



Clarity4D  
clear colourful communication

# Nick Fewings (Y4M) Personal Profile



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**Discover - Discuss - Diversify - Develop**

## Nick's Personal Profile

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## 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:

### 2D: DISCUSS others' perception of you

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.

### 4D: DEVELOP your full potential over time

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.

### 1D: DISCOVER self- awareness

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.

### 3D: DIVERSIFY 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.

## Understanding The Background

This Clarity4D profile is compiled from a set of statements that is unique to **Nick Fewings**.

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



**(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.



**(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.

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



**(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.

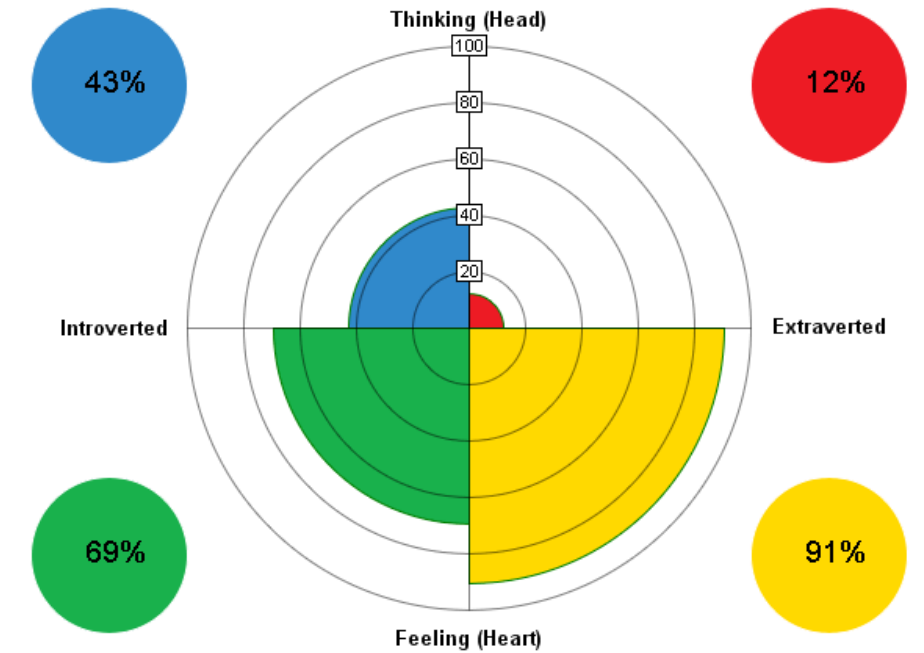






**(AIR) YELLOW** energy is displayed by people who are out-going, sociable and fun-loving. They particularly enjoy the company of other like-minded people and frequently stand out in a crowd, often enjoying being the centre of attention. They are persuasive, charming and can sometimes overwhelm people 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 Nick to complete and work on a future personal development strategy.

# How Do You Show Up?

Conscious-self 'Radial' Graph (Y4M)



<p>THINKING</p> <p>INTROVERTED</p> <p>Reflective Observing Analytical Cautious Formal Exacting</p>  <p>SENSING</p>	<p>THINKING</p> <p>EXTRAVERTED</p> <p>Focused Decisive Direct Challenging Assertive Action-oriented</p>  <p>INTUITION</p>
<p>INTUITION</p> <p>SENSING</p>	<p>INTUITION</p> <p>SENSING</p>
<p>INTROVERTED</p> <p>FEELING</p> <p>Empathetic Concerned Informal Supportive Patient Easy-going</p> 	<p>EXTRAVERTED</p> <p>FEELING</p> <p>Talkative Expressive Light-hearted Sociable Flamboyant Enthusiastic</p> 

4 **Discover** - Discuss - Diversify - Develop

## 1D: DISCOVER - self awareness

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

### 1D: How Nick Sees Himself

He likes an interesting social life and prefers to get the best outcomes by careful planning of social activities. Beneath his laid back and tolerant demeanour, he is naturally inquisitive and enjoys discovering the differences between people and situations. His social life is full, but he can sometimes forget the finer details when planning for events. He combines his personal values and abilities when setting personal goals. Nick enjoys other peoples' company, and has a gift for understanding their needs and desires. He comes across as warm, sensitive and understanding. It would help Nick to take a step back and observe himself and his work dispassionately.

He becomes hurt if he feels ignored and likes to be recognised and appreciated for the support he offers others. It may help him to stop and reflect on the implications and outcomes of his actions, and to become more assertive. He may be swayed by powerful people who appear to offer security in exchange for the insight he has into relationships. Nick may disregard or deny any negatives that threaten his peace of mind.

Nick is a committed and involved team player. Socially confident, good-natured and endeavouring to bring about harmonious relationships, he aspires for perfection. His laid back approach to life is often admired by others. Nick achieves great satisfaction by being of service and assistance to others. He is affectionate, down-to-earth, candid and spreads positivity.

Nick's approach to life is to be relaxed, tolerant, amenable and to enjoy the moment. He is aware and remembers important details and events. Others need to be certain of their facts. Nick demonstrates strong loyalty to the people in his team. He has a no-nonsense approach which demonstrates a practical ability with tasks and people. He is upbeat and optimistic, enjoying the moment. He has a very strong loyalty for his friends and can put off his own needs in favour of other people.

He doesn't always stick to the rules, especially if they are contrary to his principles. He is very good at recognising the special gifts of each individual, and allowing them to get on with things at their own pace. He prefers to trust his senses for information and transforms this information into practical application. He really enjoys work where he can be supportive and use his influencing skills.

## Continued

He likes talking to others, especially on familiar subjects and situations. He instinctively knows when to share his emotions and when to remain quiet during a personal conversation. He may believe that his emotional well-being depends on the relationship he has with certain people in his life. Nick is highly aware of other peoples' feelings and concerns and he is able to deal with troubled and complex people. Nick has a heightened awareness of non-verbal communication and can pick up on unconscious gestures and subtle meanings before others. His natural concern for the welfare of others makes him particularly aware of the needs of individuals.

He may try to avoid painful facts and, as a result, put off the solution to a problem. Nick is highly empathetic and works best when things are going well and there is no discord in the group. He enjoys mixing with other people and chatting with them. People recognise the high value Nick places on good relationships, and will turn to him for advice, support and stability.

He gives his time, help and advice to others without expecting anything back. He carefully avoids upsetting team members and will consider their feelings whenever possible. He may consider those in whom he has invested a lot of effort to be his "special" friends. He likes to find occasions when he can chat things through with friends. He may unconsciously adapt his own personality to meet what he believes is desirable behaviour in the eyes of other people.

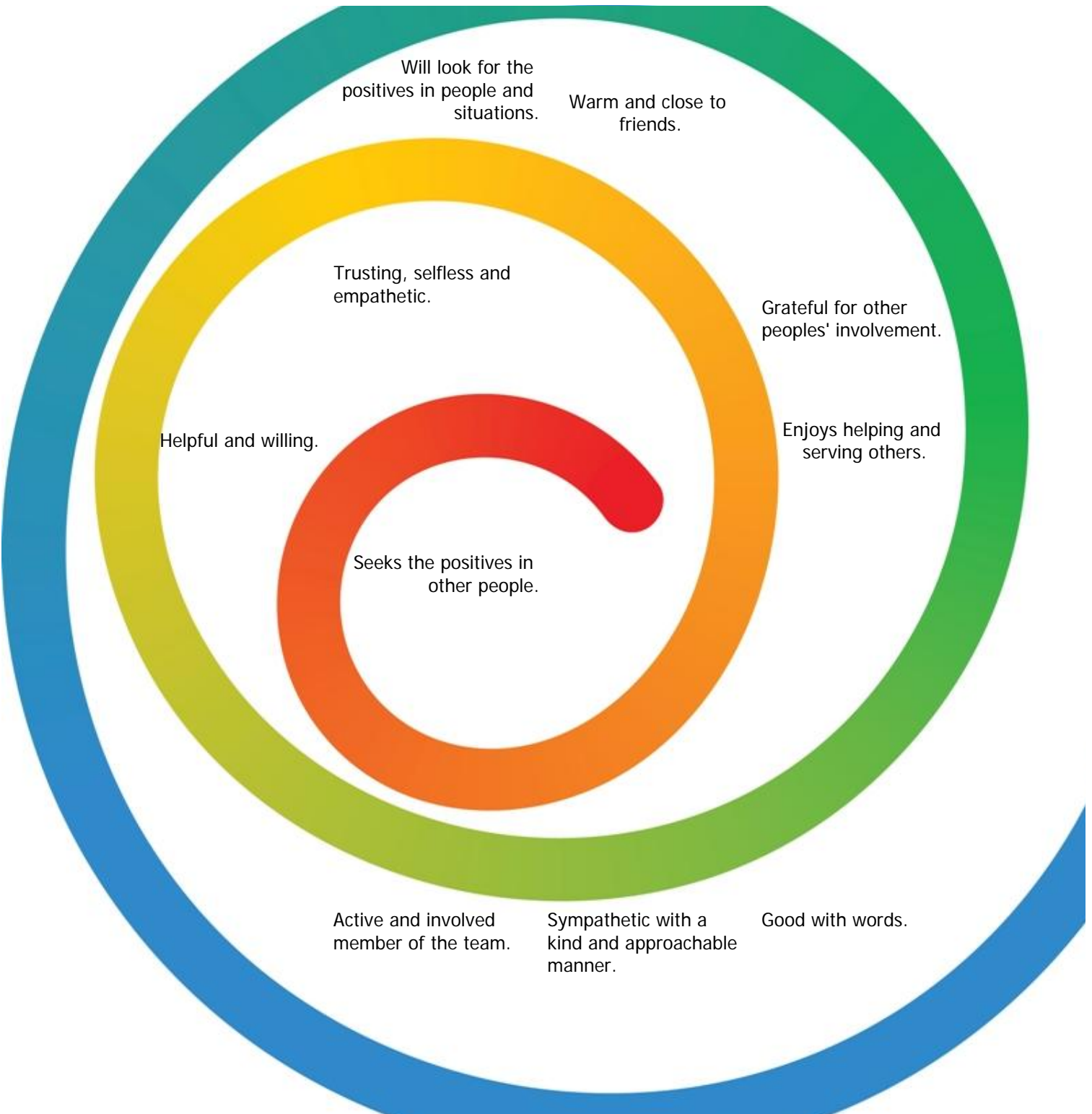
He is skilled in achieving win-win outcomes, taking in consideration all points of view from the interested parties. He may choose a solution that gains the highest support from others. Nick enjoys a stimulating, fun environment and can bring a light-hearted approach to any situation which may be seen by some as frivolous. He is skilled in both inward thinking and outward discussion when coming to a decision. His motto might be "Live now, pay later" and he tends to view the world by how his decisions impact on those around him. Nick sometimes seems to make decisions that make no logical sense.

Nick is happy to be an "ear" for people who want to talk through their own thoughts. He will use the group to gain a consensus of agreement. He may put opinions of the team over data and facts when deciding on an action plan. He can see what is needed at any one time and handle it.

He may find it difficult to maintain focus on current problems. He doesn't necessarily value decisions based on logic and analysis. He is equally skilled at internalising his thoughts or talking them through and manages to use both talents appropriately. He may subconsciously persuade and influence the situation to get what he wants. His preference for happy relationships will cause him to put a lot of energy into making them work.

## Strongest Areas

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



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## 2D: DISCUSS other's perception of Nick

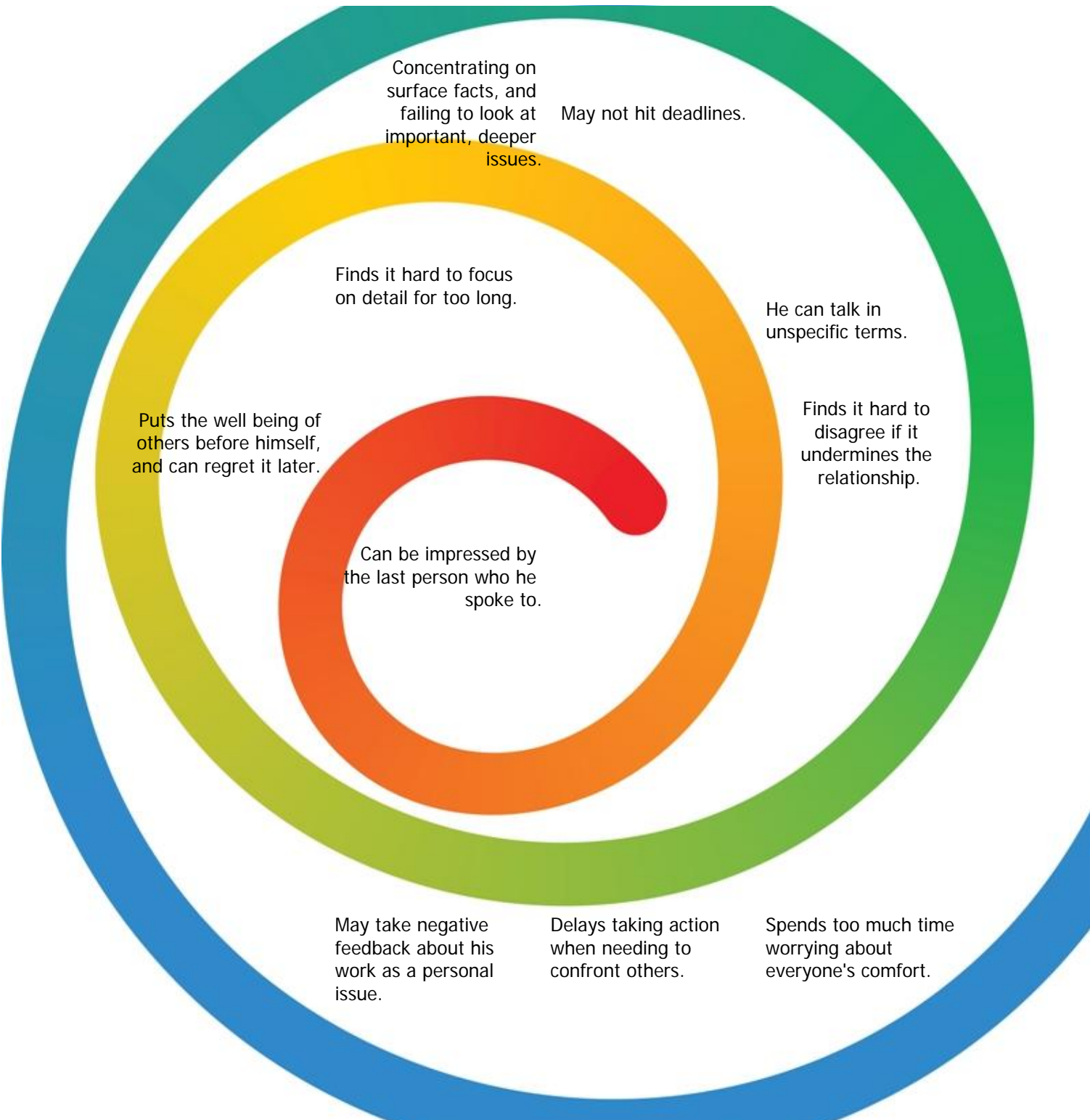
Nick should invite some key people to read the profile and note their feedback

Name	2 statements you agree with	2 statements to say "I'm curious to know about....."	Other feedback points not included in profile	One Thing to Think About (O-T-T-A)
Person 1				
Person 2				
Person 3				

**What is your One Thing To Think About (OTTTA)?**

### 3D: DIVERSIFY your hidden potential

Nick may consider these as areas for growth



### 3D: DIVERSIFY - expanding your thoughts

This page helps you to review your thoughts to enable you to self-coach: consider the OTTTA's that others may have given you and the development opportunities from within the profile.

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?	

## 4D: DEVELOP your full potential over time

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

Describe the person you aspire to be:

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:

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 in a Team
- b) 2D Profiles on how others perceive you

For more information on the above visit our website [www.clarity4d.com](http://www.clarity4d.com).





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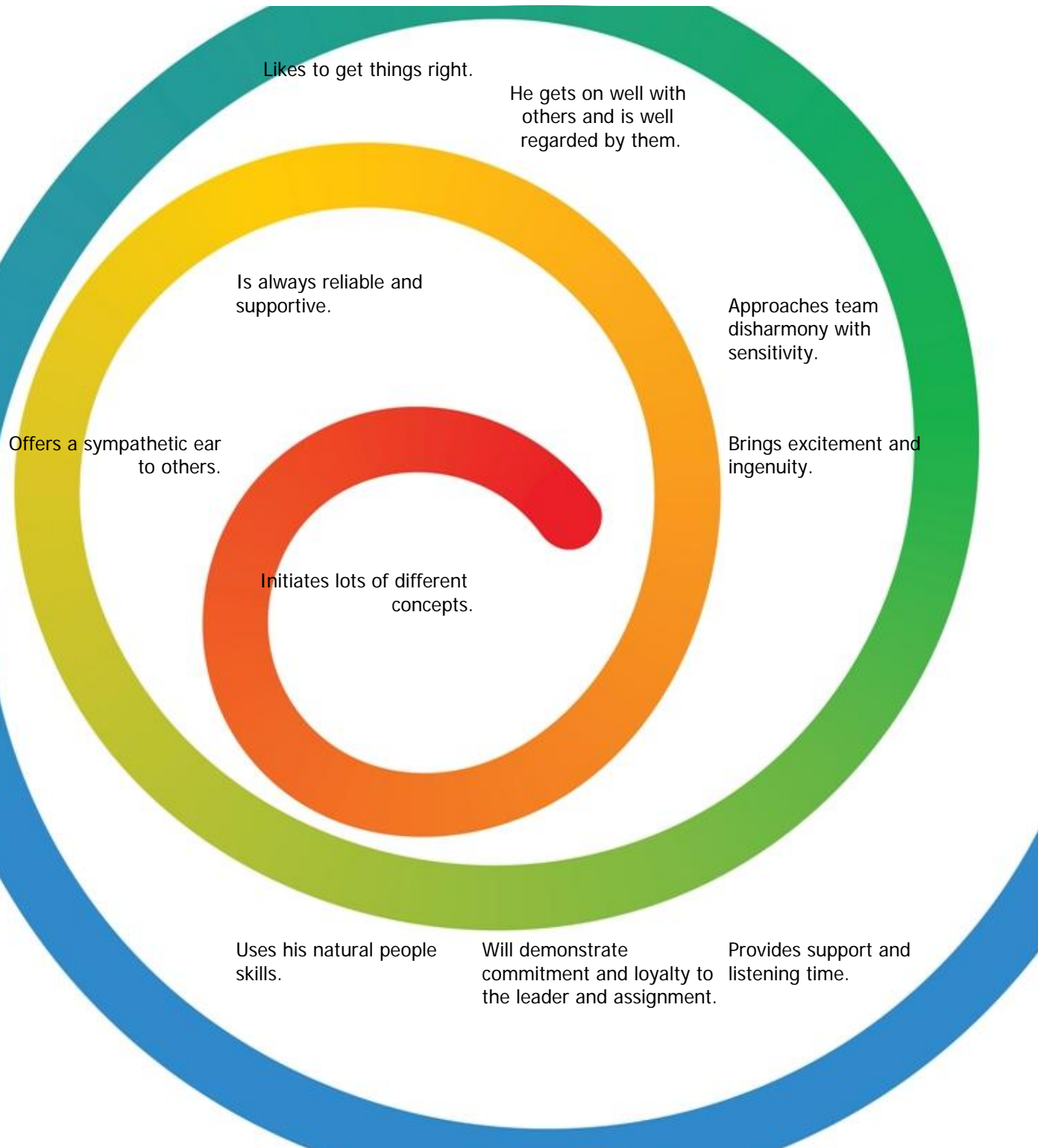
# Nick Fewings in a Team



**Discover - Discuss - Diversify - Develop**

## Nick in a Team

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



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## Nick in a Team - Communicating with Nick

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 Nick:**



### Do

-  Show recognition and appreciation for good work.
-  Recognise the value he brings to the organisation.
-  Be ready to talk about a variety of issues.
-  Be concerned about his views and prepared to talk about private matters.
-  Give him time to discuss the situation with others who are involved.
-  Give background information to encourage dialogue.
-  Give recognition and praise when its deserved.
-  Be relaxed and friendly.
-  Talk in an informal, laid back way.
-  Make sure there is enough time for laughter and social interaction.
-  Allow time to make sure he is happy to talk about personal issues.
-  Go with the flow to maintain a harmonious relationship.



### Do Not

-  Impose restrictions on opportunities to meet other people.
-  Write off his feelings and beliefs.
-  Spend too much time on making points.
-  Be intolerant or overlook his views.
-  Exhibit disrespect for him by your behaviour or what you say.
-  Keep him out of the bigger picture.
-  Insist on following standard procedures.
-  Take on a rigid, fault-finding stance.
-  Be ruled by procedures and regulations.
-  Overlook his need for talking time.
-  Call his principles and values into question.
-  Be driving, objective and detached.

## Nick 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:













## Nick 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:

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

### Communication with Green preference



#### Do

- ① Speak in a friendly manner
- ① Create a harmonious environment
- ① Have a relaxed, easy approach
- ① Ask questions rather than tell
- ① Allow time for them to feel comfortable
- ① Appreciate their loyalty
- ① Take time to talk to them personally
- ① Find out what are their personal values are
- ① Offer support when needed
- ① Listen empathetically



#### Do Not

- ① Appear demanding
- ① Become confrontational
- ① Talk loudly and quickly
- ① Put them in the spotlight
- ① Appear insincere
- ① Push for a quick response
- ① Give insensitive feedback
- ① Give effusive praise
- ① Cut them off before they have finished
- ① Question their integrity

List below those people who display high GREEN energy:

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

### Communication with Yellow preference



#### Do

- ① Speak in a positive, enthusiastic way
- ① Involve them whenever possible
- ① Indulge in some light hearted chit chat
- ① Keep the pace moving
- ① Ask for their opinion
- ① Allow them to speak their mind
- ① Recognise their talent for raising spirits
- ① Have an informal manner
- ① Acknowledge their creative approach
- ① Offer a variety of tasks and topics



#### Do Not

- ① Appear dour or disinterested
- ① Overlook their need for recognition
- ① Talk only in terms of facts & figures
- ① Ask for or give too much detail
- ① Leave them out of the picture
- ① Question their stories in public
- ① Appear "nit picky"
- ① Impose restrictions and procedures
- ① Send long, detailed reports
- ① Ignore their need for some response











List below those people who display high YELLOW energy:

## Nick in a Team - Creativity

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













### Nick's Creative Strengths

-  Listens to people before getting on with the job.
-  Will encourage involvement from team members on people issues.
-  Uses out of the box thinking to come up with lots of ideas.
-  Shows there is a fun side to work.
-  Comes up with his best work when he can discuss his ideas with people with similar ideas.
-  Looks for endorsement for his concepts.
-  Will come up with more ideas than can be handled.
-  Comes up with extravagant and bold solutions.
-  Enjoys discussing his views with other people.
-  Comes to conclusions from his own belief base.



### Areas for Development

-  Create a process for putting ideas into practise.
-  Value the differences of opinion.
-  Select one or two and make them happen.
-  Ensure that the fun is diverted into profitable action.
-  Think of some ways to be equally creative when working alone.
-  It does not mean that it's a good idea just because its been accepted by others.
-  Quality is equally important as quantity.
-  Keep the business perspective in mind.
-  Allow extra time to think through the sharing process.
-  Regularly question those beliefs.

## Action Plan - Team

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

What are the learning points?

How shall I contribute to the team?

Blank response area for learning points.

Blank response area for team contribution.

What will I stop doing?

How will I measure success?

Blank response area for things to stop doing.

Blank response area for measuring success.

By When:

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

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