



Discovery^{Insights}

Insights – Creating a Strong Team

Beginning the Journey ...

Scottish Curling – Coaching & Development Conference 2020
Alan Hannah – Curling Performance Coach – British Curling

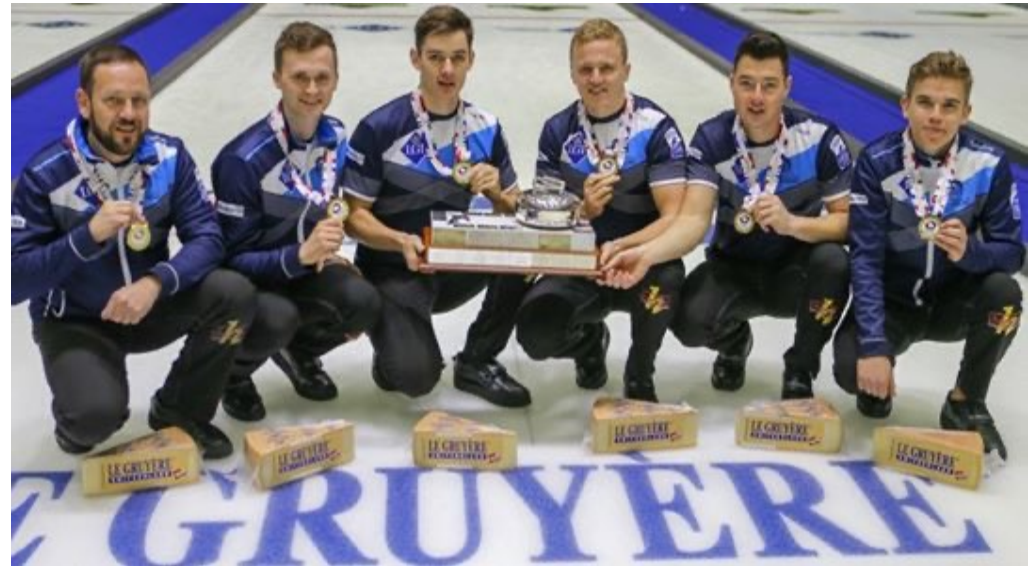
Today is about connections



Who do you need to connect with?

Are you
connected with
your
Teammates?

‘When all work
together, we all
win together’



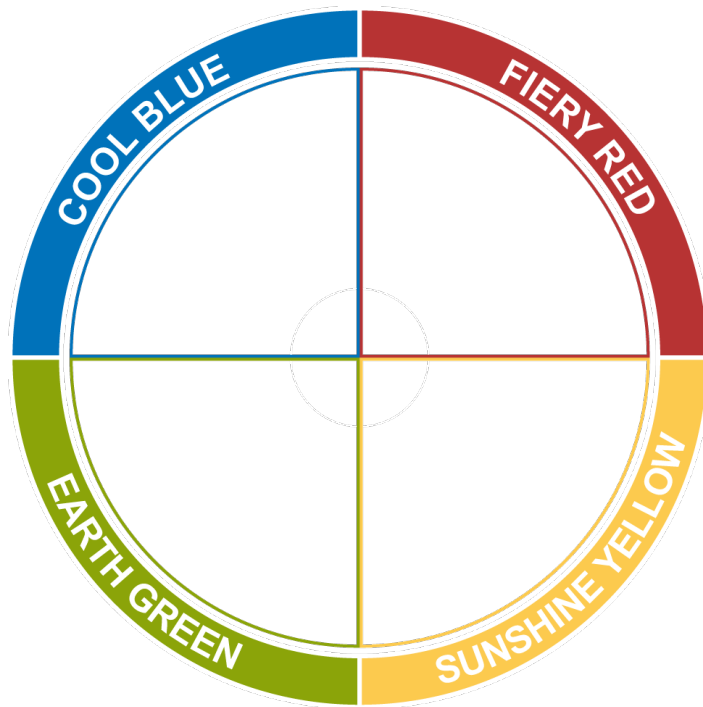
Who

are

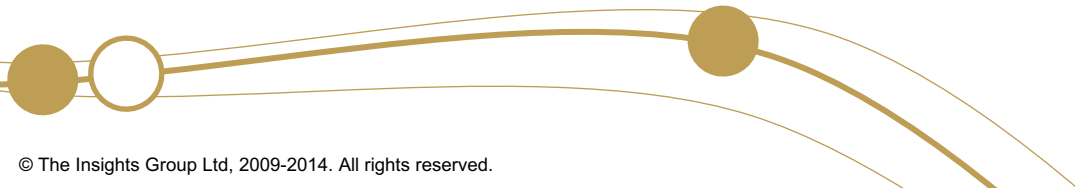
we?



Your Colour Energy Mix



We each have all four colour energies within us; it is the combination of the four energies that creates the unique **YOU.**



Task 1

Break out into 8 Groups of 12 - 15

Task takes Ten Minutes

List the Characteristics of someone who is:

Groups 1 & 2 - red energy

Groups 3 & 4 – yellow energy

Groups 5 & 6 – green energy

Groups 7 & 8 – blue energy

Is there anyone in your groups who matches those characteristics?

Here are some words to help you!



cheerful reflective concise challenging caring assertive
enthusiastic determined firm factual well-argued reliable
accommodating objective active steady fun sensitive
accurate tactful driving constant structured harmonious
strong-willed purposeful convincing cautious calculating amenable
persuasive patient influencing diplomatic logical sociable
outgoing courageous co-operative forceful conventional optimistic
mobile friendly stable consistent decisive correct
loyal calm daring analytical engaging exact
impulsive realistic



**Individuals
with a
preference
for Fiery Red
energy ...**

Are active and
move in a
positive and
firm direction

Have a strong
determination
that influences
those they
interact with

Are single-
minded and
determined in
their focus on
results

Approach
others in a
direct and
straightforward
manner

Seek an
outcome that
is specific and
tangible

**Individuals
with a
preference
for Sunshine
Yellow
energy ...**

Radiate
enthusiasm
and
encourage
participation

Enjoy and
seek the
company of
others

Approach
others in a
persuasive,
engaging and
inviting
manner

Have a desire
to be involved

Like to be
noticed and
appreciated
for their
contributions

**Individuals
with a
preference
for Earth
Green
energy ...**

View the world
through what
they value and
what is
important to
them

Seek harmony
and depth in
relationships

Defend what
they value with
quiet
determination
and persistence

Prefer
democratic
approaches
that respect
the individual

Ensure all
individual
perspectives
are heard and
considered in
making choices
or decisions

**Individuals
with a
preference
for Cool Blue
energy ...**

Desire to
know and
understand
the world
around them

Maintain a
detached and
objective
standpoint

Value
independence
and intellect

Think things
through before
committing to
action

Like
information to
be accurate
and complete
before
proceeding

cheerful reflective concise challenging caring assertive
enthusiastic determined firm factual well-argued reliable
accommodating objective active steady fun sensitive
accurate tactful driving constant structured harmonious
strong-willed purposeful convincing cautious calculating amenable
persuasive patient influencing diplomatic logical sociable
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The Insights Discovery Card Activity

Task 3 – 5 minutes

You will have received 4 Sheets
with 8 different Discovery Card.

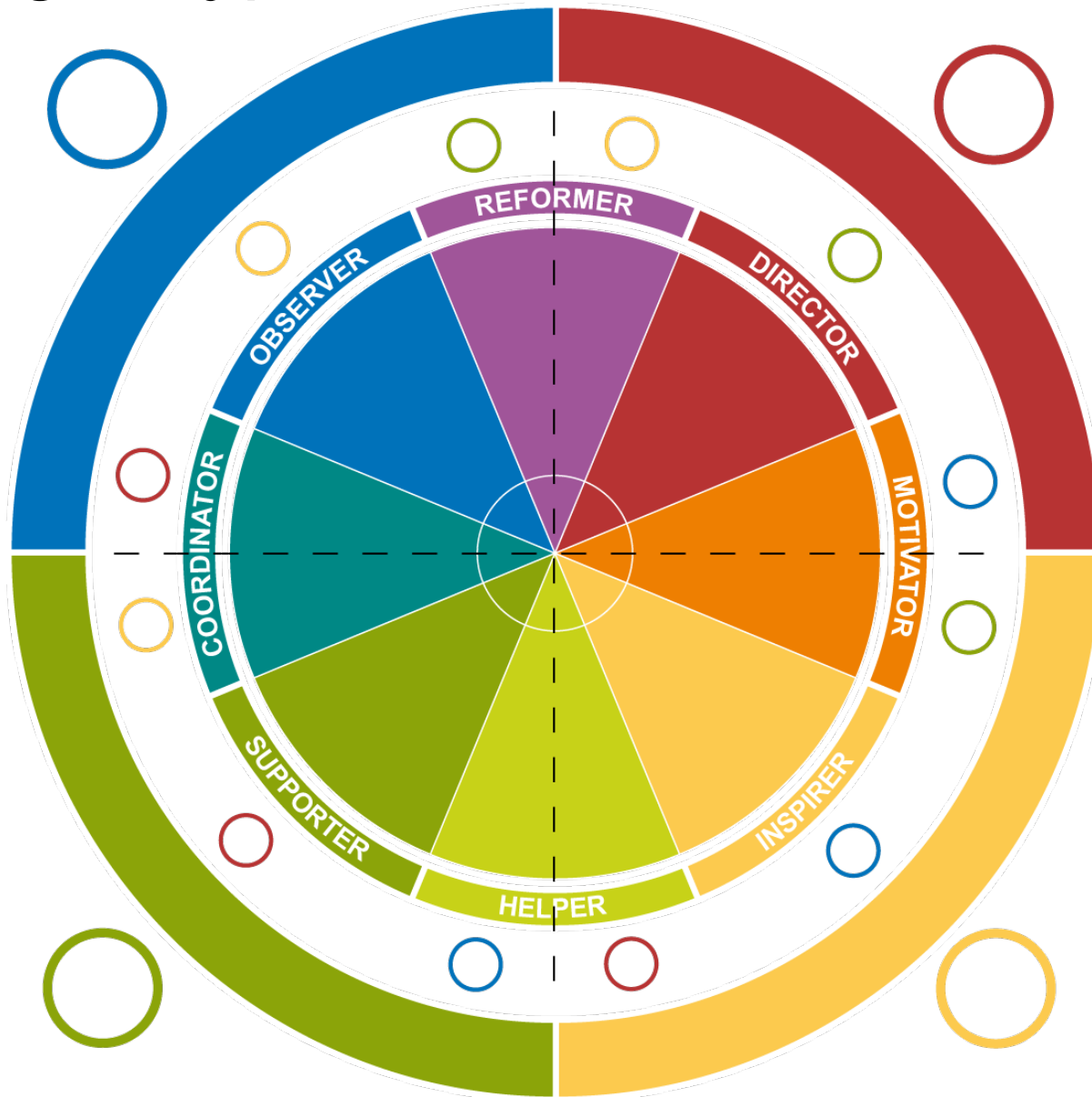
Tick those cards/description on
each sheet that you think best
describe you!

Total the number of ticks on each
sheet.

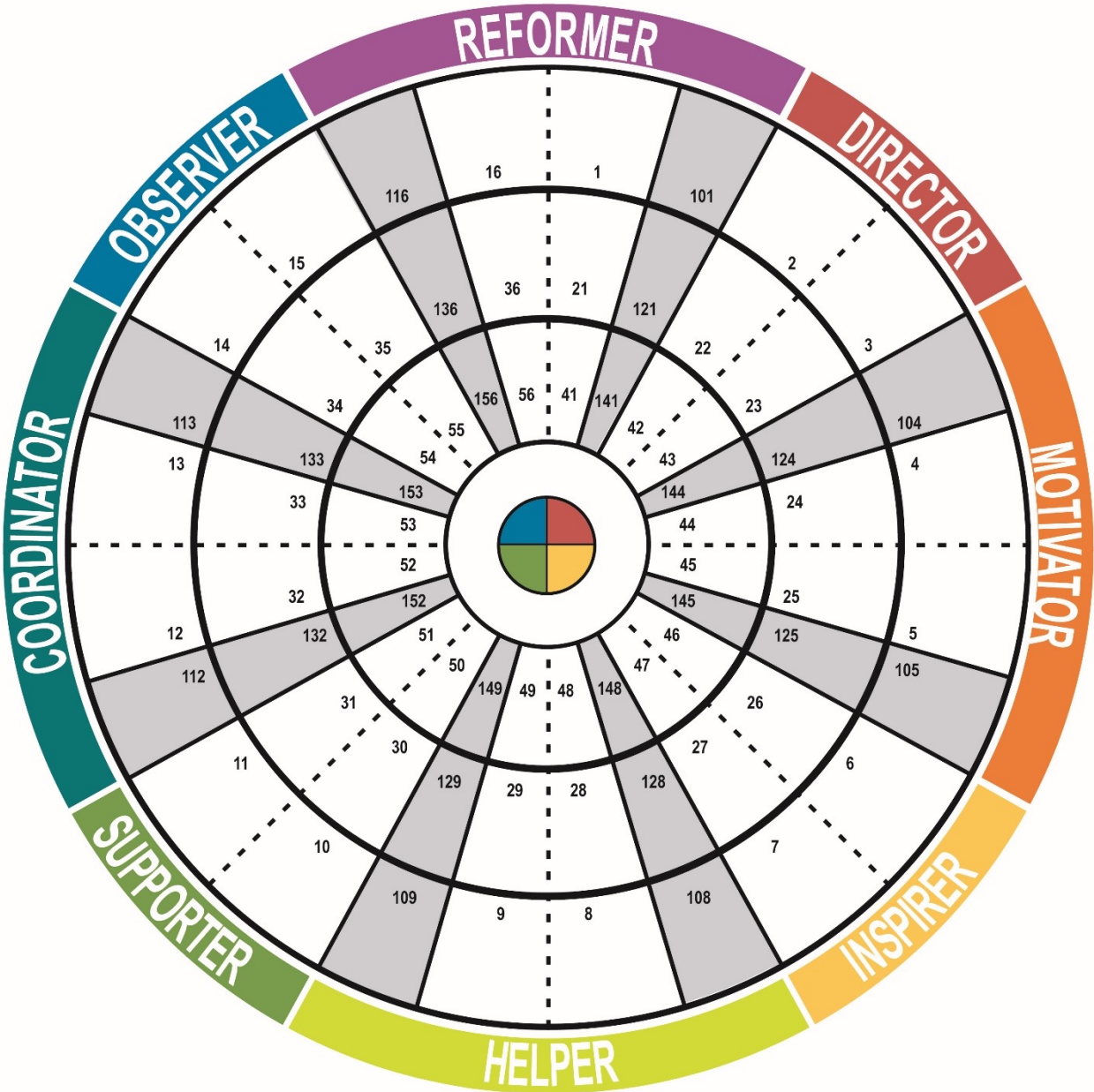
Open discussion!



The Eight Types



Insights Discovery 72-Type Wheel

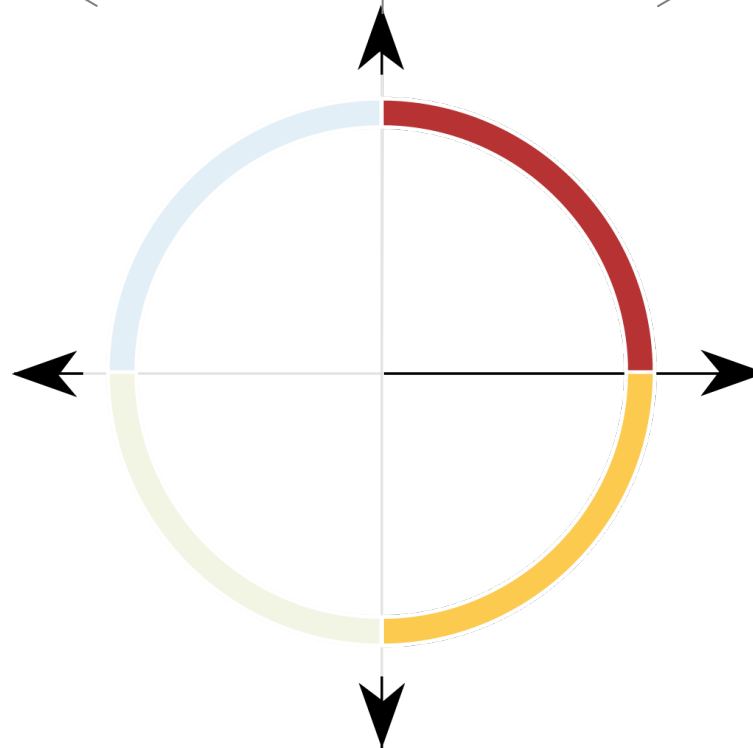


Preferences and the Colour Energies

Introversion
Thinking



Extraversion
Feeling



Your 'Attitude'

Introversion

Quiet

Observant

Inwardly focused

Depth focused

Intimate

Reserved

Reflective

Thoughtful

Cautious



Extraversion

Talkative

Involved

Outwardly focused

Breadth focused

Gregarious

Flamboyant

Action oriented

Outspoken

Bold



Your Decision Making 'Functions'

Thinking

Formal

Impersonal

Analytical

Detached

Objective

Strong-minded

Competitive

Particular

Task focused



Feeling

Informal

Personal

Illogical

Involved

Subjective

Flexible

Accommodating

Ambivalent

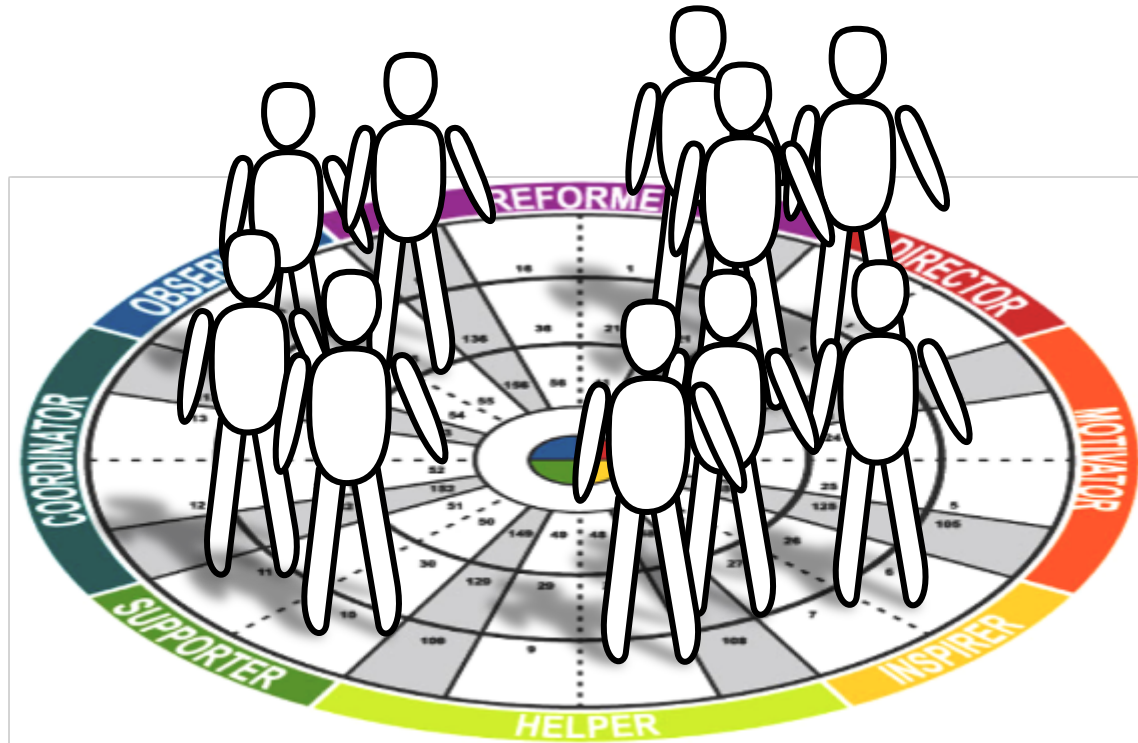
Relationship focused



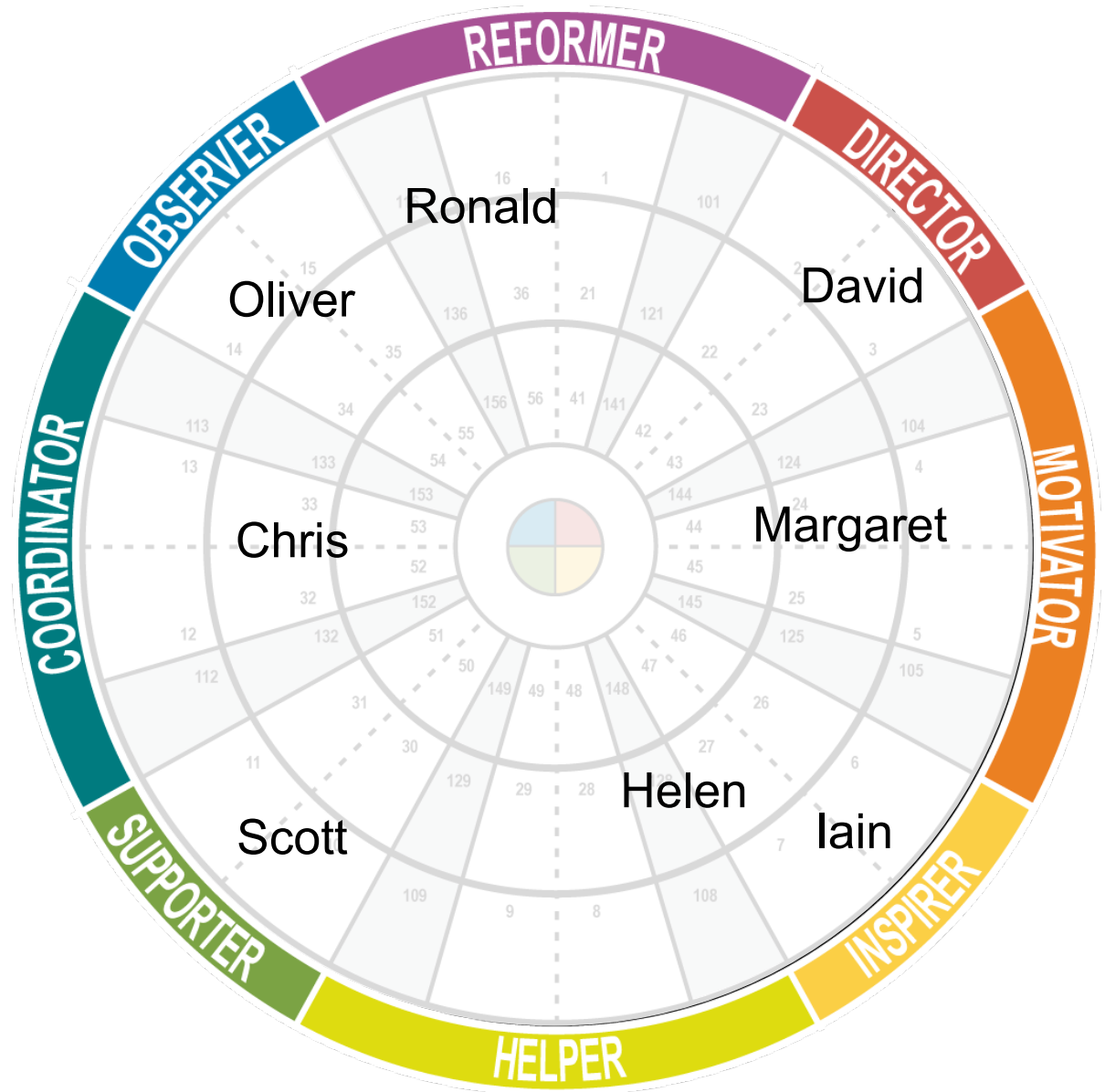
Working with Your Insights Discovery Personal Profile



Around the wheel on the mat ...



Plot your own position on the wheel

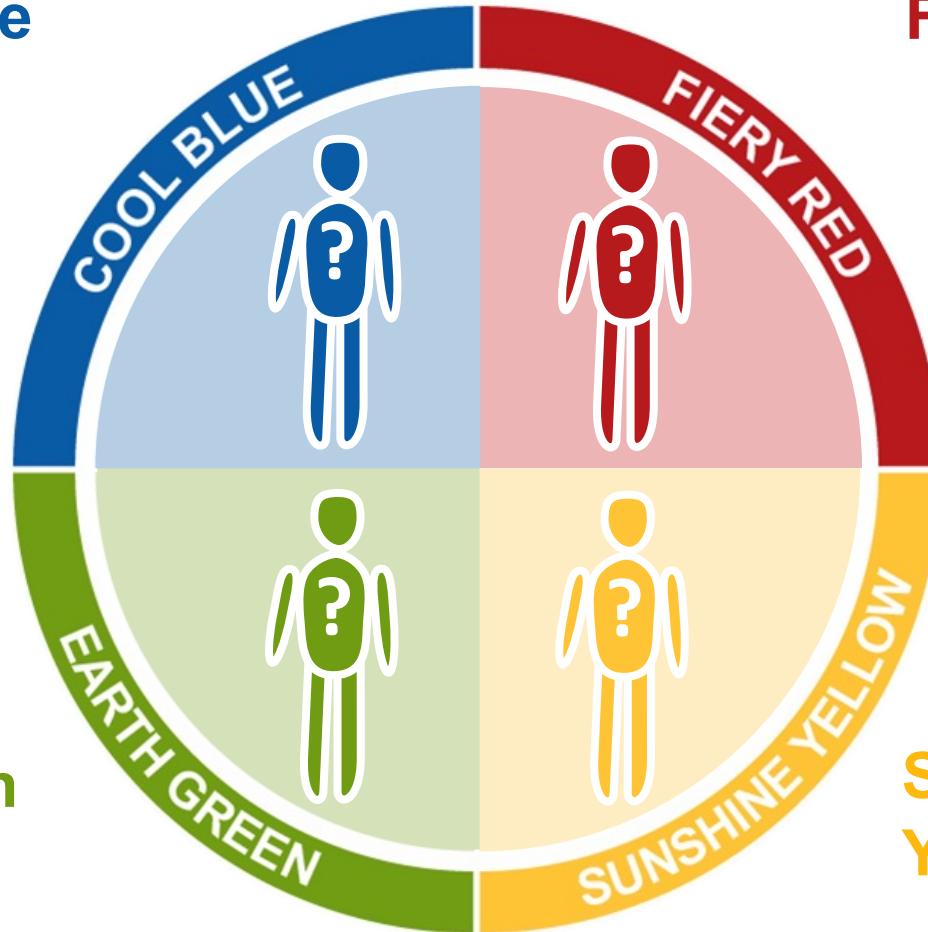


Colourful personalities

Choose a well known personality

Cool Blue

Fiery Red



Earth Green

Sunshine Yellow

Adapting and Connecting

Cool Blue

Be well prepared and thorough

Do not be flippant on important issues

Do not push them to make quick decisions

Be patient and supportive

Earth Green

Fiery Red

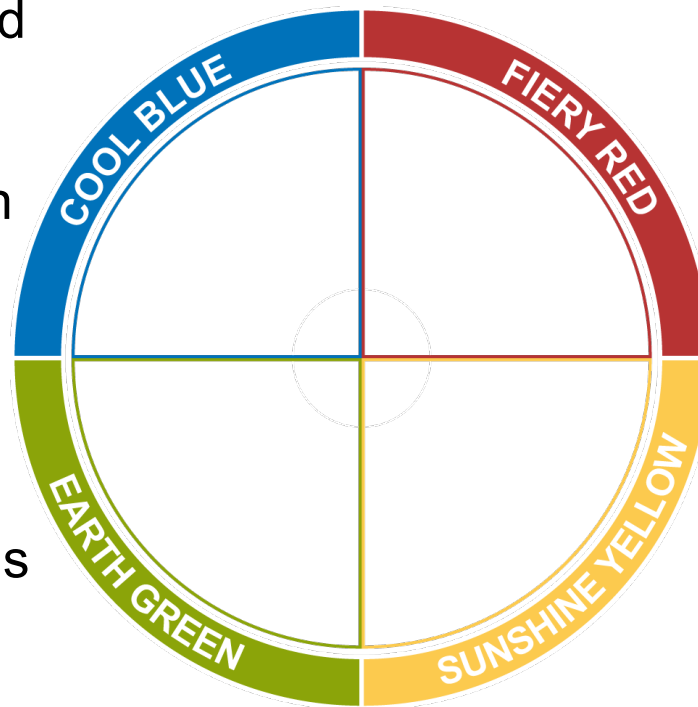
Be direct and to the point

Do not hesitate or waffle

Do not tie them down with routine

Be friendly and sociable

Sunshine Yellow



TEAM DYNAMICS QUESTIONS!

Is Team Dynamics important?

Do we really need to understand our teammates?

As coaches do we need to understand ourselves and our coaching styles?

As coaches do we really need to understand our athletes?

As teammates and coaches should we learn to adapt how we communicate with each other?



Q & A



What Colour
are Bruce,
Grant, Bobby
and Hammy?

‘When all work
together, we all
win together’

