



Discovery[®]

Personal Profile

Erick Vazquez

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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 Erick	17
Motivating Erick	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 Erick Vazquez's responses to the Insights Preference Evaluator which was completed on 25 March 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 Erick's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

Erick is painstakingly accurate and methodical, with great powers of concentration. He is unlikely to be comfortable expressing his inner feelings to strangers. He can be relied on to double check everything in a quiet, thorough and methodical manner. Whatever he is doing he will accomplish with orderliness and reliability. He is concerned with schedule and system and appears to some to be a very private person.

He is most at home when drawing conclusions from factual data with plenty of time for completion. Practical and measurable tasks are what he does well, making him successful in quality and administration. Erick can be considered as a completion expert. Although disinterested in purely scholastic pursuits, knowledge is important for its immediate usefulness to him. He has the ability to be detached from issues, viewing them as an onlooker would.

Quiet and modest, Erick comes across as serious and hardworking. He appreciates any extra time that can be given to him to master technical subjects. Erick will go to great lengths in order to fulfil his sense of responsibility and obligation. He prefers to discover, learn and understand the principles which underlie the information about the world he has perceived through his senses. He prefers to be left to work quietly on his own, which is when he achieves his best work.

He handles crises at work in a low key, controlled way. He is keen to pick out logical inconsistencies. He is keenly interested in how and why things work. Logical, analytical and objective, Erick is unlikely to be impressed or convinced by anything other than reasoning based on solid, concrete facts. He is strongly motivated to get things right, especially factually, and to be most effective he should be allowed to operate in a private environment.

He sometimes feels less than adequate when he thinks of the effort of living up to his own high standards of perfection. Erick is an analytical thinker, who prefers to be fully objective in his work. He is very practical and gets great satisfaction from the completion of specific, concrete tasks. Cautious, conventional, diplomatic and sincere, Erick is a precise and disciplined person with high standards and expectations of himself. Erick is a good organiser and seeks to control the world around him with structure and discipline.

Interacting with Others

Erick is seen by others as reserved and cautious. His inner feelings may emerge when he is by himself, especially when he has time alone to go over the day's conclusions. Although he has a good understanding of facts, figures and ideas he may sometimes struggle to present them to others and have them understood and accepted. If he is given time to organise his thoughts by a sympathetic and understanding chairperson, he can state his views with clarity and to everyone's benefit. He should remember to more frequently consider other people's ideas and feelings, and not to become too rigid and inflexible.

Sometimes his introverted analytical preferences may prevent him from expressing outwardly what is really going on inside his head. Erick will tend to talk openly only about subjects he knows well and which allow him to share his great breadth of information. He tends to withdraw when stressed. Erick prefers quiet and may develop ingenious ways to make himself invisible, particularly when he is called upon to take part in social or gregarious interaction. He may feel under strain if he is unclear about what is expected of him or if duties at work are subject to change at short notice.

He generally prefers dealing with figures, procedures and systems rather than handling people's emotions. He may perceive outgoing, extraverted people as rather noisy and shallow. Erick is driven by a sense of responsibility, which he accepts willingly and expects others to do likewise. His interests do not help in social encounters, where he is often perceived as distancing himself from social contact. He may be seen by others as distant, unfeeling, sceptical, not interested in people and even arrogant - a perception that he finds difficult to understand.

Decision Making

Erick's decisions are usually consistent, practical and appropriate. Using past experiences to help him solve current problems and get things done is one of his strong points. His quiet demeanour often allows him to get agreement to his alternative solutions. He may occasionally be slow at coming to a decision, or try to have a decision reversed, as he has a need to analyse all the available alternatives. He always tries to decide as much as possible through logical, analytical and highly organised thinking.

Erick's many accomplishments are achieved mainly through determination and perseverance in reaching or exceeding his high standards. He is usually aware of the need to comply with the established view. With unshakeable, well-thought-out plans, he is difficult to distract or discourage once he has embarked on what he believes to be the correct course. He may perceive certain creative thinking groups as frivolous and wasteful. He may lack patience with others who are less focused on the job in hand.

Erick's practical nature and acceptance of established procedures ensures he is dependable and consistent. His decision making is based on prior reflective, contemplative thought. He may appear dismissive of decisions made on "gut-feel" rather than objective analysis. If something does not seem rational, he runs the risk of dismissing it out of hand, even if it is a critical issue. He has a tendency to separate out the different components of his life, wanting predictability and preferring to know various options in advance.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Erick brings to the organisation. Erick 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.

Erick's key strengths:

- Sets high standards for himself and others.
 - Prefers structure at work and home.
 - His feet are firmly on the ground.
 - Focuses on the day to day.
 - Trustworthiness.
 - Good situational analysis.
 - Will work late to get the job done.
 - Prefers a “Hands-on” approach to problem solving.
 - Good at undertaking routine tasks.
 - Remains calm under pressure.
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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. Erick's responses to the Evaluator have suggested these areas as possible weaknesses.

Erick's possible weaknesses:

- Tends to undervalue the differences in people.
 - Dislikes disruptions and sudden change.
 - All work and no play.
 - May not respond well to uncertainty.
 - Limited by what he knows for himself.
 - Tends to be drawn into “splitting hairs”.
 - His need to assimilate information takes time. This may frustrate others who expect a more immediate response.
 - Sensitive to criticism of his work.
 - Takes things too seriously.
 - May overlook what others really care about.
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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 Erick brings, and make the most important items on the list available to other team members.

As a team member, Erick:

- Provides a fund of factual information, data and statistics.
 - Enjoys intellectual stimulus.
 - Ensures decisions are made logically.
 - Can adhere to high standards.
 - Encourages down to earth realism.
 - Has a strong sense of duty and takes his work seriously.
 - Critically perceptive with an eye for detail.
 - Is seen as a natural organiser.
 - Ensures reflection, analysis and precision.
 - Encourages team allegiance.
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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 Erick. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Erick:

- Provide information step by step.
 - Do not let him hide behind complexity and privacy. Maintain his focus upon outcomes.
 - Bring proof and evidence of performance.
 - Say what you mean and mean what you say.
 - Use charts and graphs or other precise visual aids to make your points.
 - Use “should” rather than “must”.
 - Allow plenty of time for him to assimilate new ideas or changes in plan.
 - Give him time to express himself.
 - Give him time to reflect inwardly.
 - Respect his privacy.
 - Ensure that your strong assertions are correct!
 - Be clear and straightforward.
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Personal Notes

Communication

Barriers to Effective Communication

Certain strategies will be less effective when communicating with Erick. 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 Erick, DO NOT:

- Be put off by his formality.
 - Assume that he is disagreeing with you because he questions you thoroughly.
 - Disturb his work space without prior warning.
 - Try to play on his emotions.
 - Labour the point or give lengthy verbal instructions.
 - Force him to take a positive stance on an issue without time for thought.
 - Invade his privacy.
 - Spend too much time talking; he is more impressed by your actions.
 - Invade his personal space.
 - Exert unnecessary pressure.
 - Try to persuade him to act against deeply held principles.
 - Get too excited or emotional.
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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.

Erick's possible Blind Spots:

When under extreme pressure, Erick may choose to withdraw, but only to prepare for the next battle within his own fortress. Adopting a low profile is not always in his best interests. Speaking first rather than waiting to respond can help to balance the rather shy appearance he may project at times. His ability to detect what might go wrong is perceived by some others as suspicion of anything new and untested.

He draws conclusions based on factual analysis, which he likes to organise. He may be less inclined to organise people or situations unless this is an essential part of his role. Sometimes rather closed minded, he may believe that someone else's ideas will not work as well as his own. Tending to shy away from making quick decisions, he has little understanding of the difficulties this preference creates for fast-paced people. He has a “let's do it and not talk about it” approach to work, which others may find difficult to handle. Quiet and reserved, he may appear cool and aloof. He is inclined to be guarded except when with close friends or colleagues of long standing.

Attempting to be more flexible and open-minded will help prevent Erick from becoming too rigid. Erick prefers not to confront issues. This may prevent matters from moving to a satisfactory conclusion. He sometimes seems detached from the real world, involved in complex thought. A potential failing for him may be that he may not gain sufficient intimate experience of the world. Because of his well developed tolerance of himself and other people, Erick may appear detached and disinterested.

Personal Notes

Opposite Type

The description in this section is based on Erick'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:

Erick's opposite Insights type is the Inspirer, Jung's "Extraverted Feeling" type.

Inspirers are outgoing and enthusiastic, seeking favourable social environments where they can develop and maintain contacts. Verbally effusive, they are good at promoting their own ideas. They can create enthusiasm in others for their cause. They have a wide network of acquaintances and relationships.

Erick will notice that the Inspirer tends to misjudge the abilities of self and others. Inspirers often leap to favourable conclusions without all of the information. To Erick they may appear inconsistent. Inspirers find controlling and planning their time difficult. The Inspirer is a smooth talking persuader and may appear indifferent to people, such as Erick, who appear to be not such "extraverted achievers" as themselves. However, Inspirers sometimes take conflict or rejection personally and bitterly.

Many Inspirers are convinced that they are naturally superior and may come across to Erick as somewhat boastful. They will prefer communicating orally rather than through the written word and may dislike and avoid tasks that require attention to detail or heavy paperwork. Erick may perceive Inspirers as shallow or superficial, due to their glib way with words.

Personal Notes

Opposite Type

Communication with Erick's Opposite Type

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

Erick Vazquez: How you can meet the needs of your Opposite Type:

- Omit unnecessary and intricate details.
- Be prepared to discuss a wide range of topics.
- Avoid unnecessary distractions - keep to the point.
- Stroke his ego if appropriate.
- Indulge in speculation and offer opinions readily.
- Be clear on completion details.

Erick Vazquez: When dealing with your opposite type DO NOT:

- Speak too slowly or hesitantly.
 - Involve him in formal, lengthy or tedious meetings.
 - Forget to offer praise and recognition when it is due.
 - Appear slow, sluggish or too formal.
 - Attempt to impose too much structure and formality.
 - Dream with him - unless you can spare the time!
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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 Erick's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Erick may benefit from:

- Articulating his ideas, rather than keeping them to himself.
 - More time to thoroughly prepare and implement.
 - Writing shorter reports.
 - Taking the opportunity to make group presentations.
 - Taking time out to dream about possibilities.
 - Accepting that perfection can be a rather obstructive standard to constantly aspire to.
 - Paying attention to people who are unafraid to put their foot in their mouths, rather than "tuning out".
 - Heightening his energy output to meet increasing deadlines.
 - Realising that social interaction is essential to personal growth.
 - Being more prepared to acknowledge his mistake.
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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 Erick's ideal environment and his current one and to identify any possible frustrations.

Erick's Ideal Environment is one in which:

- Numerical or technical data abounds.
 - There's a place for everything and everything is in its place.
 - There is space for graphs, charts and other sources of reference.
 - Goals and outcomes are first agreed in writing.
 - There are few emotional outbursts.
 - There is respect for his orderly and tidy processes.
 - There is technological support.
 - Facts and information form the basis for decision making.
 - He can work uninterrupted.
 - Meetings are planned and well structured.
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Personal Notes

Management

Managing Erick

This section identifies some of the most important strategies in managing Erick. Some of these needs can be met by Erick 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.

Erick needs:

- Encouragement to use his imagination more.
 - Personal and professional development to be supported and encouraged.
 - Clear statement of the relative importance of deadlines and quality.
 - Understanding of his tendency to defend his decisions with logic and persistence.
 - To be allowed to get on with it.
 - Help to look for the “silver lining”.
 - Help with developing his public speaking skills.
 - To be given detail-intensive projects.
 - Help with monitoring his agreed deadlines.
 - Technically challenging projects.
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Personal Notes

Management

Motivating Erick

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 Erick. With his agreement, build the most important ones into his Performance Management System and Key Result Areas for maximum motivation.

Erick is motivated by:

- A direct, logical approach.
 - Being allowed to see projects through to conclusion.
 - Being given the highest access rights on the computer system.
 - Being free to subscribe to the technical journals of his choice.
 - Working independently.
 - Responsibility, within well defined areas.
 - Encouragement to share his technical knowledge.
 - Being encouraged to expose logical inconsistencies.
 - Being asked to help others to understand the underlying principles.
 - Gathering and analysing technical information.
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Personal Notes

Management Style

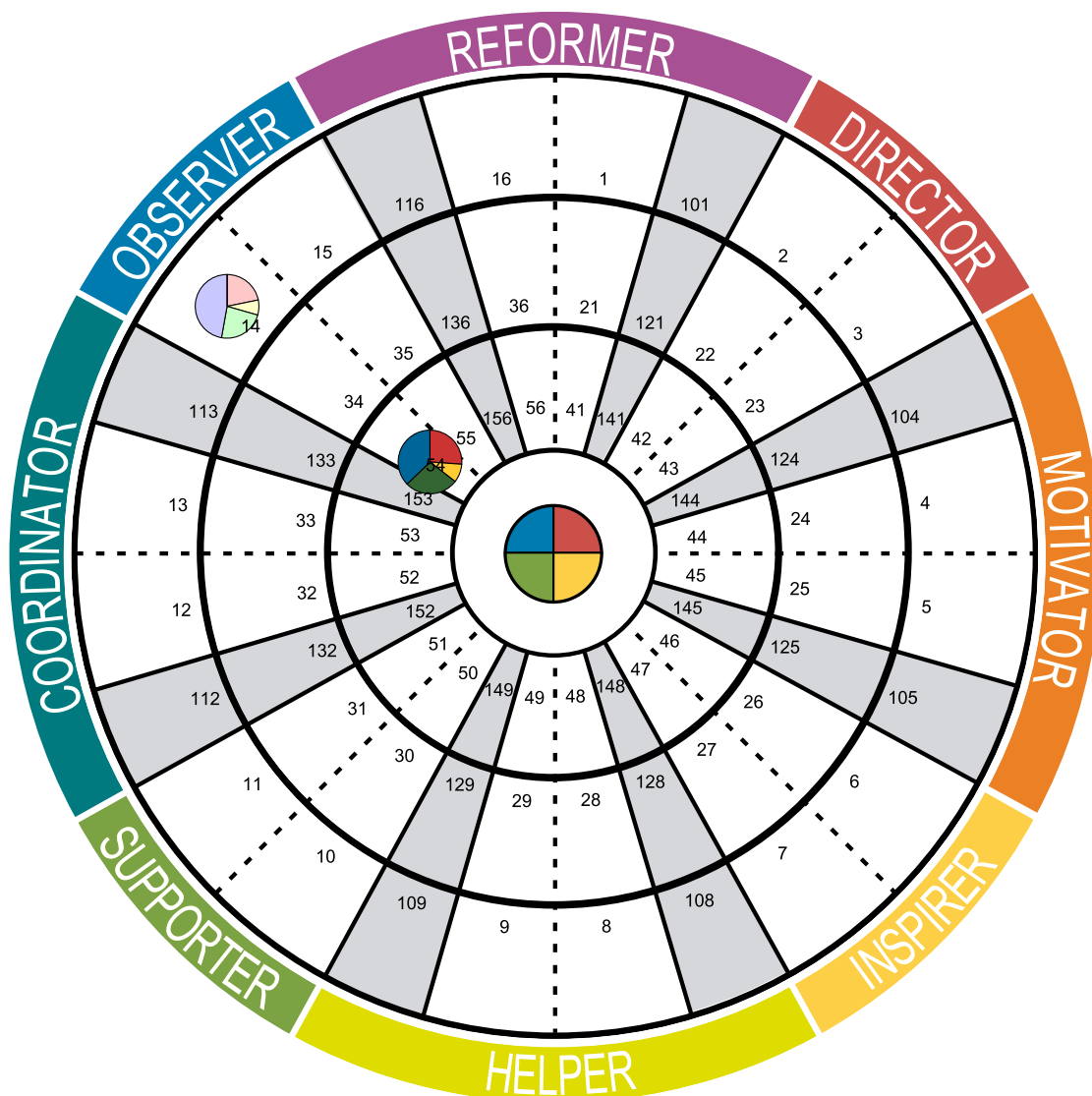
There are many different approaches to management, most of which have different situational applications. This section identifies Erick's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Erick may tend to:

- Be good at creating and monitoring project plans.
 - Be demanding of accuracy, logic and focus.
 - Come up with ideas which save everybody time and effort.
 - Appear to be less understanding of his colleagues' feelings.
 - Over regulate processes.
 - Overlook the need to encourage others.
 - Seem rather cool and aloof.
 - Neglect praise when praise is due.
 - Keep his deepest feelings private.
 - Be good at spotting problems in advance.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

54: Coordinating Observer (Accommodating)

Less Conscious Wheel Position

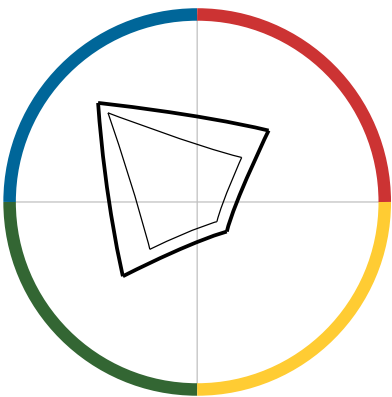
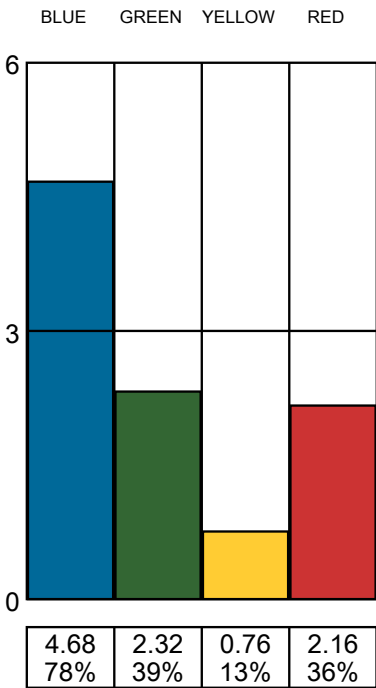
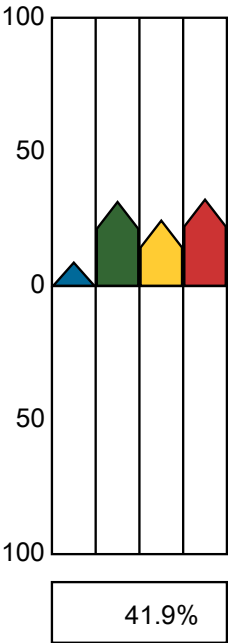
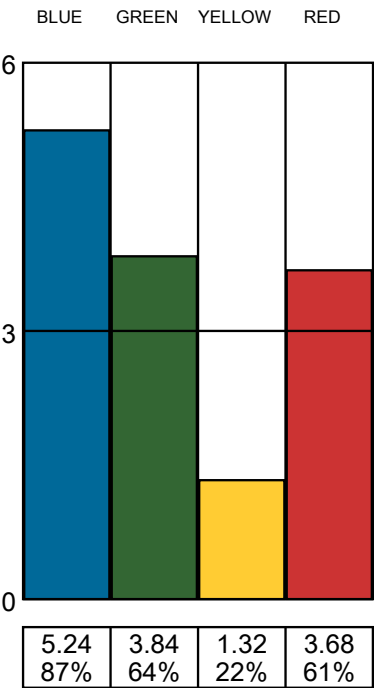
14: Coordinating Observer (Focused)

The Insights Discovery® Colour Dynamics

Persona (Conscious)

Preference Flow

Persona (Less Conscious)



— Conscious
— Less Conscious



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