



Discovery[®]

Personal Profile

Abdourahmane Dieng

08 June 2017

Foundation Chapter
Management Chapter

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Date Completed: 08 June 2017

Date Printed: 08 June 2017

Referral Code: VAN Kaplan

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Introduction

This Insights Discovery profile is based on Abdourahmane Dieng's responses to the Insights Preference Evaluator which was completed on 08 June 2017.

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

Personal Style

Hard work, busy schedules and merit-based remuneration are hallmarks of the way Abdourahmane prefers to work. He may find it hard to prepare as thoroughly as he should. He may increase his effectiveness by allowing himself to seek and take assistance from others. Once a desired objective is fixed in his mind, he moves into action without procrastinating. His easy-going exterior may mask a rather more compulsive interior.

In the event of unexpected or unanticipated failure, he may seek to turn it into something positive. He dislikes failure deeply. Both for himself and others, fun, relaxation and free time are scheduled and prioritised events. His need to be of service to others can occasionally prevent him from relaxing. Logical, analytical and critical, achieving power is important to him. He will be prepared to constantly defend any stance or position he may have taken. As he lives by a rather strict set of rules he may expect others to do so as well.

Dominance and independence characterise his behaviour. Abdourahmane's interest, enthusiasm and energy levels are high. He will dismiss negatives, being eager to accomplish the task. He seeks the attainment of personal success and status, and in this constant striving he may almost unwittingly compare himself with others in the race for success. He is usually more effective when he takes time to consider how he really feels. He is good at getting things done and does so in a very assertive way.

His enthusiasm for a current project can be so compelling that he may be oblivious to any time and energy limitations, ignoring his own and others' needs in the process. Abdourahmane is independent by nature, but he is prepared to labour tirelessly for a team mission he commits to. He has a drive for tangible accomplishment and correctness with a leaning towards perfection. His weaker points may include poor listening and lack of attention to detail. Abdourahmane tends to know intuitively what structure and organisation is necessary to harness ideas and people to achieve long-range goals.

He tends to enjoy the company of like-minded people and may be somewhat less interested in his opposite types, perceiving them as drab, rather predictable and conventional. He works to see ideas and systems translated into realities. He can be good at easing tense situations by getting conflicting parties together to take the sting from the issue. He has a strong ego and achieving significance in life is important to him. He enjoys getting things done - sometimes at the expense of others!

Interacting with Others

Abdourahmane's work style is down-to-earth, assertive and persuasive. He will find it beneficial to consciously seek out others' views. He needs to learn to appreciate the "illogical" feelings of others and to accept that they are also valid. Abdourahmane likes to be valued for his directness

and strength in relationships. As he takes a rational approach to life, he may be seen as tough, blunt, impatient and insensitive to the needs and feelings of others.

He should first listen to the input of those around him and express appreciation for every contribution, rather than automatically being critical of negative feedback. By listening carefully to the reactions of others, he may avoid being considered rather bull-headed at times. He could learn to express his appreciation of other people regularly and may find it useful to listen more and appreciate how others really feel. His outgoing nature may lead him to misinterpret the significance of some issues. He should try to establish whether his ideas are relevant and not ignore the feedback he might receive.

He may appear not to be overly concerned with the needs of others. He can be a good team player, but does like a somewhat individual approach. He can be stubborn and argumentative. Bringing enthusiasm and energy to most activities, he can turn a dull managerial task into a game by using his persuasiveness and creativity to maintain the interest and commitment of others. Sometimes seen as blunt and forthright, he may tread on other people's toes without knowing it.

Decision Making

Abdourahmane enjoys making decisions. He likes to be in control of things and values efficient and effective decision making. Owing to his desire to move on to the next challenge or toward the larger goal, he often makes decisions too hastily. He needs to learn to consciously delay making decisions until he has considered more information as he may have overlooked sounder alternatives. Abdourahmane finds problems stimulating and is ingenious in tackling complex situations. He is driven to think up many alternatives for a project or system due to his ability to constantly see the big picture. Abdourahmane tends to be seen as strong, analytical and impersonal. Good at organising, decisive, quick, logical and strong in reasoning power, he values truth in the form of fact, formula, method and judgement.

He may occasionally see himself as being physically larger than life, especially during confrontation. He is frank and decisive and doesn't hesitate to let others know where he stands. 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 outgoing, versatile and quick-witted, and may have an endless supply of solutions to whatever challenge he finds himself in. He tends to be influenced by the idea, rather than the people behind the idea. "Do it now" is his motto.

His effectiveness depends on how much personal fulfilment he receives from the current task. Impatient with what he may see as inefficiency and incompetence, he can take tough decisions when the situation calls for it. He is prepared to make high risk decisions. He values truth above all else and is primarily convinced by logical reasoning. Others may see his decisions as unrealistic in certain circumstances.

Personal Notes

Key Strengths & Weaknesses

Strengths

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

Abdourahmane's key strengths:

- A natural go-getter with great enthusiasm for life.
 - Action oriented - rises to the challenge.
 - Sees innovation as a necessity.
 - Challenges convention.
 - High ego strengths.
 - Ability to constantly generate ideas.
 - Brave, daring and bold.
 - Excellent communication and presentation skills.
 - Identifies the possibilities in every situation.
 - Change agent.
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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. Abdourahmane’s responses to the Evaluator have suggested these areas as possible weaknesses.

Abdourahmane’s possible weaknesses:

- Overly dismissive of negative feedback.
 - Doesn't always consider the fuller implications of his actions.
 - Sometimes perceived as arrogant and inflexible.
 - Can be seen as curt and abrasive.
 - Should avoid china shops.
 - Tends to be perceived as arrogant in stressful situations.
 - Can become obsessive about achieving a result.
 - May ignore the practicalities.
 - May neglect family, friends and time for personal relaxation.
 - Lacks follow-through if interest wanes.
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Personal Notes

Value to the Team

Each person brings a unique set of gifts, attributes and expectations to the environment in which they operate. Add to this list any other experiences, skills or other attributes which Abdourahmane brings, and make the most important items on the list available to other team members.

As a team member, Abdourahmane:

- Strengthens the bonding process by being responsive and perceptive.
 - Can be relied upon to pull more than his weight.
 - Knows nothing is impossible.
 - Will assume responsibility but deflect blame.
 - Exhibits a strong sense of urgency
 - Is innovative and imaginative.
 - Has foresight and farsight.
 - Will drive others to achieve greater things.
 - Can negotiate practical solutions.
 - Provides inspiration and perspiration.
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Personal Notes

Communication

Effective Communications

Communication can only be effective if it is received and understood by the recipient. For each person certain communication strategies are more effective than others. This section identifies some of the key strategies which will lead to effective communication with Abdourahmane. Identify the most important statements and make them available to colleagues.

Strategies for communicating with Abdourahmane:

- Match his pace in presenting to him.
 - Be humorous, but don't humour him.
 - Hold your ground when attacked.
 - Appeal to his open style of decision making.
 - Take responsibility for your own actions and errors.
 - Ask him, don't tell.
 - Be ready to leave quickly.
 - Be frank, earnest, decisive and confident.
 - Listen to him - don't ask him to repeat himself.
 - Look for signs that say "I'm losing interest".
 - Respect his values and ambition.
 - Omit unnecessary and intricate details.
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Personal Notes

Communication

Barriers to Effective Communication

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

- Question his motives or competence.
 - Overload him with facts, details and paperwork.
 - Try to manipulate him towards your viewpoint.
 - Procrastinate, prevaricate or interrupt him.
 - Be vague or leave things open to interpretation.
 - Involve him in formal, lengthy or tedious meetings.
 - Impose a “can't be done” or defeatist attitude on him.
 - Argue or personalise the conversation.
 - Digress or wander off at a tangent.
 - Appear slow, sluggish or too formal.
 - Be dull, dour or redundant.
 - Appear timid or ineffective.
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Personal Notes

Possible Blind Spots

Our perceptions of self may be different to the perceptions others have of us. We project who we are onto the outside world through our “persona” and are not always aware of the effect our less conscious behaviours have on others. These less conscious behaviours are termed “Blind Spots”. Highlight the important statements in this section of which you are unaware and test them for validity by asking for feedback from friends or colleagues.

Abdourahmane’s possible Blind Spots:

Abdourahmane is occasionally tempted to opt for the quick decision even though some of the key facts may not be in place. He has a short fuse and when pushed may become loud, rigid and domineering, bringing a high level of stress to the team or his peers. He may rely on personal forcefulness and, if necessary, intimidation to achieve his aims.

He can sometimes make mistakes by making decisions before receiving all the information. Sometimes he talks and thinks so quickly, and so much, that others have the impression they have not been required to contribute. As he doesn't readily look for different ways of doing things, he can appear inflexible or indifferent to others' views. Once major problems look like being solved, Abdourahmane is off to the next exciting adventure rather than sticking around to see the original project fully completed. He may need to slow down to consider the feelings of others even if he doesn't share them.

Increased effectiveness for him may lie in being prepared to yield on small points to win the important ones. His thinking rationale may be so acutely honed that he will overlook what others tend to care about. 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 tells rather than asks, and whilst confident in communicating, can be rather overpowering at times. There is also a tendency for him to become very defensive if challenged. As a forthright, results oriented individual, he will challenge authority, take risks, overstep boundaries and act without reference.

Personal Notes

Opposite Type

The description in this section is based on Abdourahmane'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:

Abdourahmane's opposite Insights type is the Supporter, Jung's "Introverted Feeling" type.

Supporters are affable, amiable, steady, loyal individuals who get on well with others. They build a close relationship with a small group of associates in the work environment. Abdourahmane will see the Supporter's efforts being directed at retaining the familiar and predictable. Supporters look for constant appreciation from others and may be slow to adapt to change. They will often go the "extra mile" to help someone they consider as a friend.

Abdourahmane may suspect the Supporter requires assistance in eliminating the old and embracing the new. Supporters are cautious, conventional, diplomatic and sincere and may avoid decision making until many of the facts and details are available to them. The Supporter is intent on maintaining a low profile. In order to perform well, the Supporter needs specific and detailed instructions before starting a job.

Abdourahmane will experience frustration when the Supporter, if challenged, becomes stubborn and defiant. Supporters are easy going and low key people and like to feel needed and significant in other peoples' lives. Even if a mistake has been made by someone else the Supporter may spend a lot of time sympathising and attempting to diffuse responsibility. Disagreements or opposing views can be stressful to Supporters. If the conflict in the workplace becomes too great they may become restless and uneasy, often withdrawing to avoid further conflict.

Personal Notes

Opposite Type

Communication with Abdourahmane's Opposite Type

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

Abdourahmane Dieng: How you can meet the needs of your Opposite Type:

- Listen to and value his suggestions and contributions.
- Appreciate his ability to amass a wide range of information.
- Give him time to reflect inwardly.
- Allow time for him to think of the consequences.
- Take your time getting to know him if you want critical feedback.
- Help him feel at ease.

Abdourahmane Dieng: When dealing with your opposite type DO NOT:

- Be vague or rush him.
 - Ignore or be dismissive of his suggestions.
 - Reinforce his own self criticism.
 - Criticise without first acknowledging positive contributions.
 - Labour the point or give lengthy verbal instructions.
 - Show impatience with, or annoyance of, his calm exterior.
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Personal Notes

Suggestions for Development

Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Abdourahmane's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

Abdourahmane may benefit from:

- Realising that some others are not as quick as he is.
 - Not always appearing so direct and confident.
 - Recognising that his bull in a china shop approach is sometimes inappropriate.
 - Taking over fewer new projects.
 - Withholding his opinions.
 - Reaching decisions only after weighing up all the alternatives.
 - Looking for the good in everything.
 - Becoming more generous, warm and caring.
 - Controlling his occasional moments of anger.
 - More awareness that he constantly moves from one project to another.
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Personal Notes

Management

Creating the Ideal Environment

People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between Abdourahmane's ideal environment and his current one and to identify any possible frustrations.

Abdourahmane's Ideal Environment is one in which:

- Ideas can be practically applied.
 - State of the art technology is provided.
 - Decisions can be made quickly.
 - A political talent is required.
 - Few distractions exist to take attention away from the task.
 - Innovation and entrepreneurialism can flourish.
 - He can quickly switch to a higher priority task.
 - He can "rock the boat" without fear of retribution.
 - He is rewarded for results.
 - There are strong walls which can withstand the battering!
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Personal Notes

Management

Managing Abdourahmane

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

Abdourahmane needs:

- To know clearly where the future prospects and opportunities lie.
 - Managed by exception - let him get on with it!
 - To be aware of his frenetic work pace and recognise the effect this may have on others.
 - To be brought down to earth every now and again.
 - The opportunity to try the untried.
 - Managed by objectives.
 - Objective, direct and honest feedback - stand well back!
 - To get clear and unambiguous answers.
 - Established support systems and procedures.
 - Worthy and talented competition.
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Personal Notes

Management

Motivating Abdourahmane

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

Abdourahmane is motivated by:

- Working towards targets, goals and objectives.
 - To shape and reshape people and things.
 - Discovering and exploiting competitive weaknesses.
 - The possibility of winning against the odds.
 - Problems that require his intuitive skills.
 - Being asked his opinion.
 - Having large mountains to climb.
 - “Pioneering” opportunities with little limitation.
 - Being in positions of authority and responsibility.
 - Being given a challenge.
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Personal Notes

Management Style

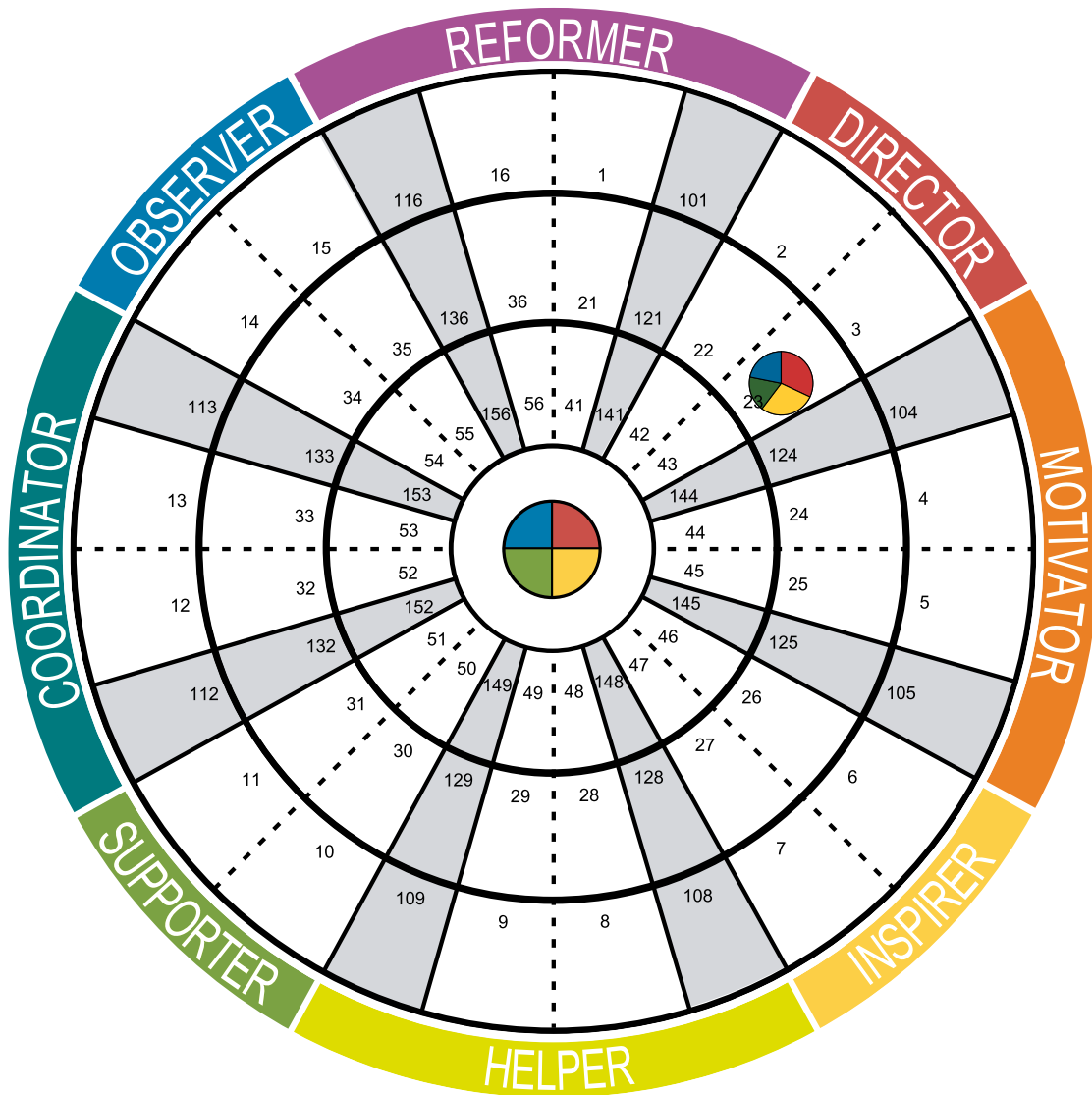
There are many different approaches to management, most of which have different situational applications. This section identifies Abdourahmane's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

In managing others, Abdourahmane may tend to:

- Lead from the front by personal example.
 - Set rigid guidelines for completion of tasks.
 - Offer tangible rewards for extra effort.
 - Seek to boost team performance through exceptional personal input.
 - Become very defensive if his competence is questioned.
 - Confront people who are not pulling their weight.
 - Leave people drowning in his wake.
 - Appear to be less understanding of his colleagues' feelings.
 - Establish high standards for self and others.
 - Project a high profile image of self and team.
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Personal Notes

The Insights Discovery® 72 Type Wheel

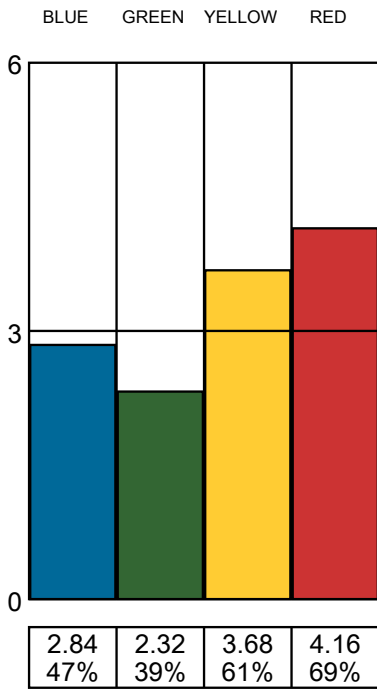


Conscious Wheel Position
23: Motivating Director (Classic)

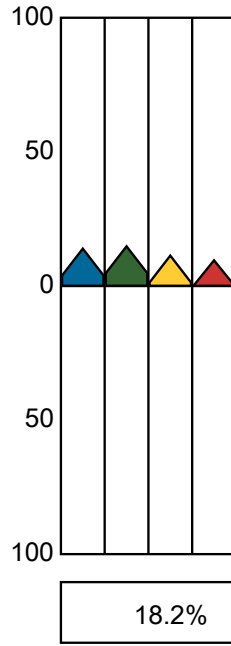
Less Conscious Wheel Position
23: Motivating Director (Classic)

The Insights Discovery® Colour Dynamics

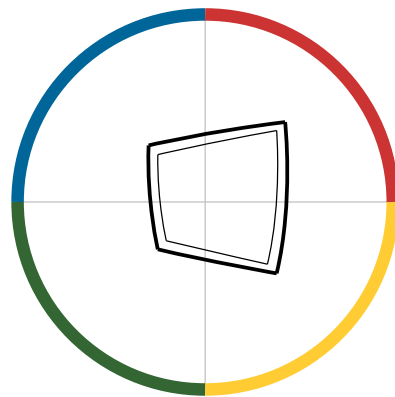
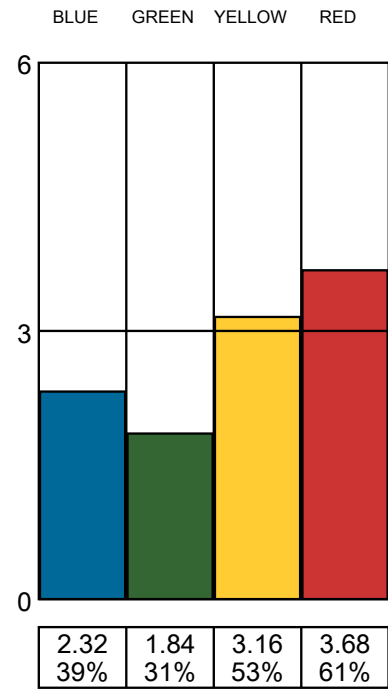
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious
— Less Conscious



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