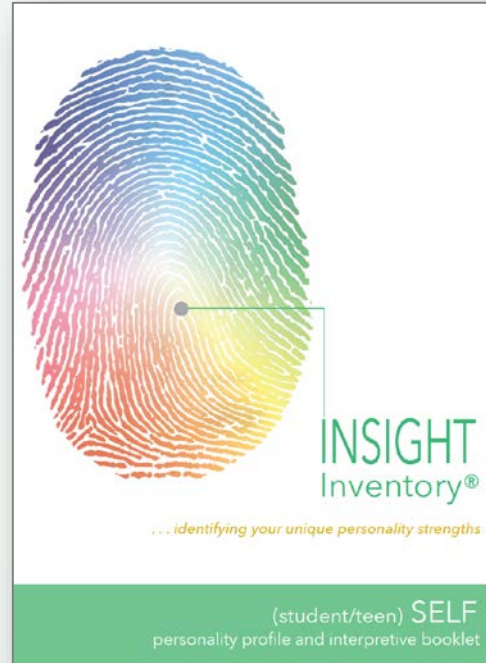


# INSIGHT Inventory®

*... identifying your unique  
personality strengths*



The *INSIGHT Inventory* will  
help you better understand  
yourself and others!



# OBJECTIVES

- 1) Identify the strengths of your personality style.**
- 2) See the best in others.**
- 3) Learn how to “flex” your style.**



# ABOUT the INSIGHT Inventory

Two profiles: School Style and Personal Style  
— behavior may change from one setting to another

Positive

—emphasizes strengths, positive psychology

Research based

—your results are based on normative data, objective testing, and 30+ years of research



# THE 4 TRAITS

A: Influencing

B: Responding

C: Pacing

D: Organizing

## A: Influencing

Indirect ↔ Direct

## B: Responding

Reserved ↔ Outgoing

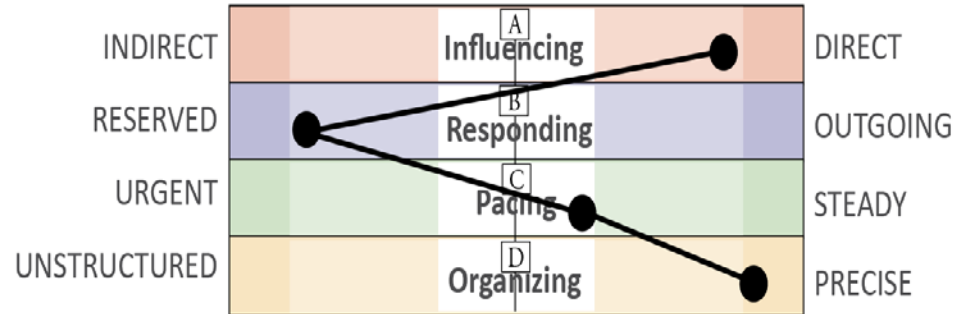
## C: Pacing

Urgent ↔ Steady

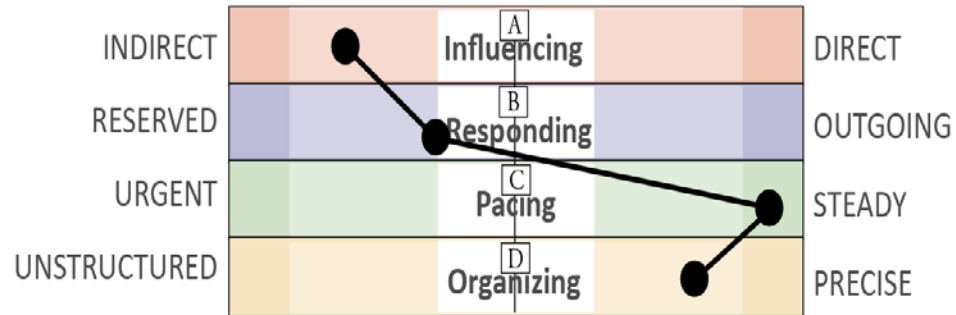
## D: Organizing

Unstructured ↔ Precise

## SCHOOL STYLE

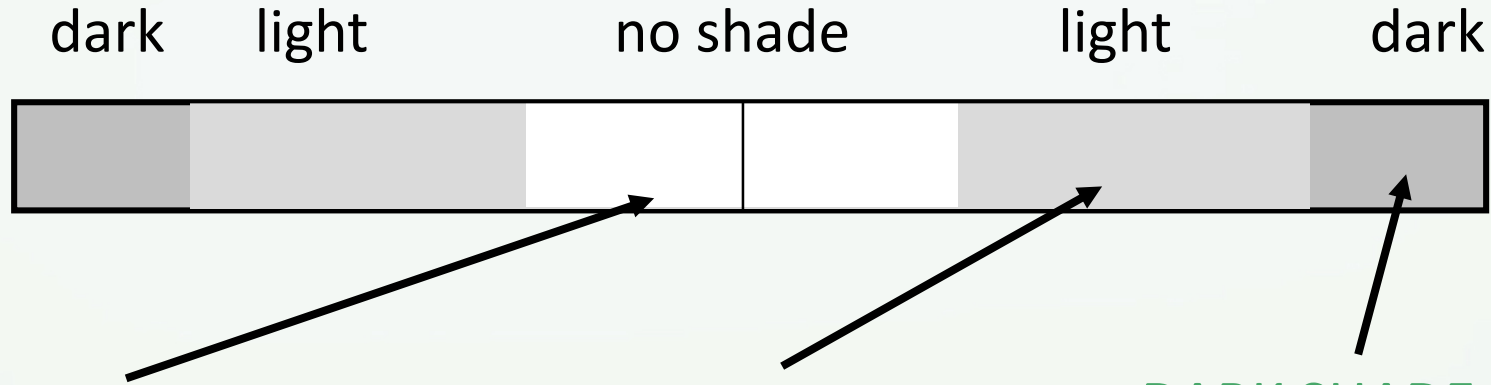


## PERSONAL STYLE





# TRAIT INTENSITY



## NO SHADE

Some characteristics from both sides may describe you.

## LIGHT SHADE

Many characteristics of that preference will describe you—and one or two from the opposite side.

## DARK SHADE

Most of the characteristics of that preference will describe you.





# THE FOUR TRAITS

## A: Influencing

Indirect ↔ Direct

## B: Responding

Reserved ↔ Outgoing

## C: Pacing

Urgent ↔ Steady

## D: Organizing

Unstructured ↔ Precise

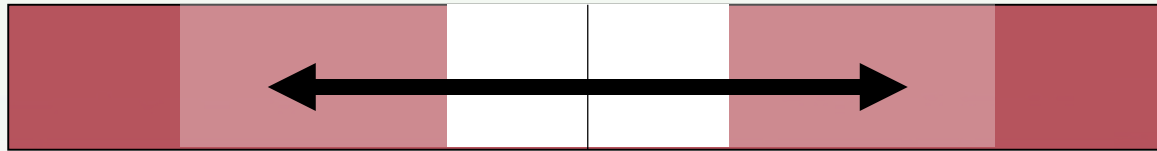


SCALE A

# Influencing

*How you express thoughts, present ideas  
and assert yourself.*

INDIRECT



DIRECT

## INDIRECT



## DIRECT

- Diplomatic
- Tactful
- Approachable, unassuming
- Prefer to negotiate
- “Ask” versus “Tell”
- Modest

- Straightforward
- Frank
- Forceful, self-assured
- Will debate issues
- “Tell” versus “Ask”
- Confident

## INDIRECT



## DIRECT

- Diplomatic
- Tactful
- Approachable, unassuming
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# STRENGTHS

INDIRECT ↔ DIRECT

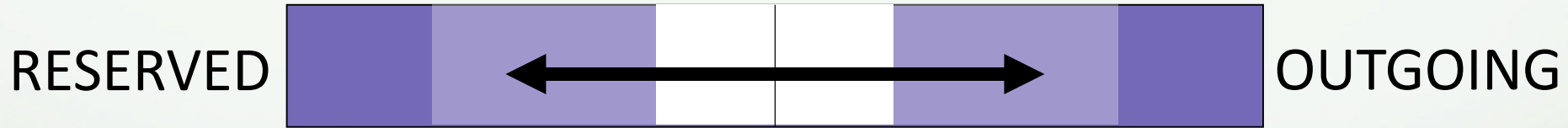
Good mediator  
Careful at restating comments

Good at taking charge  
Gets issues out in open

## SCALE B

# Responding

*How you approach and respond to others,  
particularly groups.*





## RESERVED



## OUTGOING

- Quiet
- Enjoy one-to-one
- Private, self-contained
- Prefer to think problems out alone
- Few gestures

- Talkative
- Enjoy groups
- Open, expressive
- Prefer to talk problems out
- Lots of gestures

## RESERVED

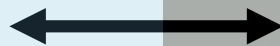


## OUTGOING

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# STRENGTHS

RESERVED ↔ OUTGOING

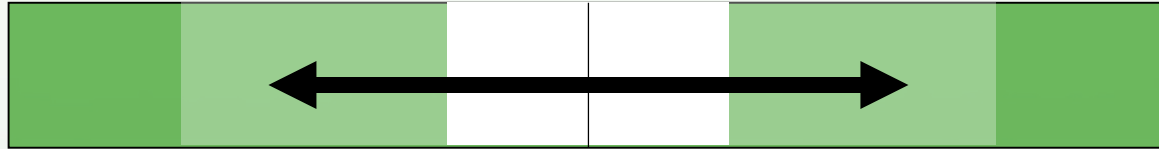
Good listener  
Keeps information confidential

Good at meeting/greeting  
Stays connected with others

SCALE C  
**Pacing**

*The speed at which you make decisions  
and take action.*

URGENT



STEADY

## URGENT



## STEADY

- Decide quickly
- Change readily
- Consider a few key options and then decide
- Prefer short-term projects

- Deliberate
- Change hesitantly
- Consider many options and then decide
- Do well with long, extended projects

URGENT



STEADY

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# STRENGTHS

URGENT ↔ STEADY

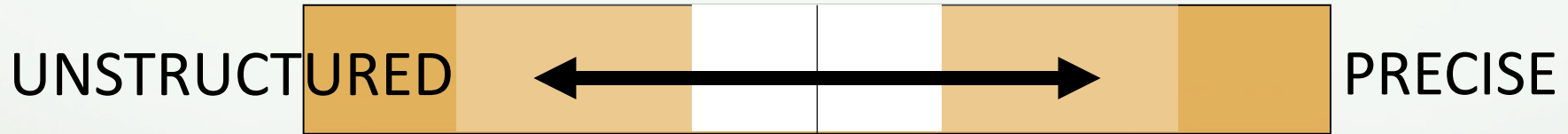
Good at moving ahead  
Seldom misses opportunities

Good at thinking things through  
Resists impulses

## SCALE D

# Organizing

*How you structure time, organize tasks,  
and handle details.*



# UNSTRUCTURED



# PRECISE

- Seek flexibility
- Postpone organizing
- Unconventional
- Frustrated by rules
- Dislike planning

- Seek order
- Organize as a priority
- Conventional
- See benefit in rules
- Like things well planned

# UNSTRUCTURED



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# STRENGTHS

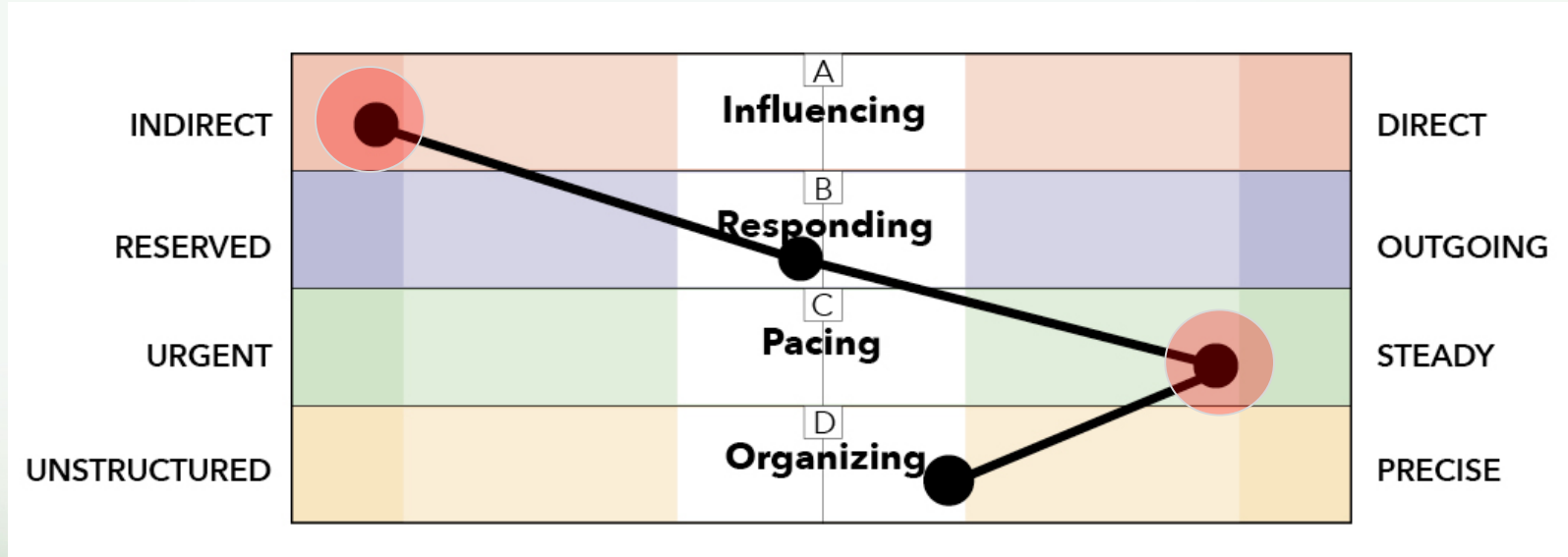
UNSTRUCTURED ↔ PRECISE

Good at coping with change  
Think outside the box

Good at organizing  
Very effective planner

# TRAIT INTENSITY

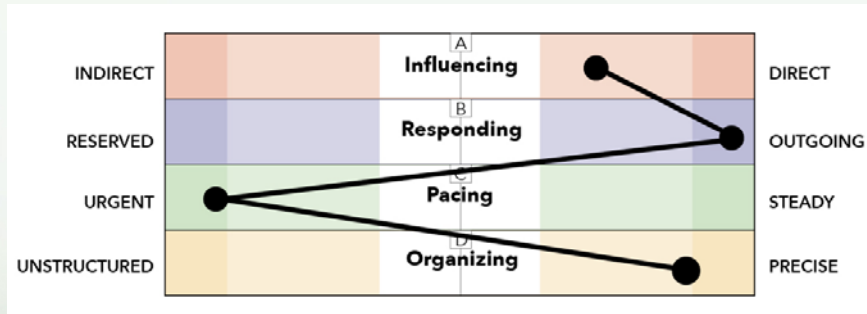
Others see your extreme traits, not the moderate ones.



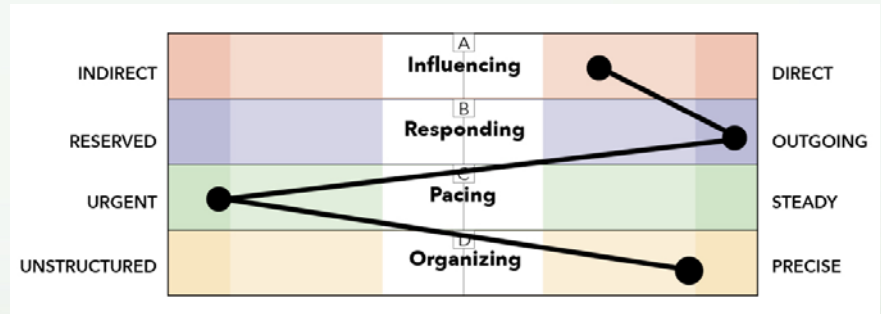
# TRAITS vs. VALUES

Traits describe behaviors; values explain reasons.

club leader



drug dealer



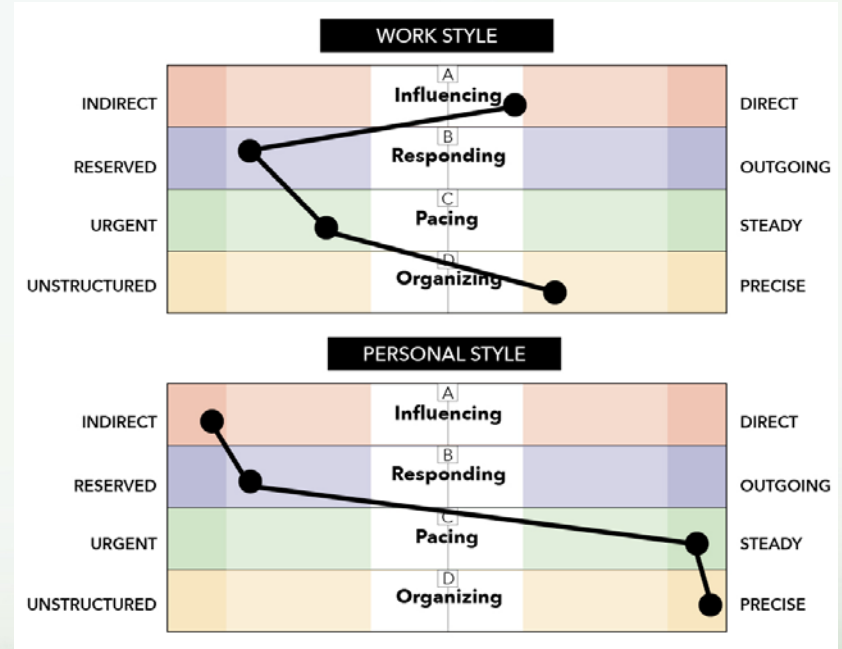
Note: same profile, different values

# Changes between Environments

Behavior is a function of  
Personality in an  
Environment.

$$B = f(P \times E)$$

“You may behave differently  
in different settings.”



# STRESS

Stress causes people to overuse  
their strongest preferences!

# STRESS REACTIONS

**FIGHT**

**FLIGHT**

**reFUSE**

**FREEZE**

# STRESS REACTIONS

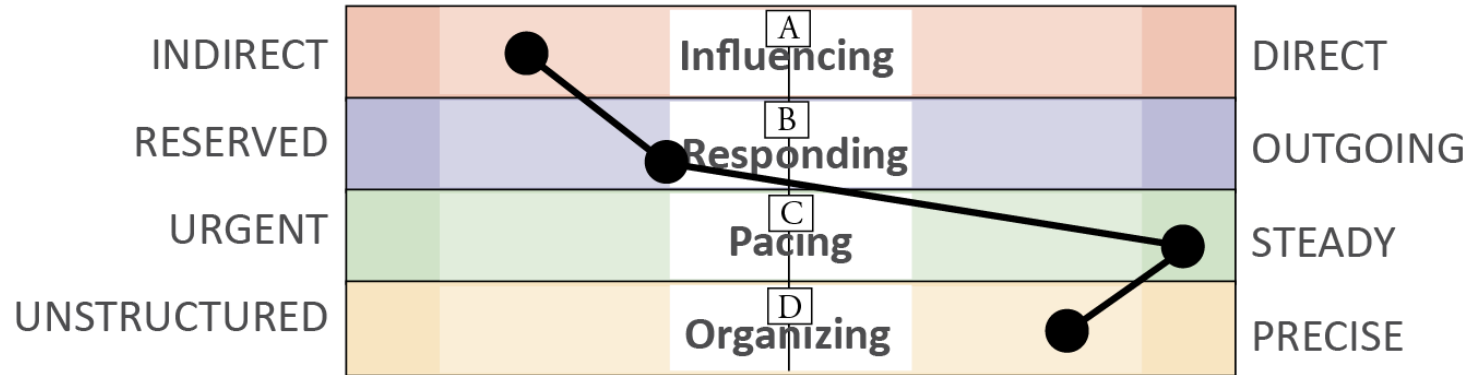
INDIRECT	A	DIRECT
avoid, give in		argue, push back
RESERVED	B	OUTGOING
withdraw, don't talk		talk too much, oversell
URGENT	C	STEADY
get impatient/impulsive		delay too long, stall
UNSTRUCTURED	D	PRECISE
drop details, bend rules		rules, perfectionistic





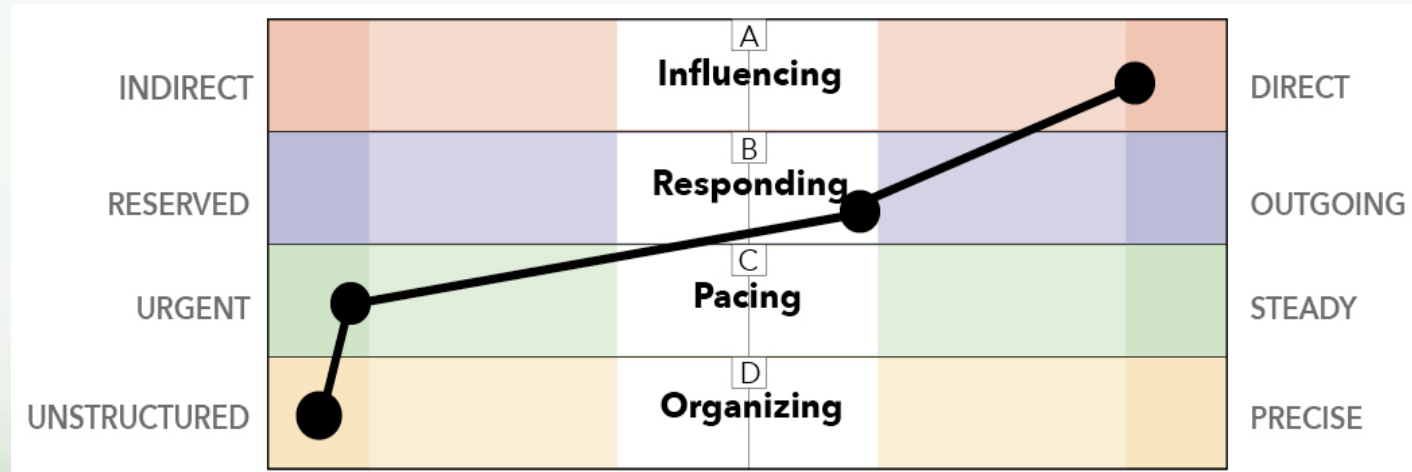
## Example 1:

How might these traits get “overused” when the person is under stress?



## Example 2:

How might these traits get “overused” when the person is under stress?



# TRIGGERS and HOT BUTTONS

Triggers are behaviors, gestures, or comments that trigger an extreme reaction in you and cause you to **INSTANTLY** shift away from your strengths.

# Examples of Triggers

rolling eyes

loud voice

silent  
treatment

staring  
glaring

no eye  
contact

finger  
pointing

walking away

smirking



INSIGHT  
Inventory

# Triggered Out of Strengths

Examples:

A DIRECT person goes from candor and forthright  
to yelling and demanding

An URGENT person goes from fast action  
to impatience and irritation

# FLEXING

The goal is to temporarily change your style to communicate differently with various people.

Then, move back to your preferred strengths.

# FLEXING OPPOSITE STYLES

Misunderstandings and conflicts arise not over *what* is said, but *how* it is said.

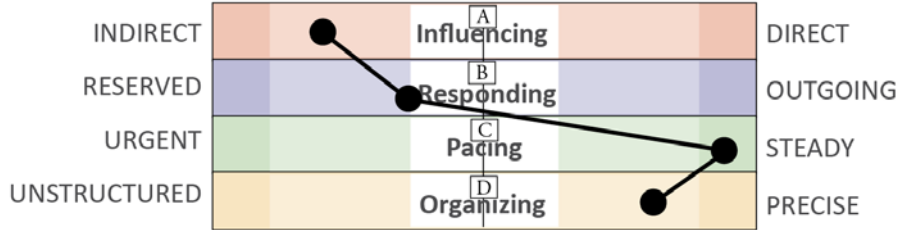
Flex to communicate with others in the manner they are most receptive to.



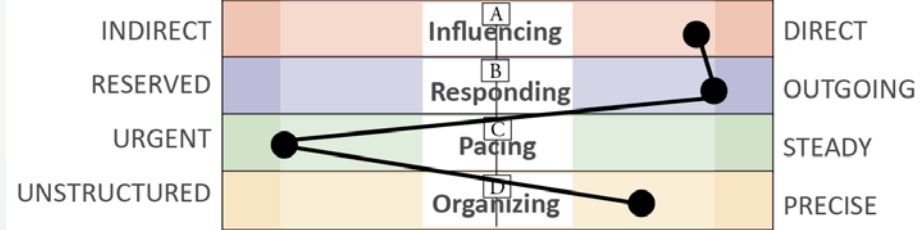
Opposite traits can **complement**.

Opposite traits may **conflict**.

## Person A



## Person B





# Flexing with Similar Styles

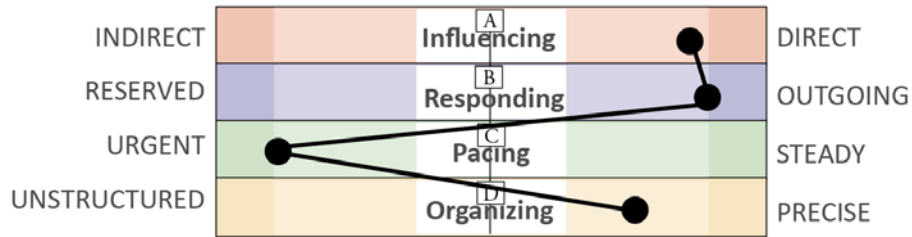
Similar styles usually get along great initially;  
**they walk and talk alike.**

Problems arise when they both overuse the same traits and draw out each other's **weaknesses.**

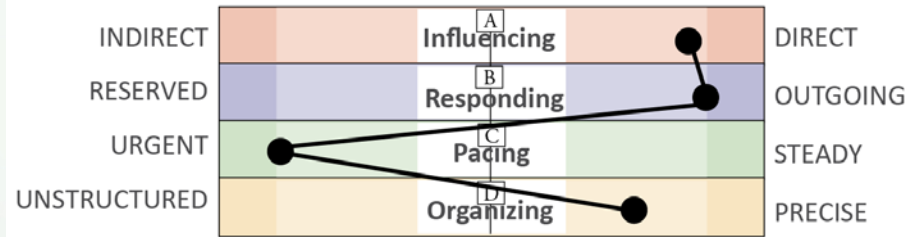
# Similar styles initially get along great.

Example 1: What problems might these two have?

## Person C



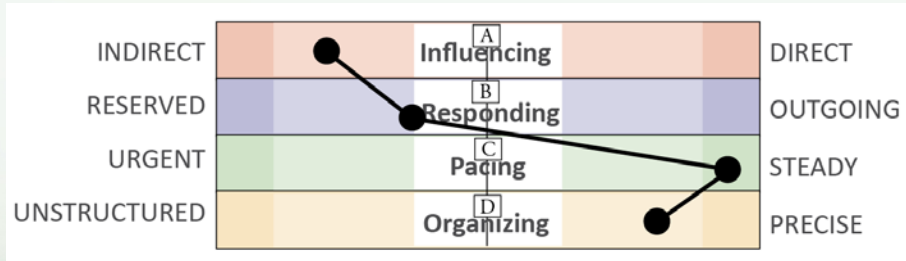
## Person D



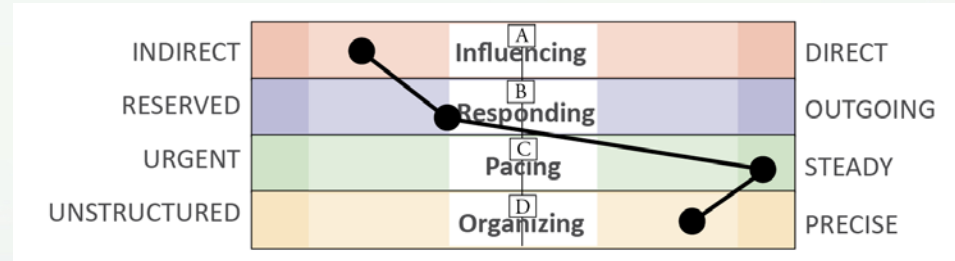
# Similar styles initially get along great.

Example 2: What problems might these two have?

## Person E



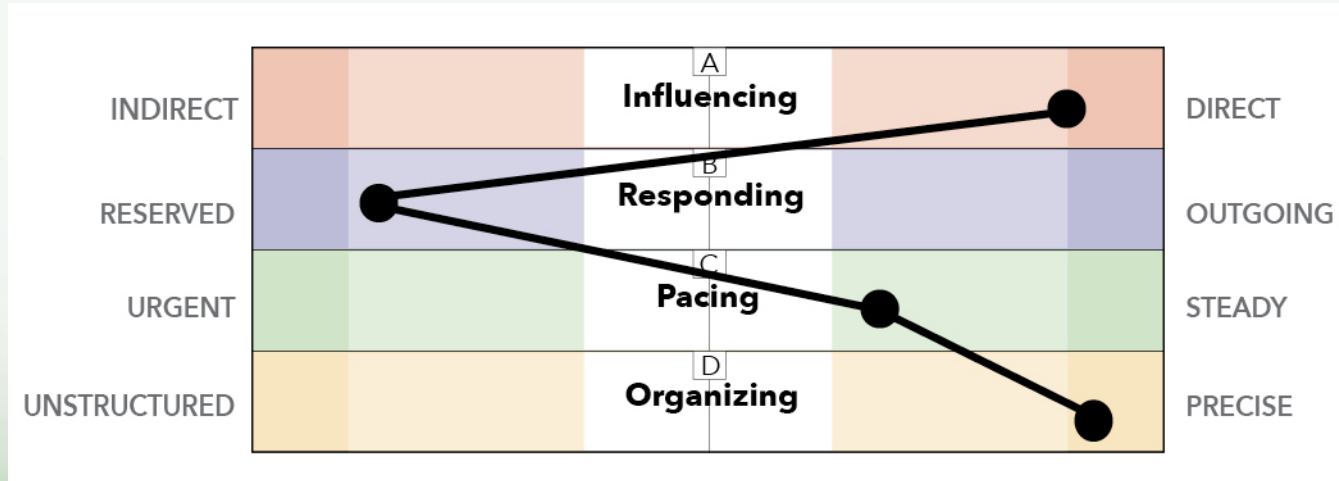
## Person F



# Communication Strategies

## Example 1:

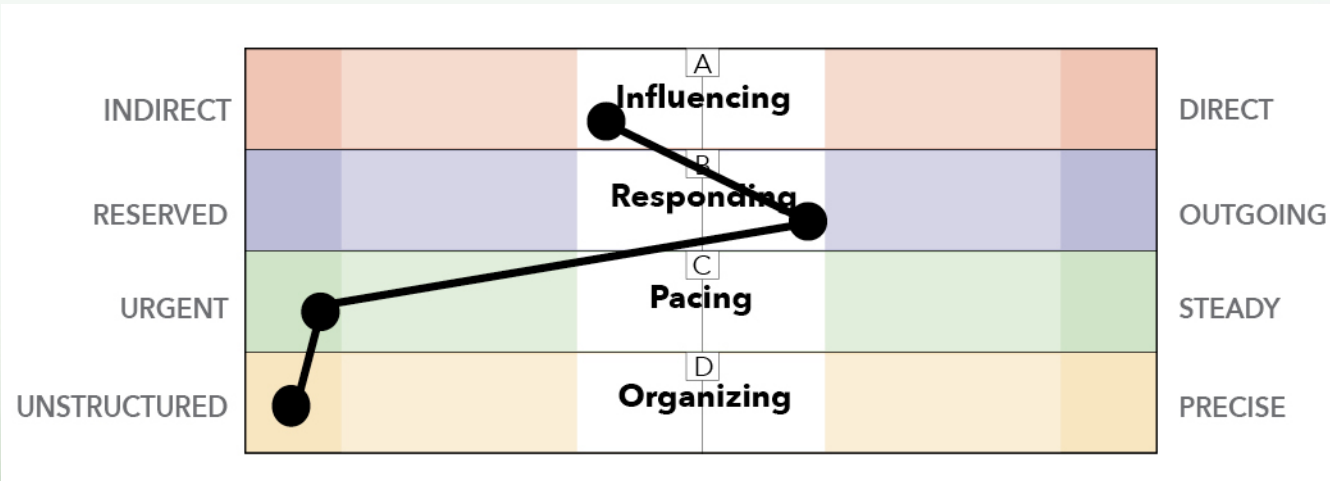
What strategies might work best with this person?



# Communication Strategies

## Example 2:

## What strategies might work best with this person?



# Plot the profiles of friends or a team.

Discuss:

- 1) Each person's strengths
- 2) Ways to communicate better



Diagram illustrating the structure of the Insight Inventory profiles, showing four identical profile cards arranged in a 2x2 grid, connected by lines indicating a flow or sequence.

Each profile card contains a table with personality traits and two sections for discussion:

INDIRECT	INFLUENCING	DIRECT
RESERVED	RESPONDING	OUTGOING
URGENT	PACING	STEADY
UNSTRUCTURED	ORGANIZING	PRECISE

• This person's personality strengths include:

• Ways I can communicate better with this person:

# End