



Discovery[®]

Personal Profile

Prince Boateng Asare

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Foundation Chapter
Management Chapter

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Introduction

This Insights Discovery profile is based on Prince Boateng Asare's responses to the Insights Preference Evaluator which was completed on 03 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 Prince Boateng's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

Personal Style

Prince Boateng is an adaptable realist, relying on what he sees, hears and knows for himself. Sometimes he may allow the current challenge to drift from view, and be captured by the potential of other projects. He needs work that makes use of his strongly creative drive. He may lose interest and move on to the next thing, once a job becomes routine or dull. Prince Boateng is independent by nature, but he is prepared to labour tirelessly for a team mission he commits to.

He may be slow to express the intensity of his feelings, and may appear shy and inwardly-focused when others would prefer him to be pressing on. He is good at organising and bringing ideas into the plan. He is not usually aware that he is denying himself pleasure; he is so preoccupied with what he “should” and “must” do that he rarely steps back to ask himself what he really wants in life. His personality can be paradoxical; usually easy-going and accommodating, he can also be rigid and inflexible. Prince Boateng has an ever-present internal critic who judges everything he thinks and does.

He should learn to delegate more to improve the completion of his tasks and should have assistance in ensuring that follow up is maintained. He typically does not take constructive criticism and disagreement personally. He welcomes tough, accurate, unrelenting critiques as helpful in achieving the highest levels of performance and objectivity. Prince Boateng is an ingenious and original problem solver. A capacity for cool emotional detachment makes Prince Boateng a good decision maker, because he thinks clearly under pressure. His views are not always readily understood by others as he tends to seek his own answers to challenges.

He seeks a certain consistency in his life and a pace that is neither too slow nor too fast. An original thinker, Prince Boateng is highly observant and approaches his role with single-minded focus. He is conceptual, tenacious and realistic. He may sometimes present information in a way that may be misunderstood, his creative and organised stance often being a step ahead of the group. Prince Boateng is optimistic and positive, living mainly in the here and now. 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.

His strength is his ability to work independently. He tends to be good with practiced tasks, interested in the how and the why of the working. Learning is a life-long process for him and he is in favour of anything which will increase his mental capability. He is good at getting things done in an assertive way. He is a good listener, with an ability to talk well when appropriate. Prince Boateng is logical and analytical, an ingenious thinker and long-range planner, and good at anything that requires rapid reasoning.

Interacting with Others

Both a fluent talker and an excellent listener, Prince Boateng is optimistic about his ability to influence people towards his viewpoint. He has a rather impersonal style and may wrongly assume others wish to be treated in the same impersonal manner. He holds very firm beliefs about a few key matters and will defend these views against all odds. He has a tight group of close companions to whom he enjoys relating thoughts and ideas. He likes to be out and about doing things in the world but he needs to take care to look ahead to the consequences of his present actions.

Prince Boateng 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 is outstanding at establishing and implementing orderly procedures, rules and regulations, and may show impatience with those who don't carry out their designated tasks or work by the rules. He needs to be aware of being too outspoken, over-talkative and overly logical with some colleagues. His independence can lead others to think of him as aloof. He is a very good sounding board, excelling in negotiating and calming conflict.

Fellow workers may find him somewhat unemotional, cold and dispassionate and rather difficult to please. Most people have limited understanding of his complex, adaptable and creative mind. 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. When he turns his highly honed critical appraisal skills on the people around him, honesty may be translated into unintended hurtfulness. 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.

Decision Making

Practical and realistic, Prince Boateng is a most matter-of-fact and thorough individual. He has the ability to use both reflection and consultation in reaching conclusions. He will tend to be concerned with the effect that the decision making process, and its result, will have on others. Using past experiences to help him solve current problems and get things done is one of his strong points. He is a good problem solver because he can absorb necessary factual information and find logical and sensible solutions quickly.

He prefers action to conversation and enjoys dealing with difficult situations the moment they arise. Prince Boateng is able to readily grasp any underlying principles and make decisions based on logic, rather than on how people feel. It can be frustrating to some when he accurately describes the logical conclusions justified by a situation, but decides in favour of harmony and caring. From a more radical thinking viewpoint, some people can view his decisions as irrational. His combined sensing and intuitive gifts give him the ability to question shallow decisions although he will not necessarily come forth to do so. He has a sense of precision and pays attention to detail only if it suits him to do so.

Prince Boateng can usually get to the heart of any situation and implement an effective solution. Politically aware, Prince Boateng is normally comfortable with his decisions even in the face of possible conflict with others in more senior positions. Prince Boateng 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. He prefers to learn from personal experience and not just from study or reading. "Do it now" is his motto.

Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Prince Boateng brings to the organisation. Prince Boateng 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.

Prince Boateng's key strengths:

- Rapid organisational skills.
- Forceful negotiator and vocal decision maker.
- A far sighted planner.
- Realistic and systematic.
- Diplomatic when the situation calls for it.
- Practical, agile and spontaneous.
- Curious about processes.
- Concentrates for as long as necessary.
- Effective and efficient time manager.
- Pays great attention to detail.

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. Prince Boateng's responses to the Evaluator have suggested these areas as possible weaknesses.

Prince Boateng's possible weaknesses:

- His single-mindedness can sometimes impede results.
 - Reluctant to seek help from others.
 - May appear abrupt.
 - Exhibits impatience with disorganised individuals.
 - Takes on too much responsibility.
 - Could appear to be too demanding of exact standards.
 - Sometimes unaware of the impact of his actions on others.
 - May be perceived as unfeeling.
 - May pay lip service to “team” issues.
 - His perfectionism can be seen to be “nit picking” when not valued.
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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 Prince Boateng brings, and make the most important items on the list available to other team members.

As a team member, Prince Boateng:

- Can make action plans to reduce risk.
 - Is always ready to offer service to colleagues.
 - Becomes a pillar of strength for other colleagues.
 - Gets his job done and done right.
 - Will assume responsibility but deflect blame.
 - Considers the practicalities of any issue.
 - Encourages independent thinking.
 - Ensures that the team uses correct methods.
 - Has a “can do” attitude.
 - Can be relied upon to pull more than his weight.
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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 Prince Boateng. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Prince Boateng:

- Be ready to leave quickly.
 - Be clear about expectations and timescales.
 - Be thoroughly prepared.
 - Be well structured and organised.
 - Acknowledge your understanding of his ideals and values, although they may be different.
 - Respect his individuality.
 - Gently remind him of the human dimension.
 - Respect his values and principles.
 - Look for signs that say “I’m losing interest”.
 - Be prepared to get a quick decision.
 - Be practical and logical.
 - Keep personal comments to yourself.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Forget to balance interaction with time for reflection.
 - Confuse the conversation with irrelevant details.
 - Appear timid or ineffective.
 - Tell him what to do or how to do it.
 - Stray from the agenda.
 - Offer opinions on personal issues unless he asks for them.
 - Try to hoodwink or mislead.
 - Be indecisive, unclear or “woolly”.
 - Try to pin the blame on him.
 - Challenge his perception of himself.
 - Show less than full commitment to his project.
 - Approach him with foregone conclusions.
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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.

Prince Boateng's possible Blind Spots:

Prince Boateng prefers not to confront issues. This may prevent matters from moving to a satisfactory conclusion. He needs to prioritise his activities, and find the balance between work and play. In this way he can gain a broader perspective of his life. He is a private person who keeps an emotional distance from others and a physical distance when communicating.

Because of his self-containment, he has difficulty sharing his reactions, feelings and concerns with others; it seems unnecessary for him to do so. As he values creativity and innovation, he sometimes ignores the standard way of doing something because it lacks originality. Prince Boateng's ideas may occasionally get lost because he tends to rethink them continually, preferring to keep them private. Seeking the input and suggestions of others may help him recognise an impractical idea earlier and help him make improvements. Particularly dependable if things are going his way, he will resent being told what to do or how to do things better.

When his hopes or dreams lose touch with reality, others may then witness a rather surreal approach to life. Prince Boateng may become so engrossed with his own projects that other important tasks lie forgotten. With the best of intentions, he sometimes neglects to ensure the completion of his vision. Giving in on small items decreases the likelihood of him being seen as too stubborn and controlling. When he makes the effort to adopt a more accepting approach to life and his dealings with others, Prince Boateng will achieve greater acceptance of his innovations.

Personal Notes

Opposite Type

The description in this section is based on Prince Boateng'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:

Prince Boateng's opposite Insights type is the Helper, Jung's "Feeling" type.

Helpers are warm, understanding and sociable individuals who strive for positive relationships with people both at work and home. They are usually sensitive to others and work well in a team situation. However, Prince Boateng may observe that the Helper takes criticism personally and finds it difficult to become authoritative or objective with others when necessary. Helpers sometimes have difficulty in making key decisions without consultation.

Prince Boateng will notice that people are far more important to the Helper than the accomplishment of tasks. The Helper's nature tends to be personable, which may mean that Prince Boateng sees them as fickle or soft. Helpers can be stressed in fast moving, impersonal situations which change without warning. Helpers display their emotions and usually have limitless patience for those who are dependent on them. They will usually ignore judgements that rely heavily on logical analysis - often the judgement preferred by Prince Boateng.

Helpers will tend to avoid telling someone an unpleasant truth or tell it in an affirmative way. Helpers are accommodating and occasionally self-effacing and are always content to support others without expecting much in return. Prince Boateng may see the Helper idealising others and adopting a romantic version of people and their potential.

Personal Notes

Opposite Type

Communication with Prince Boateng's Opposite Type

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

Prince Boateng Asare: How you can meet the needs of your Opposite Type:

- Provide lots of opportunities for team contact.
- Allow time for him to think of the consequences.
- Listen to his opinions.
- Expect him to come back later for clarification.
- Be prepared to negotiate solutions slowly, calmly and quietly.
- Give him advance notice and time to prepare.

Prince Boateng Asare: When dealing with your opposite type DO NOT:

- Omit to discuss how others may be affected by a decision.
 - Act aggressively or reject his ideas without explanation.
 - Adopt an intransigent, judgmental stance.
 - Attempt to impose too much structure and formality.
 - Put him “on the spot” in front of others.
 - Forget to balance interaction with time for reflection.
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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 Prince Boateng's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Prince Boateng may benefit from:

- Evaluating his job to ensure it remains appropriate and fulfilling.
 - Ensuring his keen desire to criticise is positive and not negative.
 - Meeting more people at least half way.
 - Looking for the good in everything.
 - Allowing people to do their own thing.
 - Appearing more sensitive to others feelings.
 - Gently asking some quieter people to express their point of view.
 - Avoiding driving others as hard as he drives himself.
 - Knowing it is OK to relax and laugh at himself.
 - Modifying his sometimes harsh voice tone to more appropriate levels.
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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 Prince Boateng's ideal environment and his current one and to identify any possible frustrations.

Prince Boateng's Ideal Environment is one in which:

- There is little “traffic” or social interaction.
 - His organisational skills are used to the full.
 - Numerical or technical data abounds.
 - Clear rules and procedures exist.
 - Everyone makes good use of their time.
 - He can employ technology.
 - He is able to work independently and objectively.
 - He can “rock the boat” without fear of retribution.
 - People around him are organised and consistent.
 - The present situation is fully understood and appreciated.
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Personal Notes

Management

Managing Prince Boateng

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

Prince Boateng needs:

- To be left alone to get on with the job.
 - To be fully informed.
 - To get clear and unambiguous answers.
 - Help to look for the “silver lining”.
 - Someone to issue flak jackets to all members of his team.
 - Objective, direct and honest feedback - stand well back!
 - Established support systems and procedures.
 - The ability to define at least some of the rules.
 - A fast-paced environment where he can achieve results.
 - Knowledge that he has “right” on his side.
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Personal Notes

Management

Motivating Prince Boateng

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

Prince Boateng is motivated by:

- “Reality” rather than abstract theories.
 - Being asked to find more efficient ways for the team to work.
 - Working towards targets, goals and objectives.
 - Improvements in design, quality and functionality.
 - Being able to take control of situations.
 - Improving systems and structures.
 - The freedom to delegate tasks to others at his discretion.
 - Technological breakthroughs.
 - A free reign for his enormous drive to achieve results.
 - Suitable targets that he knows are achievable.
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Personal Notes

Management Style

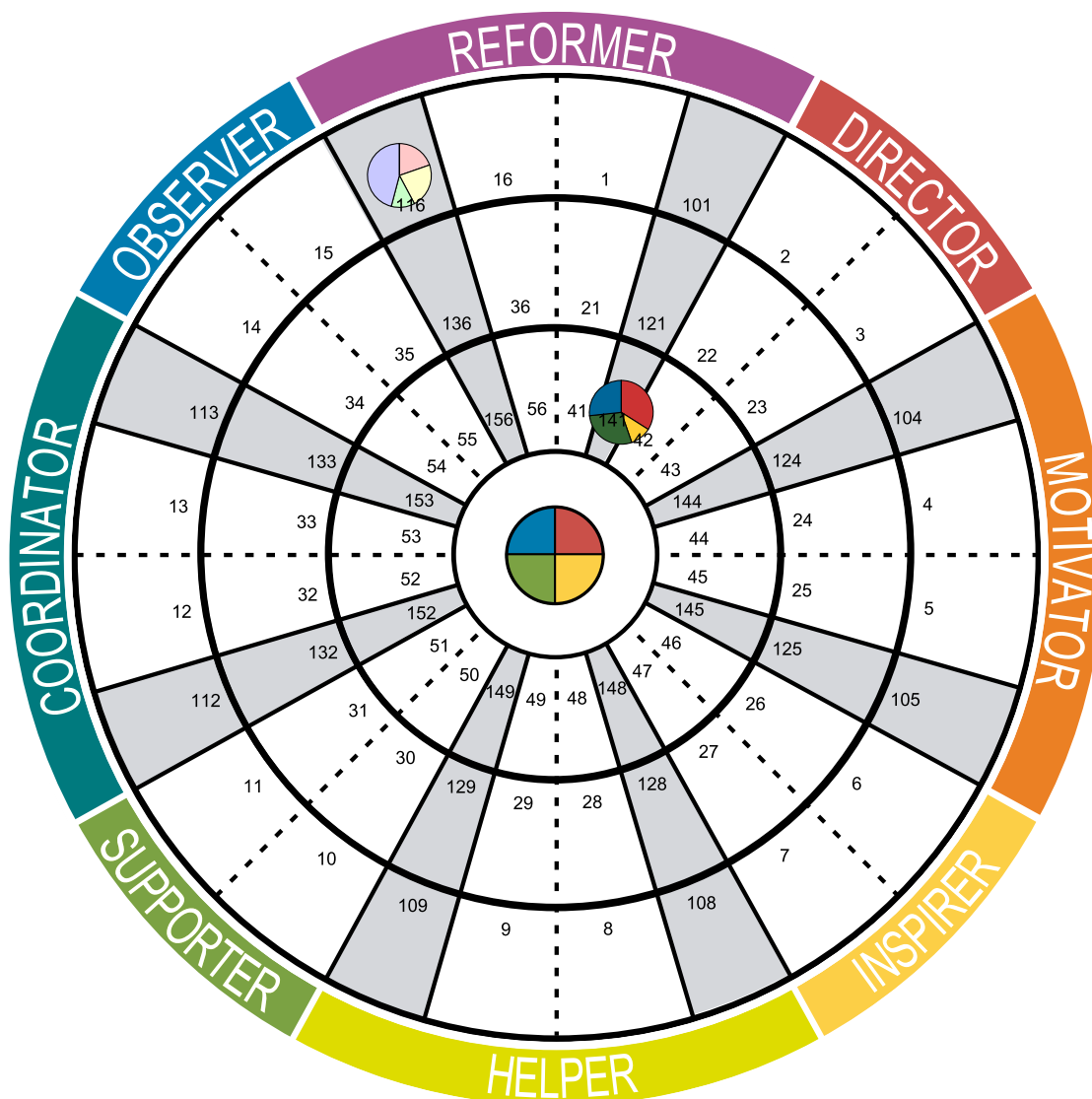
There are many different approaches to management, most of which have different situational applications. This section identifies Prince Boateng's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Prince Boateng may tend to:

- Over regulate processes.
 - Get involved in the detail.
 - Be frustrated with those less gifted than himself.
 - Seek to challenge what he perceives as illogical.
 - Become very defensive if his competence is questioned.
 - Want to explain the “What”, “How” and “Why”.
 - Ignore the feelings of those around him.
 - Insist upon attention to detail.
 - Appear to be less understanding of his colleagues' feelings.
 - Seem rather cool and aloof.
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Personal Notes

The Insights Discovery® 72 Type Wheel



Conscious Wheel Position

141: Creative Directing Reformer (Accommodating)

Less Conscious Wheel Position

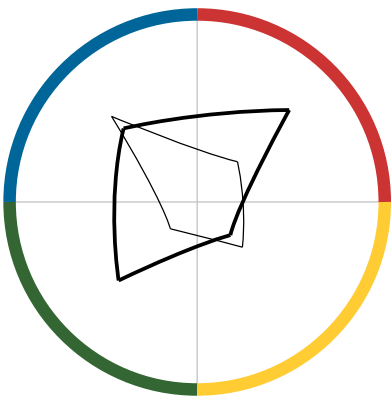
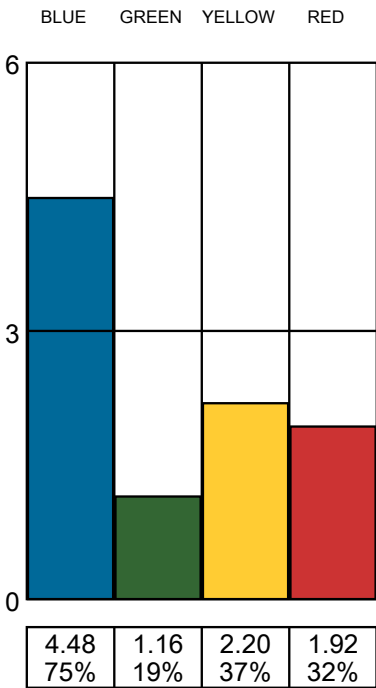
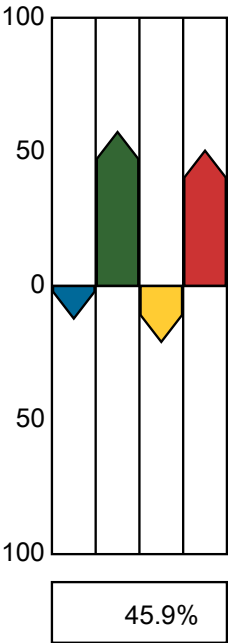
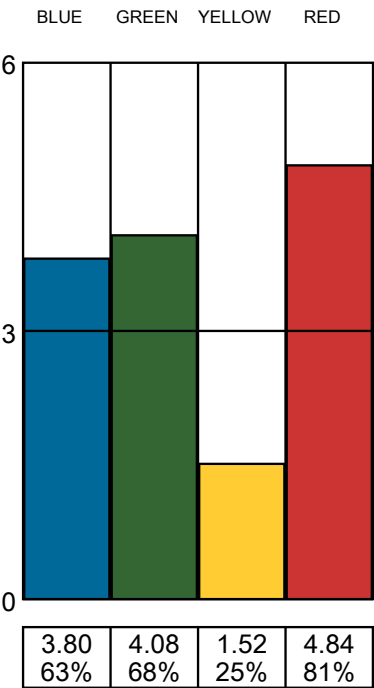
116: Creative Observing Reformer (Focused)

The Insights Discovery® Colour Dynamics

Persona (Conscious)

Preference Flow

Persona (Less Conscious)



— Conscious
— Less Conscious



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