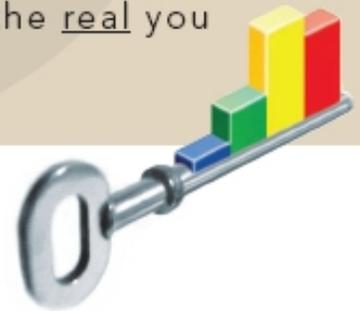


Discover - Discuss - Diversify - Develop

clarity^{4D}

unlock the real you



Personal Profile
Jon Davies

G2

Why Clarity 4D?



If we liken our lives to a journey, it is wise to establish where you are starting from and where you intend to go. Some people may amble through life without any sense of direction or purpose, and others may wish to challenge themselves on the way by metaphorically climbing mountains. The behavioural model which is offered by Clarity4D is a pathway to establish the most effective route 'up the mountain' in order to bring 'clarity' and 'purpose' to our goal: to reach the heights of self-understanding.

The Clarity4D profile is a snap shot of you at "base camp". It provides an opportunity to discuss the options you have in terms of your behaviours - those you have now, those you wish to develop, and others you may wish to minimise or discard. The colour energies, which are outlined overleaf, offer an easy language to describe how we interact and modify our behaviours when confronted by different types of people and varying situations. The Clarity4D profile can be used for a number of applications from personal and career development, personal relationships, team dynamics, leadership style, sales techniques and can also be used as a coaching tool.

Specifically, why "Clarity"? This is about looking at our behaviours and psychological preferences from a number of viewpoints and gaining greater awareness of the impact of those behaviours on others. We can then make conscious informed choices about what is right for us.

Why then "4D"? The 4D is about the 4 dimensions of our development:

1st Dimension: How you see yourself

We all have a self concept, an identity. Some people are very clear about who they are, others less so. By answering the questionnaire you have provided a current picture of how you see yourself. Pages 5-7 of the profile cover this.

2nd Dimension: How others see Jon

We should recognise that because we are all different, the way other people see us will vary too as the origin of their thinking/behaviours will be different. On page 8 of the profile you are invited to get feedback from key people on how they see you.

3rd Dimension: Your hidden potential

Having established how we see ourselves and how others see us, we can explore how much better we could be by unlocking our potential. By working through this, we may reveal strengths of which we were previously unaware. Page 9 of this profile will show the areas identified for your potential growth.

4th Dimension: The time it takes to develop your potential

Development doesn't happen overnight. It takes a long time and committed effort to produce consistent behaviours. The last part of this profile is designed to help us to develop more useful habits to form the person we choose to become as we journey through life. We can control the speed of the progression, and the only limitation we have is that imposed by ourselves.

Understanding The Background



This Clarity4D profile is compiled from a set of statements that is unique to **Jon Davies**.

The idea of personality profiling is not new; it has been around since the Ancient Greeks when Hippocrates, the Greek philosopher and medical doctor, identified that his patients behaved in four quite different and distinctive ways. Over 2,000 years later, the psychologist Carl Jung also identified the differences in personality types. Referring to “The Psychology of C G Jung” written by his pupil, Dr Jolande Jacobi, the Clarity4D model is based on his work – linking the Ancient Greeks with modern psychology by using colour as a behavioural language.

The Link from the Ancient Greeks

Using the idea from the Ancient Greeks of the four elements, Water, Earth, Fire and Air, and the energy that is created by those four elements, the Clarity4D model has been linked to the four psychological types identified by Carl Jung, and our preferred way of behaving. The concept of colour has also been added to help the reader recognise and remember the different types of personality.

INTROVERTED PREFERENCES are represented by Water and Earth – energies that are hidden beneath the surface i.e. sea or soil

EXTRAVERTED PREFERENCES are represented by Fire and Air – energies that are above the surface



(WATER) BLUE energy is shown by people who are introspective and reserved. They like to observe others and think before taking action. They are happy in their own company, and can give an independent, detached analysis, which can sometimes give the impression of aloofness.



(FIRE) RED energy is demonstrated by people who are highly energetic and action-orientated. They are positive, straight-talking and assertive. They tend to be goal-focussed and enjoy the challenge of achieving quick results. They are pragmatic thinkers who have an objective approach which can sometimes overlook the needs of other people.



(EARTH) GREEN energy is observed in people who are warm and friendly in an understated way. They value close relationships and will be loyal and supportive of their family and friends. They like to create a harmonious atmosphere and prefer consensus to confrontation, which can sometimes make them appear indecisive and laid-back.



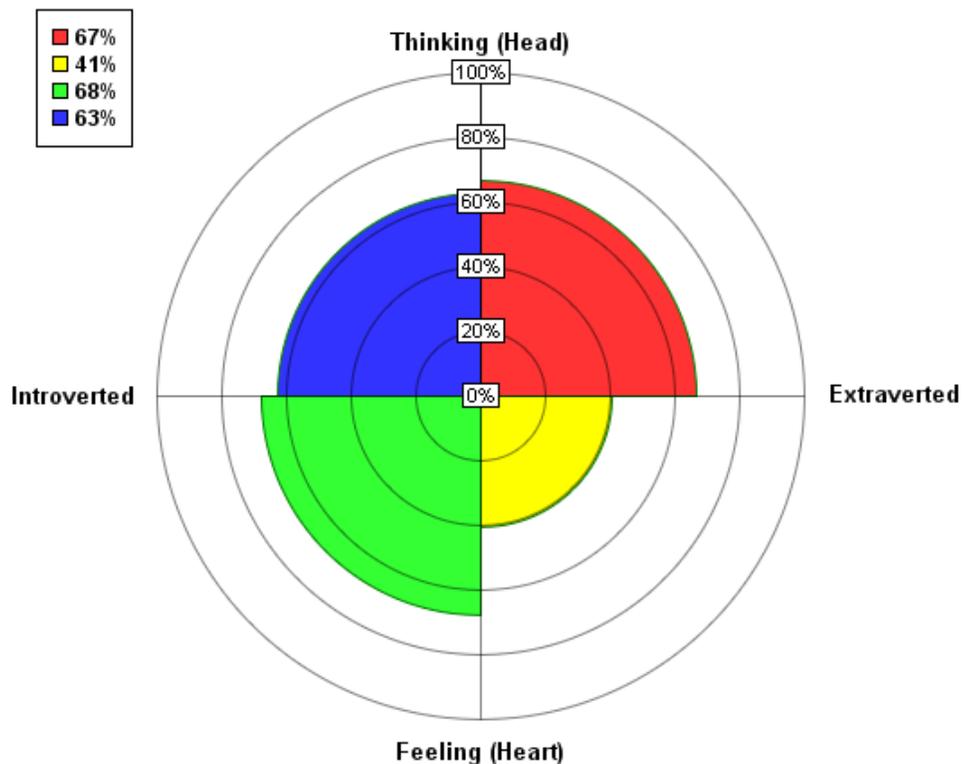
(AIR) YELLOW energy is displayed by people who are out-going, sociable and fun-loving. They particularly enjoy the company of other like-minded people and frequently stand out in a crowd, often enjoying being the centre of attention. They are persuasive, charming and can sometimes overwhelm people with their enthusiastic energy.

As individuals we are a mixture of these four elements, but we have a preference for using some of the energies over others, and the Clarity4D profile will identify which these preferences are, and how we can adapt and use the energies to meet the needs of different people and situations in our personal and professional lives. At the end of the profile is an action plan designed for Jon to complete and work on a future personal development strategy.

How Do You Show Up?



Conscious-self Graph (G2)



I N T R O V E R T E D	BLUE Reflective Observing Analytical Cautious Formal Exacting		T H I N K I N G		RED Focused Forceful Direct Challenging Dominant Action Orientated	E X T R A V E R T E D
	I N T U I T I O N S E N S I N G	GREEN Empathic Concerned Informal Supportive Patient Easy-going		F E E L I N G		
	I N T U I T I O N S E N S I N G I N T U I T I O N S E N S I N G					

The 4 Dimensions of Jon Davies



These pages give an overview of Jon's personal style and some insight into how he works with people and tasks.

1st Dimension: How Jon Sees Himself

Sometimes he may react internally very strongly to situations which may be out of character and unseen by others. His own high personal values may cause him to feel cautious with people whose values don't appear to match up to his own. Jon relates to people who show a genuine interest in his personal beliefs and objectives. He is aware and remembers important details and events. Others need to be certain of their facts.

Jon is fairly tolerant of other peoples' views, and may have deep beliefs of his own which others may see, but not understand. He prefers quiet recognition of his contribution. He needs to promote his own skills and abilities, otherwise he could be ignored. He has a strong commitment to duty and will take on responsibility for getting things done, especially when they may not happen without his intervention. His quick mind and orderly presentation of information may be too far ahead for some of his team to understand. He can contribute unusual slants on a difficult problem, and should be encouraged to do so.

Jon gives consistent quiet and reliable support, usually in the background. He recognises that his creative ideas must be practical enough for others to agree and buy into the concept. He may take his abilities for granted and as a result under-value himself. Jon likes to honour and stick to traditions and observe special practices. He responds to work that requires his high innovative ability.

He is consistently a high performer, especially in areas of his expertise. He can appear to be a Jekyll and Hyde character; normally laid back and helpful, he can also on occasions be quite stubborn. Jon is reliable and committed, with a high sense of responsibility. He welcomes the time and opportunity to become expert in technical subjects.

He is meticulous in the way he handles facts and figures. One of his strengths is his laid back approach. Jon likes to be well prepared and wants to know the reasons behind situations. He is skilled at behaving in the right way and sticking with a job until it is finished. Jon is hard-working and conscientious and is glad to be of service to others. Jon likes routine and prefers to work in an environment where there are procedures in place which need careful implementation.

Continued



He prefers to be supportive in the background in a hard-working and faithful way. He prefers to stay emotionally detached from the other person's point of view. Jon is considered a mild, considerate and sensitive person who keeps himself to himself. He is not an authoritarian type leader but prefers to create a harmonious environment.

He is dependable and has a good relationship with others without working hard at it. He may need to be more assertive with more people, not just those he is familiar with. He is caring, empathic, understanding and highly aware of the needs of others. Amiable, tolerant and supportive, Jon has a select few friends in the workplace with whom he has a close relationship. When there is an argument, he will absorb all opinions before coming to a decision and supporting one side. Usually seeming unruffled and controlled, Jon likes to bring calm to situations of conflict, but his appearance may be hiding his inner frustration.

He balances his desire to achieve results at any cost by considering how this approach might affect others. Because he doesn't like to take a stand on matters that don't concern him, he can come across to others as doubtful and uncertain. His natural concern for the welfare of others makes him particularly aware of the needs of individuals. He has very strong convictions on some important issues and is prepared to defend them at all costs. If he believes that he is being pushed too hard, he may become awkward and stubborn.

Although he is supportive of the leader and the project, he also tries to be his own person and maintain his principles. He can be soft on poor performers, which could result in situations that require disciplinary action. With his tendency to be disbelieving and judgemental of new concepts, he likes plenty of time to think about the expected outcome. When he knows that people are on his side, Jon makes easier decisions.

The combination of his sensing and intuitive skills give him the insight to challenge non-validated decisions, although he may prefer not do so. He is easy-going, helpful, tolerant and thoughtful of others whom he considers to be his friends. He believes it to be beneficial to get advice on his plans before taking action to start the process. He will get on and do something when he sees the need for it. He tends to be over anxious on occasions and when making important long term plans may appear somewhat hesitant. He can change his opinion about something if he believes it would cause an argument with someone who he respects.

He approaches life by assessing things through his own personal values and beliefs. He has no desire to boss or control others and is satisfied with a commitment to work and his principles. In an emergency he may act out of character and become authoritative, making quick decisions and acting with confidence to overcome the difficult situation. His preferred leadership style is to question quickly-made decisions and to ensure that change is done for the right reasons. His over-riding aim is to get the correct result and this may make his decision making rather laborious.

Strongest Areas



In no particular order, these are what Jon considers to be his major strengths and intrinsic talents.

Has an ability to understand body language.

Normally considers all the relevant information before making a decision.

A secure provider.

Conscientious and responsible.

A strong sense of commitment.

Unconcerned about what others may think of him.

Controlled and exacting.

Talented at completing routine tasks.



Thinks before he acts.

Logical and detached.

2nd Dimension: How Others See Jon



Jon should invite some key people to read the profile and note their feedback

Name	2 statements you agree with	2 statements to ask "how true is this?"	Other feedback points not included in profile	Accuracy %
Person 1				
Person 2				
Person 3				



3rd Dimension: Areas of Hidden Potential

Jon has the following areas of potential growth

Doggedness and undeserved faith may cause important decisions to be delayed.

Finds it hard to disagree if it undermines the relationship.

A failing in self-belief in his own decision making, even though it is often right.

May seem sluggish in making decisions.

Finds it hard to react in a positive manner when faced with aggression



Can be perceived as intransigent and stubborn.

Spends too much time worrying about team mates.

His systematic approach to work could be perceived by slothfulness by others.

Prefers theorising rather than hands on tasks.

Likes to investigate the minutiae.

4th Dimension: The time it takes to develop your potential



Self Coaching:

This page is designed to support you by asking questions that might provoke some self-reflection and consideration of the feedback received from others.

What do you want to achieve?	
Why is that?	
What will it mean to you when you achieve it?	
What is the current situation?	
What evidence do you have to support this?	
Is the evidence validated or is it your "opinion"?	
What is the one thing you could do right now?	
What other options are there?	
What might a wise person say to you?	
What is stopping you from taking action?	

Action Plan



As a result of reading your Clarity4D Profile what action steps will you take?

Describe the person you aspire to be:

By When:

To achieve this, what will you stop doing?

By When:

What will you start doing?

By When:

What else do you need to consider?

By When:

This report represents how you completed the questionnaire, and the questions you might like to consider now are:

- a) Who else do I interact with who may benefit from completing a Clarity4D questionnaire?
- b) What other areas would I like to develop?

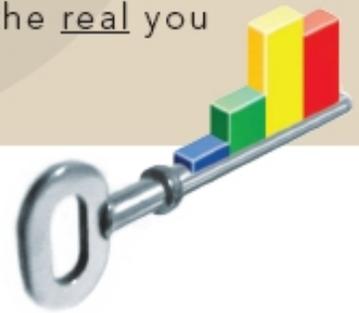
There are further chapters of Clarity4D profiles available on:

- a) Working as a Team

For more information on the above visit our website www.clarity4d.com.

clarity^{4D}

unlock the real you



Jon Davies in a Team

Jon in a Team

These are the key attributes and talents Jon brings to a team. Circulate the following pages around the team.

Creates a sense of constancy and reliability in the team results.

Is supportive of others by being constant, sensitive and caring.

Will be persistent and working at a steady pace towards a common goal, but it may take a while to achieve.

Has a reputation for being genuine and having integrity.

Can stay focused and committed.

Is a steady and loyal team player.

Creates a feeling of trust in the team.

Is happy to contribute his special gifts.



Holds the team accountable to fulfil its obligations.

Wants to be helpful and adaptable.

Jon in a Team - Communicating with Jon

Effective communication is essential to good teamwork, and individuals have preferred strategies that help them to send and receive the message. When we use their preferred style, we can reduce the barriers that may cause the message to be misinterpreted.

Here are strategies to help communicate with Jon:

To Communicate Effectively

-  Be prepared for opposition to any proposed changes.
-  Stay clear of confrontation.
-  Recognise his efforts at developing rapport with people.
-  Work with him to ensure his willing support.
-  Give him occasions to articulate his feelings.
-  Allow him time to prepare by giving him plenty of warning.
-  Tackle pressing tasks straight away.
-  Give him thinking space.
-  Recognise his input before suggesting improvements.
-  Follow his level headed and composed approach.
-  Show an interest in what he feels about his job.
-  Pay attention to his opinions and ideas.

What Not to Do

-  Be unnecessarily pushy.
-  Point out his limitations or tell him off in public.
-  Ask for an instant opinion in front of others.
-  Talk too much.
-  Over-promise and let him down.
-  Compare him unfavourably with other colleagues.
-  Drop in on him without an invitation.
-  Stop him from speaking his mind.
-  Draw attention to his appearance.
-  Challenge his position for no reason.
-  Railroad changes through without considering his principles and beliefs.
-  Behave in a hostile way towards his initiatives without a good reason.

Jon in a Team - Here are some strategies for communicating with other types.

For effective communication within a team, we need to recognise and understand how the different types prefer to be communicated with. Here are some strategies for communicating with other types.

Communication with Red preference

Do

-  Get straight to the point
-  Take ownership of problems
-  Keep up with their pace
-  Be prepared
-  Ask relevant, practical questions
-  Be organised and punctual
-  Keep to the agenda
-  Be positive and enthusiastic
-  Speak in a clear, assertive manner
-  Be short, sharp and gone

Do Not

-  Become emotional in discussions
-  Appear negative or critical
-  Waffle or procrastinate
-  Appear hesitant or unsure
-  Interrupt
-  Challenge their authority
-  Mumble or speak slowly
-  Flit from topic to topic
-  Disagree in public with them
-  Tell them what to do

List below those people who display high RED energy:

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Jon in a Team - Here are some strategies for communicating with other types.

Communication with Blue preference

Do

- Speak in a calm, measured manner
- Follow agreed procedures
- Come prepared with facts
- Respect their need for privacy
- Write details down for them
- Research details before meeting them
- Recognise their accuracy
- Give advance notice
- Use their expertise
- Value their objective analysis

Do Not

- Fire rapid questions
- Be disorganised and “woolly”
- Offer ill thought out concepts
- Push for an immediate answer
- Finish their sentences
- Indulge in social chit chat
- Talk loudly and energetically
- Put them on the spot in meetings
- Try to “sweet talk” them
- Hurry them

List below those people who display high BLUE energy:

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Jon in a Team - Here are some strategies for communicating with other types.

Communication with Green preference

Do

-  Speak in a friendly manner
-  Create a harmonious environment
-  Have a relaxed, easy approach
-  Ask questions rather than tell
-  Allow time for them to feel comfortable
-  Appreciate their loyalty
-  Take time to talk to them personally
-  Find out what are their personal values
-  Offer support when needed
-  Listen empathetically

Do Not

-  Appear demanding
-  Become confrontational
-  Talk loudly and quickly
-  Put them in the spotlight
-  Appear insincere
-  Push for a quick response
-  Give insensitive feedback
-  Give effusive praise
-  Cut them off before they have finished
-  Question their integrity

List below those people who display high GREEN energy:

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Jon in a Team - Here are some strategies for communicating with other types.

Communication with Yellow preference

Do

-  Speak in a positive, enthusiastic way
-  Involve them whenever possible
-  Indulge in some light hearted chit chat
-  Keep the pace moving
-  Ask for their opinion
-  Allow them to speak their mind
-  Recognise their talent for raising spirits
-  Have an informal manner
-  Acknowledge their creative approach
-  Offer a variety of tasks and topics

Do Not

-  Appear dour or disinterested
-  Overlook their need for recognition
-  Talk only in terms of facts & figures
-  Ask for or give too much detail
-  Leave them out of the picture
-  Question their stories in public
-  Appear "nit picky"
-  Impose restrictions and procedures
-  Send long, detailed reports
-  Ignore their need for some response

List below those people who display high YELLOW energy:

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Jon in a Team - Creativity

Strong teams need diverse ideas and different creative approaches. The following statements will identify how Jon approaches creativity and how he can develop these strengths

Jon's Creative Strengths

-  Feels unsure working with unproven methods.
-  Uses past experience when solving a problem.
-  Offers common sense advice when dealing with people problems.
-  Will analyse and reflect on information before making decisions.
-  Prefers a steady-as-you-go approach.
-  Uses tried and tested ways of solving problems.
-  Prefers to use his senses to gain information.
-  Likes an orderly and structured approach.
-  Likes to fully understand every step of the process.
-  Prefers to be perfectly prepared for everything.

Areas for Development

-  Try not to say "that will never work!"
-  Consider whether the current situation is the same as the past experience.
-  Be prepared to offer this advice more readily, even when its not been asked for.
-  Try acting instinctively and going with the flow on occasions.
-  Open the box to different and new ideas.
-  Be receptive to different and original approaches.
-  Sometimes think imaginatively to achieve greater value.
-  Think outside the box for a change !
-  Be prepared to risk seeing what happens if it is not carried out 100% perfectly.
-  Take some action and organise around it.

Action Plan

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By When:

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- a) Coaching to improve personal organisation (in Beta testing currently, available in due course)

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