

**Lab Matters Day**  
**Discovery Insights® workshop**  
**Insights and leadership**

# Perception

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

# Preferences...

# Introversion/Extroversion

Do you:

- Prefer to work in an environment with few distractions and little noise to enable you to concentrate on the task in hand
- Have a reputation for being a good listener
- Avoid large parties or groups in preference to being with a few individuals/friends
- Think before speaking
- After a meeting (social or otherwise) do you prefer to reflect and consider the outcome in private
- Perceive phone calls in meetings or discussion as unwelcome distraction

# Introversion/Extroversion

Do you

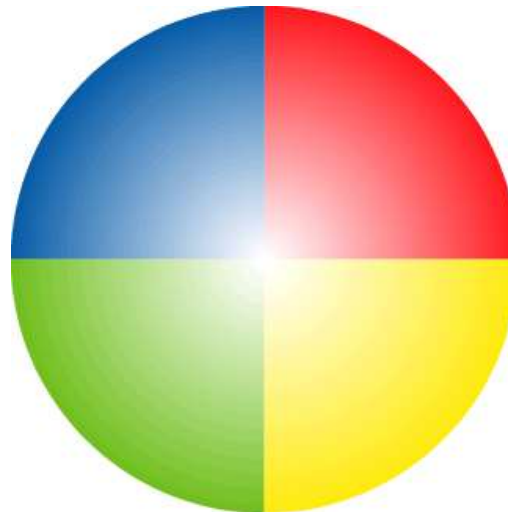
- Have a large circle of acquaintances or friends
- Prefer to work in an environment where there is a lot of action and activity in the background
- Become easily engaged in conversation even with strangers and might dominate the conversation
- Speak to think
- Feel more comfortable working and generating ideas with a group rather than alone

# Attitude

## Reaction to outer and inner experiences

### INTROVERSION

Quiet  
Observant  
Inward Focus  
Depth Intimate  
Reserved  
Reflective  
Thoughtful  
Cautious



### EXTRAVERSION

Talkative  
Involved  
Outward  
focus Breadth  
Gregarious  
Flamboyant  
Action  
Orientated  
Outspoken

# How you prefer to make decisions

# Thinking/Feeling

Do you

- Remember facts and figures more easily than names and faces
- Prefer to settle an argument based on logic and truth rather than what will keep the peace
- Believe that it is not necessary to people or be liked in order to work together
- Because of your desire to be objective give the impression of being uncaring although this is far from the truth
- Make important decisions easily and have difficulty in understanding why people get uptight about irrelevant issues
- Keep going at a task that interests you despite social or relationship calls on your time



# Thinking/Feeling

Do you

- Continually be of service to people even if you may be taken advantage of
- Make a decision based upon the other persons feelings
- Sacrifice your own comfort to accommodate others
- Question decisions that will affect the welfare of others
- Perceive harmony as preferable to 'being correct'
- Find it difficult to communicate to others that your personal needs are not being met.

# Decision making

## THINKING

Informal, Personal,  
Illogical, Involved,  
Subjective, Flexible,  
Accommodating,  
Ambivalent,  
Relationship Focused

Formal, Impersonal,  
Analytical, Detached,  
Objective  
Strong-minded,  
Competitive, Particular,  
Task Focused

## FEELING

# Perceiving functions

## Your view of the world

### SENSATION

Specific  
Present-  
oriented  
Realistic  
Consistent  
Down-to-  
earth  
Practical  
Precise  
Factual  
Step by step

### INTUITION

Global  
Future-  
oriented  
Imaginative  
Unpredictable  
Blue-Sky  
Conceptual  
General  
Abstract  
Spontaneous

# Preference

Cool Blue  
Introversion/Thinking



Fiery Red  
Extroversion/Thinking

Earth Green  
Introversion/Feeling

Sunshine Yellow  
Extroversion/Feeling

## 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**.

# The Insights colour energies

On a good  
day...

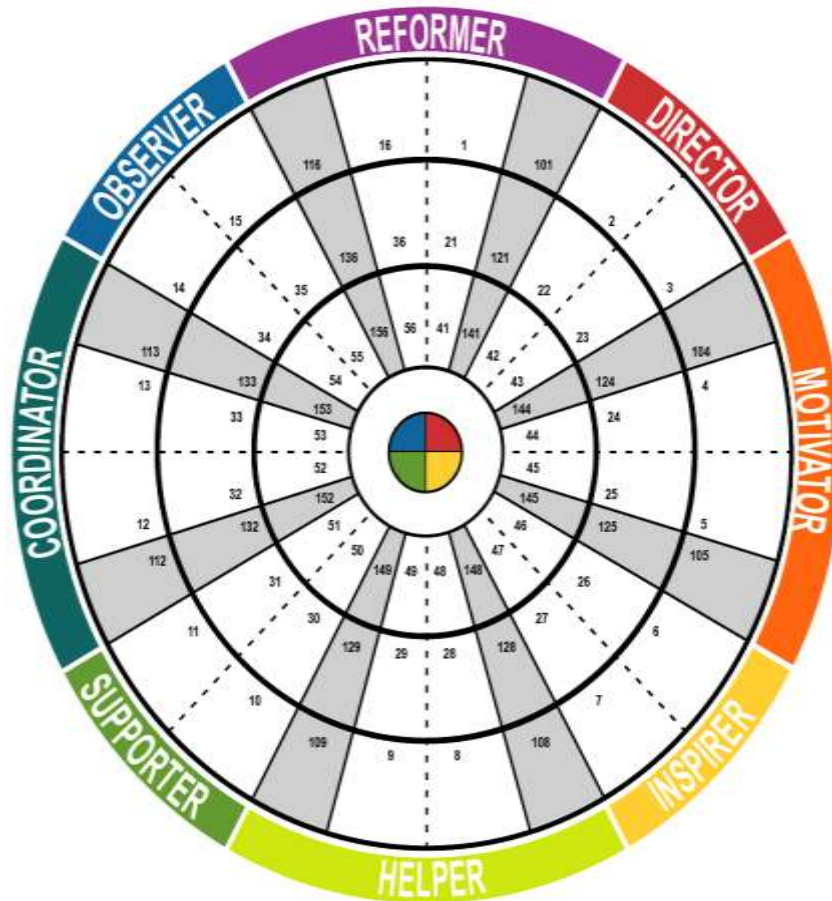


# And .....

## On a bad day...



# The Insights wheel





# The steps to personal effectiveness

**Step 3**  
Learn how to adapt your  
behaviour to interact more  
effectively with others

**Step 1**  
Explore and  
discover more  
about yourself

**Step 2**  
Learn how to recognise  
and appreciate others'  
differences

**Step 4**  
Take action and put  
your learning into  
practice

# Delegation

In your preferred colour energy groups describe

- Ideal way to delegate to you – how much information/what instructions.....
- Nightmare way to delegate to you!

# Leadership – Your style

Discuss how your preferences can impact on:

- Your leadership style
- Your feedback methods
- How you give praise
- How you prefer to receive praise/feedback