



Discovery ^{Insights®}

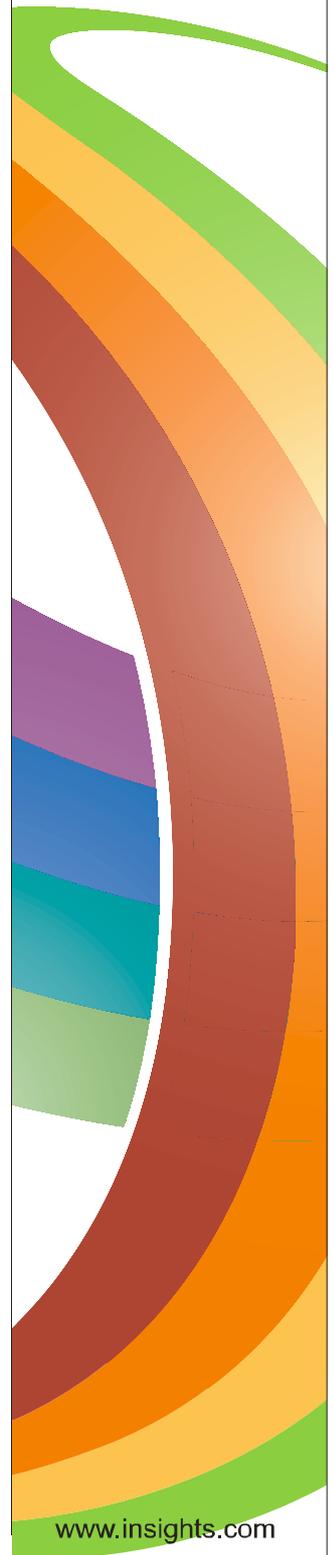
Kamil Rejent
2009-12-07

Personal Profile

Foundation Chapter



Insights®



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Introduction

This Insights Discovery profile is based on Kamil Rejent's responses to the Insights Preference Evaluator which was completed on 2009-12-07.

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

Personal Style

Kamil is an innovator, always aware of new possibilities and different ways of doing things. He feels constantly drawn to begin many different projects, yet by failing to complete many of them, he allows his energies, inspirations and insights to become dissipated. Only when a strongly held value is at risk will he willingly attend to important facts and details. He constantly opens up new avenues of thought or action and can keep them open against all comers. He can become the ideal representative of whatever group of people he values. His self-esteem depends upon recognition for his performance and he may consciously seek to project a positive image.

Kamil learns by challenging convention and is capable of arguing both sides of a subject for the stimulation it gives him. Lively and entertaining, and with infectious energy, he needs change and variety in order to be at his best. His life will tend to be a series of initiated, but unfinished projects. He is used to doing several things at once, but others may view some of this as superficial activity. Kamil is interested both in possibilities beyond what is already obvious and in the ways that these possibilities might affect others.

When an inspiration materialises, he will throw himself into it completely. He appears to thrive on a wide variety of tasks focusing on a motivating or promoting role. He is convinced of his own abilities and is constantly seeking environments where people will appreciate him. Ingenious, enthusiastic and outgoing, Kamil has great personal charm and can be successful in a variety of roles. Quick to see the possibilities of new ideas and projects, Kamil is outstanding at initiating these and persuading people to support him.

Since he is more excited about using his imagination and creating something original, he may not take the time to collect all the information prior to beginning the project or process. He flourishes in jobs where he can be of constant service or use his talent to persuade. Kamil has a real zest for living and enjoys company. He may ignore sensory data that might suggest danger and may knowingly take risks that others avoid. New challenges are more appealing to him than the status quo. He has an urge for lifelong learning and can shake off depression by simply finding projects that fascinate him. He possesses a natural gift for presentation.

Routine is the real bad news for him, and it may sap his energy. He is motivated more by the big picture and goals than by regulations and procedures, and is content with established structures only if he can abandon them when they don't serve the intended purpose. He can benefit from learning and applying time management and personal organisation skills, rather than just giving the impression of having mastered the system. He is an imaginative and creative visionary who is a source of inspiration to most. Kamil generally achieves a balance between concern for the people being managed and accomplishment of the task, a combination

which makes him appreciated as a colleague.

Interacting with Others

Kamil enjoys involvement in many activities, with a variety of people. He is stimulated by doing the unexpected or the unusual. Curious and alert, Kamil prefers to understand rather than judge. He normally reads people well, continually looking for the good in both the situation and in others. He attracts many friends and acquaintances. He prefers creating a busy and exciting world around him.

Errors made by others may upset him and cause him to react loudly and vociferously. Outgoing, friendly, challenging and sympathetic, Kamil radiates warmth and fellowship. Kamil's feelings play a prominent role in his life and he manages to inject a friendly element into any work he is assigned to or involved in. Kamil is outgoing and makes things more fun for others by his pure and unreserved enjoyment of the moment. He is gifted with insight amounting to a quick wisdom and is able to persuade others to follow.

A creative thinker, Kamil is generally warm, enthusiastic and confident of his own abilities. He makes stimulating company with his witty and interesting conversational style. Kamil exudes charismatic charm and a natural ability to communicate well. He is enthusiastic in helping people make the best of themselves and he is proficient in making lots of contacts. Kamil's ingenuity, warmth and his understanding of others allows him to proceed through life with great confidence. He is very effective in a leadership role, able to persuade others of the value of his vision. Kamil's work style is down-to-earth, assertive and persuasive.

Decision Making

Kamil's tendency to think "out loud" enables others to follow his line of thinking. He prefers tasks or projects which allow flexibility of scheduling. As an extraverted, future oriented person, he may fear failure but knows how to turn it on its head into something positive, if the event occurs. He is likely to exercise his intuition constantly on the most important and challenging parts of a problem. 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.

In decision-making he may prefer to apologise for exceeding his authority rather than getting permission in the first place. He is stimulated by difficulties and is most ingenious in solving them. In his attempts to please others he may make promises he cannot fulfil. His direct, sometimes erratic approach tends to work against him being totally consistent on a day to day basis. His occasional failure to face up to disagreeable facts can mean that problems are sometimes ignored rather than solutions sought.

He prefers to make decisions based on "gut feel" rather than on exhaustive and repetitive analysis. Through his intuitive feeling personality, he may have difficulty in limiting himself to a single project and usually prefers to keep many balls in the air. Work that uses his ideas to improve or start a project suits him, but once these ideas get off the ground he prefers someone

else to carry on with the details. He may often make decisions based upon how he feels about a situation, rather than how the situation actually is. He sees so many possibilities that he sometimes has difficulty selecting the best activity or interest to pursue, or in keeping to the agreed track.

Personal Notes

Key Strengths & Weaknesses

Strengths

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

Kamil's key strengths:

-  Will join different organisations to further his cause.
-  Has an outgoing nature and builds relationships quickly.
-  Displays high levels of energy.
-  His glass is usually half full.
-  Constantly seeking his new mountain to climb.
-  Constantly strives towards self improvement.
-  High ego strengths.
-  Constantly juggling a large number of projects.
-  A visionary generating infectious enthusiasm.
-  Outwardly directed energy ensures a fast friendly pace.

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

Kamil's possible weaknesses:

-  Not always attracted to what is practical.
-  May appear superficial or glib.
-  Generally speaking, he is speaking generally!
-  Can come across as superficial or shallow.
-  His need for variety may leave some tasks incomplete.
-  Dislikes and avoids routine tasks.
-  May miss others' reactions to his actions.
-  Generates so many ideas that chaos often ensues.
-  Can appear insincere.
-  May exaggerate the significance of the event.

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 Kamil brings, and make the most important items on the list available to other team members.

As a team member, Kamil:

-  Is flexible, co-operative, versatile and easy going.
-  Works well with a variety of tasks and activities.
-  Brings boundless energy to any situation.
-  Demonstrates leadership and involvement.
-  Has strong personal and interpersonal skills.
-  Contributes vigorously and enthusiastically.
-  Prevents apathy with lively presentations.
-  Responds well to immediate challenges.
-  Uses his highly-developed relationship skills.
-  Promotes ideas to, with and through others.

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 Kamil. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Kamil:

-  Show respect for his ideas and opinions.
-  Add to the challenge and opportunity regularly.
-  Support his goals with suggestions for achievement.
-  Agree exactly what needs to be done.
-  Ask for and solicit his ideas and suggestions.
-  Be spontaneous and harmonious.
-  Be warm, friendly and open.
-  Use colourful and bold language in conversing.
-  Keep the conversation lively.
-  Be prepared to make allowances for his occasional mistakes.
-  Encourage him to stick to the agenda.
-  Engage in lively, animated, bright “chats”.

Personal Notes

Communication

Barriers to Effective Communication

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

-  Judge, criticise or embarrass him in public.
-  Limit his range or scope of activity.
-  Create a hostile environment devoid of feelings.
-  Be vague or leave things open to interpretation.
-  Insist on cumbersome reporting procedures.
-  Be obscure, obtuse or dogmatic.
-  Restrict or restrain his natural exuberance.
-  Act aggressively or reject his ideas without explanation.
-  Assume that because you have “told it like it is”, this will make the slightest difference to the way that he does things.
-  Impose a “can't be done” or defeatist attitude on him.
-  Bore him with the routine or details.
-  Challenge his perception of himself.

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.

Kamil's possible Blind Spots:

Occasionally Kamil may miss opportunities through a lack of awareness of the need to conclude the planning detail. While excited by certain ideas and the lure of the “big” picture, he will not remain totally committed to a schedule or project if a better or more exciting challenge appears. He may need to learn and apply time management and long-range planning techniques to help him complete his projects. Seen by many as a smooth talking persuader, Kamil may seem indifferent to people who appear to be less of an extraverted achiever than himself. His preference for living in the moment and adopting an “emergency” style of responding to crises can generate a rather chaotic environment for others around him.

He may adopt an “if you've got a headache take an aspirin” attitude, which indicates a lack of empathy to some. 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. Kamil should bring a more rational pace to his work which would act as a drag on his tendency to start and stop projects at the drop of a hat. While he can be charming, funny and entertaining, occasionally he gives the impression of insincerity. He is a born entrepreneur who is constantly overselling his next great idea and attempting to generate support for it.

Kamil tends to enjoy the admiration of others and may almost unknowingly seek personal power. He would do better if he sought the advice of more practical people to find out how workable and useful his ideas are. Tending to overlook other people's feelings and becoming blunt and insensitive in his desire to be frankly honest, Kamil rushes from one experience to another.

Personal Notes

Opposite Type

The description in this section is based on Kamil'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:

Kamil's opposite Insights type is the Coordinator, Jung's "Introverted Sensing" type.

The Coordinator is a careful, cautious, conventional person who is diplomatic and sincere. Coordinators tend to be very loyal, precise and disciplined with high standards and expectations of self. Coordinators may appear to lack self-confidence and prefer to operate in a structured and ordered manner, focusing on established guidelines rather than future possibilities.

Kamil will often observe the Coordinator procrastinating on a decision until all of the facts and details are available. Kamil may also see the Coordinator as a critical and ideological thinker who will be quiet and reserved around strangers. Coordinators do not like stress or chaos and tend to be rather private, requiring support and reassurance. They prefer to build close relationships with small groups of people and like to retain the familiar and predictable. The Coordinator becomes stubborn if pressured, particularly by Kamil!

Coordinators are concerned with what is "right" and, to Kamil, appear slow in decision making. They prefer a steady-paced environment with little interpersonal aggression and they tend to distrust outgoing people. They are motivated by schedule and order and are among the most private of the Insights types. Kamil sees the Coordinator as ever concerned with efficiency, becoming stressed when others do not stick to tightly laid down schedules and plans.

Personal Notes

Opposite Type

Communication with Kamil's Opposite Type

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

Kamil Rejent: How you can meet the needs of your Opposite Type:

-  Adopt a low key, positive approach.
-  Take the time to get to know him well.
-  Give him verifiable facts.
-  If you must criticise, do it slowly, constructively and honestly.
-  Respect his knowledge of the job.
-  Take your time getting to know him if you want critical feedback.

Kamil Rejent: When dealing with your opposite type DO NOT:

-  Encourage him to undertake a high profile task against his will.
-  Call on him when uninvited.
-  Invade his privacy.
-  Make critical comparisons in relation to other staff.
-  Set deadlines you really believe cannot be reached.
-  Discuss peripheral matters unrelated to the task in hand.

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 Kamil's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

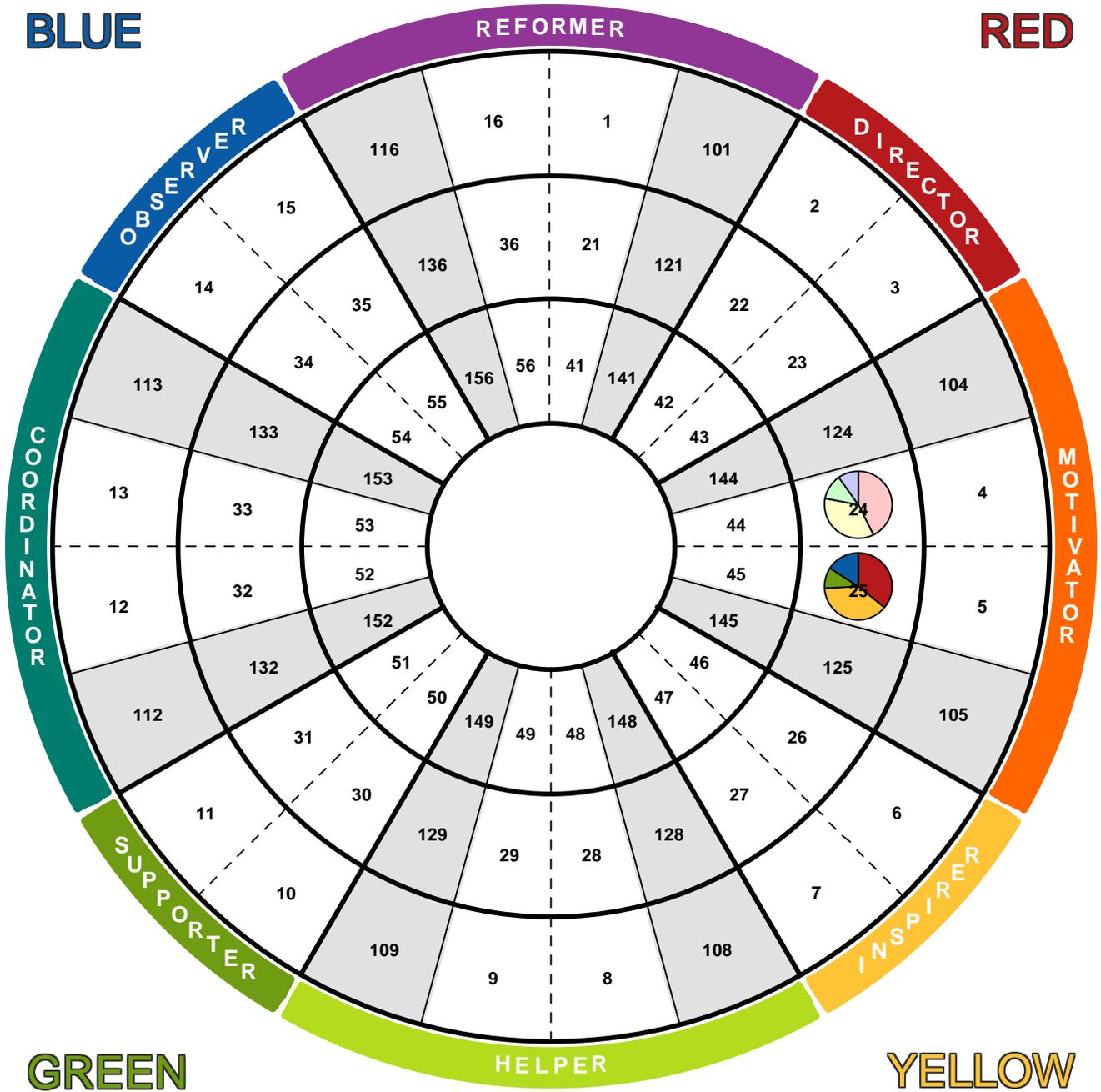
Kamil may benefit from:

-  Analysing procedures to identify overlaps and possible conflict.
-  Not expecting others to always share his optimistic stance.
-  Sitting back, saying little and observing.
-  Becoming a better self-disciplinarian.
-  Writing lengthy and comprehensive reports.
-  Listening more - by talking less!
-  Paying meticulous attention to detail before leaping to a conclusion.
-  Not always jumping to conclusions.
-  Spending a few hours each week in the reference section of the library.
-  Being left alone to work quietly.

Personal Notes

The Insights Wheel

Kamil Rejent
2009-12-07



Conscious Wheel Position

25: Inspiring Motivator (Classic)

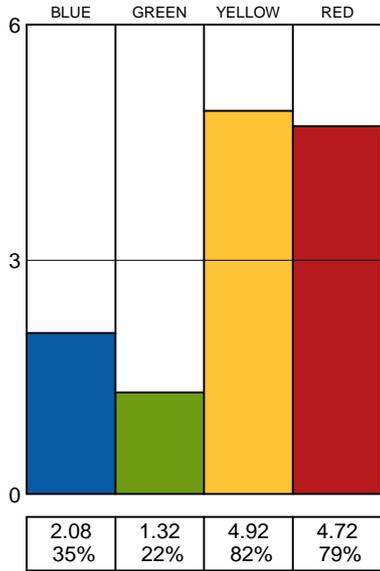
Personal (Less Conscious) Wheel Position

24: Directing Motivator (Classic)

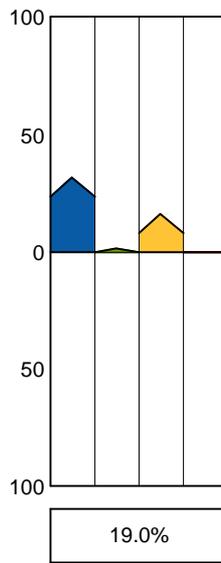
Insights Colour Dynamics

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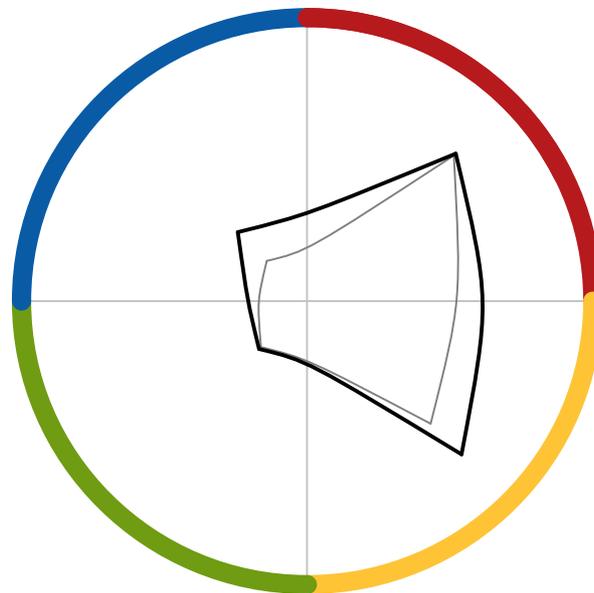
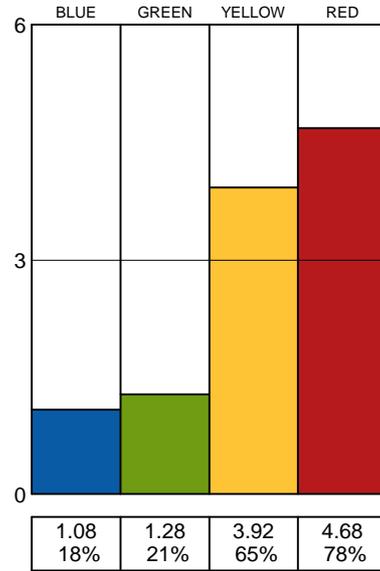
Persona (Conscious)



Preference Flow



Persona (Less Conscious)

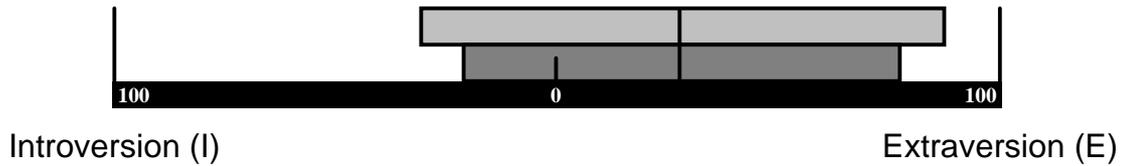


(Conscious) — — (Less Conscious)

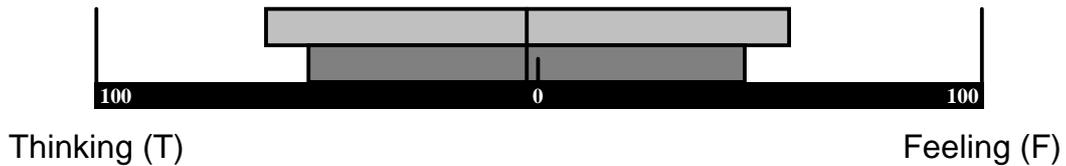
Jungian Preferences

Kamil Rejent
2009-12-07

Attitude/Orientation:



Rational (Judging) Functions:



Irrational (Perceiving) Functions:



(Conscious) (Less Conscious)