



Discovery Insights®

Peter Muster
25.02.2014

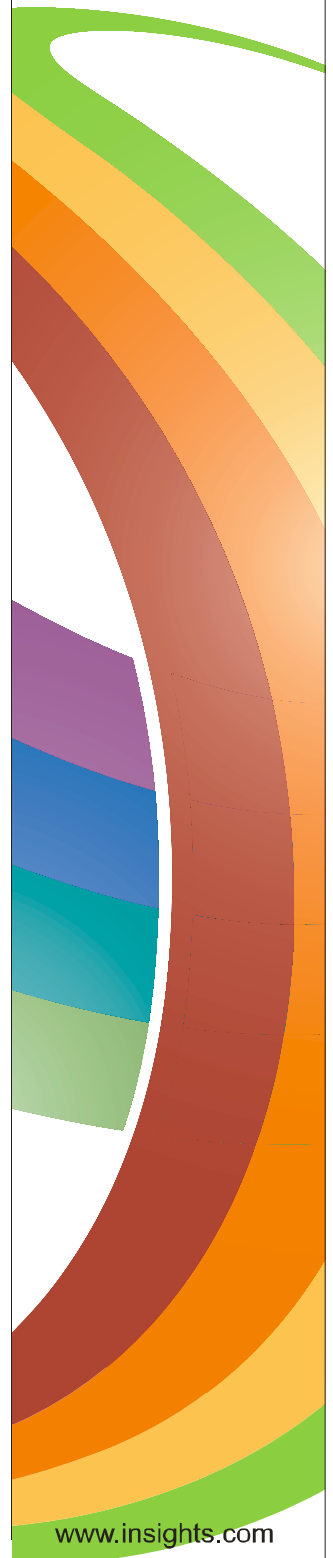
Personal Profile

Foundation Chapter
Management Chapter
Effective Selling Chapter
Personal Achievement Chapter
Interview Chapter

Insights Schweiz



Insights®



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Introduction

This Insights Discovery profile is based on Peter Muster's responses to the Insights Preference Evaluator which was completed on 25.02.2014.

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

Personal Style

Peter Muster is curious for new ideas and insights. He is bored by facts, details and repetitive activities, especially those not relevant to his current areas of interest. Exhibiting a tendency to become concerned and hurt if his ideas are met with indifference or criticism, he may take conflict and rejection personally. His obvious charm and enthusiasm tends to make him popular with friends and colleagues alike. Seen by others as spontaneous and charming, Peter Muster is persuasive, loves surprises and enjoys finding unique ways of bringing delight and unexpected pleasure to others.

His social gatherings are frequent and worth attending, particularly when they mark important events. He will take every possible opportunity to generate new relationships or to be with others. Learning how to use accepted methods of organisation and time management will help him to overcome a tendency to want to procrastinate. With his friendly organisational skills, Peter Muster is supportive of other colleagues and will enthuse over most projects. His life will tend to be a series of initiated, but unfinished projects.

Peter Muster 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. Peter Muster can be very effective in using his concern for others to ensure involvement. His vivid imagination constantly pushes him towards turning his ideas into reality. Peter Muster's interest, enthusiasm and energy levels are high. He will dismiss negatives, being eager to accomplish the task.

Peter Muster enthusiastically and co-operatively joins in activities and can juggle several activities at once. Peter Muster can combine social expertise within his normally assertive behaviour. He is good at "reading" people and situations and will seldom be far wrong about the motivation or intent of another person. Despite this, he may be hurt when a relationship goes wrong. He is accomplished at working with individuals and groups and can quickly find himself pushed into a leadership role. At his best in jobs which deal with people and situations that require co-operative working, he dislikes impersonal tasks and work demanding factual accuracy, unless he can be free to include the people factor.

He is warm and gracious and believes in a philosophy of "live and let live". He may have had personal experience of the view that worthwhile success comes only after suffering significant misfortune. Quick to see the possibilities of new ideas and projects, Peter Muster is outstanding at initiating these and persuading people to support him. Peter Muster radiates goodwill and enthusiasm. He is optimistic about life in general and human potential in particular. He is an imaginative and creative visionary who is a source of inspiration to most.

Interacting with Others

Outgoing, friendly, challenging and sympathetic, Peter Muster radiates warmth and fellowship. Usually verbal and persuasive, he will seek or wish to withdraw quickly from confrontation unless provoked to the extreme, when he may go “off the deep end” verbally. He encourages freedom and independence and is good at getting things done through other people when he slows down and takes the time to delegate. He likes to seek out the company of others and is a good conversationalist. He enjoys meeting like minded people, to allow him to relate his experiences at length.

Looking for perfection in a relationship can result in his sensing a vague dissatisfaction with the reality of the way things are. He is motivated to help other people in what he sees as real and practical ways through direct action and co-operation. It is important for him to have personal contact with people in his work. He is noted for his innate ability to inspire and encourage others around him and exhibits excellent interpersonal skills. He prefers to be active and working with like minded people.

He can take issue with both colleagues and superiors but is unlikely to bear a grudge for long. His outgoing nature may lead him to misinterpret the significance of some issues. Peter Muster exudes charismatic charm and a natural ability to communicate well. He is careful not to hurt colleagues feelings and will take peoples well-being into account whenever possible. Even-tempered and tolerant, Peter Muster constantly tries to be the diplomat. He excels in promoting harmony around him.

Decision Making

Peter Muster's tendency to think “out loud” enables others to follow his line of thinking. 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. He may value opinions over facts in considering a possible course of action. He is prepared to make decisions through group consensus. Trying to focus more on the facts, not just on the people, can be helpful in his decision making.

He may get bored quickly and tend to ignore significant detail in his desire to move on to more exciting things. In decision-making he may prefer to apologise for exceeding his authority rather than getting permission in the first place. His direct, sometimes erratic approach tends to work against him being totally consistent on a day to day basis. He will not allow systems and procedure to stand in the way of what he believes is right. He is prone to jump to conclusions and may act on assumptions that may well turn out to be wrong.

His occasional failure to face up to disagreeable facts can mean that problems are sometimes ignored rather than solutions sought. He needs to learn to consciously delay making decisions until he has considered more information as he may have overlooked sounder alternatives. Highly technical or factual information may appear dry and uninspiring to him and may not receive his full attention. He has an ability to see the need of the moment and then deal with it. He would perform better if he focused more on in-depth study of analytical data during the

decision making process.











Personal Notes

Key Strengths & Weaknesses

Strengths

This section identifies the key strengths which Peter Muster brings to the organisation. Peter Muster 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.

Peter Muster's key strengths:

-  Displays lots of self-confidence.
-  Adaptable and adventurous.
-  Accommodating and will provide help where needed.
-  Intuitive and optimistic.
-  Compassionate to those around him.
-  Initiates new activities.
-  Imagination and possibility form the basis of his creativity.
-  Displays high levels of energy.
-  Effective and flexible in relationships.
-  Excellent communication and presentation skills.











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

Peter Muster's possible weaknesses:











-  Fails to recognise the finer nuances.
-  May overpower with emotional rationale.
-  May take criticism of his work personally.
-  Doesn't always consider the fuller implications of his actions.
-  Finds it difficult to concentrate on a single topic for long periods.
-  Like a butterfly, he may be difficult to catch or tie down.
-  May miss others' reactions to his actions.
-  Becomes impatient with routine and repetition.
-  Somewhat disorganised and undisciplined.
-  Loses interest when the initial challenge has gone.

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

As a team member, Peter Muster:

-  Brings harmony to conflicting factions.
-  Provides a sharp and quick opinion.
-  Exudes high drive, direction and sociability.
-  Provides charismatic leadership.
-  Leads by personal example.
-  Makes friends quickly and easily.
-  Provides inspiration and image for the rest of the team.
-  Provides life and a spirit of adventure to the team.
-  Can provide high activity and variety.
-  Brings a fresh outlook.













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

Strategies for communicating with Peter Muster:

-  Show concern for his opinions and be willing to discuss personal matters.
-  Be aware of his social interests.
-  Ask for his thoughts and ideas.
-  Match his pace in presenting to him.
-  Provide for both flexibility and structure within the meeting.
-  Recognise both him and his achievements.
-  Keep the conversation lively.
-  Share in and promote his ideas and visions.
-  Stroke his ego if appropriate.
-  Maintain a positive and open stance.
-  Use colourful and bold language in conversing.
-  Listen for the essence of what is being said.













Personal Notes

Communication

Barriers to Effective Communication

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

-  Impose a “can't be done” or defeatist attitude on him.
-  Overload him with irrelevant information.
-  Challenge his perception of himself.
-  Get carried away by his enthusiasm.
-  Unnecessarily challenge ideas or actions.
-  Make your lack of interest in his “problems” too obvious.
-  Be vague or leave things open to interpretation.
-  Be dull, dour or redundant.
-  Criticise, condemn or suppress his enthusiasm.
-  Restrict or restrain his natural exuberance.
-  Judge, criticise or embarrass him in public.
-  Be mundane, boring or dismissive.

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.

Peter Muster’s possible Blind Spots:

Peter Muster would do well to take a step back and try to see a situation more objectively before reacting. He should try to suppress his automatic good feeling towards people who treat him well, applying a cooler perception to the reality of the situation. He may jump to conclusions or make incorrect assumptions and decisions too quickly, without gathering all the important facts. He can sometimes make mistakes by making decisions before receiving all the information. Peter Muster needs to work toward making commitments to fewer projects so he completes more of the ones he begins.

He focuses on emotions to the point that he may fail to see the logical consequences of his actions. He responds well to praise, but is easily hurt by negative criticism, which makes him appear over-sensitive to some others. Tending to take on too much at one time he can find himself overloaded and unable to keep his commitments. Highly vulnerable to idealising relationships, he tends to overlook facts that contradict what he wants to believe. He tends to ignore his problems instead of finding rational solutions for them and needs to try to keep his eyes and mind open as well as his heart.

He values friends and may tend to filter only their positive attributes. His natural quickness and pressure to anticipate what is coming means he occasionally assumes wrongly that he knows what a person is going to say, and is tempted to jump in to finish their sentences. Peter Muster enjoys democratic and participative relations and promoting ideas to and with other people. He may find it difficult to work alone.

Personal Notes

Opposite Type

The description in this section is based on Peter Muster'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:

Peter Muster's opposite Insights type is the Observer, Jung's "Introverted Thinking" type.

Observers are precise, cautious and disciplined and are painstaking and conscientious in work that requires attention and accuracy. They are objective thinkers, concerned with the right answer and will avoid making quick decisions. Peter Muster may see the Observer as hesitating to acknowledge a mistake or as becoming immersed in researching for data to support an isolated view.

Observers tend not to trust strangers and will worry about outcomes, their reputation and their job. They are reticent about expressing their feelings and Peter Muster will often see the Observer as unresponsive, cool and uncaring. Observers draw conclusions based on factual data. They may be slow at producing results, as gathering data is the stimulating part of the job for them.

Observers like to make rules based on their own standards and apply those rules to daily life. Peter Muster may find himself at odds with Observers due to their private nature and lack of enthusiasm for social events. Introverted analysis may prevent the Observer from expressing thoughts as readily as Peter Muster would wish.







Personal Notes

Opposite Type







Communication with Peter Muster's Opposite Type

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

Peter Muster: How you can meet the needs of your Opposite Type:

-  Ensure that your statements are accurate and factual.
-  Leave personalities out of the discussion.
-  Respect his need to be alone for extended periods.
-  Avoid precipitating rare but spontaneous outbursts of emotion.
-  Stick to business at all times.
-  Be modest and polite.

Peter Muster: When dealing with your opposite type DO NOT:











-  Fail to respect his need for occasional isolation.
-  Be too informal or waste time on social trivia.
-  Argue emotionally around his specialist areas.
-  Be undisciplined about time.
-  Come unprepared and disorganised.
-  Expect an immediate positive reaction.

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

Peter Muster may benefit from:

-  Becoming neater, tidier, more systematic and orderly.
-  Recognising that he tends to manipulate people in “their” best interests.
-  Reducing the level of activities in his life.
-  Listening more than he talks.
-  Withholding his opinions.
-  Taking life more seriously.
-  Sticking to standard procedures.
-  Realising that some others are not as quick as he is.
-  A plethora of rules and regulations for him to follow.
-  A weeks private meditation - alone.











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 Peter Muster's ideal environment and his current one and to identify any possible frustrations.

Peter Muster's Ideal Environment is one in which:

-  He can use his social skills to the full.
-  He can question the rules and the traditional ways of doing things.
-  The culture promotes a democratic management style.
-  Regular feedback and encouragement is given.
-  Modern “executive toys” are available to satisfy playful and tactile interests.
-  There is opportunity to create and express ideas and to develop these collectively.
-  There is space for plenty of holiday/leisure time.
-  Meetings are rather informal gatherings.
-  He is free to be himself.
-  He sees the impact and results of his efforts.











Personal Notes

Management

Managing Peter Muster

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

Peter Muster needs:

-  As little time as possible spent on the details.
-  To be more precise when delegating.
-  Encouragement and empathy when his visions “turn sour”!
-  The opportunity of networking during his working day.
-  To be allowed to express his emotions - how he feels is important to him.
-  Freedom from controls, supervision and details.
-  Limited exposure to bureaucracy and paperwork.
-  To hit the most balls in the shortest amount of time.
-  To be aware of his frenetic work pace and recognise the effect this may have on others.
-  Plenty of verbal “strokes” and praise.











Personal Notes

Management

Motivating Peter Muster

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

Peter Muster is motivated by:











-  Tasks which necessitate “group” involvement.
-  Peer “heroes” that he admires, respects and can emulate.
-  Regular breaks from routine.
-  Freedom from constraints and supervision.
-  Freedom to articulate wild ideas.
-  Status symbols that represent success.
-  Personal appreciation and public recognition for a job well done.
-  Congratulations for his exceptional efforts.
-  Rewards that reflect his immediate needs.
-  Regular holidays and time off to pursue other interests.

Personal Notes

Management Style

There are many different approaches to management, most of which have different situational applications. This section identifies Peter Muster'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, Peter Muster may tend to:

-  Encourage staff development at all levels.
-  Appear somewhat shallow at times.
-  Take insufficient time to reflect on other options and alternatives.
-  Over-exaggerate and over-embellish the true facts.
-  Find it difficult to deal with disciplinary matters within his team.
-  Create chaos through erratic organisational skills.
-  Worry about having to depend on people whose main interest lies in the detail.
-  Create an air of bustle to help with the meeting of deadlines.
-  Value team performance as well as individual performance.
-  Find it difficult to prioritise tasks.

Personal Notes

Effective Selling Chapter

Effective selling has three main requirements:

First, the salesperson must understand him or herself, and how to build on strengths and develop any areas of weakness, aware of how different customers perceive him or her.

Secondly, the salesperson must understand others - particularly customers - who are different. Customers will often have opposing needs, expectations, desires and motivations than those of the salesperson. These distinctions need to be appreciated and respected.

Thirdly, the salesperson must learn to adapt his or her behaviour to relate to, connect effectively with, and influence, the customer.

This chapter is designed to support the development of each of these requirements at each stage of the sales process.

The model below illustrates the conceptual overview of each of these different stages and the corresponding sections explored in this chapter.

Use the Effective Selling Chapter to develop strategies for improved customer relationships, greater self-understanding and more & greater sales.



Selling Style Overview

These statements provide a broad understanding of Peter Muster's selling style. Use this section to gain a better understanding of his approaches to his customer relationships.

Peter Muster places a high priority on building harmonious relationships with his customers. He lives for the enjoyment of the moment, but also must use his talents to ensure completion of the whole sales process. Peter Muster is particularly enthusiastic about helping customers feel good about themselves and his products and services. He is extremely proficient in networking strategies that generate new prospects. He displays a warm and sensitive disposition towards customers and makes the most of what life has to offer. He will maintain a high level of social interaction as a means to making the sale happen.

Peter Muster is co-operative and articulate, communicating sympathy, concern and a willingness to become involved in the real needs of customers. Peter Muster is a particularly good communicator and uses his gift of verbal expression to sell effectively. He is energised by being around like-minded salespeople and can successfully combine his talents with the strengths of others. He is a generous person, giving extra help and assistance to customers over and above that expected. He tends to spend less time in inner reflection, regarding interaction as an essential key to sales success.







A positive team player, he enjoys the support of most customers, although he may become too optimistic about his sales performance and is occasionally disappointed by the outcome. He is not usually perceived as a person who is likely to "hide his light under a bushel"! Referrals often happen naturally for him as he makes lots of contacts.

Personal Notes







Before The Sale Begins

The sale begins long before the formal sales process starts and continues long after it ends. Here are some of the key ideas that Peter Muster needs to be aware of in the initial stages when planning and approaching the customer.

Peter Muster's key strengths before the sale begins:

-  Balances task and people issues in account planning.
-  Displays high levels of energy in identifying and following up new prospects.
-  Seeks variety in his approaches to customers.
-  Thinks quickly in adapting to changing situations.
-  Enjoys meeting new customers and building relationships.
-  Applies enthusiasm and energy to lead generation.

Before the sale begins Peter Muster could:







-  Allocate time and effort to developing his product knowledge.
-  Avoid procrastination when tedious tasks require attention.
-  Trust his gifts of creativity in getting a "lost" sale back on track.
-  Realise that if he fails to prepare, then he is preparing to fail!
-  Recognise the benefits of a more carefully planned call preparation.
-  Be less inclined to overstate customer potential.

Personal Notes







Identifying Needs

In identifying needs, the goal is to find out what the customer's real problems are. Here is an overview and some advice relating to how Peter Muster may identify customer needs.

Peter Muster's key strengths in identifying sales needs:

-  Finds it easy to assume the role of the trusted partner.
-  Readily senses the customer's deeper emotional needs.
-  Likes to take part in upbeat sessions, with lots of variety.
-  Applies his intuition to the assessment of his customer's needs.
-  Asks innovative questions.
-  Looks for the good and the opportunities in the people and events his customer describes.

When identifying needs Peter Muster could:







-  Allow the customer to express his or her views.
-  Ensure he leaves the meeting with a clear, time-bound agenda for future action.
-  Be less eager to offer immediate "fix-it" solutions.
-  Keep some of his powder dry for the next round.
-  Be less concerned with demonstrating knowledge and more concerned with understanding needs.
-  Stay within the pre-agreed time boundaries.

Personal Notes







Proposing

Having identified the customer's needs, the proposing phase should close the gap between their needs and the current situation. Here are some of the keys for Peter Muster to develop a powerful and effective proposing style.

Peter Muster's key strengths in proposing:

-  Readily paints word pictures that illustrate the potential.
-  Can combine a logical proposal with empathy in understanding his customer's needs.
-  Deals with the unexpected by responding in a direct and quick thinking manner.
-  Sees what is possible in most situations.
-  Can go with the flow and take interruptions in his stride.
-  Presents ideas positively.

When proposing Peter Muster could:







-  Check every detail of the proposition carefully.
-  Describe, rather than overstate, the benefits to the customer.
-  Be careful not to over-elaborate just to win the order.
-  Keep his presentation clearly focused on customer needs.
-  Get organised and prepare - avoid being caught later by the important detail.
-  Occasionally "Ask" rather than "Tell" when proposing.

Personal Notes







Handling Buying Resistance

If the customer relationship has been built effectively, buying resistance should be low. However, this section suggests strategies for Peter Muster to deal effectively with buying resistance.

Peter Muster's key strengths in dealing with buying resistance:

-  Uses intuition to uncover the hidden blockers to the sale.
-  Uses charm to put people at ease.
-  Is constantly alert to customer concerns.
-  Is confident that a positive outcome can be found.
-  Ensures a harmonious and equitable environment is sustained.
-  Reacts in a direct and quick-thinking way when questioned.

When dealing with buying resistance Peter Muster could:







-  Come prepared with adequate information to support his arguments.
-  Interpret "negative feedback" as "constructive feedback", and avoid taking it too personally.
-  Pause and reflect before moving to handle the objection.
-  Rely less on emotion and more on logic.
-  Avoid glossing over customer concerns in an effort to close quickly.
-  Stick with the issues in hand and avoid generalisations.

Personal Notes







Gaining Commitment

The close should be the natural progression of the sale, not the conflict at the end! When your customer trusts you, is clear about what they are buying and needs what you have to sell, you are ready to propose commitment. Here are the strengths and suggestions for development in Peter Muster's closing style.

Peter Muster's key strengths in gaining commitment to the sale:

-  Uses his imagination to find ways to close the sale.
-  Demonstrates an eagerness to achieve a speedy resolution.
-  Closes sales with a positive expectation.
-  Instinctively knows the best time to suggest commitment.
-  Keeps the process moving.
-  Helps customers to identify optimum outcomes.

When gaining commitment Peter Muster could:







-  Make an effort to appear less spontaneous and assertive.
-  Minimise any perception of risk by the customer.
-  Avoid creating unrealistic expectations.
-  Be more methodical about gathering all the details.
-  Concentrate on progressively, rather than spontaneously, closing the sale.
-  Remember to recap on customer needs before offering a "best-fit".

Personal Notes







Follow-up and Follow Through

It is your job, having built a relationship with your customer, to continue that relationship and to be of service to your customer beyond the initial sale. Here are some ideas which Peter Muster can use to support, inform and follow-up with the customer.

Peter Muster's key strengths in sales follow-up and follow through:

-  Maintains harmonious relationships even if setbacks occur.
-  Builds a large and effective network within his customer base.
-  Relies on social interaction to maintain customer relationships.
-  Remains keenly aware of new development opportunities.
-  Attains extra business through friendly referrals.
-  Maintains a focus on future wants throughout the support phase.

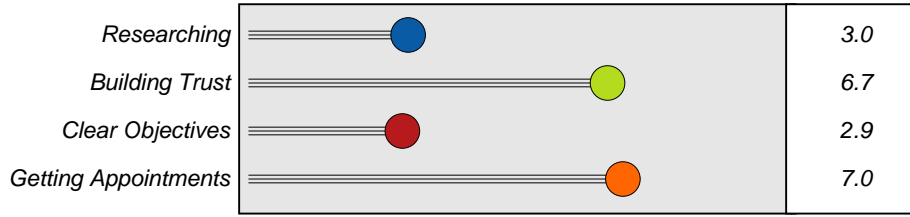
When following-up and following through Peter Muster could:

-  Confirm the details of the sale with the customer.
-  Check his customers' levels of satisfaction more regularly.
-  Ensure all the relevant paperwork is accurately completed before moving on.
-  Agree the next step clearly with the customer.
-  Ensure action is taken the way the customer requests.
-  Ask for referrals and testimonials to be provided in writing.

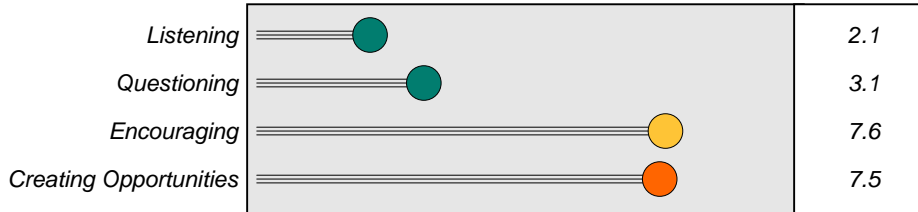
Personal Notes

Sales Preference Indicators

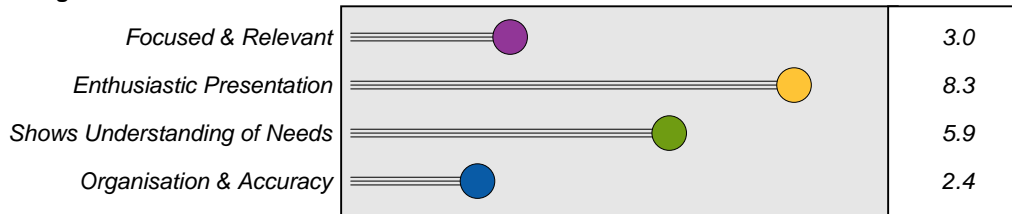
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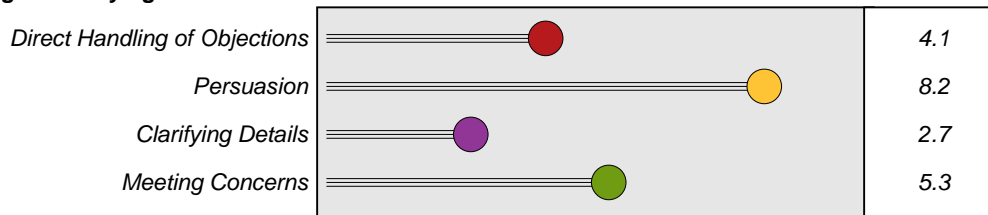
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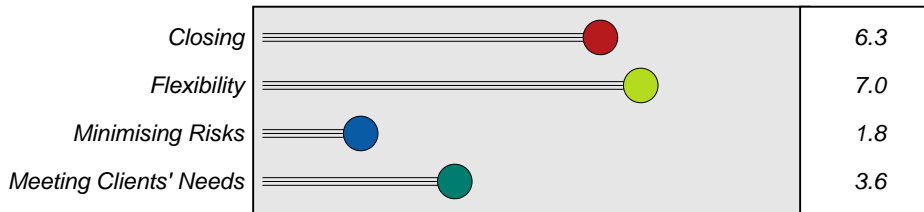
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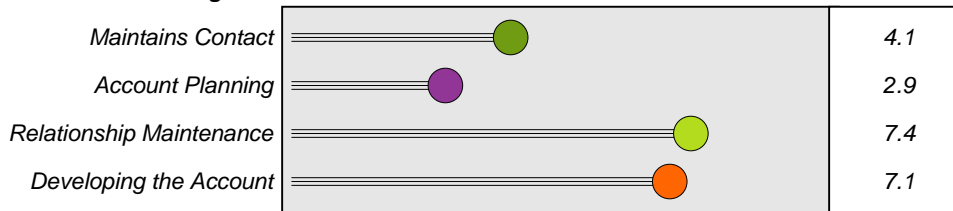
Dealing With Buying Resistance



Gaining Commitment



Follow-up And Follow Through



Personal Achievement Chapter

At its best, life is a rewarding journey of personal exploration and growth.

This chapter is designed to focus on several highly important aspects of personal development. Using the guidance suggested in these pages can lead to exciting changes and can have a profound impact on success.

The sections will help Peter Muster define his life's purpose, set his goals and organize his time and life to achieve them. It offers suggestions on how he can tap into his natural creativity, and unleash further creative potential from deeper aspects of his personality, to overcome any obstacle.

Finally, it gives powerful suggestions for Peter Muster to understand and enhance his preferred learning styles.

When applied, the ideas contained in this profile can provide insights and support to life's journey of development.

Living on Purpose

Having a sense of purpose and worthy goals are important to building a strong foundation for a successful life. Here are some of the things Peter Muster should be aware of in setting goals and defining his purpose.

Living on purpose

Peter Muster is an independent thinker who likes to be in control but usually recognises the value of other viewpoints. He is able to cope with a number of projects at any one time, although he may find that objective prioritisation techniques will result in greater effectiveness. Always open to change, Peter Muster can direct team members towards turning the vision into reality. His driving manner helps in the setting, and achieving of, high performance standards for both himself and his colleagues. A keen team player, Peter Muster may see his involvement in team issues as key to realising his dreams.

He may lose heart if his personal goals are severely questioned by others whom he respects. His natural curiosity may tend to divert him from his original path. He should try above all to stick to his agreed agenda. In order to maintain the focus on his own agenda, Peter Muster could say "no" more often. He is strongly aware of a need to make a significant contribution. Although he prefers his own time scales, he can focus on team deadlines when necessary.







Despite realising the importance of goals, they often remain in his head. Committing them to paper will improve his focus, clarity and awareness. Occasionally he will work in a determined way for extensive periods, recognising an opportunity to excel. Although keen to stay on track with his goals, his progression may be hindered by his desire to maintain harmonious personal relationships.

Personal Notes

Time and Life Management

Benjamin Franklin said "Dost thou love life? Then do not squander time, for that is the stuff life is made of". This section contains some strategies that Peter Muster can use to become more effective in the area of time and life management. Choose the most significant ones and apply them every day for high levels of effectiveness.

In managing his time, Peter Muster,

-  May allow too much time for people issues.
-  Likes to work at a fast pace to stretch the deliverables.
-  Will be positive about what can be achieved.
-  Regularly devotes time for team meetings.
-  Finds that new opportunities get in the way of his schedule.
-  Is an expert at living, and predicting, the outcomes of future events.

Suggested Action For Development







- Should prioritise his own tasks beforehand.*
- Make sure that the "doing" is relevant to quality outcomes.*
- Practice erring on the side of caution when agreeing deadlines.*
- Allow others to contribute to a structured agenda.*
- Prioritise regularly.*
- Learn to enjoy the gifts to be found in the present moment.*

Personal Notes

Personal Creativity

Creativity has been defined as seeing the same thing as someone else but thinking something different. Different people have different creative strengths. This section identifies some of Peter Muster's creative characteristics and how he can build on them.

In his creativity, Peter Muster,

-  Thinks outside the box.
-  Is always a source of new ideas.
-  Starts many new projects with a rush of ideas.
-  Will generate more ideas in an hour than some will generate in a month.
-  Is able to enlist the support of others for his ideas.
-  Prefers a less structured approach.

Suggested Action For Development

Consider the practicalities.

Quantity is important, but must be matched by quality.

Remember satisfaction can also be gained in finishing things.

Quality and quantity both need to be considered.

Choose one direction at a time and stick with it for a while.







Stick to one thing at a time to avoid frustrating others.

Personal Notes







Lifelong Learning

Continual learning is a key part of personal development and growth. This section identifies several ideas Peter Muster can use to learn more effectively. Use these statements to map out a learning strategy and to create the environment for optimum personal growth.

Peter Muster's preferred learning style is supported when he:

-  Explores several different possibilities.
-  Can employ more right-brain, holistic approaches.
-  Is able to exchange views with others.
-  Can adopt a team approach to any learning experience.
-  Has the ability to interact with others.
-  Finds new applications and links for existing theories.

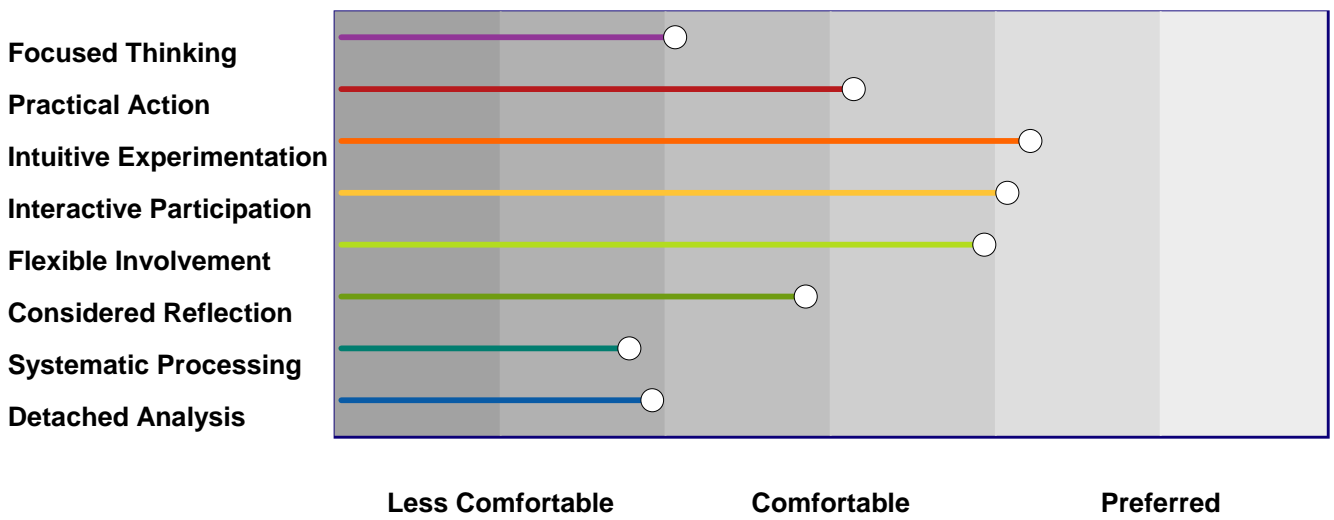
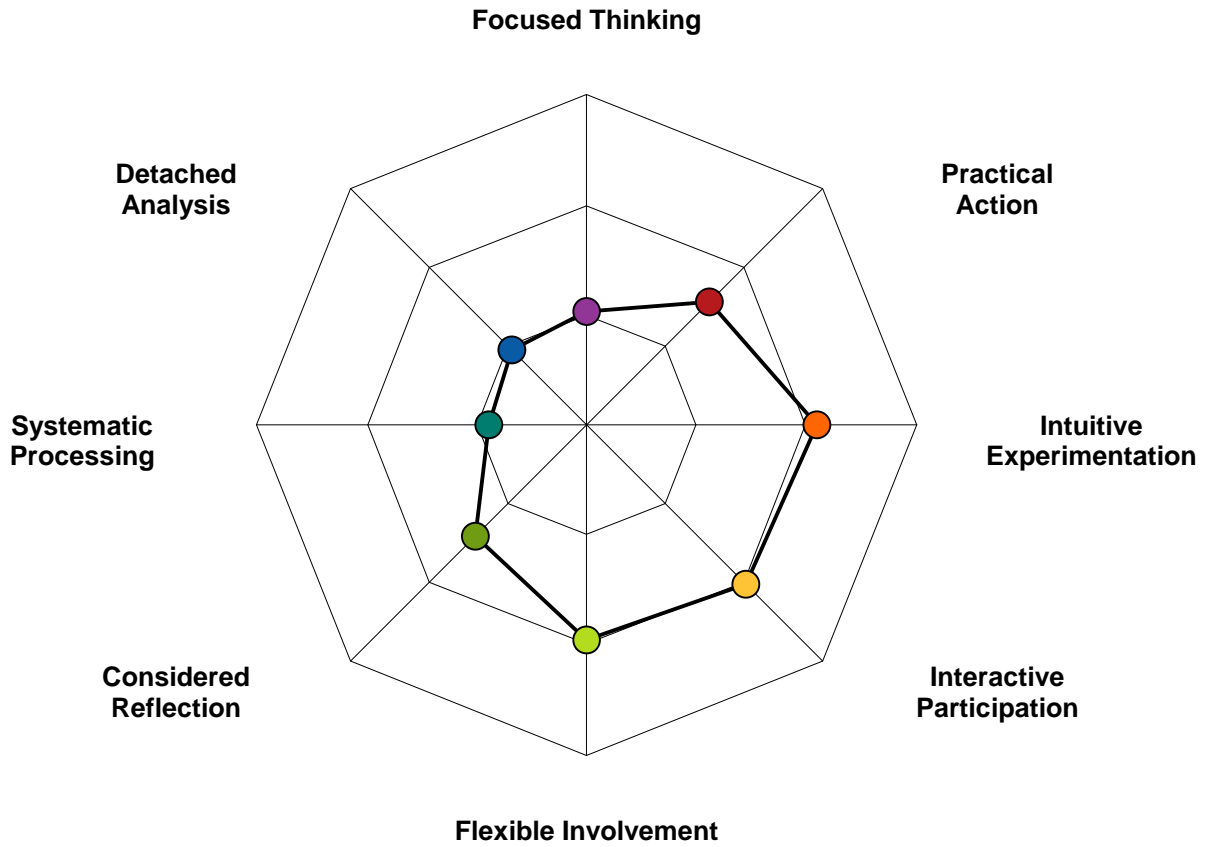
Peter Muster can stretch in learning by:

-  Having a thorough understanding of what is required before leaping in with possible solutions.
-  Understanding the importance of self-discipline in gaining a thorough understanding of the subject - if something is worth learning, it's worth mastering well.
-  Using more objective assessment techniques.
-  Looking, before he leaps to conclusions.
-  Thinking a situation through before initiating action.
-  Dotting all of the 'i's and crossing the 't's before continuing.

Personal Notes

Learning Styles











Peter Muster
25.02.2014



Interview Questions

This section lists several questions which can be used in interviewing Peter Muster. The questions can be used as they appear here, or can be adapted to suit the interviewer's own style or needs. The questions are raised by considering issues Peter Muster may be less comfortable with - those development areas in which he may have fewer strengths. Some or all of these topics should be used along with other questions which may be job specific. Using them will help establish the level of Peter Muster's self-awareness and personal growth.

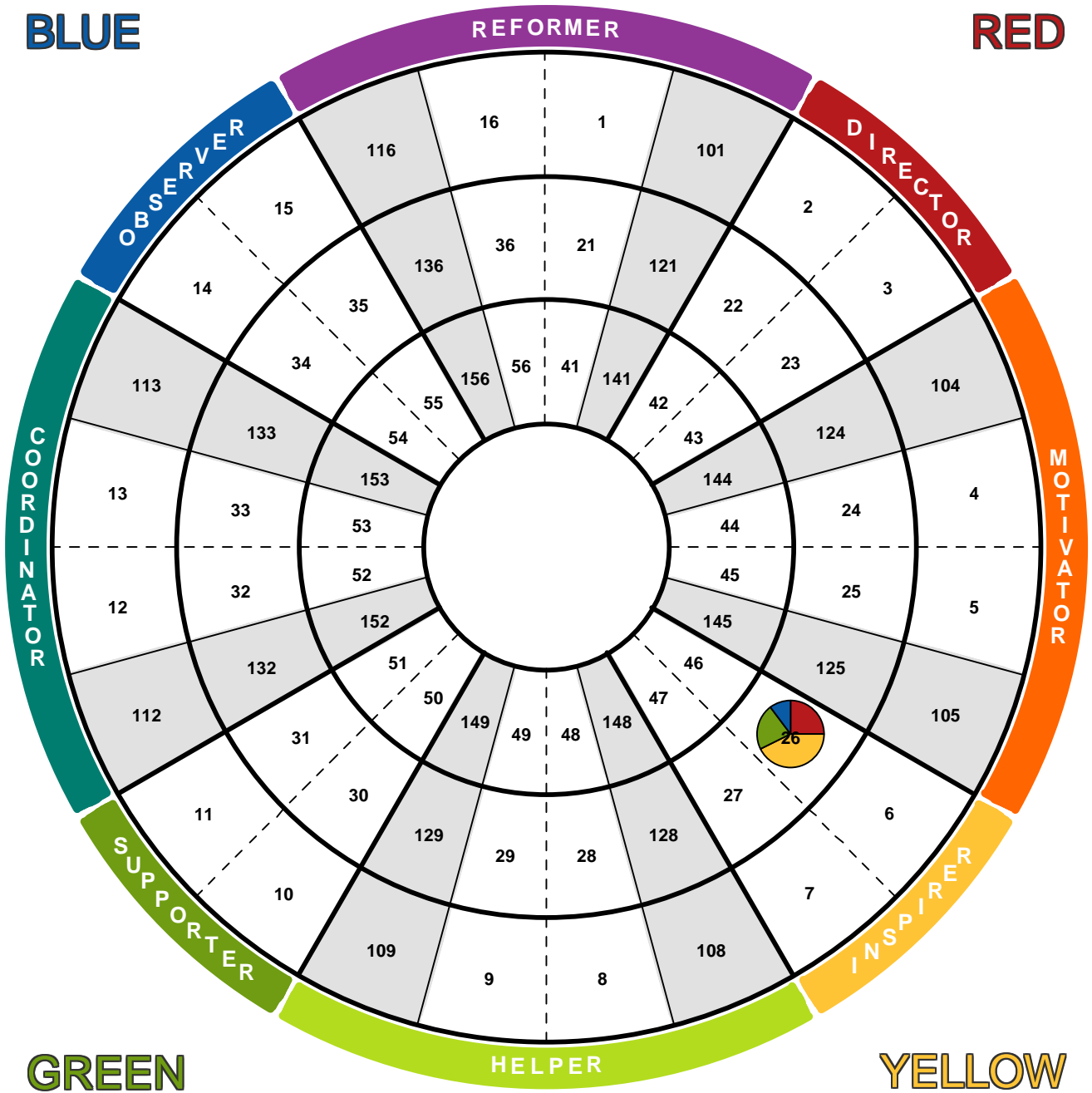
Interview Questions:

-  What do you think your major problem would be if you joined us?
-  What merits can you see in keeping your opinions to yourself?
-  How often do you prepare a written discussion paper before a meeting?
-  Do you prefer to get on with a job accepting that there may be a few hitches, or reflect longer on alternative solutions?
-  What steps would you take to ensure your objectives/targets and commitments were being met?
-  When is it appropriate to have informal and close relationships with your team colleagues?
-  How would you feel in an office on your own with little, if any, opportunity to meet others?
-  Exactly how much did you earn?
-  What attracts your interest in your industry's/institutes' manuals?
-  How much do you pay attention to detail before reaching a conclusion?

Personal Notes

The Insights Wheel

Peter Muster
25.02.2014



Conscious Wheel Position

26: Motivating Inspirer (Classic)

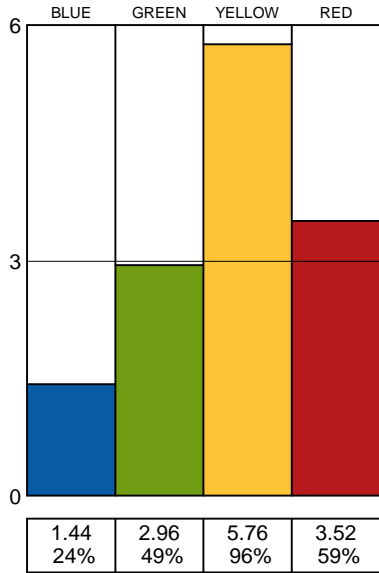
Personal (Less Conscious) Wheel Position

26: Motivating Inspirer (Classic)

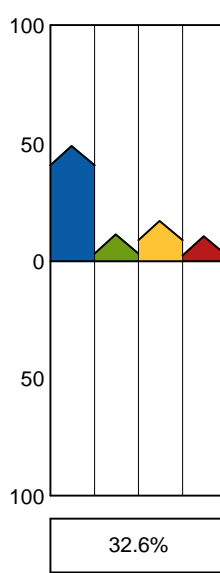
Insights Colour Dynamics

Peter Muster
25.02.2014

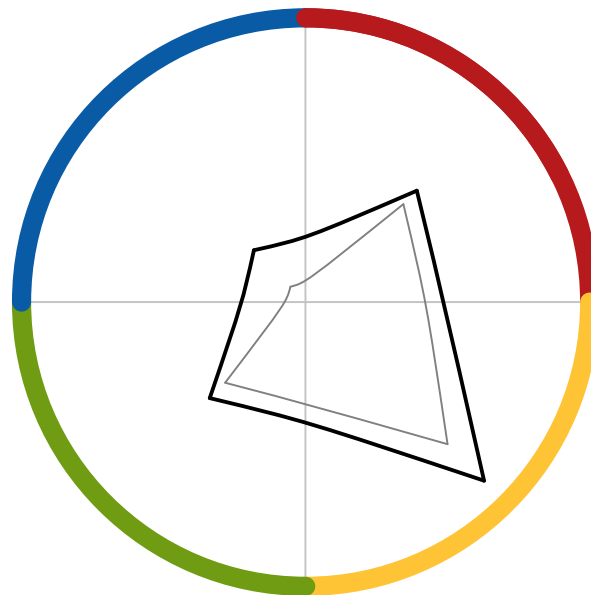
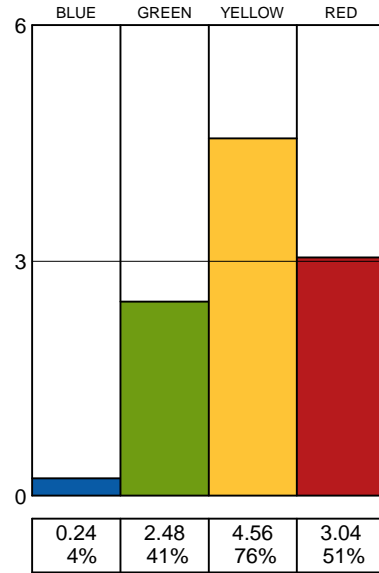
**Persona
(Conscious)**



**Preference
Flow**



**Persona
(Less Conscious)**

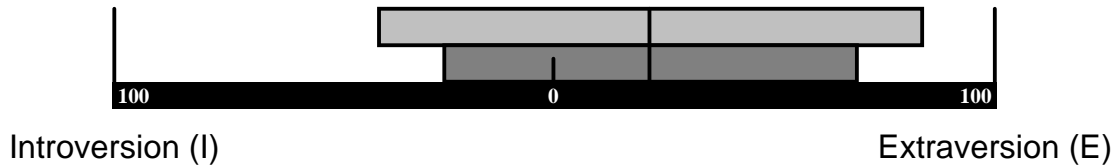


(Conscious) — — (Less Conscious)

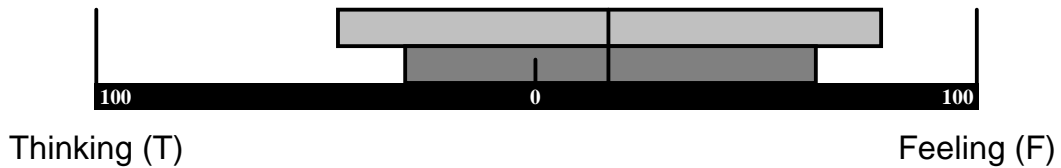
Jungian Preferences

Peter Muster
25.02.2014

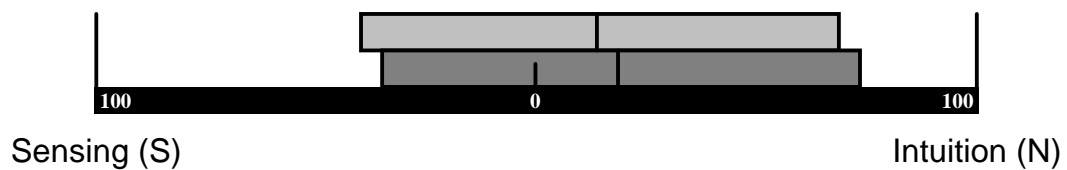
Attitude/Orientation:



Rational (Judging) Functions:



Irrational (Perceiving) Functions:



(Conscious)   (Less Conscious)