



Discovery[®]

Personal Profile

Asis Mohanty

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Foundation Chapter
Management Chapter

Personal Details

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Contents

Introduction	4
Overview	5
Personal Style	5
Interacting with Others	5
Decision Making	6
Key Strengths & Weaknesses	7
Strengths	7
Possible Weaknesses	8
Value to the Team	9
Effective Communications	10
Barriers to Effective Communication	11
Possible Blind Spots	12
Opposite Type	13
Suggestions for Development	15
Management	16
Creating the Ideal Environment	16
Managing Asis	17
Motivating Asis	18
Management Style	19
The Insights Discovery® 72 Type Wheel	20
The Insights Discovery® Colour Dynamics	21

Introduction

This Insights Discovery profile is based on Asis Mohanty's responses to the Insights Preference Evaluator which was completed on 17 August 2020.

The origins of personality theory can be traced back to the fifth century BC, when Hippocrates identified four distinct energies exhibited by different people. The Insights System is built around the model of personality first identified by the Swiss psychologist Carl Gustav Jung. This model was published in his 1921 work "Psychological Types" and developed in subsequent writings. Jung's work on personality and preferences has since been adopted as the seminal work in understanding personality and has been the subject of study for thousands of researchers to the present day.

Using Jung's typology, this Insights Discovery profile offers a framework for self-understanding and development. Research suggests that a good understanding of self, both strengths and weaknesses, enables individuals to develop effective strategies for interaction and can help them to better respond to the demands of their environment.

Generated from several hundred thousand permutations of statements, this profile is unique. It reports statements which your Evaluator responses indicate may apply to you. Modify or delete any statement which does not apply, but only after checking with colleagues or friends to identify whether the statement may be a "blind spot" for you.

Use this profile pro-actively. That is, identify the key areas in which you can develop and take action. Share the important aspects with friends and colleagues. Ask for feedback from them on areas which seem particularly relevant for you and develop an action plan for growth personally and interpersonally.

Overview

These statements provide a broad understanding of Asis's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

Asis is a pragmatic individual who can be as tough as the situation warrants. He has a strong ego and achieving significance in life is important to him. Excessive detail and routine are generally to be avoided although he is well able to review balance sheets, projections and factual data. He likes to have control of most situations and can speak out clearly and forcibly when he sees the need to do so. He seeks the attainment of personal success and status, and in this constant striving he may almost unwittingly compare himself with others in the race for success.

Asis likes to make things happen and drive everything around him. He may in reality be less competent at a specific task than his confident style indicates. His easy-going exterior may mask a rather more compulsive interior. By slowing down occasionally he is more able to gather relevant data and consider both the practical and personal ramifications of his actions. Asis is a resourceful, action-oriented person who lives for the future by making every moment count.

He may find it hard to prepare as thoroughly as he should. His need to be of service to others can occasionally prevent him from relaxing. He assumes that everyone else should share his desire for advancement and may be disappointed when others appear to lack his strength of character. His weaker points may include poor listening and lack of attention to detail. Whenever he is asked to assume responsibility, his desire for control leads him to want to say "Yes".

He aims to live by his rules and believes that everyone else should do too! Asis is seen by others as pragmatic, dependable and able to get things done. He feels more secure when he can control a situation by ensuring other people conform to his thinking. Seen as a "natural" leader, he wants to have a significant impact on the lives of others and may resort to dictatorial practices if anything appears to get in the way. He often pushes others as hard as he pushes himself and tends to be a challenging adversary.

Asis is independent by nature, but he is prepared to labour tirelessly for a team mission he commits to. He is good at getting things done in an assertive way. As he lives by a rather strict set of rules he may expect others to do so as well. He dislikes confusion, inefficiency, half measures and anything that he sees as aimless or ineffective. He is a disciplinarian who can be tough when the situation calls for it. Asis is hardworking, righteous, fiercely independent and convinced that moral good must win above all else. He is convinced that a successful life needs to be tough and that satisfaction must be earned and re-earned.

Interacting with Others

Asis is alert to changing situations and will act quickly to get results, giving direction or instructions to others as he thinks is necessary. Sometimes seen as blunt and forthright, he may tread on other people's toes without knowing it. He can be a good team player, but does like a somewhat individual approach. He might confess to being puzzled by others' perception of him as rigid and intractable. This perception may result from his tendency to express his independent

views rather directly. He should first listen to the input of those around him and express appreciation for every contribution, rather than automatically being critical of negative feedback.

Bringing enthusiasm and energy to most activities, he can turn a dull managerial task into a game by using his persuasiveness and creativity to maintain the interest and commitment of others. He is a good innovator, negotiator, and manager. He relates to colleagues who appreciate his outgoing, talkative, matter of fact manner. Routine practical work does not interest him for long, because he needs variety and freedom from controls in order to sustain his interest. He wishes to be valued for himself. As he takes a rational approach to life, he may be seen as tough, blunt, impatient and insensitive to the needs and feelings of others.

Asis has a remarkable ability to get people to follow his lead. Being respected by his peers is of greater importance to Asis than being liked. Although Asis may protest about the pressure of attending family events, it would seldom occur to him not to be present, as these occasions are important to him. He may sometimes present himself as an “expert”, fully knowledgeable on a subject and eager to educate others about it. This can sometimes prove embarrassing when challenged by a more qualified expert. Although he may fail to recognise the symptoms, he can become rather uncomfortable if separated from his family or group for long periods of time.

Decision Making

Asis's many accomplishments are achieved mainly through determination and perseverance in reaching or exceeding his high standards. He is usually comfortable making conclusive judgements about others. He enjoys the executive role and usually rises to challenges although he needs someone around with enough common sense to bring up overlooked facts and take care of important details. Internally motivated to achieve, Asis is a hard worker, who whilst being prepared to listen to, and be aware of others, will invariably go it alone if all else fails. He has a tendency towards making higher risk decisions.

He likes to convert everything into possibilities, ideas, plans and schemes and his initiative and imagination leads him to start many new projects which he may not always complete. Impatient with what he may see as inefficiency and incompetence, he can take tough decisions when the situation calls for it. He is more interested in the future consequences of his actions than in the present condition of people or projects. Politically aware, Asis is normally comfortable with his decisions even in the face of possible conflict with others in more senior positions. He prefers action to conversation and enjoys dealing with difficult situations the moment they arise.

Asis can usually get to the heart of any situation and implement an effective solution. He is comfortable in leadership positions and readily accepts responsibility for making things happen. His effectiveness depends on how much personal fulfilment he receives from the current task. Asis is willing to admit the truth about people or things that are important to him, is very alert to problems, and seeks to find solutions himself. Asis's tendency to think “out loud” enables others to follow his line of thinking.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Asis brings to the organisation. Asis has abilities, skills and attributes in other areas, but the statements below are likely to be some of the fundamental gifts he has to offer.

Asis's key strengths:

- Takes advantage of opportunities.
 - Swift and agile.
 - Constantly strives towards self improvement.
 - Draws people together.
 - Will look for the good in people and events.
 - Identifies the possibilities in every situation.
 - Will join different organisations to further his cause.
 - Self disciplined, confident and convincing.
 - Constantly juggling a large number of projects.
 - Forward looking, quick thinker.
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Personal Notes

Key Strengths & Weaknesses

Possible Weaknesses

Jung said “wisdom accepts that all things have two sides”. It has also been said that a weakness is simply an overused strength. Asis's responses to the Evaluator have suggested these areas as possible weaknesses.

Asis's possible weaknesses:

- Gets so involved may ignore his own and others needs.
 - Doesn't always consider the fuller implications of his actions.
 - Fears dropping his guard.
 - Can be seen as curt and abrasive.
 - May not actively listen to (or hear) others' points of view.
 - Tends to be perceived as arrogant in stressful situations.
 - Can be thick skinned and appear self-opinionated.
 - Lacks tact and diplomacy.
 - May neglect family, friends and time for personal relaxation.
 - Lacks follow-through if interest wanes.
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Personal Notes

Value to the Team

Each person brings a unique set of gifts, attributes and expectations to the environment in which they operate. Add to this list any other experiences, skills or other attributes which Asis brings, and make the most important items on the list available to other team members.

As a team member, Asis:

- Ensures the results are achieved on time.
 - Maintains forward momentum.
 - Is innovative and imaginative.
 - Encourages others to compete.
 - Can be relied upon to pull more than his weight.
 - Adds excitement (and unpredictability) to the team through intuition.
 - Is opportunistic, original, spontaneous and versatile.
 - Brings drive and focus to the issues.
 - Communicates clearly and effectively.
 - Sees the “big picture”.
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Personal Notes

Communication

Effective Communications

Communication can only be effective if it is received and understood by the recipient. For each person certain communication strategies are more effective than others. This section identifies some of the key strategies which will lead to effective communication with Asis. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Asis:

- Go prepared to get straight down to business.
 - Talk tangibly and with enthusiasm.
 - Be alert and quick on your feet.
 - Be clear on completion details.
 - Ask for his advice.
 - Be humorous, but don't humour him.
 - Be enthusiastic and positive.
 - Hold your ground when attacked.
 - Be ready to ignore his seemingly arrogant demeanour.
 - Ask him, don't tell.
 - Be thorough, organised and on time.
 - Bring proof and evidence of performance.
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Personal Notes

Communication

Barriers to Effective Communication

Certain strategies will be less effective when communicating with Asis. Some of the things to be avoided are listed below. This information can be used to develop powerful, effective and mutually acceptable communication strategies.

When communicating with Asis, DO NOT:

- Say “that will never work”.
 - Be negative or non-communicative.
 - Talk slowly, mumble or whisper.
 - Speak too slowly or hesitantly.
 - Forget to agree outcomes or decide conclusions.
 - Expect to “rail road” him - without a fight.
 - Use off the cuff remarks.
 - Be unenthusiastic or negative.
 - Try to control the conversation.
 - Waffle.
 - Tell him what to do or how to do it.
 - Come unprepared and disorganised.
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Personal Notes

Possible Blind Spots

Our perceptions of self may be different to the perceptions others have of us. We project who we are onto the outside world through our “persona” and are not always aware of the effect our less conscious behaviours have on others. These less conscious behaviours are termed “Blind Spots”. Highlight the important statements in this section of which you are unaware and test them for validity by asking for feedback from friends or colleagues.

Asis's possible Blind Spots:

Occasionally Asis may miss opportunities through a lack of awareness of the need to conclude the planning detail. What he perceives as his own flamboyant behaviour can sometimes be seen by others as crudeness and may alienate the very people he is trying to impress. Endowed with the gift of articulation, he is likely to feel that he is competent in most areas.

He has a short fuse and when pushed may become loud, rigid and domineering, bringing a high level of stress to the team or his peers. When he doesn't see the logic in others' feelings, Asis can appear argumentative and difficult to approach, and may not seek or accept common-sense advice. Asis's biggest drawbacks are sometimes perceived by others as arrogance, impatience and insensitivity to others' feelings. Because he is protective of his own view, he tends to over-regulate his system or process. His intense dislike for routine and predictable events can make it difficult for him to notice or even acknowledge the necessary details.

Asis is occasionally tempted to opt for the quick decision even though some of the key facts may not be in place. As a logical and impersonal analyst, he doesn't always consider the impact of his decisions on others. Prone to anger, he has a strong, active conscience and may become upset if others simply do not follow his lead. Slowing down to consider the ramifications of his actions on others will make him more effective. If he was more humble and modest he would recognise that he does have certain limitations.

Personal Notes

Opposite Type

The description in this section is based on Asis's opposite type on the Insights Wheel. Often, we have most difficulty understanding and interacting with those whose preferences are different to our own. Recognising these characteristics can help in developing strategies for personal growth and enhanced interpersonal effectiveness.

Recognising your Opposite Type:

Asis's opposite Insights type is the Supporter, Jung's "Introverted Feeling" type.

Supporters are affable, amiable, steady, loyal individuals who get on well with others. They build a close relationship with a small group of associates in the work environment. Asis will see the Supporter's efforts being directed at retaining the familiar and predictable. Supporters look for constant appreciation from others and may be slow to adapt to change. They will often go the "extra mile" to help someone they consider as a friend.

Asis may suspect the Supporter requires assistance in eliminating the old and embracing the new. Supporters are cautious, conventional, diplomatic and sincere and may avoid decision making until many of the facts and details are available to them. The Supporter is intent on maintaining a low profile. In order to perform well, the Supporter needs specific and detailed instructions before starting a job.

Asis will experience frustration when the Supporter, if challenged, becomes stubborn and defiant. Supporters are easy going and low key people and like to feel needed and significant in other peoples' lives. Even if a mistake has been made by someone else the Supporter may spend a lot of time sympathising and attempting to diffuse responsibility. Disagreements or opposing views can be stressful to Supporters. If the conflict in the workplace becomes too great they may become restless and uneasy, often withdrawing to avoid further conflict.

Personal Notes

Opposite Type

Communication with Asis's Opposite Type

Written specifically for Asis, this section suggests some strategies he could use for effective interaction with someone who is his opposite type on the Insights Wheel.

Asis Mohanty: How you can meet the needs of your Opposite Type:

- Take time to listen to his feelings about the reactions of others.
- Be clear and concise, and concentrate on the task in hand.
- Be modest and polite.
- Be honest, moderately paced, straightforward and open with him.
- Take time to discuss all the details.
- Take care that you don't overload him.

Asis Mohanty: When dealing with your opposite type DO NOT:

- Put him “on the spot” in front of others.
 - Fail to respect his need for occasional isolation.
 - Adopt an intransigent, judgmental stance.
 - Act aggressively or reject his ideas without explanation.
 - Discourage his participation by forcibly suppressing his viewpoint.
 - Set unrealistic deadlines that restrict his quality outputs.
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Personal Notes

Suggestions for Development

Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Asis's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Asis may benefit from:

- Avoiding driving others as hard as he drives himself.
 - Reducing the level of activities in his life.
 - Using others' objective criticism as a means of self development.
 - Taking time out to indulge himself in simple pleasures, such as music and the arts.
 - Telling it unlike it is - softening his directness.
 - Gently asking some quieter people to express their point of view.
 - Modifying his sometimes harsh voice tone to more appropriate levels.
 - Reflecting for a moment before responding.
 - Making compromises to maintain good relations.
 - Becoming more patient and less restless.
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Personal Notes

Management

Creating the Ideal Environment

People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between Asis's ideal environment and his current one and to identify any possible frustrations.

Asis's Ideal Environment is one in which:

- There is ample opportunity to express ideas.
 - New products and strategies can be implemented regularly.
 - Ideas can be practically applied.
 - There is little “traffic” or social interaction.
 - He is able to constantly develop and extend his skills.
 - His organisational skills are used to the full.
 - His natural creativity is given room to flourish.
 - He has a position with status.
 - There are clearly defined objectives.
 - He can “rock the boat” without fear of retribution.
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Personal Notes

Management

Managing Asis

This section identifies some of the most important strategies in managing Asis. Some of these needs can be met by Asis himself and some may be met by his colleagues or management. Go through this list to identify the most important current needs, and use it to build a personal management plan.

Asis needs:

- To be left alone to get on with the job.
 - To be aware of his frenetic work pace and recognise the effect this may have on others.
 - Time to adjust to other points of view.
 - Tasks which require thought, planning, but most of all action.
 - To be brought down to earth every now and again.
 - Several projects on the go simultaneously.
 - An able, fast-paced backup team.
 - Help in restraining the allocation of blame.
 - To be allowed to call a spade a spade.
 - Objective, direct and honest feedback - stand well back!
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Personal Notes

Management

Motivating Asis

It has often been said that it is not possible to motivate anyone - only to provide the environment in which they will motivate themselves. Here are some suggestions which can help to provide motivation for Asis. With his agreement, build the most important ones into his Performance Management System and Key Result Areas for maximum motivation.

Asis is motivated by:

- Having large mountains to climb.
 - Responsibility and the authority to go with it.
 - Change, variety and new projects.
 - Problems that require his intuitive skills.
 - A friendly work environment.
 - A wide range of activities.
 - Being given a challenge.
 - Being in positions of authority and responsibility.
 - Being consulted, and having his views implemented.
 - Being asked his opinion.
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Personal Notes

Management Style

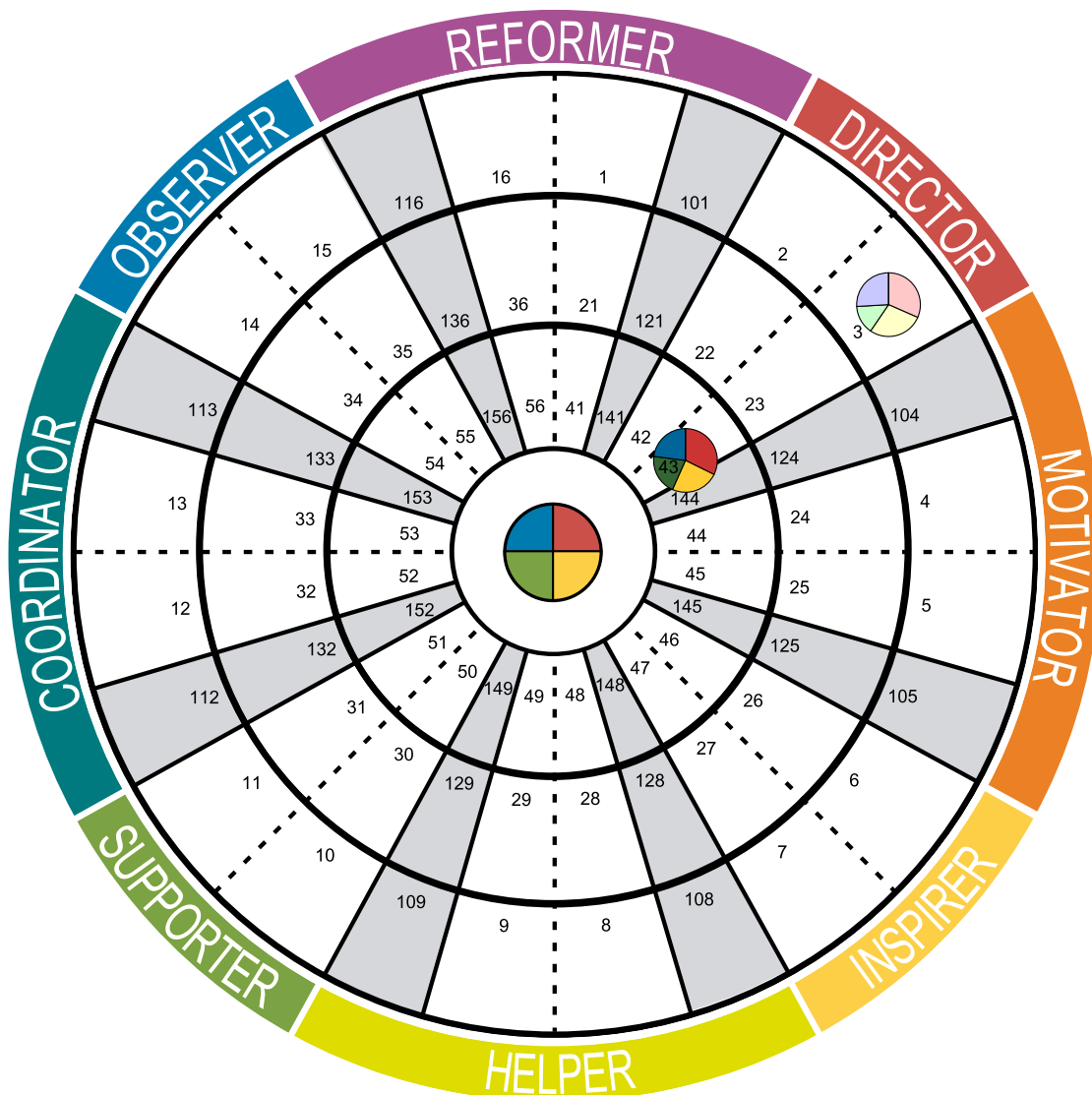
There are many different approaches to management, most of which have different situational applications. This section identifies Asis's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Asis may tend to:

- Prompt people who naturally work at a slower pace.
 - Feel ineffective if he loses control of the task or process.
 - Use “gut feel” effectively in processing information.
 - Appear to be less understanding of his colleagues' feelings.
 - Show his impatience with people who prefer to work at a more consistent or slower pace.
 - Always shoot for the goal.
 - Lead from the front by personal example.
 - Leave people drowning in his wake.
 - Keep an eye on the prize, not the cost.
 - Expect others to work as hard as he does.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

43: Motivating Director (Accommodating)

Less Conscious Wheel Position

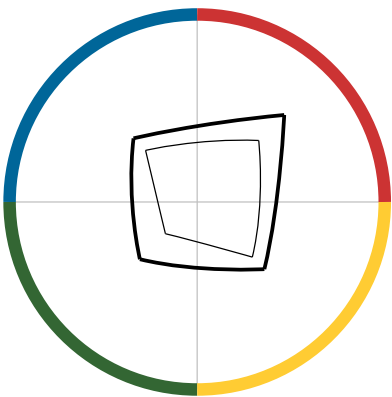
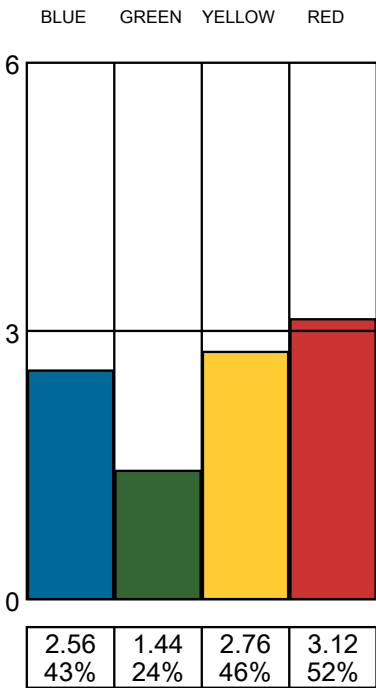
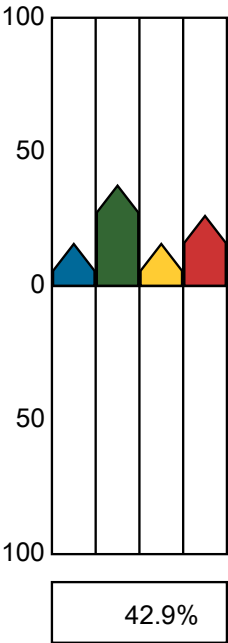
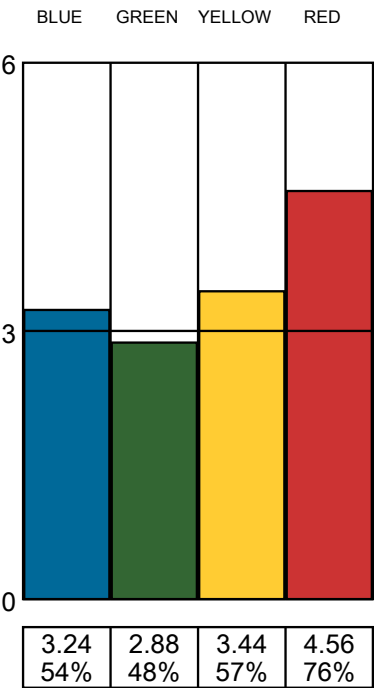
3: Motivating Director (Focused)

The Insights Discovery® Colour Dynamics

Persona (Conscious)

Preference Flow

Persona (Less Conscious)



— Conscious
— Less Conscious



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