



Core Report

TOBY

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INTRODUCTION

Welcome to C-me Profiling. C-me is a behavioural profiling tool that provides insights into a person's likely preferred way of doing things.

Your Core report consists of a number of sections that are core to who we are and how we relate to others. A team section is also available that focuses on areas of behaviour linked to high performing teams.

Your C-me profile gives you information about your preferred ways of doing things expressed in the language of different combinations of four colours. This combination gives each person their unique temperament. We have found that not only is the C-me approach easier to understand, remember and relate to than other profiling systems, but also that it is much easier to use and translate into action. We hope you will find that too.

No profile is carved in stone - and there are no right or wrong profiles. Each combination has its own strengths and weaknesses, like two sides of the same coin. C-me reports are all about sparking helpful conversations and discussions, and assisting each of us to learn more about ourselves and each other.

We get excellent feedback on the accuracy of our reports. However it is likely that you will not agree with everything that is said. That's normal. However do take the time to check any such statements out with someone who knows you well as sometimes they can reflect characteristics that are true but simply not visible to you.

Hopefully you will find yourself nodding - maybe even smiling - in agreement with most of what you read.

There are many learning, performance and teamwork opportunities here. We hope you will enjoy your report and find it useful.

OVERVIEW

This section provides a broad outline of your preferred ways of doing things.

Toby gives instructions easily in fast changing situations and enjoys taking charge. When others question his competence, he may become defensive. He presents his ideas to colleagues in a practical, realistic way but may include too many details for some. He is an organised thinker and will tackle a problem with logical analysis. He likes to take control of a situation and can occasionally become quite intense when things don't go according to plan. Because of his focus on the important issues, he is usually seen as a good problem solver. It may be necessary to remind him of the importance of the people in his team as he can have a tendency to become absorbed in the fine details of a project. When he needs to be, he can be forceful in putting over his point of view and may not yield, even in the face of lots of opposition.

Toby likes to understand and excel at every part of the job. He may enjoy 'David and Goliath' situations and thrive on seemingly impossible challenges. Decisions are usually clearly articulated and rationalised. High standards and quality work is his natural style; he is likely to pass this work ethic onto the group. When the situation calls for it, he can be tough and pragmatic. When colleagues don't follow the logic of his conclusions he can occasionally express frustration at their lack of understanding. Meeting the objectives on time is often so important to him, he can be surprised that some of his colleagues are more concerned about the people issues. Toby will say what he means and mean what he says, sometimes without much concern for others' sensitivities.

Toby likes to see people putting maximum effort into everything that they do; he may be critical when faced with inefficiency. Doing the right thing by his judgement is first on his list, the impact on his colleagues will be considered down the line. It is usually hard to influence him once he has decided and launched on a course of action. Although he takes others feelings into account, expressing his appreciation more frequently may help him get his point across. He is practical and pragmatic and will get on with a job while others are still discussing the best action. He is usually unimpressed by emotional appeals. Solutions to problems need to be realistic and he may have less patience with fanciful ideas. Sometimes, when he feels he needs to make the right decision, he may be seen as tough, difficult or even insensitive by more people oriented colleagues.

Actions

Please tick or highlight the statements that you really like, cross the statements that are just not you and add any other comments you would like to make.

STRENGTHS

These are some of the key strengths a person with your colour preference may have.

- Takes the challenge seriously
- Will not let personal concerns affect his judgement
- Resourceful
- Strong sense of duty
- Will not compromise easily
- Cuts to the essence of the problem
- Sticks with the task until complete
- Tells it like it is

Actions

Select the three key strengths that you think best describe you, add any you think may have been missed.

POSSIBLE AREAS FOR DEVELOPMENT

These are some areas for development that someone with your preferences may have. You may well have addressed these areas in your development already, you may still need to work on some of them or you may just be becoming aware that others can sometimes see these in you.

- Can be abrasive
- Lacks sensitivity to others' needs
- Can see others as too soft
- May impose seemingly impossible standards
- Beats himself up for little mistakes
- Will persistently negotiate his preferred solution
- Won't be swayed from the agenda
- Can stay with a task long after he could have moved on

Turn Weaknesses into a development plan

1. Select 2 or 3 points that you feel most apply to you & impact your performance
2. Select situations where these were relevant
3. Identify options for change
4. Consult colleagues and make a development plan

VALUE TO THE TEAM

Effective teamworking lies at the heart of most successful organisations. Teamwork is the fusion of a host of skills and qualities that each person brings to the team. Your particular value to the team may lie in areas identified below.

- Keeps emotion out of decision making
- Sorts out the key tasks
- Focuses on the important tasks
- Takes responsibility for the details
- Will not compromise on quality
- Makes sure everyone pulls their weight
- Does not suffer fools gladly
- Sticks with the task until successful

You will get best value from this section by sharing it with other members of your team and getting their feedback.

BLIND SPOTS

Blind Spots are the aspects of your behaviour you may be less aware of, but that your colleagues may see in team situations. These are the behaviours that are more likely to lead to conflict with colleagues.

Toby's attempts to drive his colleagues hard to achieve the task shows lack of understanding of their views and feelings. Dismissing as irrelevant ideas or theories from those he does not value is not a good way to discover new things. Take time to relax and smell the roses. Senior colleagues may view his free-thinking, bold but critical approach as cheeky or insubordinate at times. He sometimes seeks clarity by stopping the process while he questions the details; it may be more helpful to go with the flow. Being ok with less than perfect solutions may make him easier to work with. What at first can seem like the right thing may not be on second thoughts. Focus on the task being completed correctly may come across as dismissive of the team and their efforts.

Toby should remember that people are far more likely to agree with a plan if they have contributed in their own way; there is more than one way. Join in the socialising; his more intuitive colleagues will listen to the analysis if he does. Try to understand that for others, enjoying the journey will be as important as reaching the destination. He may occasionally benefit from describing things with colourful, emotional language rather than as a list of bullet points. The right solution is a mixture of developing and improving ideas over time, not just your own personal view at one particular moment. He is inclined to judge others by his standards; they may be using their own. Some colleagues need more time to chill out. Enjoying the journey is as important as designing it.

Actions

Consult the people close to you and get their input into which of these statements you should focus on as development points.

EFFECTIVE COMMUNICATION

The following phrases describe strategies for communication with Toby that he may prefer.

- Present information with references from recognised experts
- Be well prepared
- Demonstrate your commitment to excellence
- Follow the agenda
- Present the data and allow him to decide
- Show commitment to his project
- Make an effort
- Concentrate on the facts

Actions

Select three or four statements to share to help your colleagues communicate with you effectively.

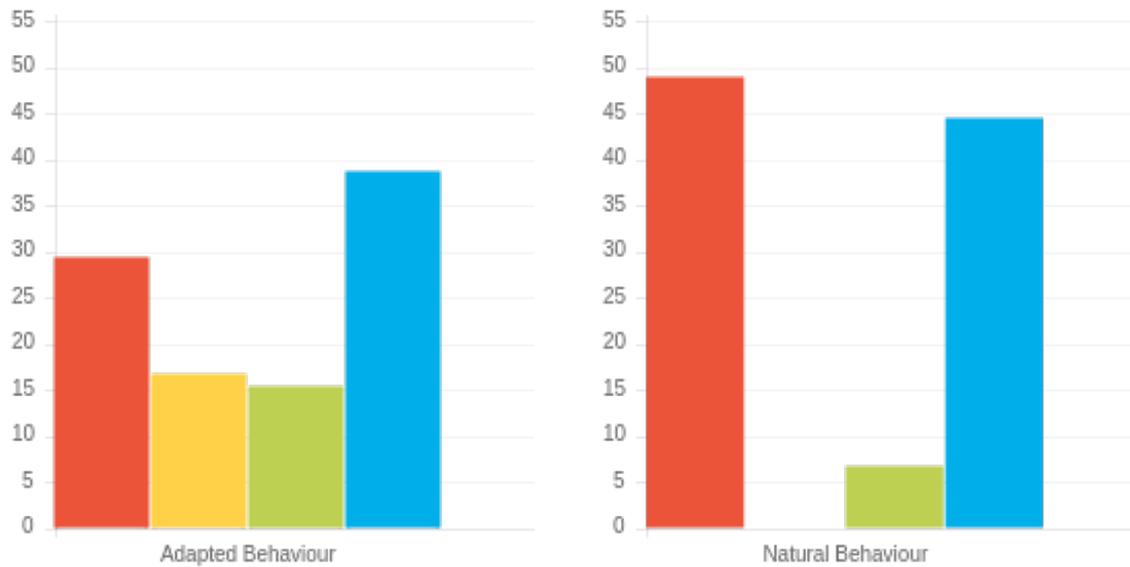
INEFFECTIVE COMMUNICATION

These phrases describe the communication strategies that are probably least preferred by Toby

- Beat around the bush
- Try to distract him with small talk
- Bring decisions already made
- Ask for a decision without giving all the facts
- Draw a line in the sand
- Drift off at a tangent
- Give up on expectations
- Show uncertainty

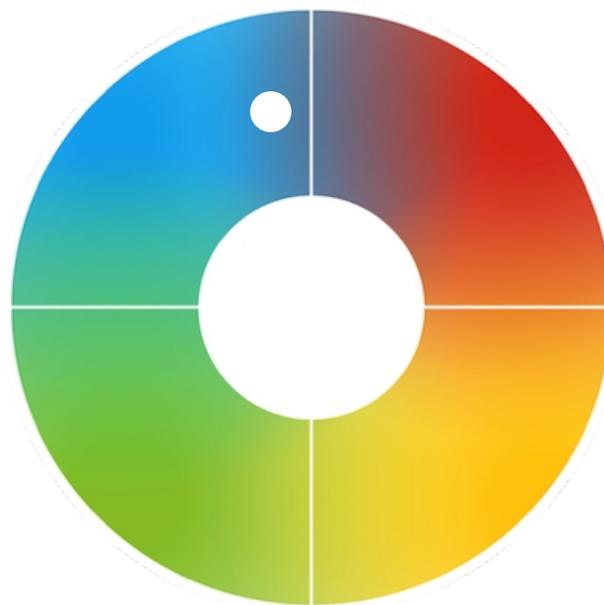
Actions

Select three or four statements that are ineffective ways to communicate with you, to help your colleagues understand your preferences.



YOUR PLACE ON THE WHEEL

To help show how your colour preferences fit with your colleagues, we map your position on a Colour Wheel. The closer your position is to colleagues, the more aspects of personality you have in common. The further you are from a colleague, the more you may differ in your perception of the "right" way to do things. Those on the opposite side of the wheel may be more difficult to understand.



OVERVIEW OF COLOURS

Logical and analytical
Enjoys problem solving
Needs time for reflection
Realistic
Sorts out the details
Strong sense of duty
Structured and disciplined

Bold and determined
Confident and optimistic
Enjoys stretching goals
Leads from the front
Sets a winning mentality
Thinks big
Direct and to the point

Considerate and conscientious
Genuine concern for colleagues
Avoids conflict
Involves others in decisions
Respects others values
Supportive and loyal
Works for a democratic solution

Free spirited
Friendly and optimistic
Generous and open-minded
Inspirational and visionary
Looks on the bright side
Positive outlook
Spontaneous and imaginative

NEXT STEPS

We hope you found your C-me Profile insightful and thought provoking and that it has helped to increase self-awareness and how you may be perceived by those around you, whether that be in a professional or personal context.

This increased awareness may help you understand how you behave, or may be perceived to behave, in different situations. We hope your profile helps you to increase the value you bring to a relationship, to a team or organisation. You may find you get most value from this report by sharing with those close to you in a work or personal context. It provides a useful foundation if you are considering undergoing personal coaching to improve your performance or value to an organisation.

There are many ways you can use this profile. It is not the end, but the beginning of the value it can bring you. It is the 'departure lounge' rather than the 'arrivals hall'.

Additional report elements:

We offer an enhanced High Performance report including sections focused on the behaviours of High Performing Teams.

C-me Applied

Having individual coaching or team workshops which explain and apply C-me profiling increases the benefit gained from our reports exponentially. All our coaches and facilitators are accredited, and are experienced in working with a range of organisations and teams.

Please contact us via contact@colour-profiling.com or 01225 721999 for more information.