



Fundraising Report

AIDEN

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 fundraising report consists of a number of sections that are core to who we are and how we relate to others. In addition, it focuses in on your likely fundraising strengths and areas for development.

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 stimulating 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.

Aiden's instinct is to pause and consider the implications before implementing decisions. Because he likes to organise his work at his own pace, he dislikes interruptions once he has started. Considering his own needs should be a higher priority; he is normally occupied looking after others. Making the final decision is often challenging when people will be affected by the result. Support for colleagues is usually a high priority. He may filter out your more negative comments if you are criticising one of his close colleagues. He often prefers to deal with tangibles rather than abstract theories. He tries to be diplomatic, keeping the peace amongst colleagues.

Aiden is a caring, considerate colleague. If one of his ideas causes conflict he immediately tries to restore the peace. Aiden is viewed as compassionate but can dig his heels in and show his stubborn streak when he is pushed too far. Presentations to groups will be carefully planned; he likes to be sure of his work. When the going gets tough Aiden may consider the worst possible outcome and focus on it. He prefers to avoid confrontation wherever possible. The agenda in meetings is important and, though he may not express it, he may feel the need to refocus more extrovert colleagues. Colleagues solely concerned about results and not about welfare issues, can be difficult for him to understand.

Aiden is loyal, conscientious and works well in a supporting role; he doesn't feel the need to be in the spotlight. He builds goodwill across the wider team. Projects delivered under tight timelines may make Aiden feel that quality needs to be carefully scrutinised. Aiden is at his best when the team work together; he may be uncomfortable if conflict breaks out. Each team member's unique contribution is recognised and he may allow them to achieve their goals in their own way. Whilst pleasing all the people all the time is impossible, he makes a genuine effort to accommodate most. Being of service to the team is a motivation; he rarely expects anything in return. He likes to be valued for his service to the team and to his 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.

- Consistent and dependable
- Builds consensus
- Non-judgemental
- Slow to criticise
- Works late until the job is done
- Prepares for contingencies
- Reminds the team of the tried and tested ways
- Will delay a decision to double check with colleagues

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.

- Appears to lack urgency
- Allows the team to dump too many responsibilities on him
- Can't always see the positive outcomes
- May focus on the risks rather than the reward
- Can become stubborn under pressure
- Willing to sit through too many meetings
- Setting priorities is difficult
- May appear indecisive or unsure at times

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.

- Works for alignment across the team
- Reins in the wilder schemes and ideas
- Offers support and loyalty
- Encourages and supports others
- Provides the vital support and back-up
- Gets along with a wide range of others
- Makes sure everyone can have their say
- Assumes a coordinating role

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.

Aiden needs to work harder to stay engaged in conversations, especially when they are free flowing, idea generating sessions. A heated discussion may help reach a consensus and is not always to be avoided. The team should be judged on their overall performance. This doesn't mean that, occasionally, individuals that don't pull their weight, should not be confronted. When setting goals for the team, Aiden prefers them to be more realistic than optimistic. Completing the current task before considering the next job may be commendable but may not always be effective. When the pressure is on, Aiden is less likely to speak his mind; he should be bold and speak up. He needs to share his insights proactively, rather than wait to be asked or encouraged. He should practice making instant decisions without consulting on less important issues to help his abilities when more significant things arise.

Aiden may not venture his opinions easily but his colleagues need them to balance their views. There may be great opportunities all around; he may miss out by constantly seeking the safe option. On the occasions that Aiden thinks he tells it like it is, he immediately apologises to soften the impact. He may stick to the old ways of doing things because he doesn't like or enjoy constant change or he wasn't consulted on this upgrade. Being of service to colleagues is all very well: sometimes they just want him to tell it like it is. The admirable gifts that he brings to the team can be seen as weakness by more extraverted colleagues. His need to value his colleagues and their comments can be seen as a lack of conviction for his own ideas. He may withdraw into his shell if he feels someone is being overbearing or autocratic.

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 Aiden that he may prefer.

- Be even more sensitive
- Go through all the "what ifs"
- Let him know his ideas are appreciated
- Let him progress at his relaxed pace
- Keep the environment unpressured
- Show you are reliable
- Stay relaxed and understated
- Provide recognition for loyalty

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 Aiden

- Expect instant responses to an idea just introduced
- Switch him from team to team
- Assume he can work in a chaotic environment without organising things
- Question his values
- Raise six subjects at once
- Confuse silence with agreement
- Openly criticise
- Put him on the spot

Actions

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

FUNDRAISING CONTRIBUTION

These are the strengths you may most naturally bring to a fundraising team.

- Quiet and unassuming
- Cautious and even tempered
- Easy-going way with supporters
- Finds solutions acceptable to all
- Patient and steady
- Reliably handles the routine tasks
- Wants a solution fair to all
- Focuses on long term success

Actions

Which of these strengths are most important in your fundraising context? Think about your donors, your charity's vision and the rest of your team.

How can I maximise these strengths when I am needing to influence people?

FUNDRAISING IMPROVEMENT AREAS

These are areas that are more likely to need developing or delegating.

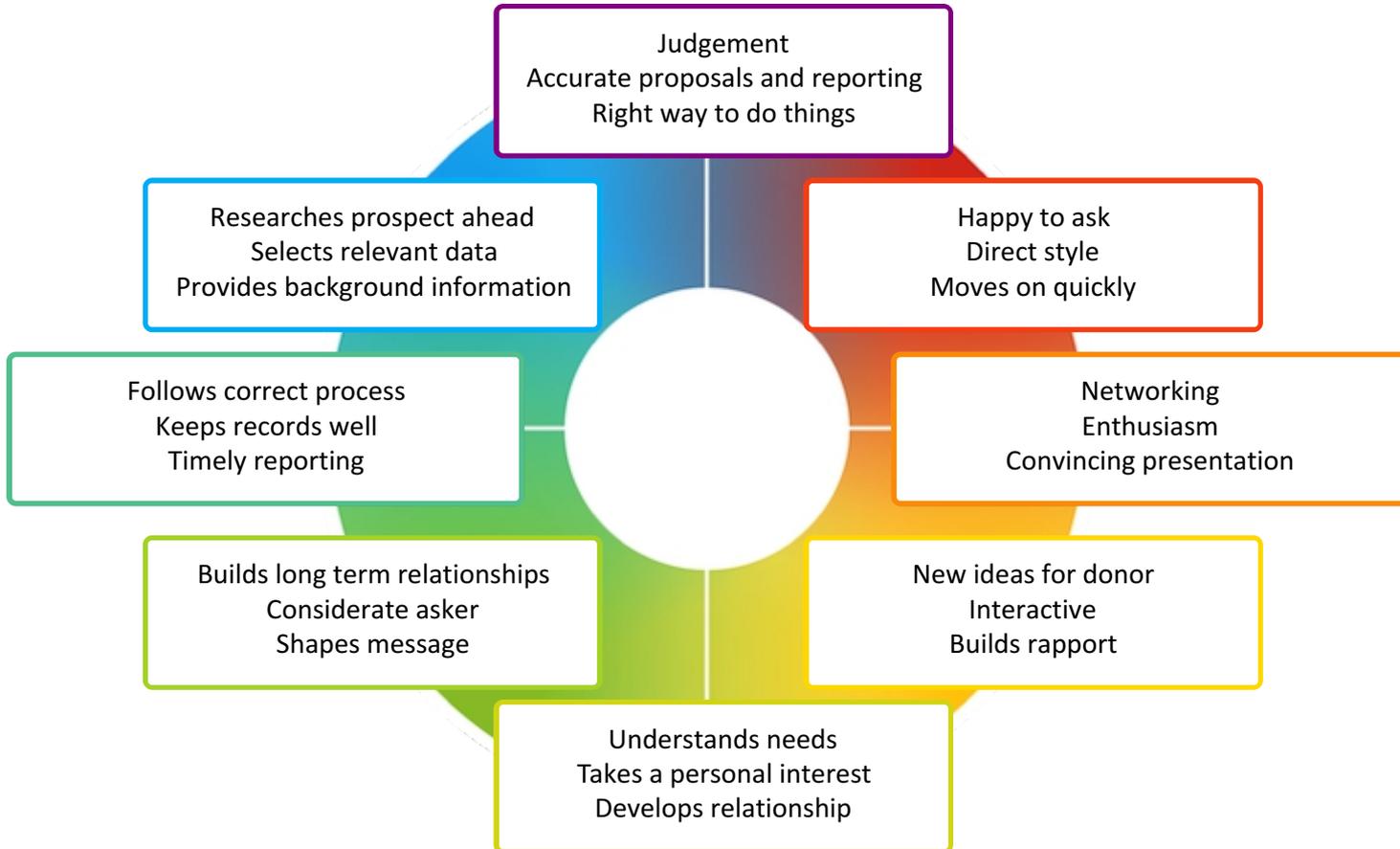
- Give new methods a try; they might just work
- Move on from rejection and refocus
- Think about the reward, not just the risks
- Prioritise tasks based on urgency and importance
- Cut yourself some slack; mistakes are a learning experience
- Add some enthusiasm
- Long term thinking is great; remember the here and now
- Play to your strengths; don't point out your own shortcomings

Turn this into a fundraising development plan

1. Which of these areas most impact your performance (bear in mind the natural style of your donors and how they prefer to operate).
2. What can you do to work on these areas?
3. Are there areas you can or should delegate to others in your team for whom these are areas of strength?

FUNDRAISING TENDENCY PREDICTOR

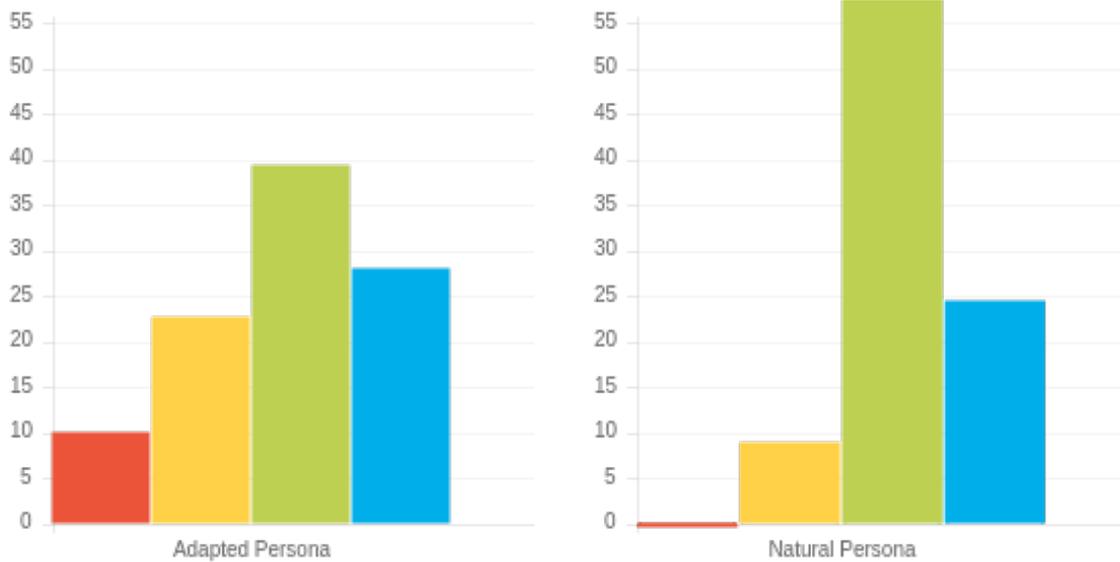
VALUE TO THE TEAM



Compare this diagram with your wheel position on the next page.

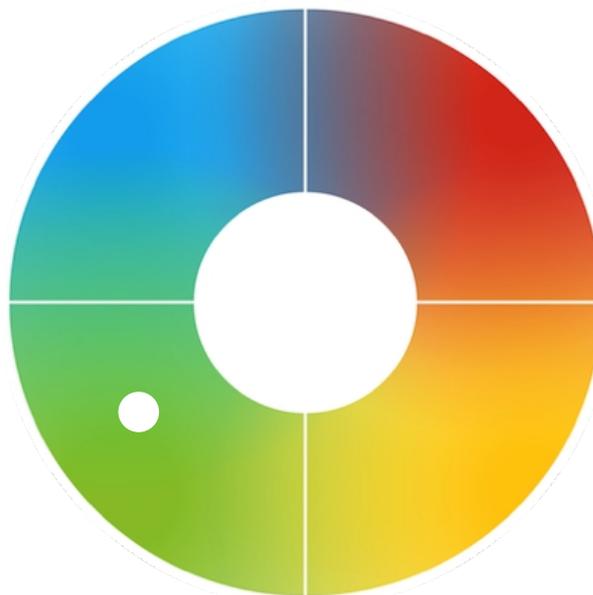
The wheel position is a summary of your colour combination and gives an indication of your natural approach - the way you are most likely to operate in a fundraising team.

1. What kind of fundraising does this style suit best?
2. What kind of vision / case for support?
3. How do our donors operate?
4. What gaps does this leave in your fundraising process or team? Who else do you need?
5. Which set of behaviours would my audience most prefer? How can I adapt?



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.

The report provides a useful foundation for both personal coaching and team development work to improve your performance or value to an organisation.

We believe that having the reports applied in context via a workshop or coaching session exponentially increases their value.

The *C-me Profiling Applied* team would love to help you apply your learning to enhance your particular team context.

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

Website: www.colour-profiling.com