



Discovery[®]

Personal Profile

Presian Nedyalkov

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Foundation Chapter

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Introduction

This Insights Discovery profile is based on Presian Nedyalkov's responses to the Insights Preference Evaluator which was completed on 15 April 2019.

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 Presian's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

Presian's view of the world is concrete and specific although he will occasionally be more spontaneous than he appears at first sight. He has the ability to be detached from issues, viewing them as an onlooker would. His need to detach himself from his emotions allows him to retain objectivity when assisting others in times of stress. Work that doesn't involve intellectual stretch and the opportunity for mastery may soon become a drudgery for him. He values the development of his intellectual awareness and the opportunity to learn, improve and grow.

He tends to be disinterested in subjects for which he sees no practical application. He believes people should say what they mean and mean what they say. Written communications are most effective with him. Once committed to an idea or project, Presian has enormous resolve to carry it through and would like others to share his determination. Presian is always outstandingly practical and sensible. He appreciates any extra time that can be given to him to master technical subjects.

He is most content in work that is of practical service to the organisation and others. Cautious, conventional, diplomatic and sincere, Presian is a precise and disciplined person with high standards and expectations of himself. Enjoying theoretical, complex and global concepts, Presian is a strategic thinker who can clearly see the benefits and flaws of most situations. When he feels he is "on duty" his behaviour is practical, sensible and matter of fact. Outwardly quiet, reserved and detached, inwardly he is constantly absorbed in analysing problems or situations.

Presian provides practical support quietly, painstakingly and conscientiously, usually behind the scenes. Presian tends to expect that sound organisation, structure and scheduling will benefit everyone. Serious, conscientious and loyal, Presian is a dedicated worker. He will seek an environment in which he can be quietly productive. When he does need company it may be difficult for him to reach out to people and to overcompensate for this he may retreat even further into himself. Practical and measurable tasks are what he does well, making him successful in quality and administration.

He tends not to trust strangers and is concerned about his family, reputation and job. He can be a veritable storehouse of information on the things he knows well and understands. Presian is careful and orderly in his attention to facts and details. He is thorough and conscientious in fulfilling all his responsibilities. Mapping out a plan, complete with all the steps and details, which is something he can do very well, helps him to balance his inherent lack of drive. He is driven by a high sense of allegiance and obligation, resulting in a commitment to serve his partner, organisation and humanity in general.

Interacting with Others

Presian needs minimal supervision and will work hard in a system that gives him independence. He may become evasive or reactive if overwhelmed by the constraints and demands of others. He may perceive outgoing, extraverted people as rather noisy and shallow. He may also be

rather uncomfortable in “touchy-feely” situations. In applying unrealistically high standards to himself, he may expect too much from himself and others. Roles that require empathy and sympathy may not suit him, as despite his concern for others he is likely to be more content dealing with things rather than with people.

He is often inwardly absorbed in his current analysis or problem solving and is inclined towards reticence. His interests do not help in social encounters, where he is often perceived as distancing himself from social contact. He is reluctant to display his emotions to others. Disliking incoherence and valuing intelligence, he can be frustrated and impatient by those less gifted than himself. The avoidance of social engagements may make him feel guilty at having forsaken a social duty in order to satisfy his need for privacy and solitude.

He should remember to more frequently consider other people's ideas and feelings, and not to become too rigid and inflexible. He uses his thinking to analyse the world, not to control it, but his reliance on thinking makes him appear impersonal and critical. He is suspicious of what may be lurking beneath a smile. Presian is a private, reserved person who does not share his thoughts with his colleagues unless absolutely essential. He does not take criticism personally, and is often surprised to discover that others may be hurt or offended by the constructive criticism he can offer.

Decision Making

Presian tends to make logical, private decisions, seeing and stating things quietly, clearly and deliberately. He is usually aware of the need to comply with the established view. Presian learns through exploration, discussion and by asking searching questions. Making decisions comes logically to him, although his need for detachment results in colleagues viewing him as rather distant. Presian's decisions are usually consistent, practical and appropriate.

Presian's decisions tend to be made only after he has gathered sufficient supporting data. 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. Tending to be sceptical of new ideas if he doesn't see their practical application, he prefers to take time to consider the overall objective. Every project presents itself as a mental challenge and he reflects on every stage of decision making. He makes decisions after a great deal of thought and he may not be dissuaded by emotional or muddled arguments.

He sees himself as realistic, practical and matter-of-fact, although others may not always see the practicality of some of his decisions. He prefers to focus inwards and is more inclined to “wait and see” than to declare his hand readily. He has the ability to use both reflection and consultation in reaching conclusions. Presian's practical nature and acceptance of established procedures ensures he is dependable and consistent. 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 Presian brings to the organisation. Presian 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.

Presian's key strengths:

- Perfectionist.
 - Will work late to get the job done.
 - Neat, tidy and thorough.
 - Objectivity.
 - Fair mindedness in implementing systems.
 - Adaptable and Realistic.
 - A good memory for details.
 - Responsibility.
 - Pays great attention to detail.
 - Quietly supportive.
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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. Presian's responses to the Evaluator have suggested these areas as possible weaknesses.

Presian's possible weaknesses:

- Can be inflexible.
 - May overlook what others really care about.
 - Can have difficulty working effectively with spontaneous creativity.
 - Sensitive to criticism of his work.
 - Can appear indecisive.
 - Has difficulty with unstructured tasks.
 - May be slow or unwilling to express his true feelings.
 - Occasionally his criticism may de-motivate others.
 - His search for accuracy could jeopardise deadlines.
 - Limited by what he knows for himself.
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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 Presian brings, and make the most important items on the list available to other team members.

As a team member, Presian:

- Helps set high quality standards for the team.
 - Undertakes routine tasks which others may wish to avoid.
 - Is known as a good administrator.
 - Helps ensure consistency in team output.
 - Ensures all individuals pull their weight.
 - Will only talk confidently about subjects on which he is expert.
 - Creates commitment within team.
 - Brings a mature and stabilising influence to the team.
 - Encourages a strong work ethic.
 - Ensures decisions are made logically.
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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 Presian. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Presian:

- Be patient if he starts hair-splitting.
 - Use humour in moderation.
 - Give him time to express himself.
 - Avoid precipitating rare but spontaneous outbursts of emotion.
 - Match and mirror his communication style and slower pace.
 - Persuade using logic not emotion.
 - Allow him to explain the logic behind his views.
 - Allow him time to gather his thoughts and to express his feelings.
 - Be modest and polite.
 - Provide information step by step.
 - If you must criticise, do it slowly, constructively and honestly.
 - Provide evidence to appeal to his senses.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Invade his personal space.
 - Be too informal or waste time on social trivia.
 - Focus on personal relationships.
 - Withhold vital information.
 - Be undisciplined about time.
 - Hint obliquely.
 - Expect rapid acceptance of new ideas.
 - Ask lots of questions in quick succession.
 - Touch his body or his belongings.
 - Disturb his work space without prior warning.
 - Stand or sit too close to him.
 - Jump to the next subject until he is ready.
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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.

Presian's possible Blind Spots:

Presian needs to try to become more aware of the talents, efforts and contributions of others and to more regularly offer compliments and praise for good performance. He may be slower at producing results than some others as gathering data is often the most stimulating part of the job for him. He may be seen by some as unresponsive, cool and uncaring, as one who constantly seeks correctness, predictability, analysis, logic, routine and systems.

Giving in on small items decreases the likelihood of him being seen as too stubborn and controlling. He can be reserved and hard to get to know, only willing to share his inner feelings with people he trusts. Gathering relevant and factual data to help ensure that his ideas are workable, he needs to simplify his often theoretical and complicated ideas for the benefit of others. A rather private nature may prevent Presian from asking questions. Encourage him to demonstrate his grasp of new ideas by slowing the pace of the interaction. As he can be seen as somewhat cold and uncaring, he needs to become more aware of his own feelings as well as more considerate of the thoughts and feelings of others.

He becomes more effective with other people when he directs his keen powers of observation towards being more sensitive and considerate to the people around him. 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. He has a “let's do it and not talk about it” approach to work, which others may find difficult to handle. A potential failing for him may be that he may not gain sufficient intimate experience of the world. 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.

Personal Notes

Opposite Type

The description in this section is based on Presian'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:

Presian'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.

Presian 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 Presian 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 Presian, 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 Presian 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. Presian may perceive Inspirers as shallow or superficial, due to their glib way with words.

Personal Notes

Opposite Type

Communication with Presian's Opposite Type

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

Presian Nedyalkov: How you can meet the needs of your Opposite Type:

- Indulge in speculation and offer opinions readily.
- Generate inspiration by recalling past successes.
- Encourage him to stick to the agenda.
- Offer praise and appreciation when due.
- Be alive and entertaining.
- “Temper” his optimism with realism.

Presian Nedyalkov: When dealing with your opposite type DO NOT:

- Fail to allow enough time to talk with him.
 - Impose final judgements on his views and opinions.
 - Be vague or leave things open to interpretation.
 - Assume you will complete all of your agenda.
 - Say “any time will do”.
 - Create a hostile environment devoid of feelings.
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Personal Notes

Suggestions for Development

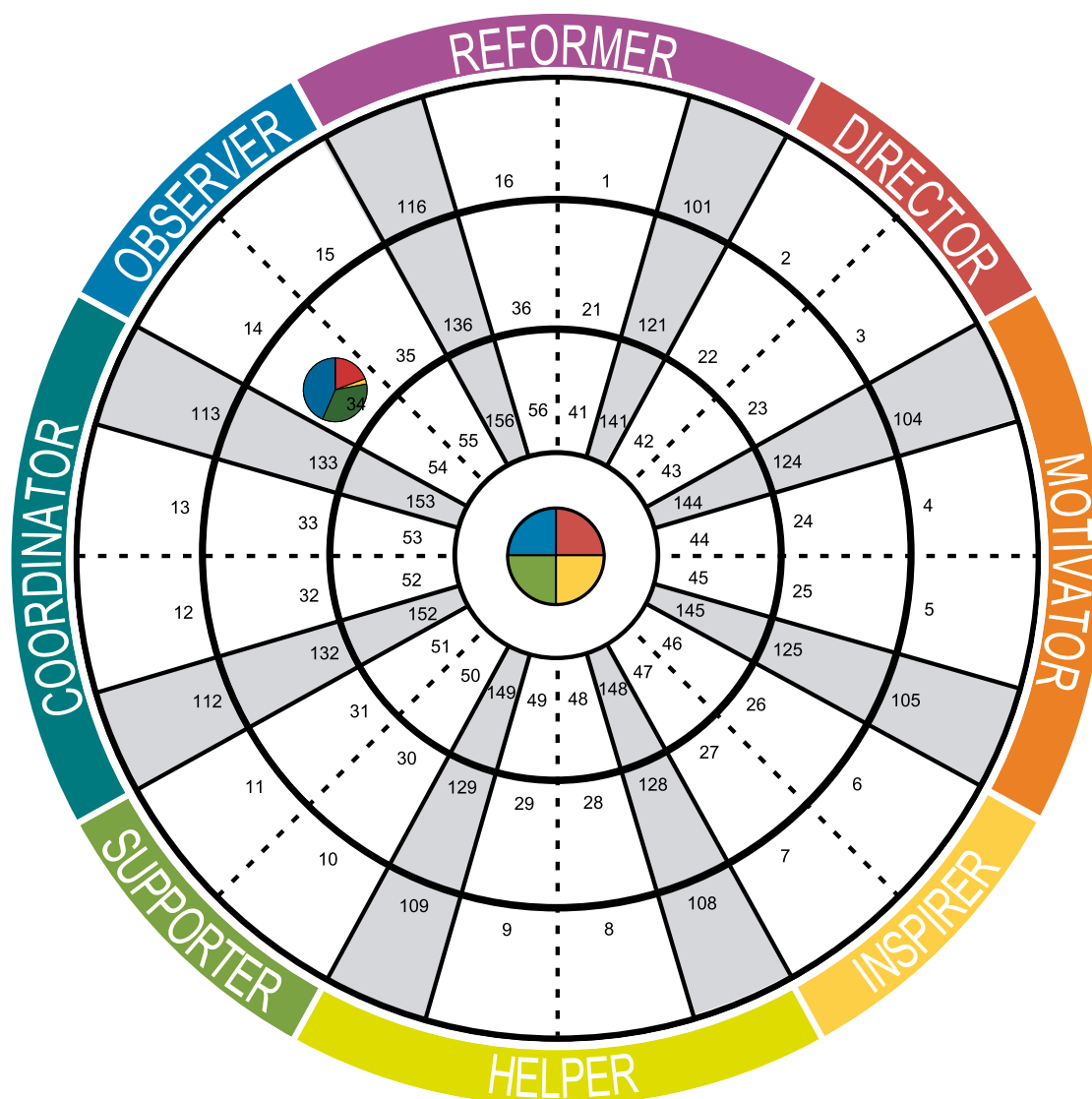
Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Presian's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Presian may benefit from:

- Identifying when extensive detail is not needed.
 - Asking more forcibly for his needs and wants.
 - Being seen as more attentive, warm, generous, playful and appreciative.
 - Paying attention to people who are unafraid to put their foot in their mouths, rather than “tuning out”.
 - Trying to make a significant contribution within ten minutes of a meeting's commencement.
 - A slightly less critical disposition.
 - Offering to speak at the next after dinner occasion.
 - Resisting the urge to continually refine, improve and even do the work of others.
 - Consciously fighting the negative “inner voice” that may prevent him from achieving his full potential.
 - Taking time out to dream about possibilities.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

34: Coordinating Observer (Classic)

Less Conscious Wheel Position

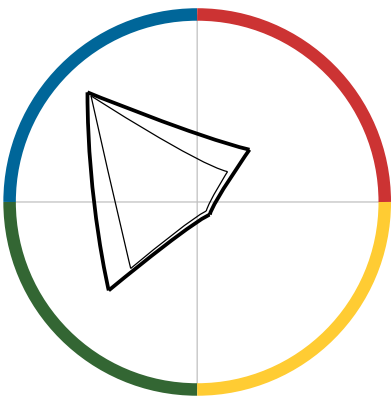
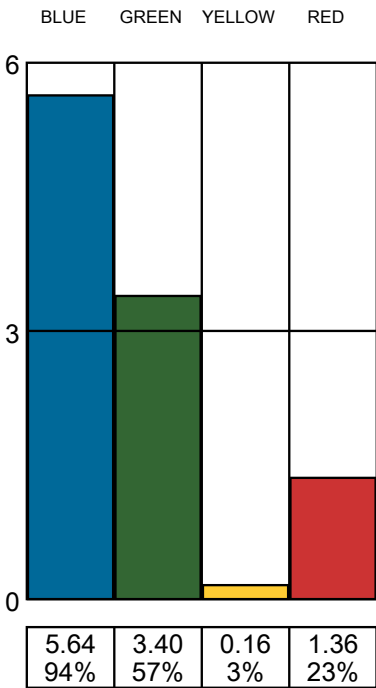
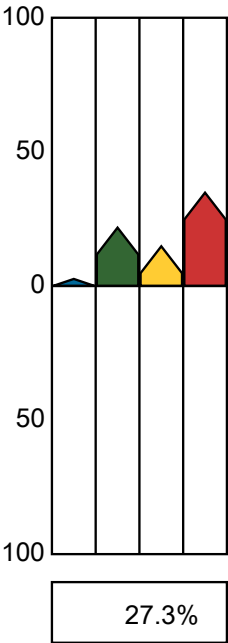
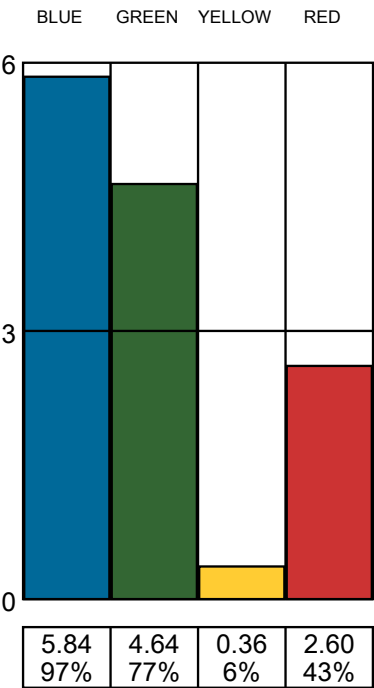
34: Coordinating Observer (Classic)

The Insights Discovery® Colour Dynamics

Persona (Conscious)

Preference Flow

Persona (Less Conscious)



— Conscious
— Less Conscious



GLOBAL HEADQUARTERS

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