



Ann Other (G5M) Personal Profile



Discover - Discuss - Diversify - Develop

Ann's Personal Profile

2. Why Clarity4D?
3. Understanding the Background
4. How Do You Show Up
5. 1st Dimension: DISCOVER (self-awareness)
6. 1st Dimension: DISCOVER - continued
7. 1st Dimension: DISCOVER (strongest areas)
8. 2nd Dimension: DISCUSS (others' perception of you)
9. 3rd Dimension: DIVERSIFY (your hidden potential)
10. 3rd Dimension: DIVERSIFY (expanding your thoughts)
11. 4th Dimension: DEVELOP (your full potential over time)

Ann in a Team

13. Ann in a Team
14. Communicating with Ann
15. Communicating - Red Preference
16. Communicating - Blue Preference
17. Communicating - Green Preference
18. Communicating - Yellow Preference
19. Ann in a Team - Creativity
20. Action Plan



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:

2D: DISCUSS others' perception of you

We should recognise that because we are all different, the way other people see us will vary too as the origin of their thinking/behaviours will be different. On page 8 of the profile you are invited to get feedback from key people on how they see you.

4D: DEVELOP your full potential over time

Development doesn't happen overnight. It takes a long time and committed effort to produce consistent behaviours. The last part of this profile is designed to help us to develop more useful habits to form the person we choose to become as we journey through life. We can control the speed of the progression, and the only limitation we have is that imposed by ourselves.

1D: DISCOVER self- awareness

We all have a self concept, an identity. Some people are very clear about who they are, others less so. By answering the questionnaire you have provided a current picture of how you see yourself. Pages 5-7 of the profile cover this.

3D: DIVERSIFY your hidden potential

Having established how we see ourselves and how others see us, we can explore how much better we could be by unlocking our potential. By working through this, we may reveal strengths of which we were previously unaware. Page 9 of this profile will show the areas identified for your potential growth.

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



(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 understated 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.

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



(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-focussed 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.

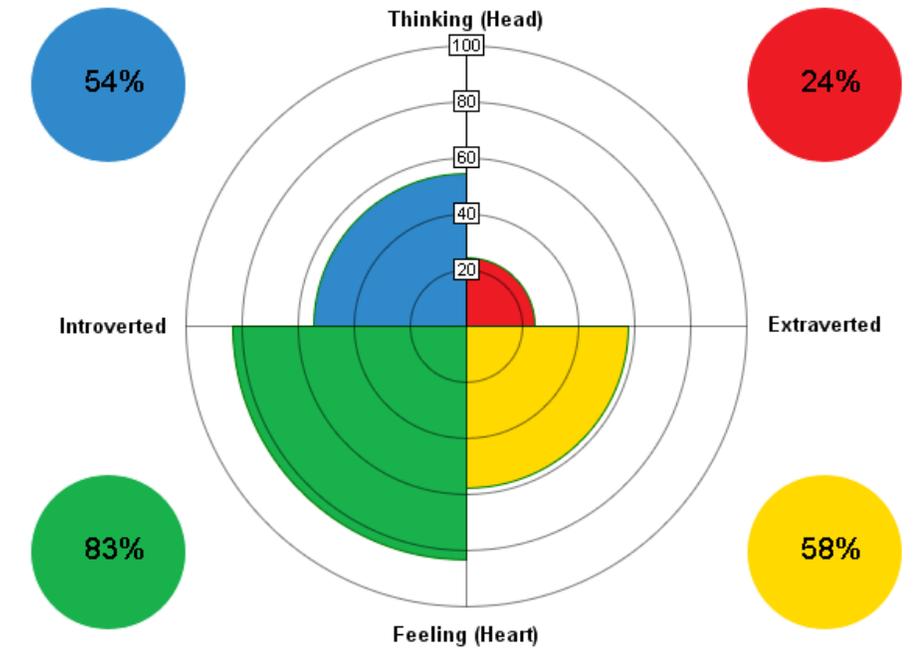


(AIR) YELLOW energy is displayed by people who are out-going, sociable and fun-loving. They particularly enjoy the company of other like-minded people and frequently stand out in a crowd, often enjoying being the centre of attention. They are persuasive, charming and can sometimes overwhelm people with 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. At the end of the profile is an action plan designed for Ann to complete and work on a future personal development strategy.

How Do You Show Up?

Conscious-self 'Radial' Graph (G5M)



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

4 **Discover** - Discuss - Diversify - Develop

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 is well organised and fairly relaxed about achieving her tasks because she feels in control of what's happening. She is good at completing hands-on, routine tasks. She works best with tasks that involve people and create a co-operative, generous and supportive environment. Quietly resourceful, she uses her clever brain to help others.

She is good at reassuring anxious and worried people. One of her strengths is her laid back approach. Her constant drive to help others may stop her from chilling out. Not enjoying the limelight, her strengths include a quiet and loyal demeanour. She will endeavour to create a warm and friendly work environment by remembering birthdays and celebrating special events. She has a very strong loyalty for her friends and can put off her own needs in favour of other people.

Coaching, mentoring and developing others may be an attractive part of her job. Hard-working, committed and resolute, Ann has a high work ethic and will feel comfortable in an environment where she can get on unobtrusively with her work. Ann is most relaxed, flexible and comfortable in a laid-back and harmonious environment. While she is normally open-minded and tolerant, she can become stubborn and defensive when she thinks something she believes in is being threatened. She likes to "smell the roses" without feeling undue pressure to press on with something new.

To help her be most effective, she likes clear and detailed specifications before she starts a job. Her own high personal values may cause her to feel cautious with people whose values don't appear to match up to her own. She doesn't like to be categorised by other people, and is on a journey of life-long learning and self-development. She must consciously remind herself to think about her own needs as well as those of other people.

Although Ann can be perceived as rather mild and kind-hearted, she can be rather obstinate on occasions. She is quietly persistent in pushing her ideas to fruition when she feels strongly about them. She is trustworthy, understanding and imaginative. She is warm hearted and congenial and likes an atmosphere of cordiality. Her natural warm and friendly style enables her to offer practical support and service to others. Ann demonstrates strong loyalty to the people in her team. She flourishes in a job that requires dedication, patience and resilience.

Continued

Ann has an amazing ability to empathise with peoples' emotions, recognising the unique gift of individuals and understanding their deeper needs. If her beliefs and values are questioned, she can become very intransigent, stubborn and inflexible. She enjoys supporting others in a low-key, backstage capacity and uses her gifts of empathy and practical help to serve others. When there is an argument, she will absorb all opinions before coming to a decision and supporting one side.

She has the ability to be both empathetic and deeply focused. Concerned, considerate and kind, her low key approach appeals to others. She would be prepared to go to the ends of the earth for a friend in trouble. Ann has a lot of affection for others and really feels good about life. As she has very passionate feelings and beliefs, she sometimes cannot keep them in check. If she has to give someone some negative feedback, she will try to lighten it by finding something good to say.

She does not care to lead from the front, and instead is happy to support backstage. Her natural steadfast and positive attitude encourages a co-operative and supportive team spirit. Ann takes an empathetic, tolerant and non-threatening approach to people. Ann likes an informal and relaxed environment. This does not mean that she doesn't take her work and important issues seriously. Ann cares passionately about things and will demonstrate this by her sense of responsibility which makes her an extremely loyal and trusted colleague and employee.

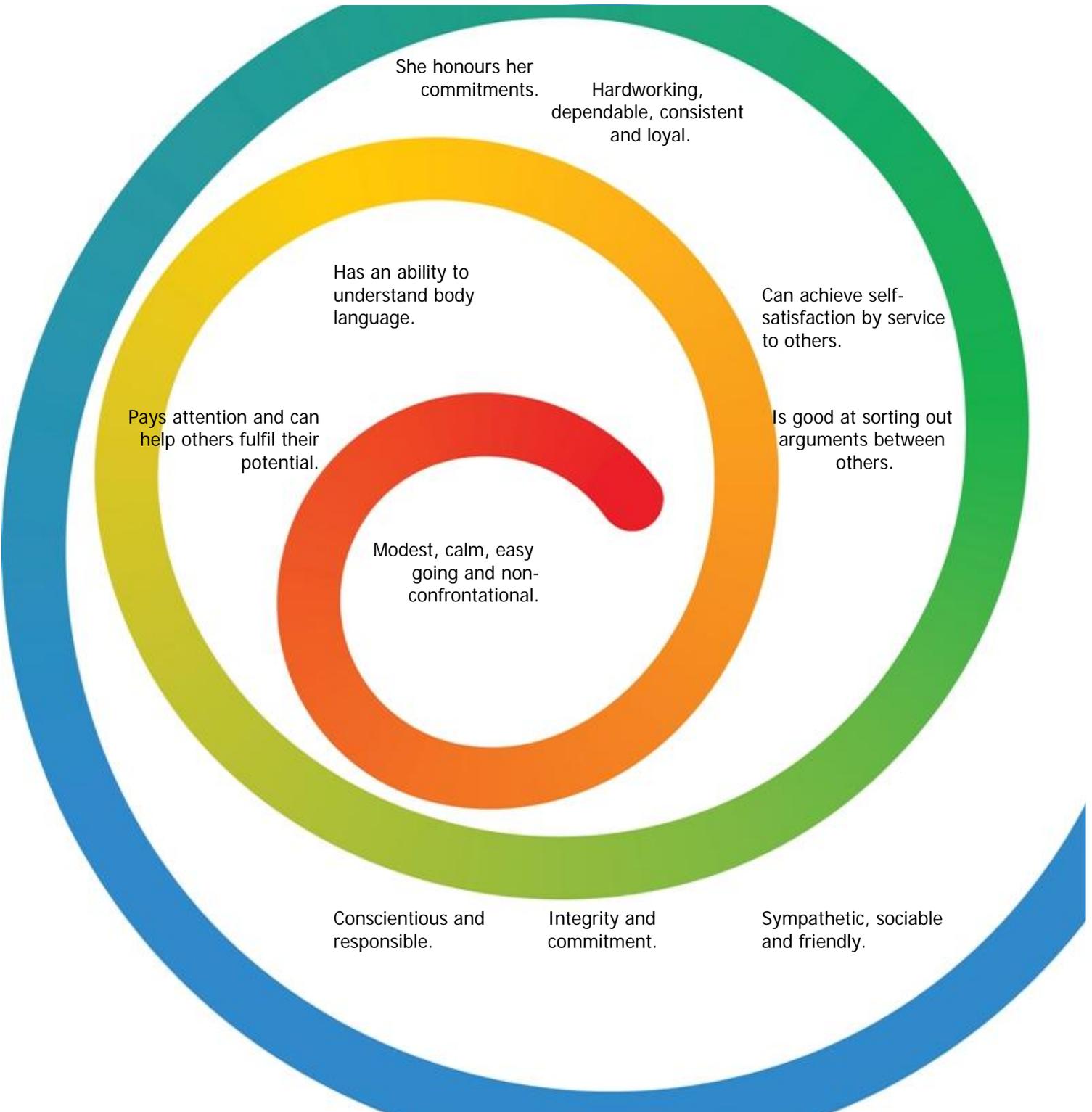
She acknowledges decisions that are backed up with logical analysis, and then may ignore them when making up her own mind. When Ann agrees to take on a role, she will be deeply committed to achieving the necessary outcome. Ann will take on board and value all ideas and opinions from other people, even those that may be considered "off the wall". Ann endeavours to pull people together in a dispute and can quickly see substance in all points of view.

Ann is inquisitive, ingenious, receptive and a far-sighted, sensitive visionary. Tolerant and taking on board other peoples' behaviour somewhat objectively, she observes things and sees a deeper meaning to most situations. Her introverted style doesn't stop her from speaking out when necessary in a forthright manner. Her preferred leadership style is to question quickly-made decisions and to ensure that change is done for the right reasons. She comes to long-term solutions after a period of deep thinking. She may find it easier to write down her feelings about other people rather than articulate them.

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. When she knows that people are on her side, Ann makes easier decisions. She does not like to agree to high risk decisions. She has no desire to boss or control others and is satisfied with a commitment to work and her principles.

Strongest Areas

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



7 **Discover** - Discuss - Diversify - Develop

2D: DISCUSS other's perception of Ann

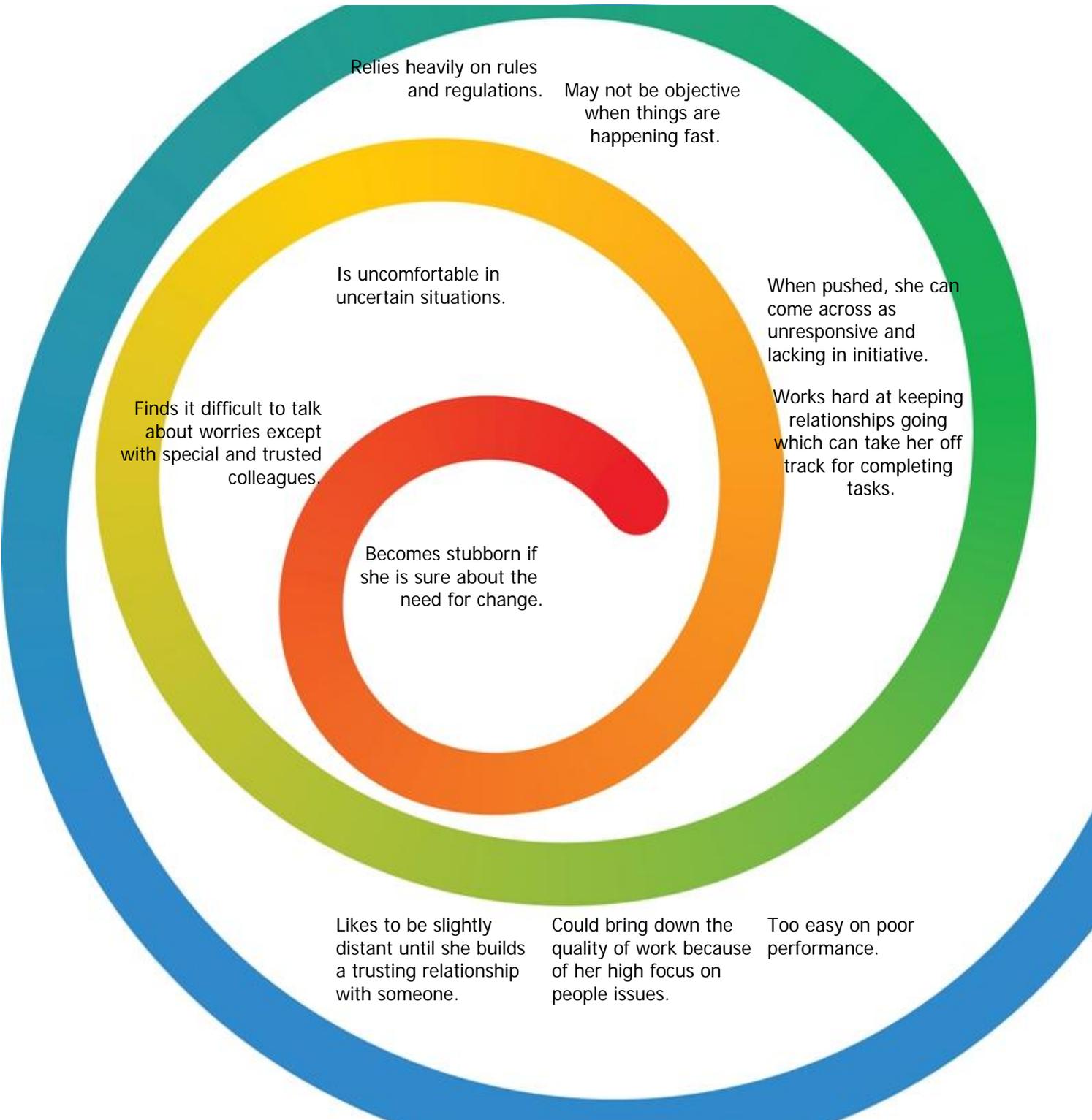
Ann should invite some key people to read the profile and note their feedback

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 the current situation?	
What evidence do you have to support this?	
Is the evidence validated 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.





Clarity4D
clear colourful communication

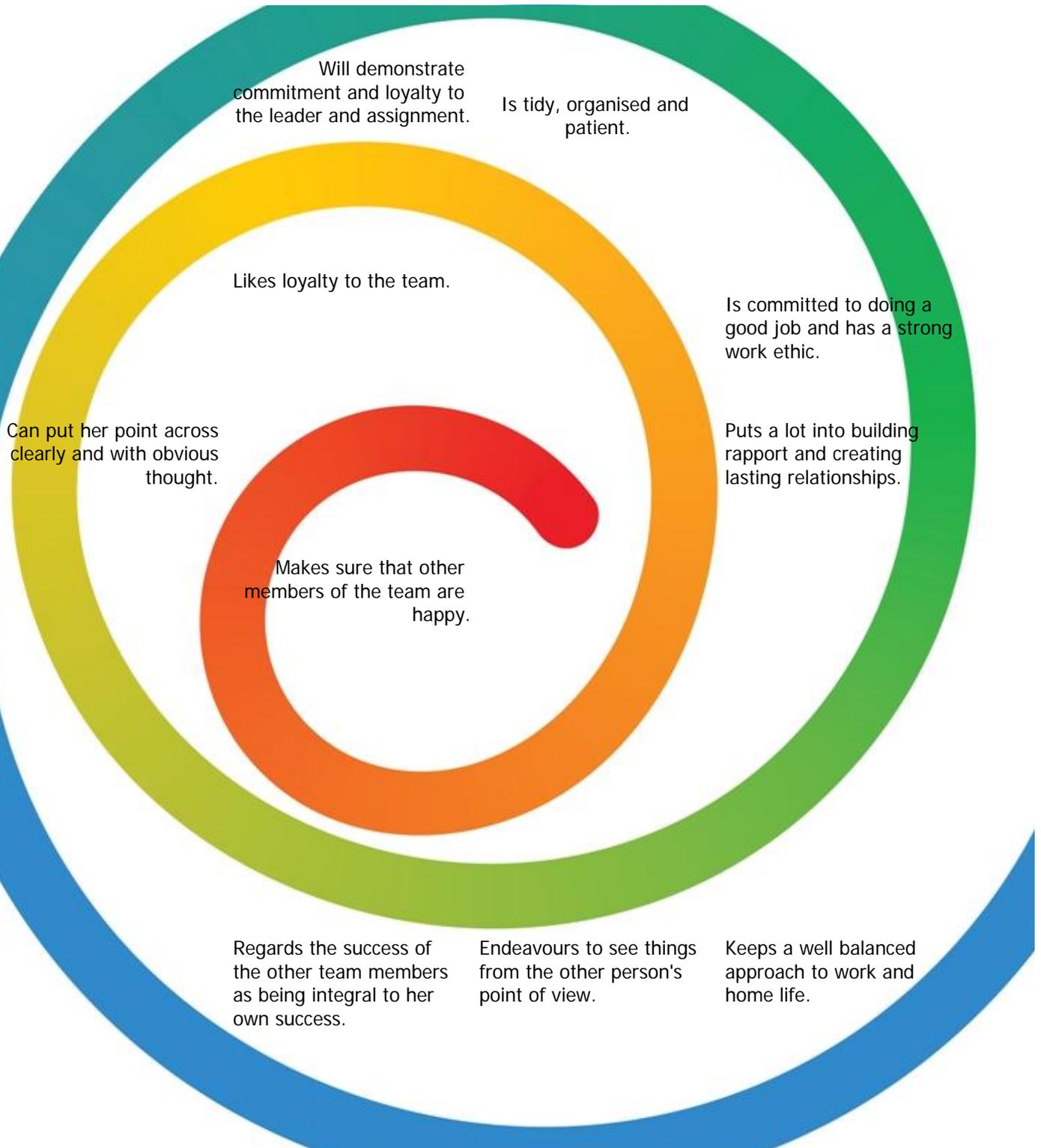
Ann Other in a Team



Discover - Discuss - Diversify - Develop

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 her to gather her thoughts.
-  Show an interest in what she feels about her job.
-  Allow her time to prepare by giving her plenty of warning.
-  Recognise her efforts at developing rapport with people.
-  Take on board her views.
-  Allow the time to build trust and rapport.
-  Give her the opportunity to explain the "why" behind her thoughts.
-  Make the situation comfortable for her.
-  Encourage her to talk about her feelings.
-  Talk in a measured, sincere manner.
-  Build up trust with her before you can expect to receive constructive feedback.
-  Appreciate her consistent hard work and her contribution.



Do Not

-  Push her into taking on an important role if she doesn't want to do it.
-  Override her fears without giving it some thought.
-  Railroad changes through without considering her principles and beliefs.
-  Challenge her position for no reason.
-  Make extravagant compliments or give gushing praise.
-  Give her tasks without explaining the importance.
-  Put her under pressure or infringe on her leisure hours.
-  Be unnecessarily pushy.
-  Push an argument or pontificate.
-  Point out her limitations or tell her off in public.
-  Be blunt, pompous and tie her down to unachievable deadlines.
-  Overlook to allow time for personal matters.

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

- ① Get straight to the point
- ① Take ownership of problems
- ① Keep up with their pace
- ① Be prepared
- ① Ask relevant, practical questions
- ① Be organised and punctual
- ① Keep to the agenda
- ① Be positive and enthusiastic
- ① Speak in a clear, assertive manner
- ① Be short, sharp and gone



Do Not

- ① Become emotional in discussions
- ① Appear negative or critical
- ① Waffle or procrastinate
- ① Appear hesitant or unsure
- ① Interrupt
- ① Challenge their authority
- ① Mumble or speak slowly
- ① Flit from topic to topic
- ① Disagree in public with them
- ① Tell them what to do

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

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



Do Not

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

- ① Speak in a friendly manner
- ① Create a harmonious environment
- ① Have a relaxed, easy approach
- ① Ask questions rather than tell
- ① Allow time for them to feel comfortable
- ① Appreciate their loyalty
- ① Take time to talk to them personally
- ① Find out what are their personal values are
- ① Offer support when needed
- ① Listen empathetically



Do Not

- ① Appear demanding
- ① Become confrontational
- ① Talk loudly and quickly
- ① Put them in the spotlight
- ① Appear insincere
- ① Push for a quick response
- ① Give insensitive feedback
- ① Give effusive praise
- ① Cut them off before they have finished
- ① Question their integrity

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

- ① Speak in a positive, enthusiastic way
- ① Involve them whenever possible
- ① Indulge in some light hearted chit chat
- ① Keep the pace moving
- ① Ask for their opinion
- ① Allow them to speak their mind
- ① Recognise their talent for raising spirits
- ① Have an informal manner
- ① Acknowledge their creative approach
- ① Offer a variety of tasks and topics



Do Not

- ① Appear dour or disinterested
- ① Overlook their need for recognition
- ① Talk only in terms of facts & figures
- ① Ask for or give too much detail
- ① Leave them out of the picture
- ① Question their stories in public
- ① Appear "nit picky"
- ① Impose restrictions and procedures
- ① Send long, detailed reports
- ① Ignore their need for some response

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

-  Sticks to her guns and principles.
-  Prefers a steady-as-you-go approach.
-  Will encourage involvement from team members on people issues.
-  Will encourage contribution of ideas in an informal way.
-  Likes an orderly and structured approach.
-  Thinks deeply about situations and experiences and gains insight.
-  Offers common sense advice when dealing with people problems.
-  Ideas crop up at any time of day or night.
-  Involves lots of people with developing new concepts.
-  Has a mild manner which masks her structured approach to problems.



Areas for Development

-  Help others to have the courage of their convictions.
-  Open the box to different and new ideas.
-  Value the differences of opinion.
-  Keep the balance between own ideas and those of other people.
-  Think outside the box for a change !
-  Be prepared to share the learning with others.
-  Be prepared to offer this advice more readily, even when its not been asked for.
-  Don't be shy of discussing any thoughts, however unusual they may appear.
-  Think about being more selective in who is asked for input, and thus save time.
-  Keep pushing to make sure the solutions are not ignored.

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?

Blank response area for learning points.

Blank response area for team contribution.

What will I stop doing?

How will I measure success?

Blank response area for things to stop doing.

Blank response area for measuring success.

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) 2D Profiles on how others perceive you

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