



Anne Other (Y5H)

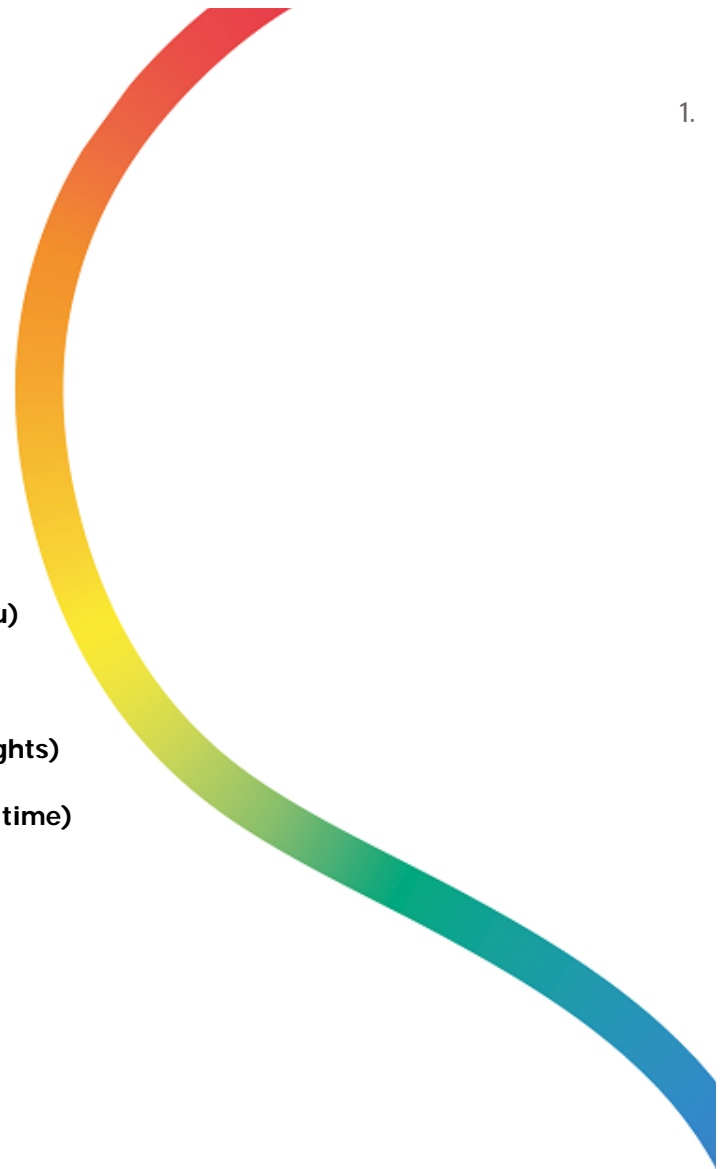
Personal Profile

Anne's Personal Profile

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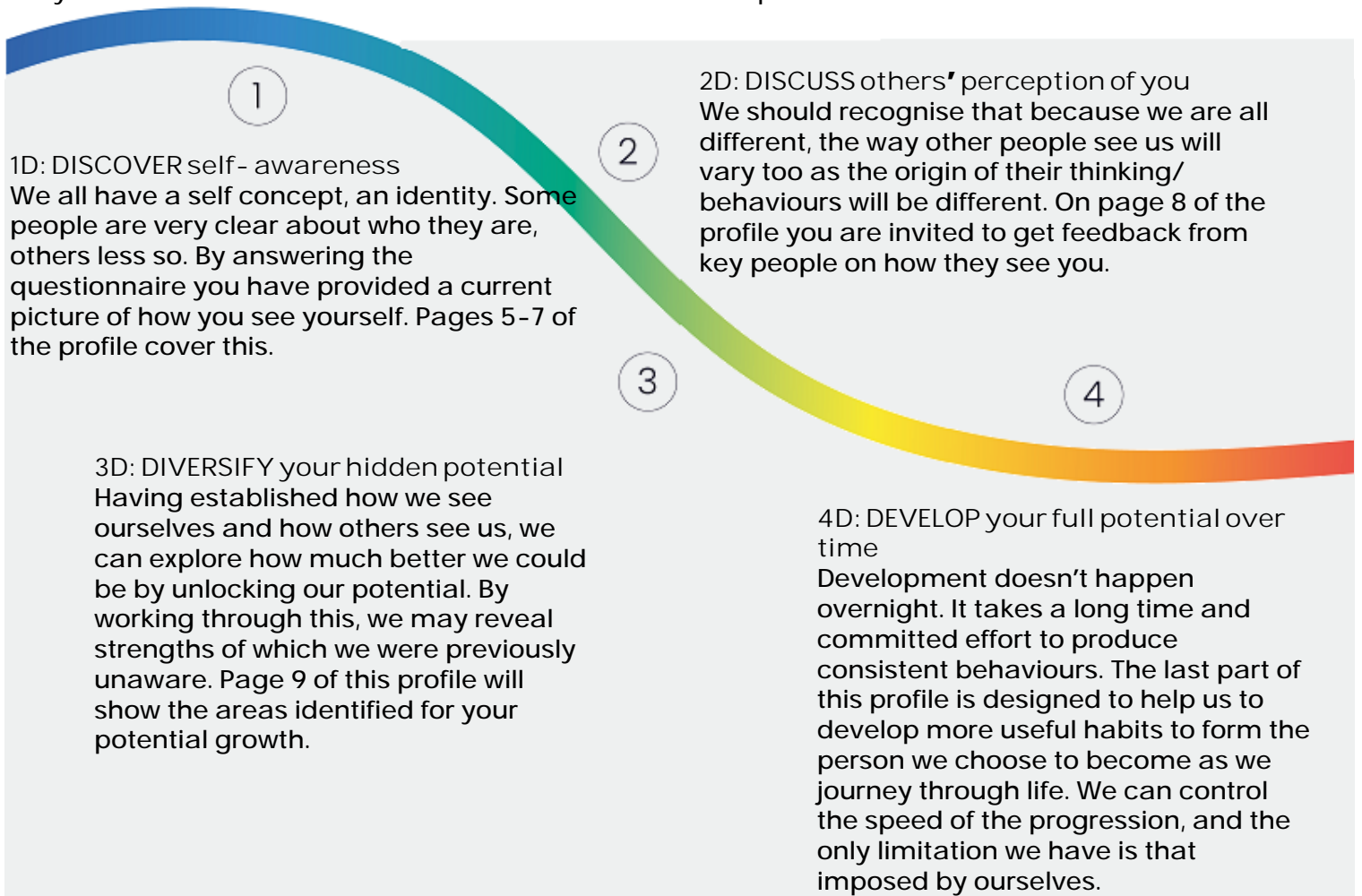
Why Clarity 4D?

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 Anne 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.

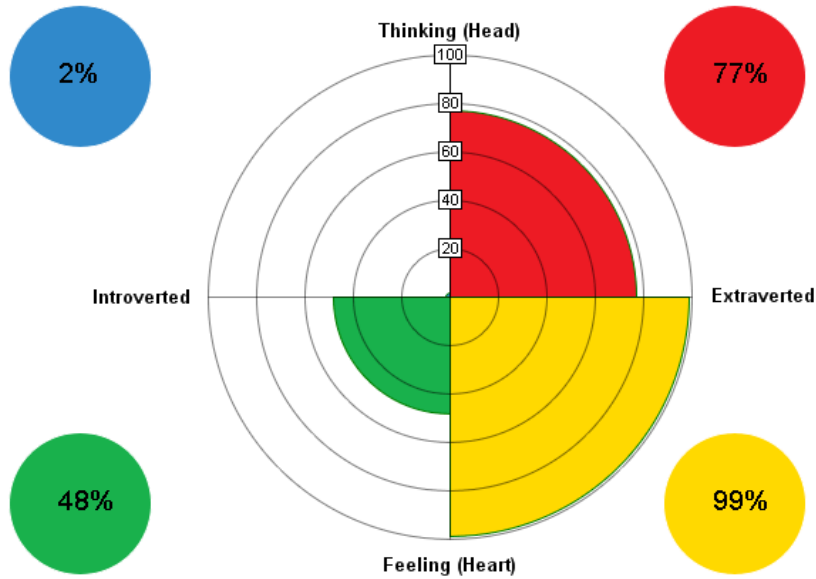






(AIR) YELLOW energy is displayed by people who are out-going, sociable and fun-loving. They particularly enjoy the company of other like-minded people and frequently stand out in a crowd, often enjoying being the centre of attention. They are persuasive, charming and can sometimes overwhelm people with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

How Do You Show Up?

Conscious-self 'Radial' Graph (Y5H)



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

1D: DISCOVER - self awareness

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

1D: How Anne Sees Herself

When she comes up with a new idea, she will immerse herself in it straight away. She is skilled at working with people, both on a one-to-one and in groups, and can be elected in a leadership role. She is happy to have a go at anything, but would prefer it to be hands-on rather than intellectual. She may have a history of started, but incomplete projects. Accepting the proven ways of personal organisation and time management will help her avoid procrastination and keep on track.

Regular, repetitive work can de-motivate her and drain her enthusiasm. She may become dejected and morose when things don't go well or when she can't see a way forward. Looking after other people seems a way for her to satisfy her own personal need to serve. She is fascinated by out of the ordinary situations and has a natural ability for articulation. Socially confident, good-natured and endeavouring to bring about harmonious relationships, she aspires for perfection.

She is creative, self-reliant and her intuition can spot possibilities when relating to others. Clever, passionate and extraverted, she has charisma and can succeed in a number of roles. She likes to work in an exciting and stimulating environment, and if it is not, she will work at creating that environment. Her parties are great affairs and enjoyed by many. Anne spreads warmth and enthusiasm. She sees positives in every situation and especially in other people.

She needs to ensure that practical details are included in her projects, and should review the situation objectively instead of from her own perspective. Anne wants to try all the good things in life. She has an adventurous streak and is prepared to take risks to keep her morale and expectations high. She is at her best working with groups of co-operative people, and dislikes tasks that are factual or need high degrees of accuracy. She can think on her feet and will go the extra mile to please others.

Anne is understanding, sympathetic and congenial. She gets on well with people and can see the strengths of individuals. Anne is flexible, charming, warm-hearted and good-natured. She enjoys learning new things and can overcome despondency by starting a new interesting project. She has a natural flair for presentation. Anne can use her concern for others to get their engagement and commitment. Anne is lively, hard-working, passionate, responsible and influential.

Continued

Long periods of inward reflection may cause her to feel anxious as she prefers to get her emotional support from other people. She likes to have close contact with the people she works with. She probably finds administrative tasks that require attention to detail very boring, and thus avoids them. She may think she can sweet talk her way around anyone. She is well-liked, friendly, affable and has a large circle of friends and acquaintances. Anne is charismatic and doesn't find it difficult to influence people to follow her.

She displays compassion and empathy to everyone with her caring and supportive manner. Easy-going and diplomatic, Anne uses her gift of peacemaker to create a harmonious environment. She may become highly charged when she is under pressure. She likes to be on the go with other busy people. Highly intuitive about others, Anne cares for their future development.

She will take on her colleagues and superiors if she believes in something, but is not likely to hold it against them for long. Her main objective is to build a happy and harmonious relationship with the people she is in touch with. Because she is so keen to please others, she can be viewed as being unnecessarily involved with other peoples' business. How she feels is important to Anne and she will bring a warm and friendly atmosphere into any work environment that she finds herself in. With a zest for life that is inspiring, Anne likes an informal and relaxed environment.

She may put opinions of the team over data and facts when deciding on an action plan. Her natural inquisitiveness will bring a fresh approach and "out of the box" ideas to the group. She tends to over-promise because she wants to please others. She can see what is needed at any one time and handle it. Her tendency to avoid unpleasant facts means that problems are sometimes not faced or outcomes not worked on.

She doesn't necessarily value decisions based on logic and analysis. She likes to verbalise ideas with people and finds this a useful decision making strategy. Her preference for happy relationships will cause her to put a lot of energy into making them work. Some people may believe her decisions to be unachievable. She will use the group to gain a consensus of agreement.

Her motto might be "Live now, pay later" and she tends to view the world by how her decisions impact on those around her. She can take strong action when required, but is unlikely to go to the point of acting in revenge or for gain. She may prefer to change her mind if it transpires that someone may suffer as a result of her decisions. She may subconsciously persuade and influence the situation to get what she wants. She may lose interest quickly and overlook important details in her haste to move onto more stimulating things.

Strongest Areas

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



2D: DISCUSS other's perception of Anne

Anne 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

Anne 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:

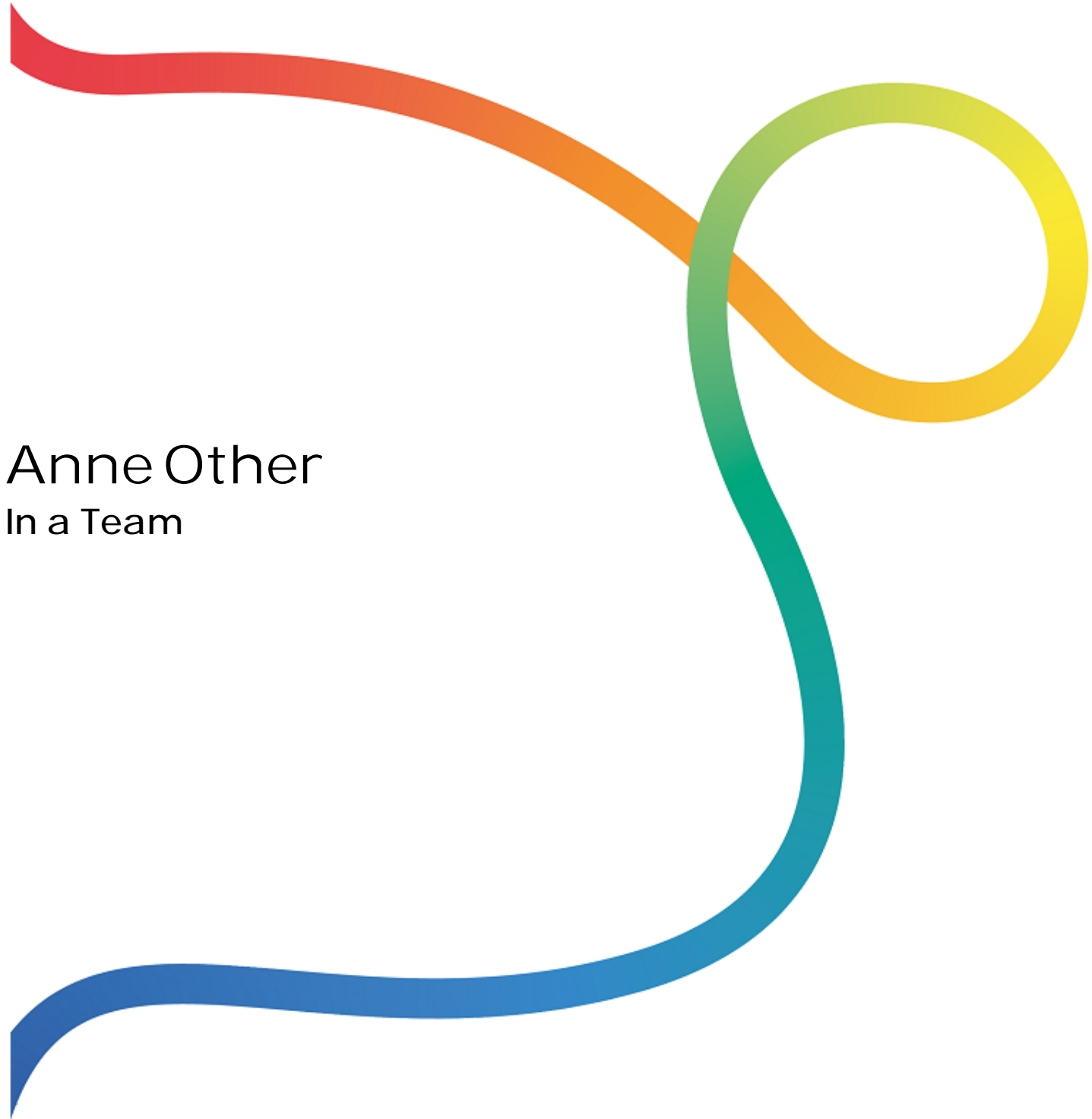
This report represents how you completed the questionnaire, and the questions you might like to consider now are:

- 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.

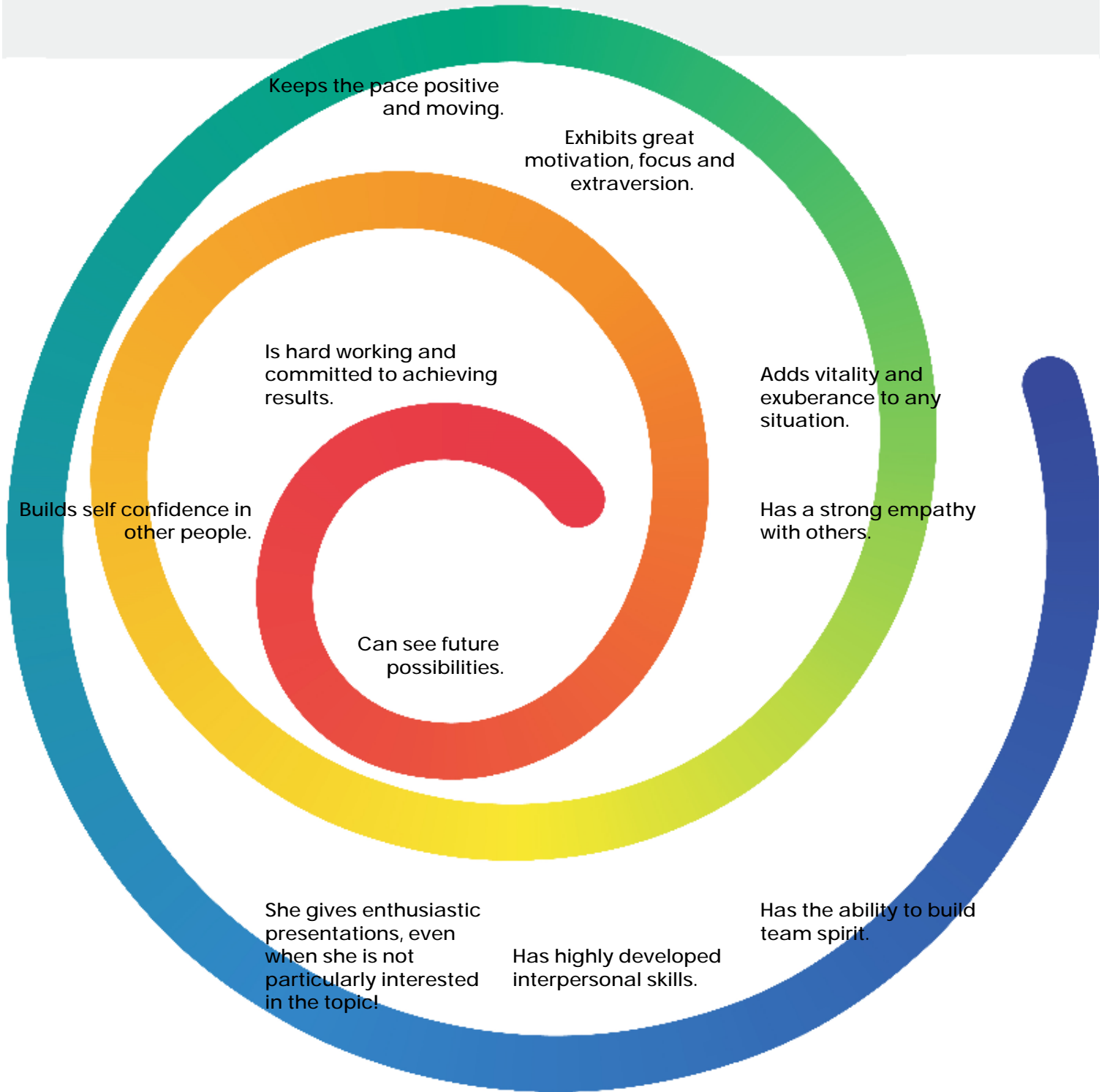


Anne Other

In a Team

Anne in a Team

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



Anne in a Team - Communicating with Anne

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 Anne:



Do

- ☉ Talk in an animated manner.
- ☉ Listen to the concerns behind the words.
- ☉ Boost her ego and sense of self-esteem.
- ☉ Speak in an energetic and lively manner.
- ☉ Watch her body language for signs of her attitude becoming defensive.
- ☉ Give background information to encourage dialogue.
- ☉ Allow time for team interaction.
- ☉ Act in a positive and energetic manner.
- ☉ When talking with her, use vibrant and stimulating words.
- ☉ Be concerned about her views and prepared to talk about private matters.
- ☉ Be flexible when change of direction occurs.
- ☉ Be demonstrative with lively body language.



Do Not

- ☉ Neglect to give appreciation and praise when deserved.
- ☉ Give her too many facts and figures to absorb.
- ☉ Dampen her enthusiasm.
- ☉ Question her happy-go-lucky manner.
- ☉ Question her concepts and plans without reason.
- ☉ Suppress her positive approach with put downs or negative suggestions.
- ☉ Try and implement rules and regulations.
- ☉ Impose rigid deadlines and controls.
- ☉ Fence her in.
- ☉ Keep her out of the bigger picture.
- ☉ Get involved in her dreams if you value your free time !
- ☉ Be ambiguous or fail to agree outcomes.

Anne 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:

Anne 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:

Anne 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:

Anne 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:

Anne in a Team - Creativity

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



Anne's Creative Strengths

- ☉ Will come up with more ideas than can be handled.
- ☉ Looks for endorsement for her concepts.
- ☉ Looks for advice and approval from colleagues and friends.
- ☉ Verbalises her thoughts and opinions.
- ☉ Uses out of the box thinking to come up with lots of ideas.
- ☉ Sees all the options quickly.
- ☉ Demonstrates such a positive attitude that failure seems impossible.
- ☉ Enjoys support and encouragement from others to maintain motivation.
- ☉ Is aware of underlying problems in a group when undertaking problem solving.
- ☉ Comes up with exciting ideas with focus and style.



Areas for Development

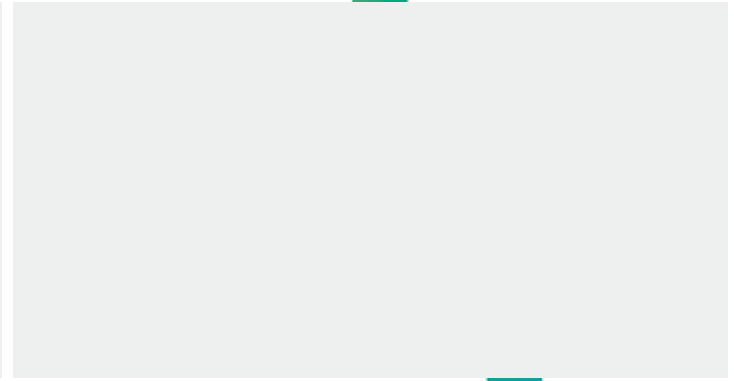
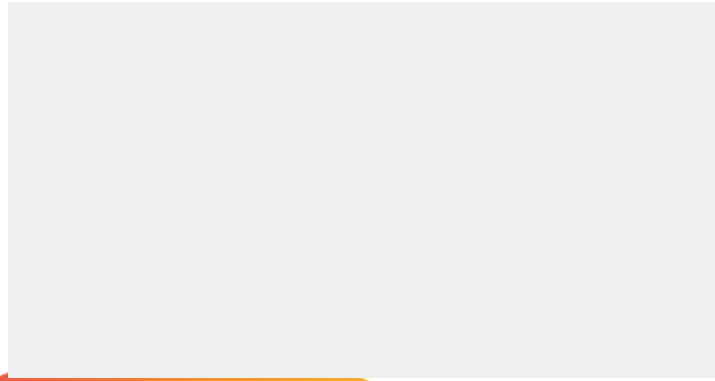
- ☉ Quality is equally important as quantity.
- ☉ It does not mean that it's a good idea just because its been accepted by others.
- ☉ Too much information can cloud the situation; trust her judgement.
- ☉ Ensure that other people are listened to.
- ☉ Select one or two and make them happen.
- ☉ Pick one or two and see them through to conclusion.
- ☉ Be careful not to appear despondent when difficulties occur.
- ☉ Use feedback as a positive force for improvement rather than a negative.
- ☉ Raise any fears early on in the process so that they can be sorted quickly.
- ☉ Others may need more substance behind the ideas to be totally on board.

Action Plan - Team

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

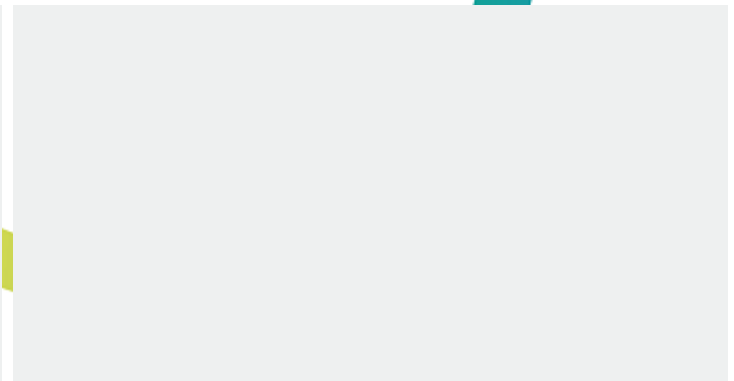
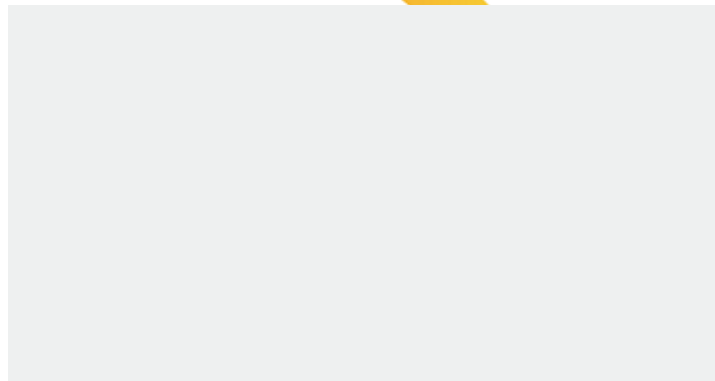
What are the learning points?

How shall I contribute to the team?



What will I stop doing?

How will I measure success?



By When:

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