



Ann Other (G5M)

Personal Profile

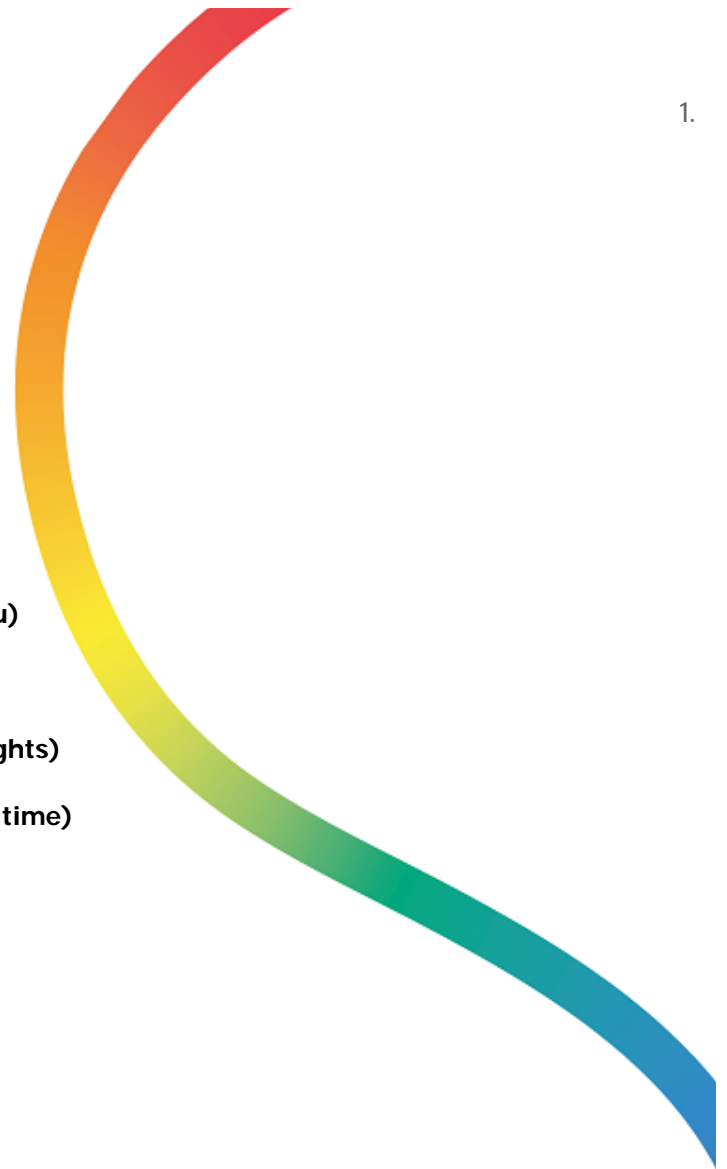
Discover - Discuss - Diversify - Develop

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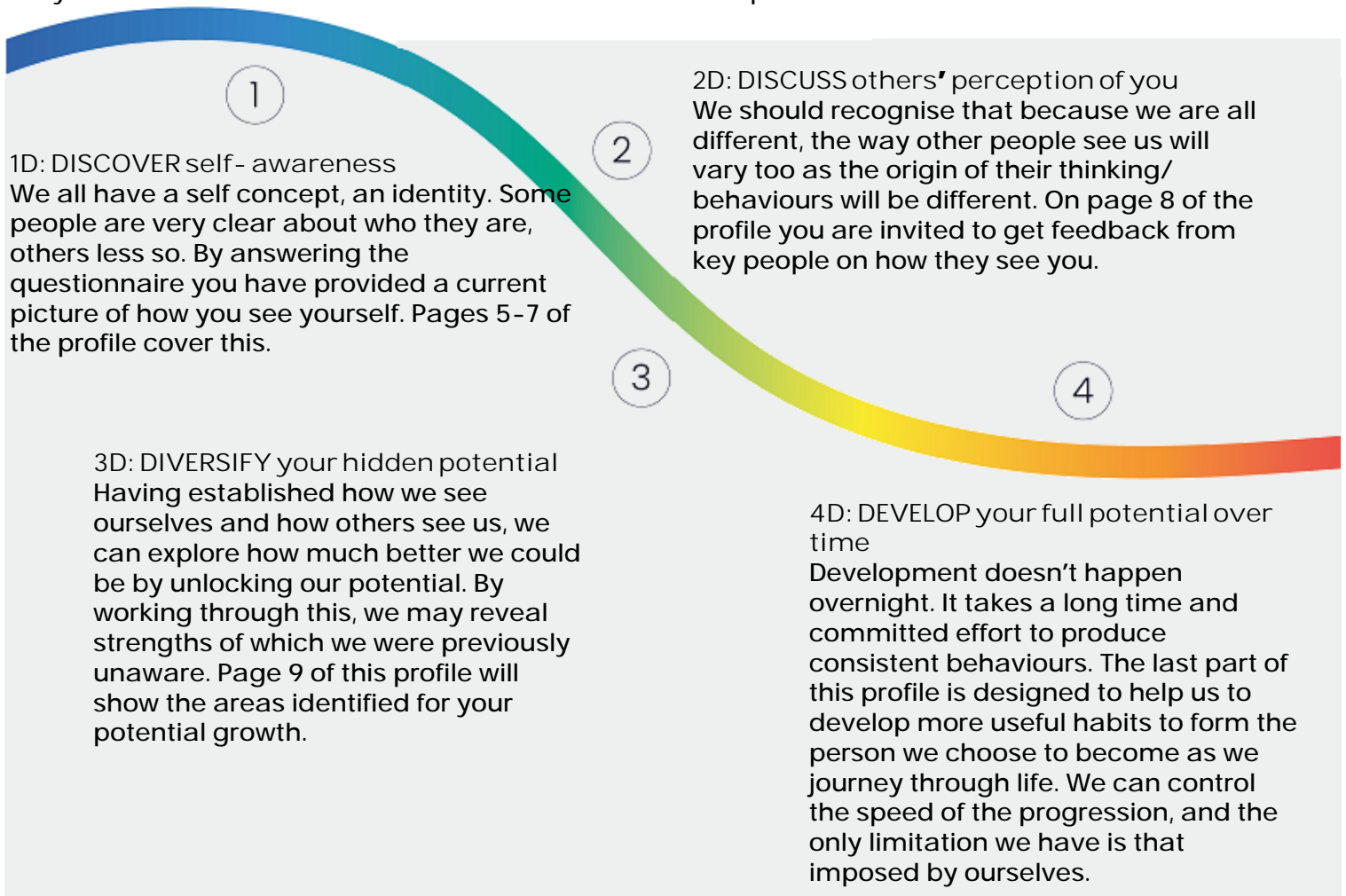
Why Clarity 4D?

If we liken our lives to a journey, it is wise to establish where you are starting from and where you intend to go. Some people may amble through life without any sense of direction or purpose, and others may wish to challenge themselves on the way by metaphorically climbing mountains. The behavioural model which is offered by Clarity4D is a pathway to establish the most effective route 'up the mountain' in order to bring 'clarity' and 'purpose' to our goal: to reach the heights of self-understanding.

The Clarity4D profile is a snap shot of you at "base camp". It provides an opportunity to discuss the options you have in terms of your behaviours - those you have now, those you wish to develop, and others you may wish to minimise or discard. The colour energies, which are outlined overleaf, offer an easy language to describe how we interact and modify our behaviours when confronted by different types of people and varying situations. The Clarity4D profile can be used for a number of applications from personal and career development, personal relationships, team dynamics, leadership style, sales techniques and can also be used as a coaching tool.

Specifically, why "Clarity"? This is about looking at our behaviours and psychological preferences from a number of viewpoints and gaining greater awareness of the impact of those behaviours on others. We can then make conscious informed choices about what is right for us.

Why then "4D"? The 4D is about the 4 dimensions of our development:



Understanding The Background

This Clarity4D profile is compiled from a set of statements that is unique to Ann Other.

The idea of personality profiling is not new; it has been around since the Ancient Greeks when Hippocrates, the Greek philosopher and medical doctor, identified that his patients behaved in four quite different and distinctive ways. Over 2,000 years later, the psychologist Carl Jung also identified the differences in personality types. Referring to “The Psychology of C G Jung” written by his pupil, Dr Jolande Jacobi, the Clarity4D model is based on his work – linking the Ancient Greeks with modern psychology by using colour as a behavioural language.

The Link from the Ancient Greeks

Using the idea from the Ancient Greeks of the four elements, Water, Earth, Fire and Air, and the energy that is created by those four elements, the Clarity4D model has been linked to the four psychological types identified by Carl Jung, and our preferred way of behaving. The concept of colour has also been added to help the reader recognise and remember the different types of personality.

INTROVERTED PREFERENCES are represented by Water and Earth – energies that are hidden beneath the surface i.e. sea or soil

EXTRAVERTED PREFERENCES are represented by Fire and Air – energies that are above the surface



(WATER) BLUE energy is shown by people who are introspective and reserved. They like to observe others and think before taking action. They are happy in their own company, and can give an independent, detached analysis, which can sometimes give the impression of aloofness.



(EARTH) GREEN energy is observed in people who are warm and friendly in an under-stated way. They value close relationships and will be loyal and supportive of their family and friends. They like to create a harmonious atmosphere and prefer consensus to confrontation, which can sometimes make them appear indecisive and laid-back.



(FIRE) RED energy is demonstrated by people who are highly energetic and action-orientated. They are positive, straight-talking and assertive. They tend to be goal-focused and enjoy the challenge of achieving quick results. They are pragmatic thinkers who have an objective approach which can sometimes overlook the needs of other people.

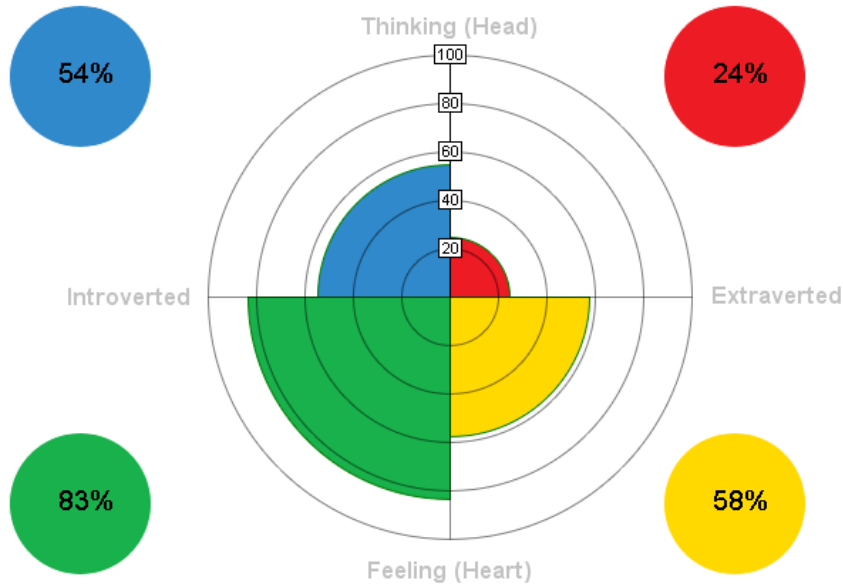






(AIR) YELLOW energy is displayed by people who are out-going, sociable and fun-loving. They particularly enjoy the company of other like-minded people and frequently stand out in a crowd, often enjoying being the centre of attention. They are persuasive, charming and can sometimes overwhelm people with their enthusiastic energy.

As individuals we are a mixture of these four elements, but we have a preference for using some of the energies over others, and the Clarity4D profile will identify which these preferences are, and how we can adapt and use the energies to meet the needs of different people and situations in our personal and professional lives. The profile describes someone like you, it doesn't define you. At the end of the profile is an action plan designed for Ann to complete and work on a future personal development plan.

How Do You Show Up?

Conscious-self 'Radial' Graph (G5M)



	THINKING		THINKING
INTROVERTED	<p>Reflective Observing Analytical Cautious Formal Exacting</p> 	EXTRAVERTED	<p>Focused Decisive Direct Challenging Assertive Action-oriented</p> 
	SENSING	INTUITION	SENSING
INTROVERTED	<p>Empathetic Concerned Informal Supportive Patient Easy-going</p> 	EXTRAVERTED	<p>Chatty Expressive Cheerful Sociable Exuberant Enthusiastic</p> 
	FEELING		FEELING

1D: DISCOVER - self awareness

These pages give an overview of Ann's personal style and some insight into how she works with people and tasks.

1D: How Ann Sees Herself

She works best with tasks that involve people and create a co-operative, generous and supportive environment. She prefers not to exert control over others, and cannot understand why some people have the need to do so. She is capable of managing a broad portfolio of tasks, but is more comfortable with familiar jobs. She may take her abilities for granted and as a result under-value herself. She may find it easier to work with people who are steady and consistent. Ann is a reliable shoulder to lean on when people need support and security.

She feels very strongly about certain principles and will demonstrate strong commitment to them; she may find it hard to discuss them with others. She may feel the need to continuously work at developing herself, and may not want to talk about this need. Ann can identify what is important to her and will work hard at protecting it. She is highly determined and resolute in her defence of a cause. Ann is understanding, sympathetic and congenial.

Coaching, mentoring and developing others may be an attractive part of her job. Ann can be perceived as being unassuming, discreet, modest and quiet. She is quite self-effacing and can either take her achievements for granted, or doesn't consider them as special. Her constant drive to help others may stop her from chilling out. Although Ann can be perceived as rather mild and kind-hearted, she can be rather obstinate on occasions.

She likes to take her time and enjoy the moment without feeling undue pressure to press on with something new. Her natural warm and friendly style enables her to offer practical support and service to others. She is very good at recognising the special gifts of each individual, and allowing them to get on with things at their own pace. Ann is laid-back and tolerant and prefers not to be in charge or have to control others. She is warm hearted and congenial and likes an atmosphere of cordiality. When she makes an error, it can cause her to feel upset and worried for a long time.

Beneath her laid back and tolerant demeanour, she is naturally inquisitive and enjoys discovering the differences between people and situations. She may find it hard to push herself forward, and to say "no" when necessary. Ann is a consistent and reliable worker who brings a calm steadiness to situations. She likes an orderly and calm and friendly work environment, where people feel appreciated and can achieve satisfaction for a job well done.

Continued

She is unlikely to express her deepest emotions. She is her own person, although this is not obvious because of her liking for keeping good and happy relationships with others. Achieving a high level of income is not top of her personal goals. As the relationship develops, she becomes more friendly and receptive. Ann is highly aware of other peoples' feelings and concerns and she is able to deal with troubled and complex people. She strongly dislikes a lack of empathy from others, and she may not enjoy working with people who are selfish and display a lack of care and concern for others.

She doesn't care about enforcing herself or her opinions on others, unless she is defending her values. Ann has an ability to do many different jobs, but enjoys work that involves her using her imagination and good people skills. She will go the extra mile and build relationships and avoid confrontation. Ann has an amazing ability to empathise with peoples' emotions, recognising the unique gift of individuals and understanding their deeper needs.

She may have a tendency for holding her anger inwardly. Although expressing external agreement, inwardly she may disagree and use passive strategies to control her stress. Concerned, considerate and kind, her low key approach appeals to others. She prefers to be supportive in the background in a hard-working and faithful way. She values a spiritual approach to life, based on harmony, peace, loyalty and understanding. Ann values peace. She is a born diplomat and is very aware of other peoples' needs.

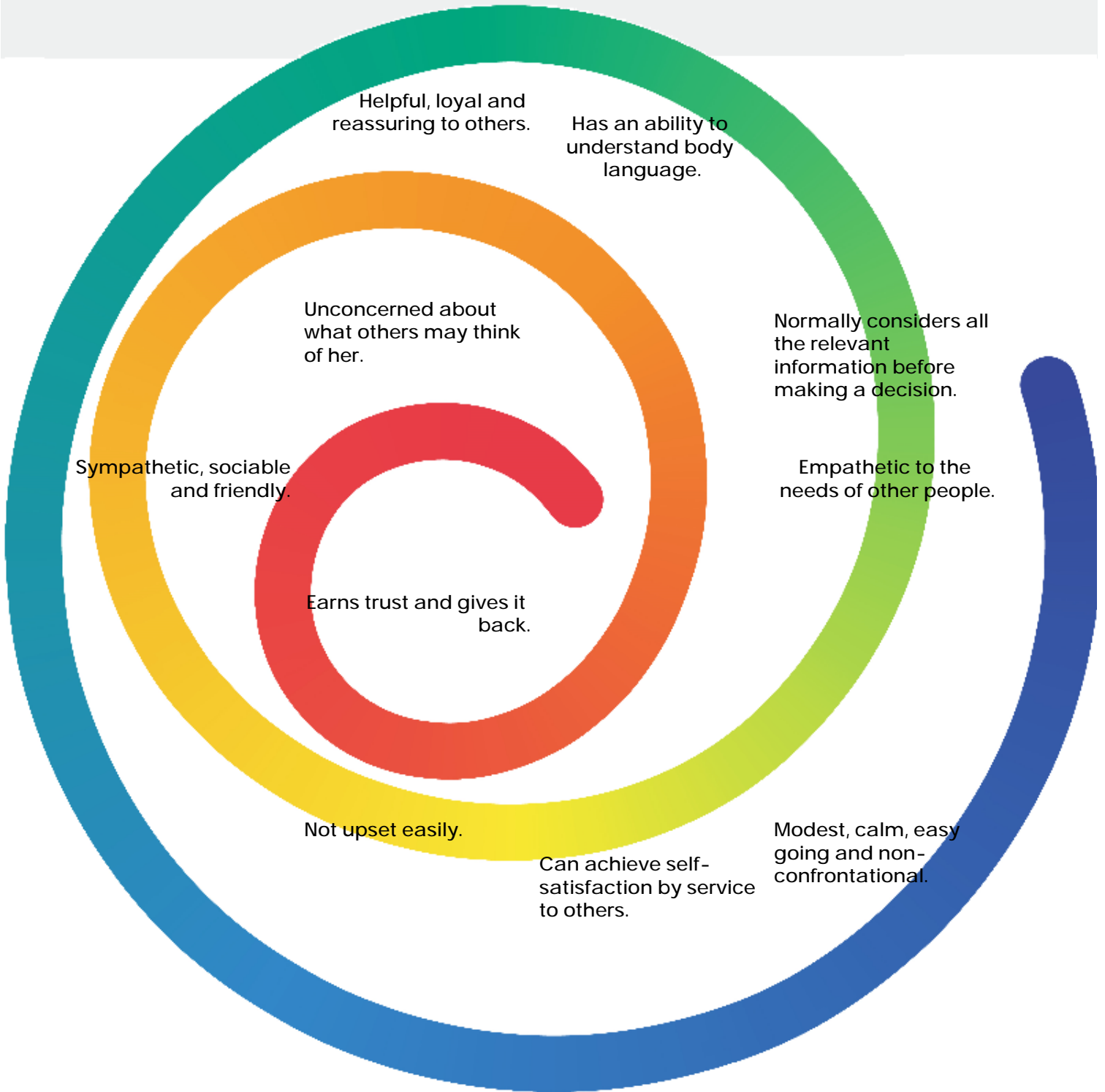
She can be soft on poor performers, which could result in situations that require disciplinary action. She seems to make decisions based on her own emotions which may be as meaningful to her as more objective facts. Ann is happy to be an "ear" for people who want to talk through their own thoughts. She does not like to agree to high risk decisions. She may find it easier to write down her feelings about other people rather than articulate them. Ann respects all opinions and even if she doesn't agree with them, she will give them her consideration.

She believes that work is about moving towards something meaningful and should fit in with her personal values. Tolerant and taking on board other peoples' behaviour somewhat objectively, she observes things and sees a deeper meaning to most situations. She is skilled in achieving win-win outcomes, taking in consideration all points of view from the interested parties. Thinking about the impact on other people may have a strong influence on her decisions.

She approaches life by assessing things through her own personal values and beliefs. Her introverted style doesn't stop her from speaking out when necessary in a forthright manner. She comes to long-term solutions after a period of deep thinking. She will be aware of how the decision making process and its outcome will affect other people. She does not like being restrained by authority or time disciplines, but she will avoid confrontation in trying to overcome the situation.

Strongest Areas

In no particular order, these are what Ann considers to be her major strengths and intrinsic talents



2D: DISCUSS other's perception of Ann

Ann should invite some key people to read the profile and note their feedback

Name	2 statements you agree with	2 statements to say "I'm curious to know about...."	Other feedback points not included in profile	One Thing to Think About (O-T-T-T-A)
Person 1				
Person 2				
Person 3				

What is your One Thing To Think About (OTTTA)?

3D: DIVERSIFY your hidden potential

Ann may consider these as areas for growth



3D: DIVERSIFY - expanding your thoughts

This page helps you to review your thoughts to enable you to self-coach: consider the OTTTA's that others may have given you and the development opportunities from within the profile.

What do you want to achieve?	
Why is that?	
What will it mean to you when you achieve it?	
What is happening at the moment?	
Why do you think this is true?	
Do you have data or is it your opinion?	
What is the one thing you could do right now?	
What other options are there?	
What might a wise person say to you?	
What is stopping you from taking action?	

4D: DEVELOP your full potential over time

As a result of reading your Clarity4D Profile what action steps will you take?

Describe the person you aspire to be:

To achieve this, what will you stop doing?

By When:

What will you start doing?

By When:

What else do you need to consider?

By When:

By When:

This report represents how you completed the questionnaire, and the questions you might like to consider now are:

- a) Who else do I interact with who may benefit from completing a Clarity4D questionnaire?
- b) What other areas would I like to develop?

There are further chapters of Clarity4D profiles available on:

- a) Working in a Team
- b) 2D Profiles on how others perceive you

For more information on the above visit our website www.clarity4d.com.

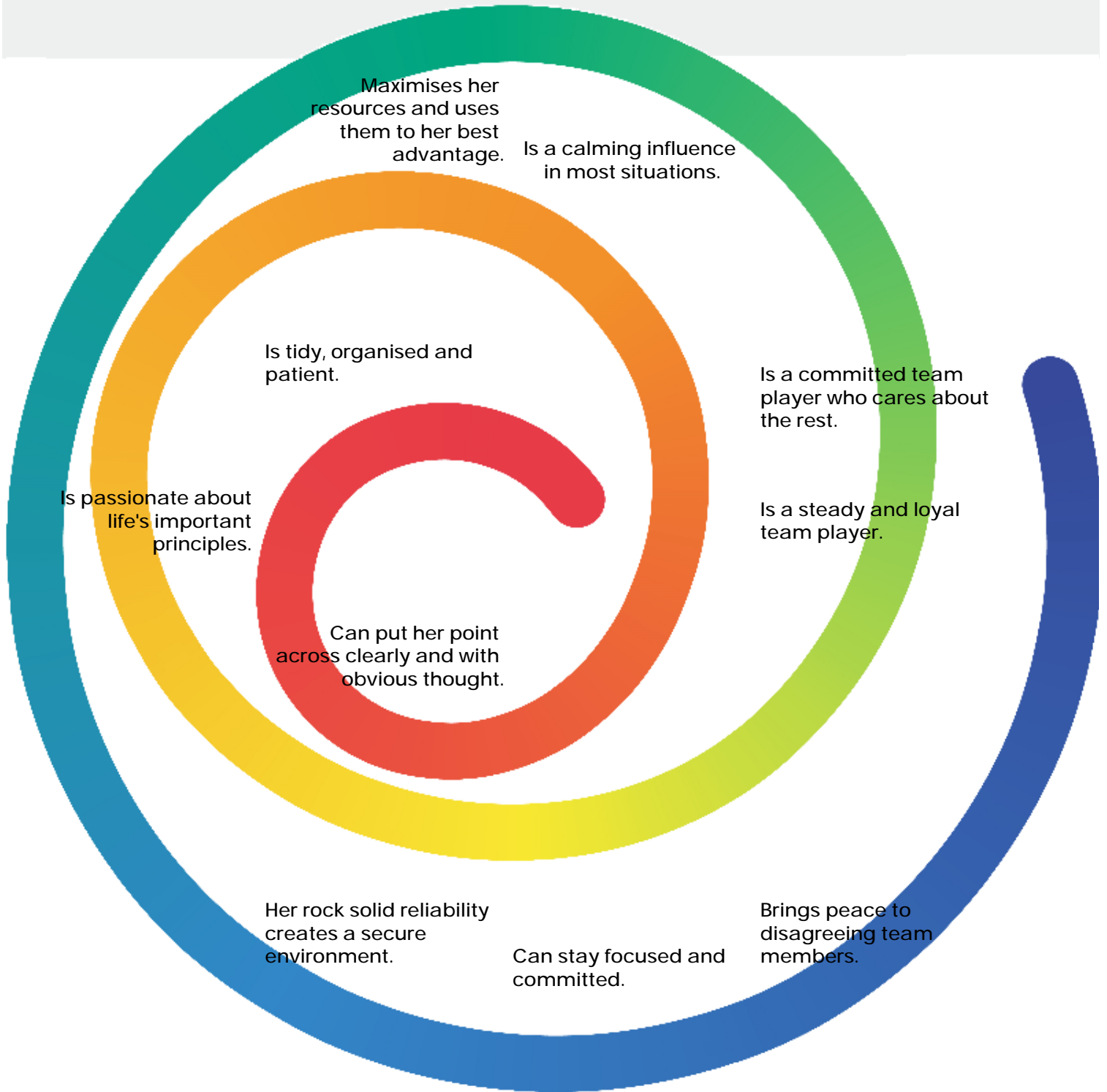


Ann Other

In a Team

Ann in a Team

These are the key attributes and talents Ann brings to a team. Circulate the following pages around the team.



Ann in a Team - Communicating with Ann

Effective communication is essential to good teamwork, and individuals have preferred strategies that help them to send and receive the message. When we use their preferred style, we can reduce the barriers that may cause the message to be misinterpreted.

Here are strategies to help communicate with Ann:



Do

- ⦿ Allow time for friendship as well as work.
- ⦿ Listen to her concerns about the reaction of other people.
- ⦿ Encourage her to talk about her feelings.
- ⦿ Be prepared for opposition to any proposed changes.
- ⦿ Allow time for team interaction.
- ⦿ Allow the time to build trust and rapport.
- ⦿ Give her space to collect her thoughts and articulate them.
- ⦿ Write down important instructions to ensure understanding.
- ⦿ Build up trust with her before you can expect to receive constructive feedback.
- ⦿ Create an environment where free expression is encouraged.
- ⦿ Follow her level headed and composed approach.
- ⦿ Show an interest in what she feels about her job.



Do Not

- ⦿ Interrupt her or put her down when she tries to contribute information.
- ⦿ Enforce unachievable timeframes that could affect her results.
- ⦿ Stop her mental flow.
- ⦿ Build on her tendency for self-criticism.
- ⦿ Ask for an instant opinion in front of others.
- ⦿ Be overtly critical or create "waves" for the sake of it.
- ⦿ Try and hide what you are really after.
- ⦿ Take advantage of her unobtrusive manner by trying to impose things on her.
- ⦿ Push for quick solutions when other people are involved.
- ⦿ Push her into making a quick decision.
- ⦿ Lack clarity or hurry her.
- ⦿ Think that inaction is unspoken disapproval.

Ann in a Team - Here are some strategies for communicating with other types.

For effective communication within a team, we need to recognise and understand how the different types prefer to be communicated with. Here are some strategies for communicating with other types.

Communication with Red preference



Do

- Ⓢ Ask relevant, practical questions
- Ⓢ Be organised and punctual
- Ⓢ Be positive and enthusiastic
- Ⓢ Be prepared
- Ⓢ Be short, sharp and gone
- Ⓢ Get straight to the point
- Ⓢ Keep to the agenda
- Ⓢ Keep up with their pace
- Ⓢ Speak in a clear, assertive manner
- Ⓢ Take ownership of problems



Do Not

- Ⓢ Appear hesitant or unsure
- Ⓢ Appear negative or critical
- Ⓢ Become emotional in discussions
- Ⓢ Challenge their authority
- Ⓢ Disagree in public with them
- Ⓢ Flit from topic to topic
- Ⓢ Interrupt
- Ⓢ Mumble or speak slowly
- Ⓢ Tell them what to do
- Ⓢ Waffle or procrastinate

List below those people who display high RED energy:

Ann in a Team - Here are some strategies for communicating with other types.

Communication with Blue preference



Do

- Ⓢ Come prepared with facts
- Ⓢ Follow agreed procedures
- Ⓢ Give advance notice
- Ⓢ Recognise their accuracy
- Ⓢ Research details before meeting them
- Ⓢ Respect their need for privacy
- Ⓢ Speak in a calm, measured manner
- Ⓢ Use their expertise
- Ⓢ Value their objective analysis
- Ⓢ Write details down for them



Do Not

- Ⓢ Be disorganised and vague
- Ⓢ Finish their sentences
- Ⓢ Fire rapid questions
- Ⓢ Hurry them
- Ⓢ Indulge in social chit chat
- Ⓢ Offer ill thought out concepts
- Ⓢ Push for an immediate answer
- Ⓢ Put them on the spot in meetings
- Ⓢ Talk loudly and energetically
- Ⓢ Try to "sweet talk" them

List below those people who display high BLUE energy:

Ann in a Team - Here are some strategies for communicating with other types.

Communication with Green preference



Do

- ⌚ Allow time for them to feel comfortable
- ⌚ Appreciate their loyalty
- ⌚ Ask questions rather than tell
- ⌚ Create a harmonious environment
- ⌚ Find out what are their personal values
- ⌚ Have a relaxed, easy approach
- ⌚ Listen empathetically
- ⌚ Offer support when needed
- ⌚ Speak in a friendly manner
- ⌚ Take time to talk to them personally



Do Not

- ⌚ Appear demanding
- ⌚ Appear insincere
- ⌚ Become confrontational
- ⌚ Cut them off before they have finished
- ⌚ Give effusive praise
- ⌚ Give insensitive feedback
- ⌚ Push for a quick response
- ⌚ Put them in the spotlight
- ⌚ Question their integrity
- ⌚ Talk loudly and quickly

List below those people who display high GREEN energy:

Ann in a Team - Here are some strategies for communicating with other types.

Communication with Yellow preference



Do

- ⦿ Acknowledge their creative approach
- ⦿ Allow them to speak their mind
- ⦿ Ask for their opinion
- ⦿ Have an informal manner
- ⦿ Indulge in some light hearted chit chat
- ⦿ Involve them whenever possible
- ⦿ Keep the pace moving
- ⦿ Offer a variety of tasks and topics
- ⦿ Recognise their talent for raising spirits
- ⦿ Speak in a positive, enthusiastic way



Do Not

- ⦿ Appear "nit picky"
- ⦿ Appear dour or disinterested
- ⦿ Ask for or give too much detail
- ⦿ Ignore their need for some response
- ⦿ Impose restrictions and procedures
- ⦿ Leave them out of the picture
- ⦿ Overlook their need for recognition
- ⦿ Question their stories in public
- ⦿ Send long, detailed reports
- ⦿ Talk only in terms of facts & figures

List below those people who display high YELLOW energy:

Ann in a Team - Creativity

Strong teams need diverse ideas and different creative approaches. The following statements will identify how Ann approaches creativity and how she can develop these strengths.



Ann's Creative Strengths

- ⦿ Involves lots of people with developing new concepts.
- ⦿ Takes time to absorb information.
- ⦿ Prefers a steady-as-you-go approach.
- ⦿ Her values are the basis of how she behaves.
- ⦿ Will give objective feedback on the practicality of new concepts.
- ⦿ Thinks deeply about situations and experiences and gains insight.
- ⦿ Looks for perfection before "letting go" and being creative.
- ⦿ Can clearly see what the problem is.
- ⦿ Develops strategies by having good relationships with certain people.
- ⦿ Ideas crop up at any time of day or night.



Areas for Development

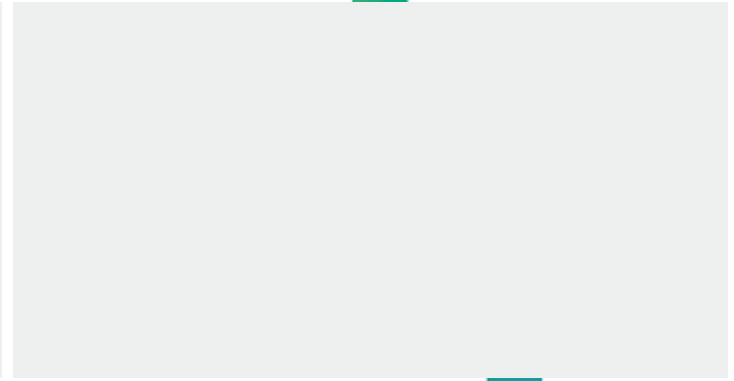
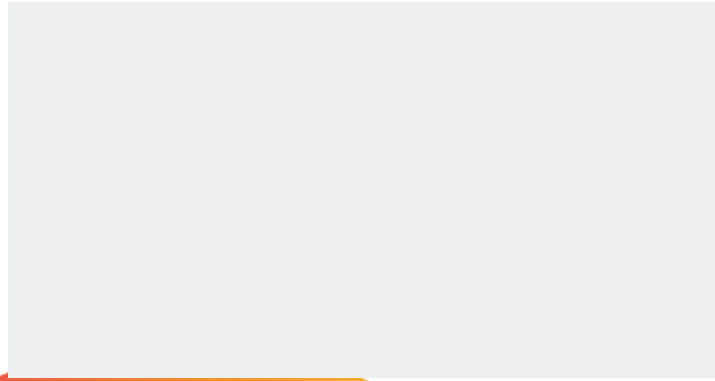
- ⦿ Think about being more selective in who is asked for input, and thus save time.
- ⦿ Instinctive thoughts and action can create time-saving options.
- ⦿ Open the box to different and new ideas.
- ⦿ Make sure thinking about principles does not interfere with getting things done.
- ⦿ Assist other people to fully think through their contributions before putting into practice.
- ⦿ Be prepared to share the learning with others.
- ⦿ Loosen up - things will never be exactly right.
- ⦿ Use "out of the box" thinking to come up with solutions.
- ⦿ Think of other ways of doing things so there is less reliance on these people.
- ⦿ Don't be shy of discussing any thoughts, however unusual they may appear.

Action Plan - Team

As a result of reading your Clarity4D Profile what action steps will you take?

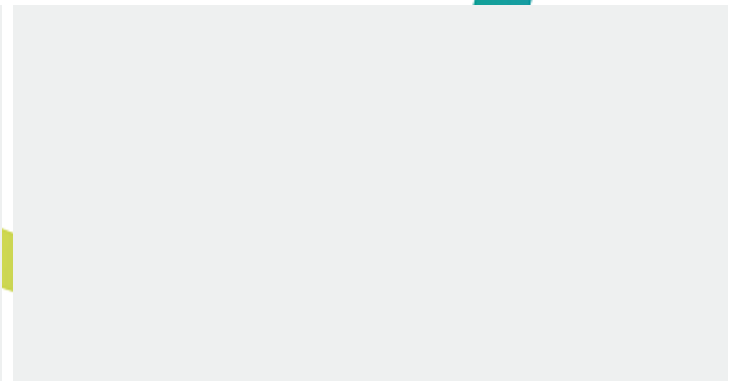
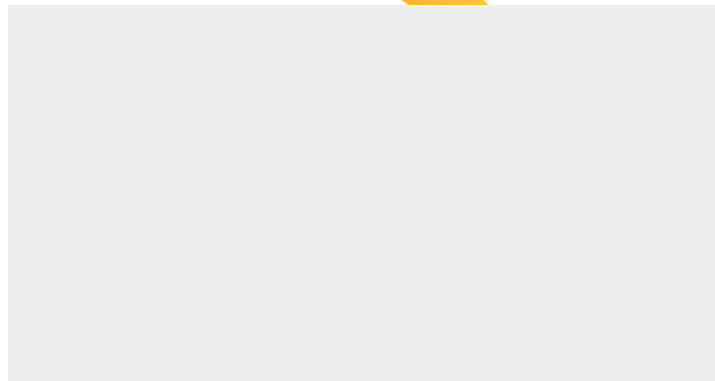
What are the learning points?

How shall I contribute to the team?



What will I stop doing?

How will I measure success?



By When:

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