

High Performance Plus

Violet

7 July 2021

Introduction

Welcome to your C-me report. This is a personalised report based on your behavioural preferences – expressed in the way you answered the questions.

We hope that much of it rings true and is a useful start to celebrating and leaning into all that comes naturally for you whilst reflecting on those things which are more difficult. There will of course be statements in the report that resonate less. Please make it your own and feel free to cross through some statements and highlight others as you go along.

The statements at the top of each page are action orientated and personalised for you. The visuals at the bottom of the page plot where you sit in relation to others, helping you to identify your place in your team/organisation.

General characteristics of the C-me Colours

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.

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

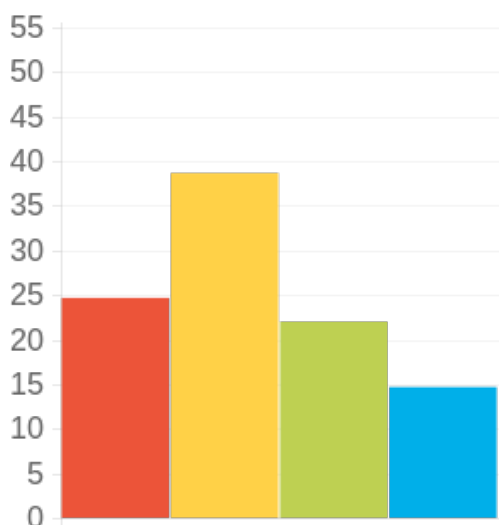
Confident and optimistic
Task focused
Enjoys stretching goals
Leads from the front
Sets a winning mentality
Thinks big
Direct and to the point

Conscientious
Concern for colleagues
Avoids conflict
Involves others in decisions
Respects others' values
Supportive and loyal
Works for democratic solution

Free spirited
Friendly and optimistic
Enjoys networking opportunities
Inspirational and visionary
Lively, sociable and fun
Not afraid to take risks
Spontaneous and imaginative

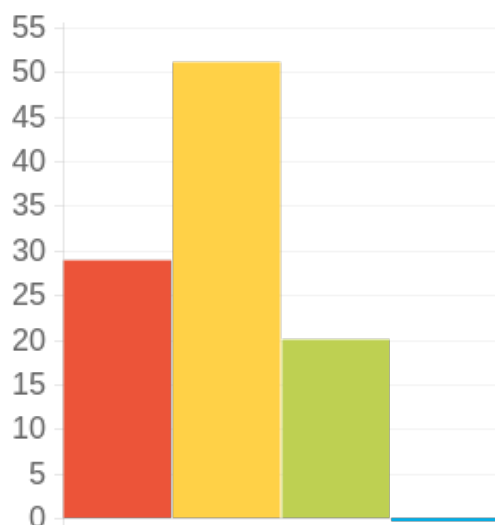
Violet

These graphs show your personal preference combination based on how you answered the questionnaire.



Adapted Behaviour

These are your more conscious preferences. They are likely to reflect your more modified behaviours.



Natural Behaviour

This less conscious reading of your preferences is likely to be your less filtered, more instinctive approach.

Your Place On The Wheel

This is a summary of your colour combination. It is a helpful shorthand in comparing preferences.



Overview

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

Violet enjoys taking charge, explaining the long term vision to inspire the team. She values her colleagues at work and likes to think of them as friends. Violet is trusting, open and values others seeking her opinions. Brainstorming ideas and possibilities comes naturally. Scheduled, routine tasks that take time and patience may not be her favourite. Further, she believes that life is for living and makes every moment count. Forgetting some of the hard targets is easy when she is enjoying engagement with colleagues. Listening carefully and patiently doesn't come naturally to Violet; she should make an effort to be considerate to colleagues.

Violet enjoys launching new plans to the world and being the centre of attention while she does it. What may look like indifference to authority or rebellion against controls is just her way of demonstrating her independent approach. She can readily rally the group and help people work together. She is good at selling ideas to others for projects that hold her attention. Projects that make use of her boundless energy and creativity will keep her motivated. Life is full of endless possibilities; she may as well enjoy them all. Her decision making may seem impulsive but she's just following her natural intuition. Once the excitement and variety has gone from a project, Violet may lose interest and leave the completion to others.

Violet can be charming and stimulating company and keep others entertained with her engaging manner. She keeps an open mind for new ideas which some colleagues may, mistakenly, see as lack of commitment to the original decision. She would rather not miss out on anything and doesn't like being left out. Violet will praise and encourage others, occasionally beyond what they deserve. Further, an important part of her gaining job satisfaction, is the enjoyment of good relationships with her colleagues. Colleagues who feel reticent to speak for themselves will often value having her as their spokesman. Colleagues realise that her enthusiasm for a project doesn't always mean that she has the time available to complete it. Violet is friendly, sees the potential in those around her and is aware that this occasionally leads her to support lost causes.

Actions

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



Resilient Strengths

Key strengths someone with your colour preference may have:

- Helps motivate everyone to better things
- Idealistic and creative
- Sees the bright side
- Cheers up the group
- Entertains colleagues when things get dull
- Makes life more exciting
- Moves on quickly from disappointment
- Embraces change

Action points

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



Team Contribution

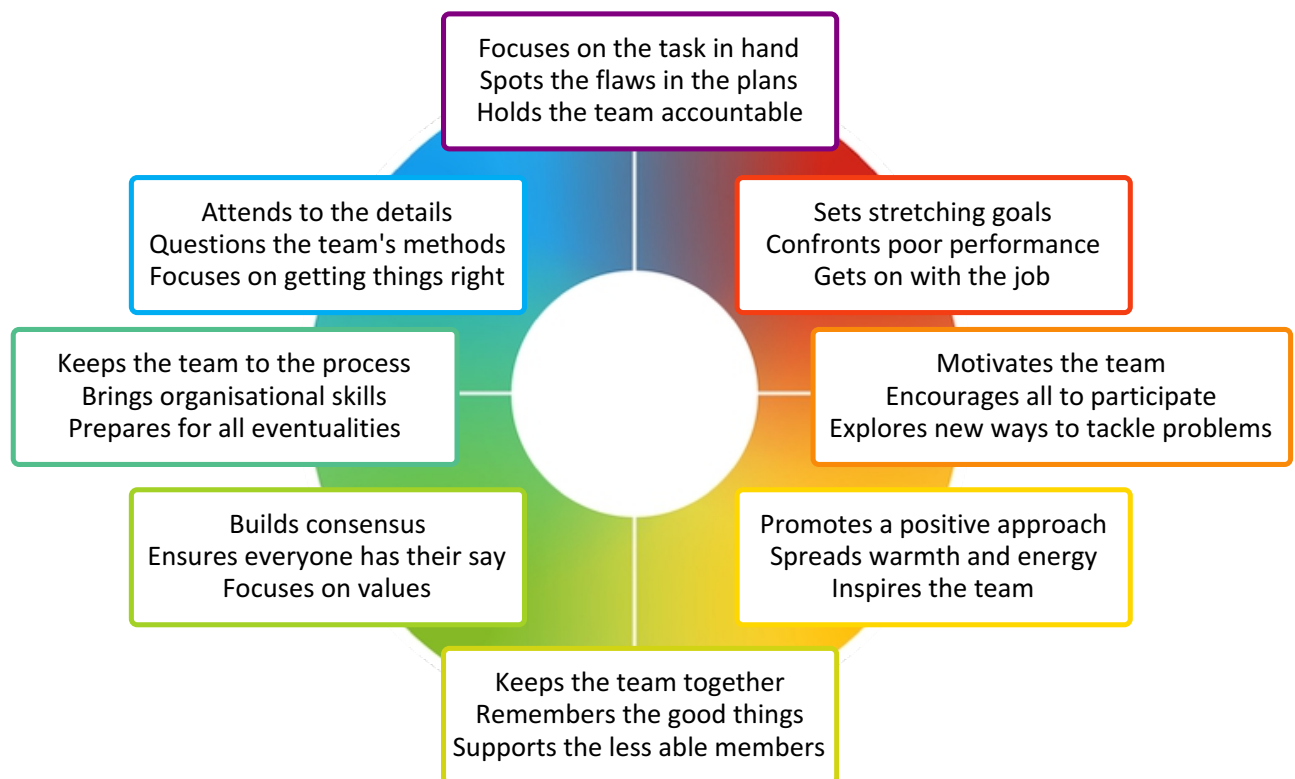
The strongest value you bring to a team may be in these areas:

- Spreads her warmth and energy
- Ensures team communications are frequent and motivating
- Sees the good in everyone
- Breaks down any social barriers
- Makes routine tasks more interesting
- Creates ideas and explores solutions
- Enjoys being included in almost everything
- Paints exciting pictures of the future to inspire the team

Action points

You will get best value from this section by getting feedback on it from other members of your team.

Contribution colour combinations may bring to a team





Areas for Development

Possible challenges to be aware of and areas you may like to work on:

- Too ready to swap the tried and tested for the new and different
- Too busy focussing on the next task to take time to learn from the last one
- Loses interest quickly
- Everything to excess
- Jumps between ideas and projects
- Gives a full story when a succinct comment is needed
- Time management
- May not fully appreciate others need to relax and reflect

Turn challenges into a development plan

1. Select 2 or 3 challenges you feel most apply to you and that negatively impact your performance
2. Recall situations where you were aware of these challenges
3. Identify options for adjusting these behaviours
4. Consult colleagues for their input and make a development plan

Blind Spots

Blind spots are the aspects of your behaviour you may be less conscious of, but that your colleagues may see displayed in team situations. These may be you on a bad day, viewed by your opposite type.

Violet should learn to stick to a task; the pleasure from a task completed may outweigh the pain of staying focused. Others can find Violet's questions frustrating as they can lack focus and be too vague. Before the start of a project, planning the stages and timescales may require more work. Pleasure at being centre stage may be seen as unnecessary self-promotion by others. When managing others, she needs to allow them to complete the current task before introducing the next one. In company taking the lead may leave others feeling envious or side-lined. She wants to engage the whole team in her new ideas; though not everyone is interested! Last minute decisions may cause chaos for others, she should give more consideration to colleagues and their timescales.

Violet should face up to difficult situations, deal with the occasional conflict and not dance around the issues. Vague questions may frustrate others who are more focused. She can be seen as never properly finishing anything she starts. Violet may enjoy the limelight but should remember not all her colleagues feel the same about being centre stage. New ventures should be analysed and the options properly considered. She is inclined to try to fit three extra things into the five minutes available. Sitting quietly is sometimes better than her energetic, high interactive approach. Sometimes, for the very best reasons, Violet tries to squeeze an extra couple of things into her diary when there really isn't the space.

Actions

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

These are suggestions for your preferred communication strategies.



Effective Communication

Communication preferences, do:

- She prefers to deal with articulate and interesting people
- Refer to her friends and colleagues
- Encourage interactive banter
- Allow for an open discussion
- Encourage flexibility
- Be eloquent and charming
- Make time for socialising
- Expect a free ranging discussion



Ineffective Communication

Less preferred options, don't:

- Devalue her as an individual
- Blame or give harsh criticisms
- Expect her to follow the instructions
- Forget time to socialise
- Force her to follow a process
- Constrain her thinking; she'll become bored
- Restrict the free flow of ideas
- Expect her to have planned anything in advance

Action Points

Select three or four statements on both sides to help your colleagues understand your preferences and communicate with you more effectively.

Effective Colourful Communication

The ideas below may then help you think about communicating well with those who have different colour combinations to your own.

Give facts, ideally in writing
Be rational and practical
Ask for their questions
Discuss the principles
Be logical and thorough
Listen carefully to questions
Allow time to prepare

Demonstrate conviction
Identify their role quickly
Be direct and action focused
Present options
Focus on success
Be clear and brief
Refer early to the objective

Allow time for discussion
Listen carefully
Show sincere interest
Be polite and courteous
Consider their opinions
Be sensitive; feelings matter
Progress at their relaxed pace

Be interactive and friendly
Use visuals
Allow free flow
Be light and fast paced
Make direct eye contact
Seek their views and ideas
Allow for an open discussion



Enabling Engagement

What motivates you and demonstrates commitment:

- She sees herself as a free spirit; she will commit but does not feel bound by the rules
- She may be vague about the precise nature of her commitment
- She will commit to something she will enjoy
- Buys into new ideas and activities
- Doesn't need the full plan to get started
- She may not be able to deliver on her commitments if she has taken on too many others at the same time
- Will motivate others to commit through her enthusiasm
- May rebel if she feels coerced

Action points

Select three statements that are most important to you.



Role Agility

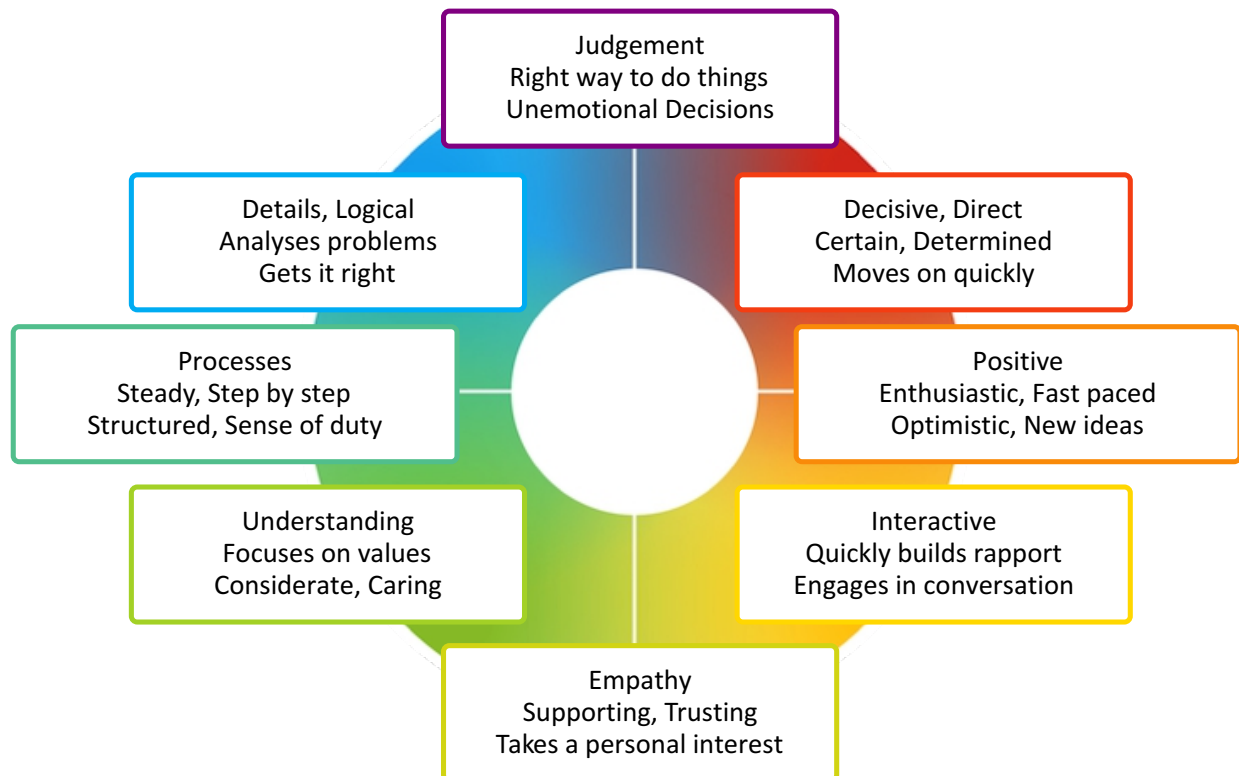
Role preferences and how you may react to change:

- Rebels against being tied down to specifics
- Has only a passing interest in other members' objectives
- Likes to produce her own adjustable definition of her role
- Is happy to be accountable but will want her own definition of what that means
- Lives comfortably with ambiguity
- Does not like being told how to achieve the results
- Enjoys the status and title that goes with a new role
- Is open to changing roles but likes to think it is her idea

Action points

Select statements that you feel describe your role preferences best.

Role fit around the wheel





Positive Ways of Handling Setbacks

Positive preferences for handling moments of crisis:

- Comes up with varied ideas of what could be done next
- Defines a new vision and opportunity
- Keeps the team upbeat for the future
- Builds on people's strengths to move the team away from the problem
- Takes the opportunity to add new ideas
- Gets the team together for a rousing, motivational address
- Ignores the missed deadline and motors on
- Always optimistic



Less Positive Ways of Handling Setbacks

Negative preferences for handling moments of crisis:

- May fail to understand the full gravity or implications of the situation
- Appears to 'lack the stomach for the fight'
- May need to slow down and take stock before moving forward
- May not be listening to others' contributions in her enthusiasm to proceed
- Her rousing call to action may lack substance
- Her quick-fire ideas may confuse others
- Resists a detailed examination of the facts
- Rushes into action without considering the consequences

Managing Stress

Different things will trigger stress for those with different preferences. Here are some signs of stress and ways to help reduce it around the wheel.

Signs of stress:

Getting stuck in analysis
Being impatient
Becoming unresponsive, distant
Focusing only on the negatives
Not knowing where to start

Action:

Give them time and space
Avoid interrupting them
Answer questions fully

Signs of stress:

Resignation if the goal feels unachievable
Work life balance becoming misaligned
Becoming over focused, zealous
Showing flashes of frustration
Making hasty decisions

Action:

Avoid mirroring their behaviour
Help them to prioritise
Give them options

Signs of stress:

Going quiet and becoming disconnected
Worrying increasingly
Internalising
Becoming less supportive
Feeling overwhelmed

Action:

Ask how to support them and others
Help them to recognize there is an issue
Listen to them, don't try to fix it for them

Signs of stress:

Not being able to say no
Becoming distracted
Withdrawing
Becoming chaotic
Having a negative attitude

Action:

Listen to them and involve them
Give them positive reflection
Give them validation

Action Learning

We learn as we put things into practice. Please use this page to capture your reflections on your report and ideas for actions going forwards.

Try harnessing all four colour preferences to capture different perspectives.

What more do I want to know?

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-
-

My personal goals

-
-
-

How could this impact others?

-
-
-

How could this be applied?

-
-
-

