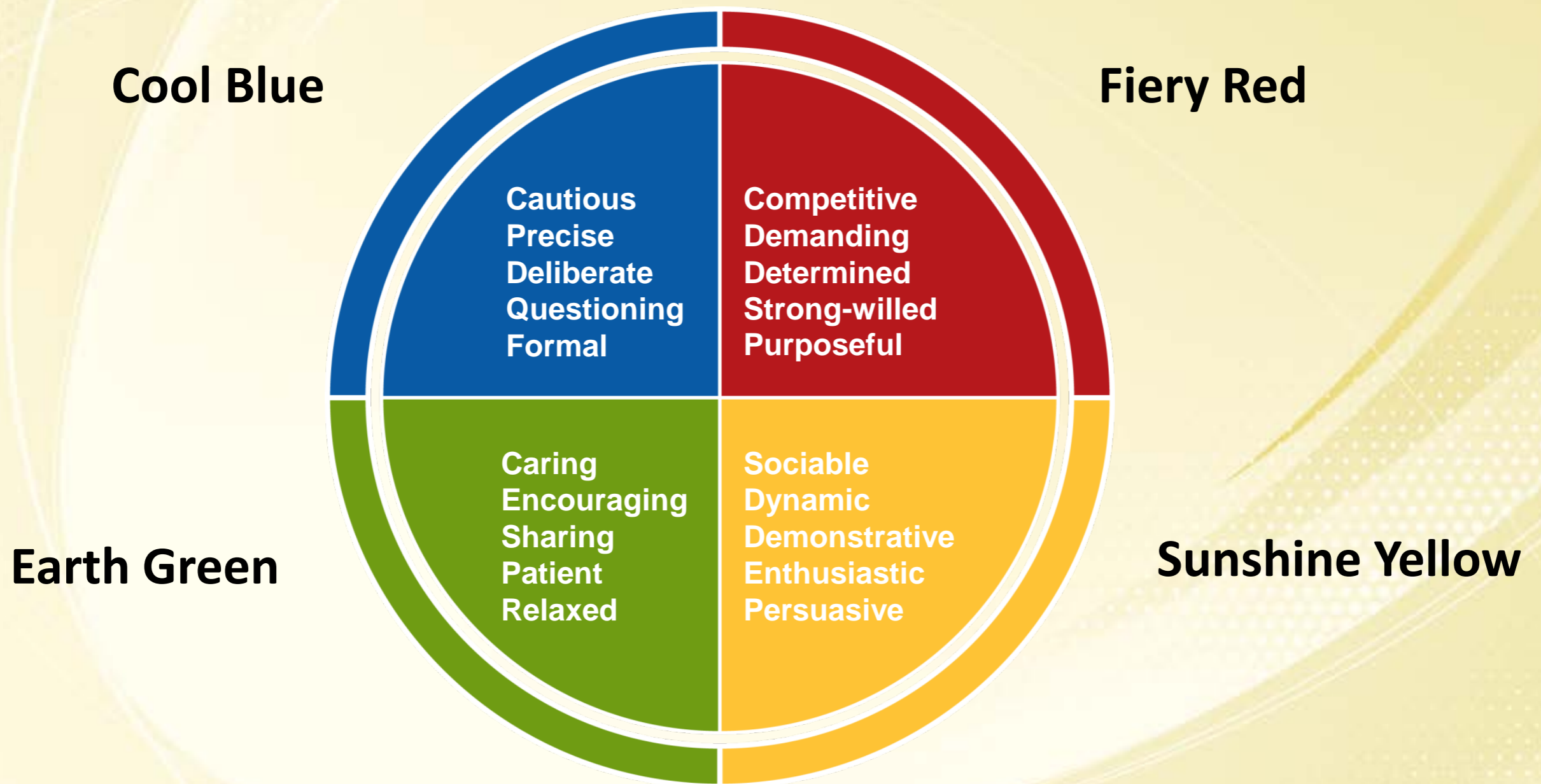
The Colour Preferences

Cool Blue

- Introverted
- Desire to know and understand
- Prefer written communication
- Prefer clarity and precision
- Desire for analysis



The Colour Preferences



Your Colour Mix



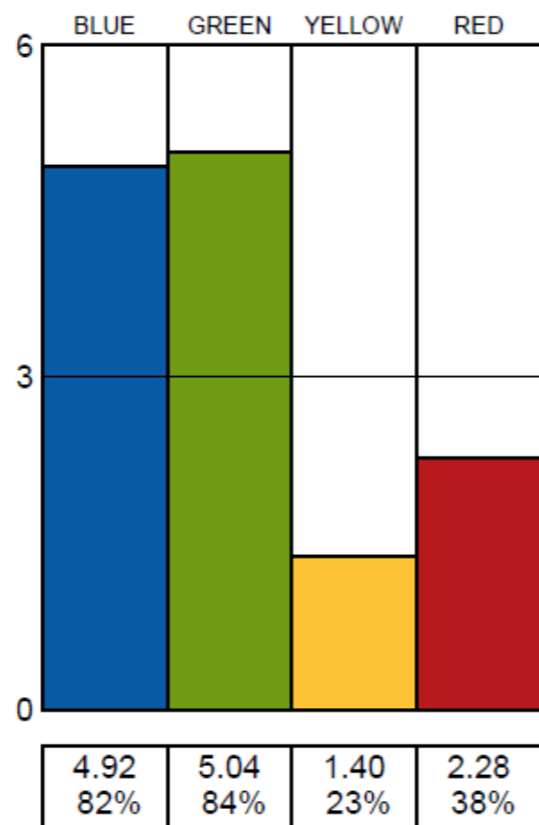
We each have all four colour energies within us; it is the combination of the four energies that creates the unique **YOU**.



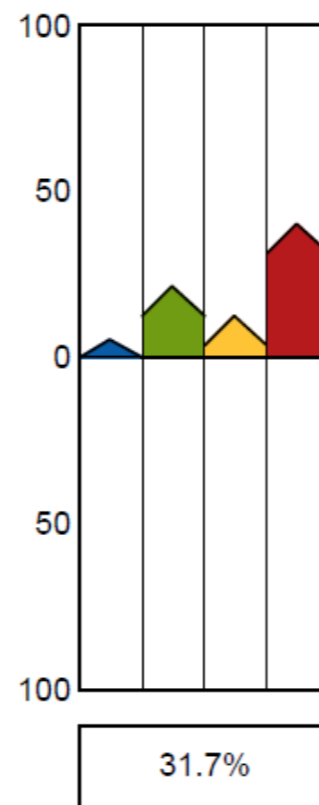
Insights® Colour Dynamics

Malcolm Gaston
13-Feb-14

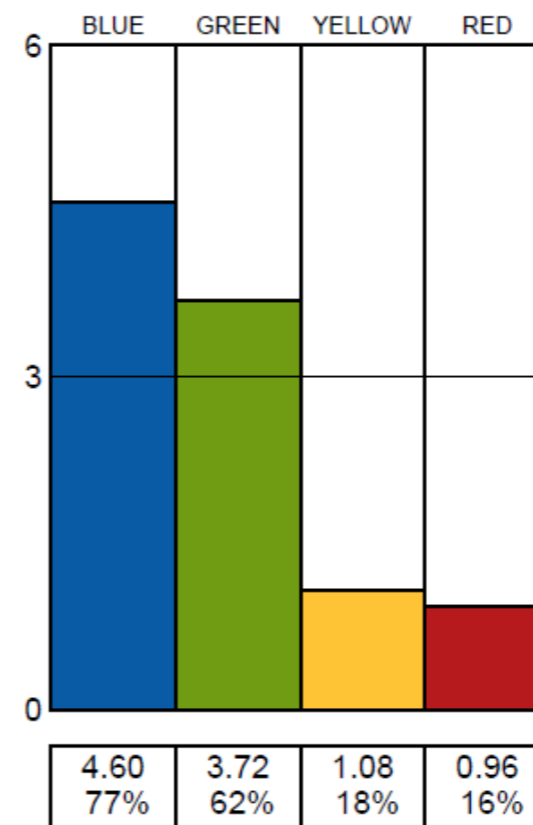
**Persona
(Conscious)**



**Preference
Flow**

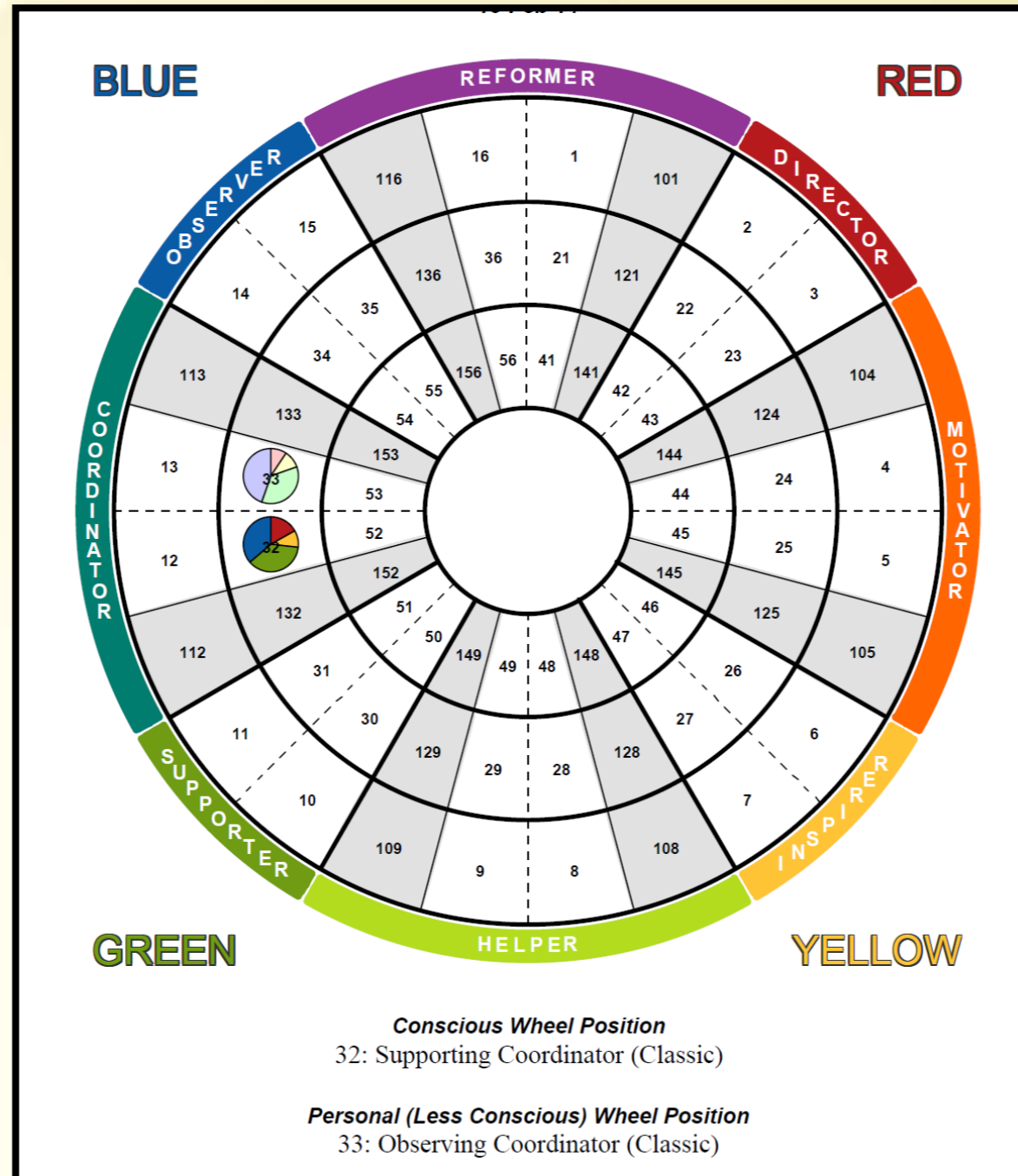


**Persona
(Less Conscious)**



The Insights® Wheel

Malcolm



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Effective Communications

Strategies for communicating with Malcolm:

- Recognize his quiet dedication.
- Prepare thoroughly, and plan to explain every feature of your proposition.
- Encourage him to be open to alternative methods.
- Respect his knowledge of the job.
- If you ask a question, be quiet and give time for him to consider his response.



Effective Communications (cont'd)

When communicating with Malcolm, DO NOT:

- Set deadlines you really believe cannot be reached.
- “Tell”, instruct or command.
- Be misled by his apparent reticence into thinking that he doesn't care.
- Prevent him from expressing his thoughts.
- Assume his silence means he doesn't like your idea.
- Fail to respect his need for occasional isolation.



How we use Insights® ...

- Day-to-day communication
- When planning an audit – do we have the right blend of colour preferences?
- Dealing with conflict resolution
- Leadership and mentoring
- My personal examples...



Team Effectiveness

- **Increase team effectiveness using Insights[®] by:**
 - ✓ Developing and fostering real team spirit
 - ✓ helping teams to quickly recognise and value the gifts and contribution of each team member
 - ✓ learning how to engage, support and motivate
 - ✓ creating a positive, non-threatening environment for discussing differences, challenges and resolving conflict
 - ✓ ensuring that your team is greater than the sum of its parts



Leadership Effectiveness

- **Increase team effectiveness using Insights[®] by:**
 - ✓ authentic leaders who inspire and empower your people
leaders that are more effective at influencing themselves, their team and their key stake holders
 - ✓ empowered leaders who coach and develop their people to excel
 - ✓ leaders who understand the impact of their leadership style and how to overcome barriers to success
 - ✓ flexible leaders who know how to motivate the different individuals in their team



Change Management



Questions?



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We look forward to seeing you in the fall!



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