



John Sample
Lumina Spark Portrait
Inspirational and Practical Personal Development

You are only as powerful as your capacity to perceive, receive, and use your abilities.

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Welcome



Welcome to your Lumina Spark Portrait.

Your Lumina Spark Portrait is a personalized psychometric assessment which aids you in exploring your unique personality, increase self-awareness and adapt behaviours to improve personal and professional relationships and teamwork.

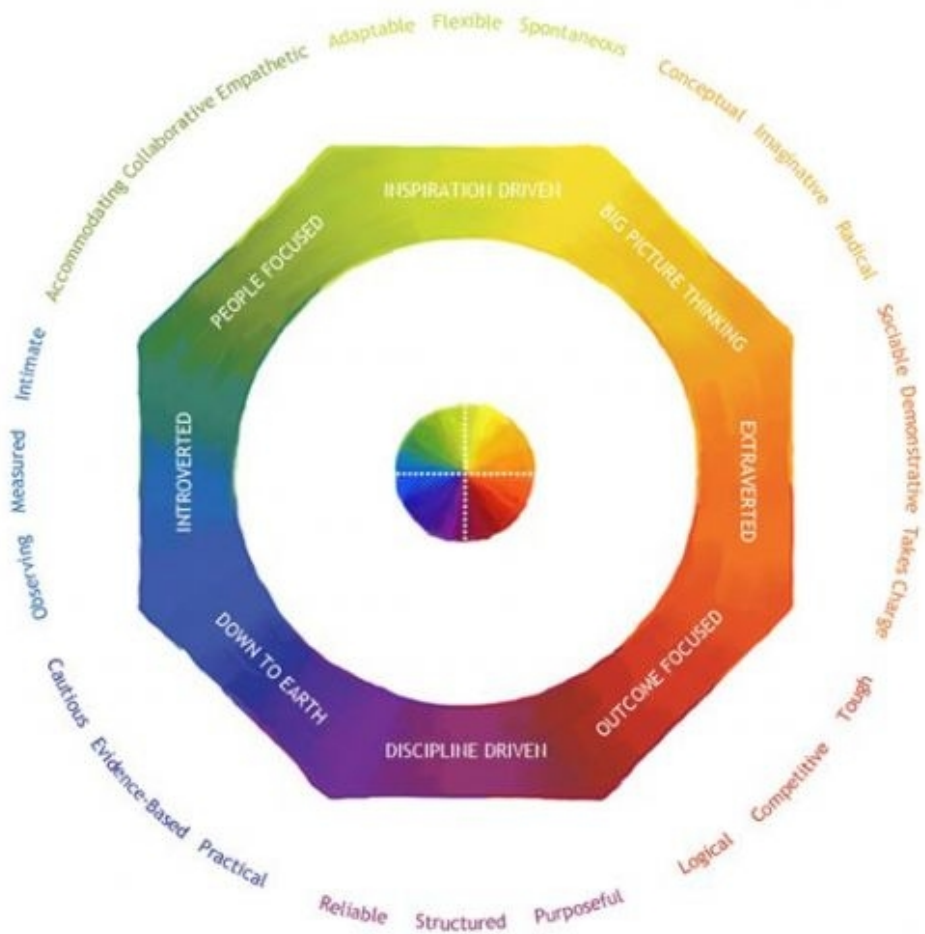
Unique to each participant, this Portrait provides a colourful and personalized framework for better self-understanding as Lumina Spark expands beyond the four colours and introduces you to your qualities and personas that factor heavily in your day to day life.

The facilitated feedback process highlights individual diversity, indicates key strengths and addresses potential blind spots. You will learn to speed-read individuals and then be able to build better relationships with them as you understand their colours and qualities. We will end off with personalized goal setting that will help you to be more productive in your organization and industry.

"Game on!"

Janice Parviainen

The Lumina Model



Personalized Portrait for John Sample - facilitated by Janice Parviainen

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Introduction

Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.
Viktor Frankl

The intention of this portrait is to raise your self-awareness and help you understand your behaviours. You can use this knowledge to become more effective at making things happen and to improve your communication with others.

At the heart of this approach is a questionnaire which measures different aspects of your behaviour. This portrait, based on years of psychological research, will give you some indicators about how you behave, acknowledge your strengths (and how you sometimes overplay them) and identify behaviours that you rarely display. It will also make distinctions between your behaviour and your motivations.

Getting into the right frame of mind

First a really important ground rule: this is completely confidential information. It is solely to help you develop, although we do suggest you consider sharing it with those you trust.

Be open to the feedback in this portrait - it is intended to help you make positive changes.

Focus on the observations in this portrait that you think can really help you develop. View this as an opportunity to work on improving yourself.

When reading your portrait it is important to remember that no one quality is more important than another. Each aspect of who you are can prove to be a crucial strength depending on what situation you find yourself in at any given time. This portrait is not a judgment of who you are; it is simply an aid to guide you towards a better sense of self-awareness to allow you to recognize your strengths and possible areas for development in the near future.

Your Inner Spark

You have a strong preference for working with individuals on a one-to-one basis, rather than becoming involved with the team as a whole. In a team you usually do not feel the need to take an overt leadership role and are quite content to work quietly as a valuable team player.

You truly value establishing strong personal links with others, and this desire makes you an excellent confidant. In a work context you find you work more productively with those whom you have built a strong rapport.



Your Inner Spark

You have excellent listening skills, and this benefits you greatly in gathering information and making the right choices. You know that others are more likely to come to some agreement with you if they feel you have heard and understood their viewpoint. This also benefits you in broadening your own perspective and preventing you from jumping to conclusions.

You often feel out of place in a group until you have made some personal connection with at least one person, and find that your way into a group is often to engage in a number of closer personal relationships. You would prefer not to be the centre of attention in a group - you are normally quite happy to let others more willing take on the leadership role, except when a leader lacks interpersonal skills! You feel more comfortable in the position of adviser.

John, you are a very prudent and cautious person. You strongly object to leaders who embark on "change for the sake of change" because you are well aware of the hidden costs of such an approach. This makes it unlikely you will ever be carried away with the latest fashion, fad or gadget - you are far too level-headed for that.

You recognize that, when putting together and implementing a plan, a healthy dose of caution and skepticism is not a bad thing. It would take a strong rational argument for you to consider embracing change. Sometimes you feel as if you are the sole voice standing up for a dispassionate assessment of an idea.

Your preference is to stick with tried and tested methods. While grand and ambitious schemes can be engaging and exciting, you try to remind others that throwing caution to the wind frequently ends badly.

While you appreciate enthusiasm, you do not see it as substantive enough in and of itself to warrant support. You know that the road to hell is paved with good intentions. Others may accuse you of being a cynic or a pessimist, but you think these are names given by idealists to pragmatists. You believe that change, if it truly is desirable, should be gradual so that all processes have time to adapt. This belief may sometimes lead others to accuse you of being "stuck in the past" but you find it is better to be safe than reckless.

Your Inner Spark

Communication

You always talk to others in a polite, respectful manner. Your responses are measured and show you have logically considered the situation.

You prefer to think before you speak because you only like to share well formed and thought through ideas.

You prefer to communicate in writing, as you feel the documentation removes the possibility of being misunderstood.

Leadership & Working With Others

As a leader you like to remain part of the team instead of setting yourself apart. Your win-win mindset means that you view everyone's success as importantly as you do your own. Team unity is the most important thing to you as a leader. You know that when you lead a team working together you can all achieve more than you would as divided individuals. Others often feel empowered by your leadership as you make a point of giving praise to those who deserve it.

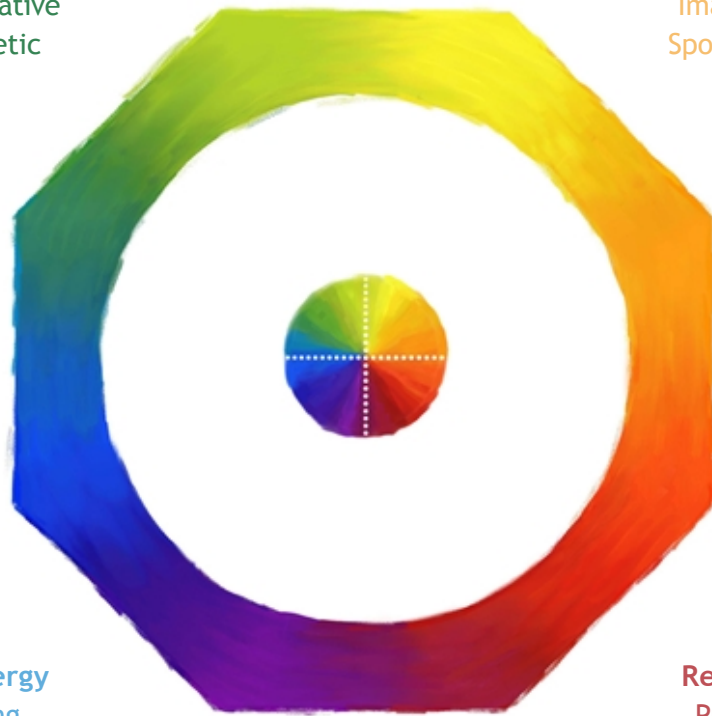
How do I see myself? - A Colour Lens

Green energy

Intimate
Collaborative
Empathetic

Yellow energy

Sociable
Imaginative
Spontaneous



Blue energy

Observing
Evidence-Based
Reliable

Red energy

Purposeful
Competitive
Takes Charge



Yellow energy is often full of enthusiasm and optimism. People with a lot of Yellow energy find it easy to mix and mingle in large groups and they are rarely, if ever, shy around new people. Conceptual and abstract thinking are also traits commonly associated with Yellow energy. If you enjoy conversations that cover lots of theoretical aspects and hypothetical situations then you probably have a high preference for using Yellow energy.



Red energy can come across as very direct and upfront in its communication style. If you have a lot of Red energy, you will probably be very comfortable in a competitive situation and you will be happy to stand up for your views in the face of conflict. Someone with a high level of Red energy also tends to seize the initiative and provide direction and structure within a group.



Blue energy can be recognized in organized and evidence based behavior. Someone with high levels of Blue energy is also likely to be an introvert and take their time before speaking out loud. People with a lot of Blue energy are also comfortable when working independently and they are often self-reliant.



People with high levels of Green energy tend to be in touch with their feelings and enjoy having deep one to one conversations with others. Green energy can also be seen in the way people handle conflict in a more diplomatic manner. Someone who negotiates through listening in an effort to resolve conflict is likely to have a lot of Green energy.

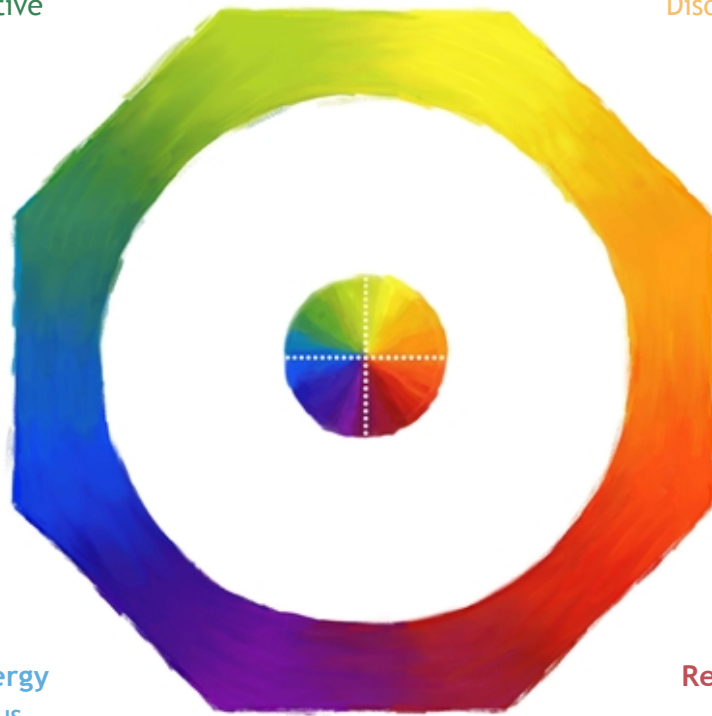
Who can I become under pressure?

Green energy

Reliant/Dependent
Unassertive
Passive

Yellow energy

Excitable
Disorganized
Impulsive



Blue energy

Suspicious
Indecisive
Bureaucratic

Red energy

Driven
Aggressive
Controlling



When people who have a lot of Yellow energy find themselves under stress they can be seen as a social butterfly and may appear fickle in their conversations. Yellow energy under pressure can become disorganized and ineffective and even the ideas it sparks can become more fanciful and further removed from reality. Being spontaneous can overflow into becoming impulsive.



Usually someone with high levels of Red energy comes across as decisive, but when they are put under pressure they can be seen as over-controlling and bossy. Their direct approach becomes confrontational and their competitive nature can lead them into conflict. If you notice yourself becoming overbearing when under stress then it is likely that you use a lot of Red energy.



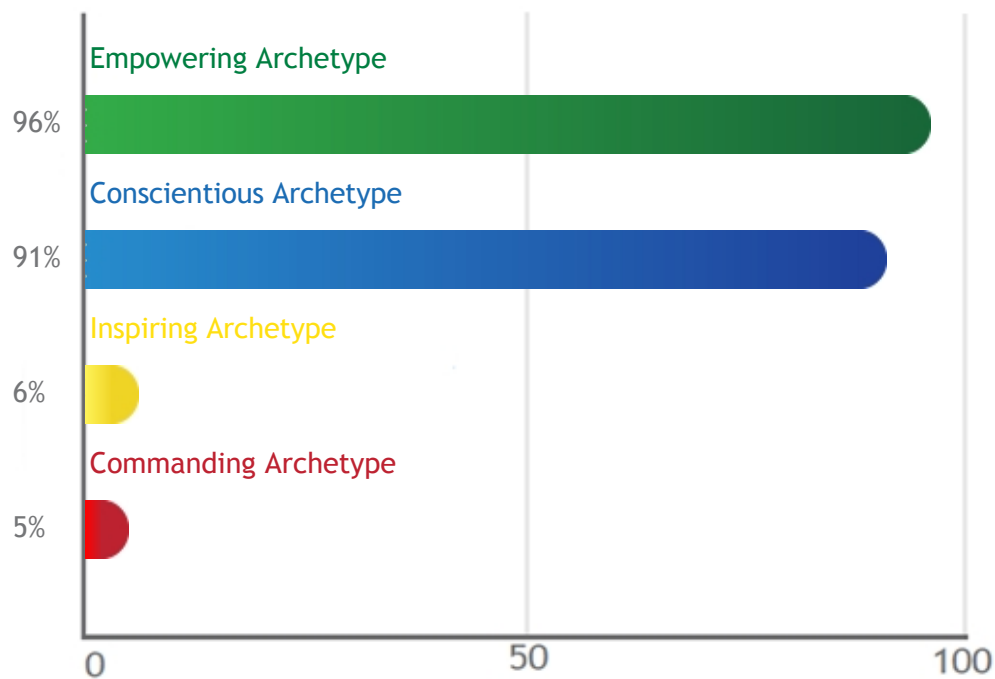
When someone with a lot of Blue energy comes under stress, they can fall into the habit of collecting information for the sake of having more data. They can also grow distant from their colleagues and it can be hard for them to get involved in group discussions as their thoughts are likely to be somewhere else. Other possible characteristics are that they are likely to become very skeptical of new ideas and they may appear indecisive when it comes to making quick decisions.



If someone with high levels of Green energy is under a lot of pressure, you might see them become quiet and unwilling to speak up in a group. If you find yourself unable to say “no”, even when lots of people are making demands, you are likely to have a lot of Green energy. Another indication is feeling anxious and passive when you find yourself in the middle of conflict.

How you use the four archetypes

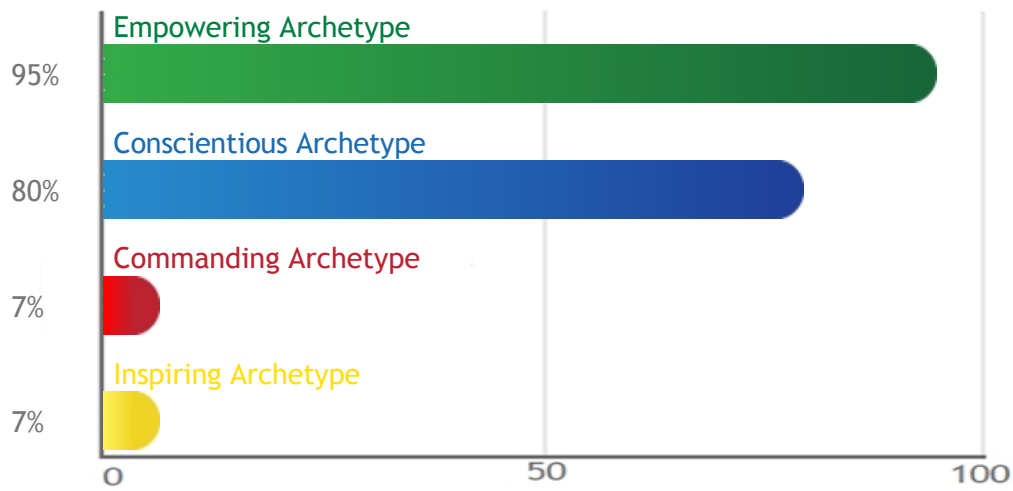
Your four archetypes:



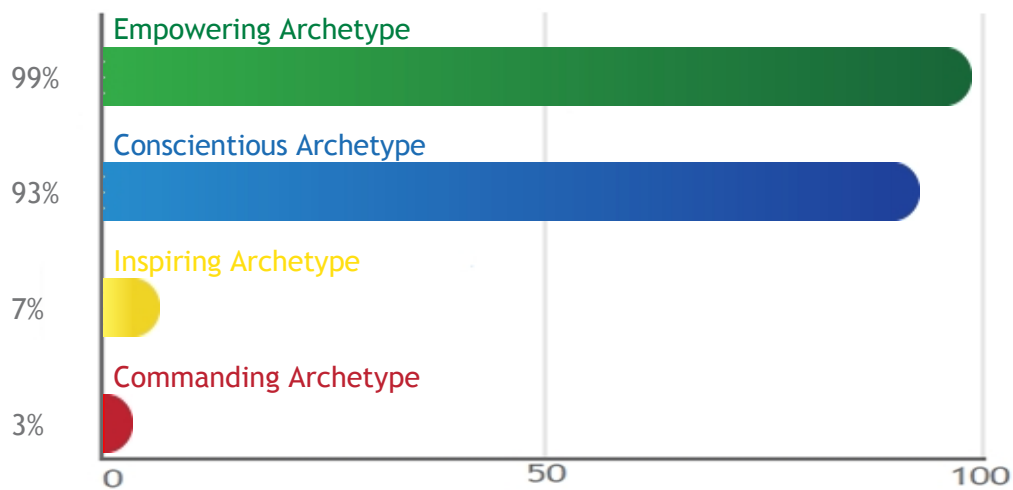
You regularly put out lots of Empowering Green energy. People know that they can always come to you when they want to be heard and understood. This is a good example of your Empowering Green Energy at work. You hold the vital role of negotiator within the group as you know the value of compromise. You also use quite a lot of Conscientious Blue energy. You know the value of thinking before you speak and you are careful to consider your words to avoid being misinterpreted. You don't make any decisions without carefully thinking through the consequences. Your third colour archetype is Inspiring Yellow. You almost never use your Commanding Red energy.

Archetype by persona overview

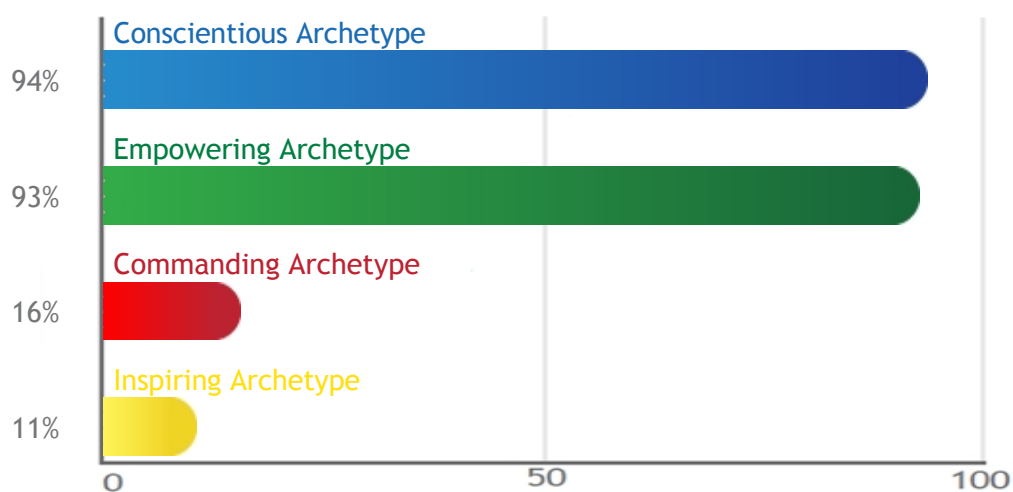
Underlying



Everyday



Overextended



Lumina Spark and Normalized Data



You may be curious about the percentages. Please note, they are normed.

[Norm, a statistical concept in psychometrics representing the aggregate responses of a standardized and representative group are established for a test, against which a subject is compared]

So your percentage may be at 10%. Imagine there are 100 people in a line including yourself. The individual at 0% will be first in line and the individual at 100% will be the last in line. You will be standing in the 10th spot. 90 individuals will be more 'detailed' than yourself and 9 individuals will be less 'detailed' than yourself.

Your true colours in order



Your most used colour energy is Empowering Green. One way you might recognize your Green energy is in your preference for one-to-one communication. This is a good way of getting to know someone individually as you can both devote more attention to listening to each other.



Your second colour energy is Conscientious Blue. Others might see your Blue energy in the way that you consider things very carefully before making any decisions which lead to permanent change. This can be indicative of a person who sees the value in tradition.



Your third colour energy is Commanding Red. One example of your Red energy is your capacity for rational thought and analysis. This allows you to make objective decisions quite easily but you may risk distancing yourself from other people's feelings.



Your least used colour energy is Inspiring Yellow, but this does not mean that you never use these qualities. Your Yellow energy can be seen when you find unconventional ways to work around bureaucratic obstacles to progress. Think of times when you have been confronted with a tricky situation and you have found a way out by thinking outside of the box.

Your strengths and possible weaknesses

John, your natural strengths are:

- You are an excellent listener. Not only do you display patience you also encourage others to express themselves. This makes people feel more comfortable and they are more likely to share their ideas and get involved with the group.
- You consider the impact of your words carefully. You take note of everything that has been said and every action that has come before to inform your own ideas. This means that you can have a good idea of how the group will react before you speak.
- You think things through carefully before taking action and, as a result, you avoid making rash decisions. People can rely on you to be the voice of caution in a group and you keep things on an even keel.

Here are some of your possible weaknesses:

- Your reluctance to draw attention to your own achievements can lead to others being promoted ahead of you at work. In this way you allow your self-imposed modesty to handicap you.
- In group discussions you have an unfortunate tendency to keep quiet even when you have a point you want to raise. You allow the rest of the group to air their views without asserting yourself as you don't want to draw their attention to you.

Some suggested methods of development:

- Nothing bad happens without the possibility of taking something good from it. The opportunity to do this depends on your perspective. In the face of adversity, try to seek out new ideas and possible ways forward.
- Seize the chance to campaign for change when you see that change is needed. No system is perfect or impossible to improve upon, so look for ways to enhance the system you find yourself within.

You primarily use your Green Archetype



Your key Green Strengths are:

- You prefer working with others on a one to one basis
- You work hard to create harmonious relationships
- You take time to see things from other people's points of view, but can bring yourself back to an objective perspective

Sometimes you may use too much Green:

- Sometimes you spend too much time listening instead of pushing forward your views
- You can find it hard to talk about your own achievements

Sometimes you may underuse your Green:

When you filled in the questionnaire, you did not report any underuse of green

More on your Green Archetype:

You are known for your diplomatic skills and your ability to smooth over potential conflicts before they occur. This skill is underpinned by your strong inner desire for peace and harmony in all of your relationships. When those around you engage in heated arguments, your inner voice will be saying to you 'don't fight - if only we could all get on!' This inherent desire to accommodate and help others makes you an ideal team player.

You are committed to the teams you work in giving outstanding service to their customers and/or partners. However, this passion to serve can mean you have difficulty saying "no". In the past this may have gotten you into trouble, as it leads to over committing and placing unnecessary pressure on yourself and other colleagues.

Your Second Archetype is Blue



Your key Blue Strengths are:

- You are happy to critique any radical idea presented to you
- You keep your thoughts to yourself until you have made your mind up on an issue
- You trust the written word more than the spoken word

Sometimes you may use too much Blue:

- You can be inconsistent in being uptight with some time schedules, and dangerously loose about others
- Sometimes you do not embrace the opportunities change offers you

Sometimes you may underuse your Blue:

When you filled in the questionnaire, you did not report any underuse of blue

More on your Blue Archetype:

John, you are thoroughly practical and enjoy nothing more than getting to grips with how things work. You are known as someone whose thinking is very realistic and grounded. People come to you for down to earth advice, knowing you have little patience for vague 'management speak'.

When someone proposes a solution to a difficult problem, you are able to quickly pick out the weak points in the plan, especially when its practical application is being considered. You have a knack for working out where things could go wrong. One of your challenges may be finding a way to communicate your insights.

You want to deal with concrete and tangible things and are probably less keen on abstract and conceptual ways of thinking. You value keeping things as simple as possible and are suspicious of over complex solutions. You know that complexity can lead to unforeseen consequences and can cause processes to malfunction.

Your Third Archetype is Yellow



Your key Yellow Strengths are:

- You like to work in a tidy environment so you can better deal with chaos when it's thrown your way

Sometimes you may use too much Yellow:

- Sometimes you can be skeptical of simpler solutions and overcomplicate things as a result
- You sometimes rush the decision making process

Sometimes you may underuse your Yellow:

- Sometimes you don't make enough of an effort to get to know new people
- You don't share enough of your enthusiasm with those around you

More on your Yellow Archetype:

While you are naturally very easy-going, no one would accuse you of lacking organization skills. You enjoy taking time to focus, clarify your priorities and consider your commitments. You like to preserve a free mind, capable of dealing with ambiguity and change, while working with a model that at least seems concrete. While you may give the impression the structure in place is absolute, you secretly know that everything is subject to change. A structured approach allows you to bring order to your various fragmentary thoughts while in the process clearing up your mind to deal with brand new ideas and information.

The Archetype you use least is Red



Your key Red Strengths are:

- You like to be the voice of reason but take time to see things from other people's points of view

Sometimes you may use too much Red:

- Sometimes your desire to remain objective can make you emotionally withdraw from others

Sometimes you may underuse your Red:

- You don't always follow through on the targets you set yourself
- You have a tendency to work around an issue rather than address it head on

More on your Red Archetype:

Often those as logically minded as you have a tendency to favour process over the needs of people. However, this is not a problem for you. You know that it is no good listening to people if you are too focused on staying detached. You try to be willing to "meet them half way" and keep actively trying to imagine some of what they are feeling.

Recommendations to increase your 4 archetypes

Empowering Green

Based on how you filled in the questionnaire, there does not seem to be a need to increase your use of the green archetype

Conscientious Blue

Based on how you filled in the questionnaire, there does not seem to be a need to increase your use of the blue archetype

Inspiring Yellow

- By getting to know your colleagues more you can improve your working relationships
- Try conveying your meaning through body language and tone

Commanding Red

- When you set yourself a goal, push yourself hard to achieve it
- Endeavour to stand up for your ideas even when people challenge them

Recommendations to temper your 4 colours

Empowering Green

- Appreciate the focus that formal goals and a good tracking process can provide
- Have the courage to bring up contentious issues and do not run away from conflict - discussing issues when they are small can prevent them becoming big

Conscientious Blue

- Accept that sometimes the only way to get the evidence is to try things out
- Accept that last minute events can disrupt even the best laid plans - let others know you are willing to be flexible when this happens

Inspiring Yellow

- Sometimes taking time over an action can save a lot of time in the long run
- If there is a simple solution that meets all your needs, use it

Commanding Red

- Try to temper your need for order by being sensitive to the needs of others
- Focus on the goal as well as how to get there

Welcome to the 8 Aspects

People who are very **inspiration driven** work best when they feel strongly about the project. They like to trust their instincts and keep their targets open ended.

Big picture thinkers enjoy long thought processes and looking for truths which lie beneath the surface. A big picture thinker is likely to be contemplative by nature and highly innovative.

Someone who is **extraverted** will often find themselves surrounded by groups of people. They enjoy the ever changing nature of group conversations and they often feel at ease in new social situations.

An **outcome focused** person is often very goal oriented and they are willing to push themselves and those around them very hard to achieve their objectives.

If you are **discipline driven** you are likely to be quite organized by nature and people will trust you to fulfill your commitments.

Down to earth people are conscious of the realities of the world. They work towards realistic goals and avoid over committing themselves.

An **introverted** person is comfortable when working alone and they keep their emotions to themselves most of the time. They usually stick to a small group of close friends.

Anyone who is **people focused** concentrates on the people around them. They are sensitive to others' needs and do their utmost to maintain harmony within any group or team.

8 Aspect Scores

People focused

Accommodating
Collaborative
Empathetic



Outcome focused

Tough
Competitive
Logical

Inspiration Driven

Adaptable
Flexible
Spontaneous



Discipline Driven

Purposeful
Structured
Reliable

Big Picture Thinker

Conceptual
Imaginative
Radical



Down to Earth

Practical
Evidence-Based
Cautious

Extraverted

Sociable
Demonstrative
Takes Charge

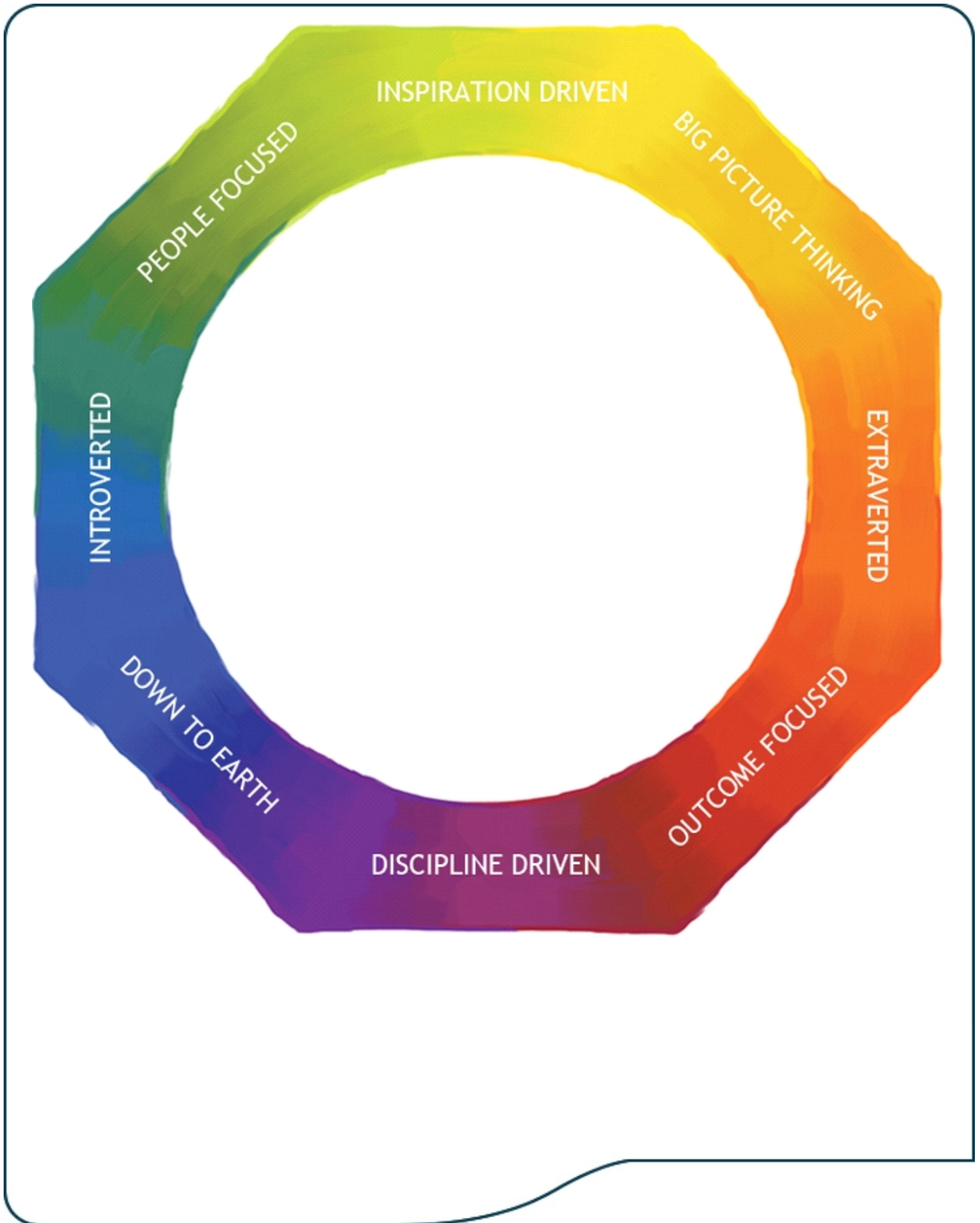


Introverted

Observing
Measured
Intimate

Score **each** of the 8 aspects between 0% and 100%
Note - opposite aspects do not need to add up to 100%

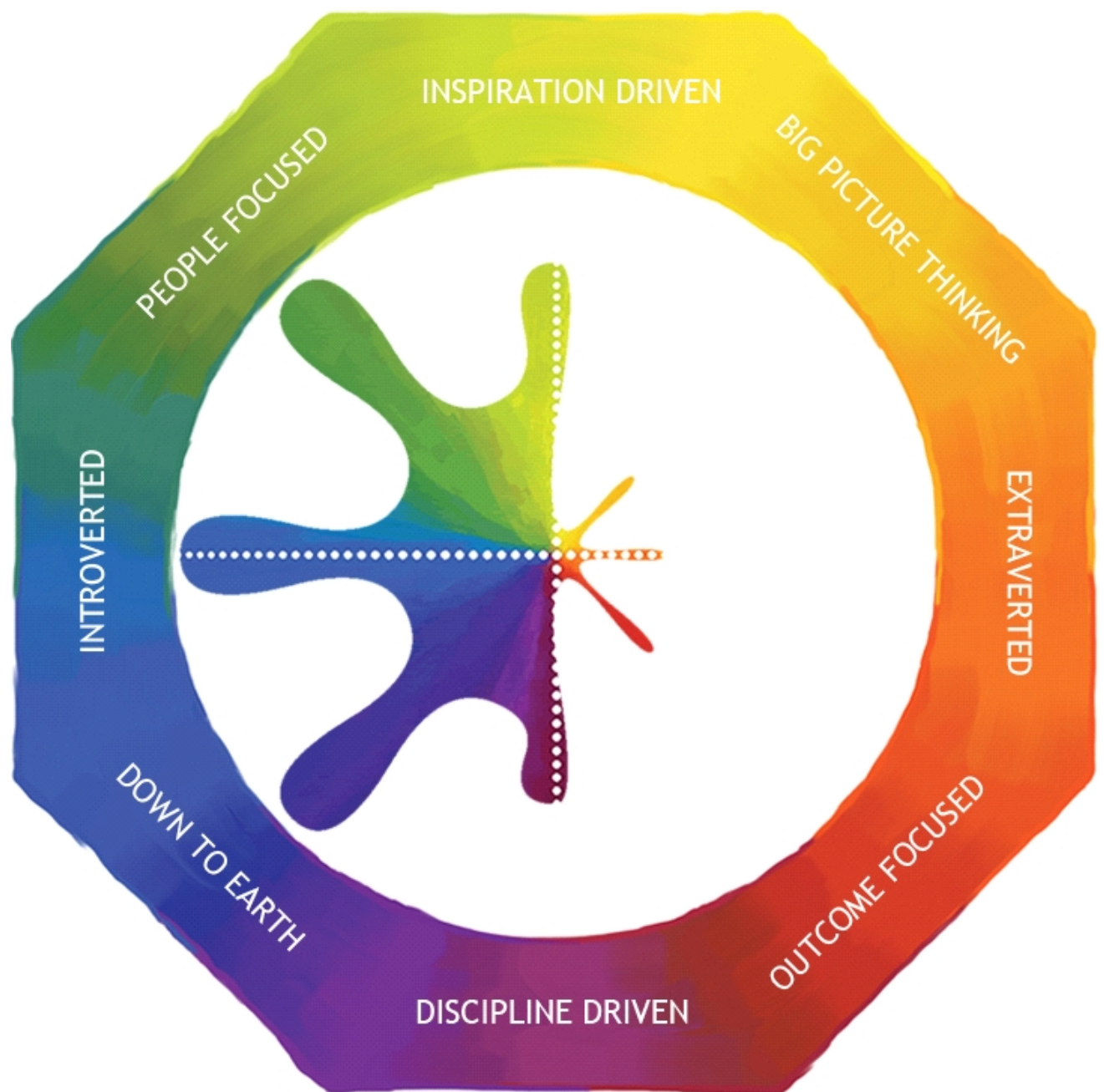
Drawing your personalized Mandala



Personalized Portrait for John Sample - facilitated by Janice Parviainen

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John Sample - Your Spark Mandala



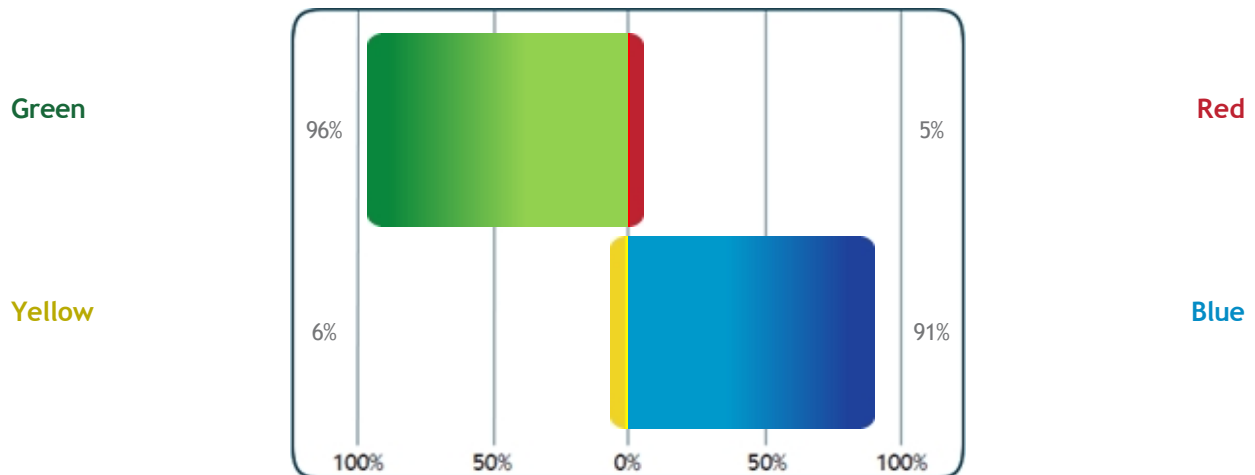
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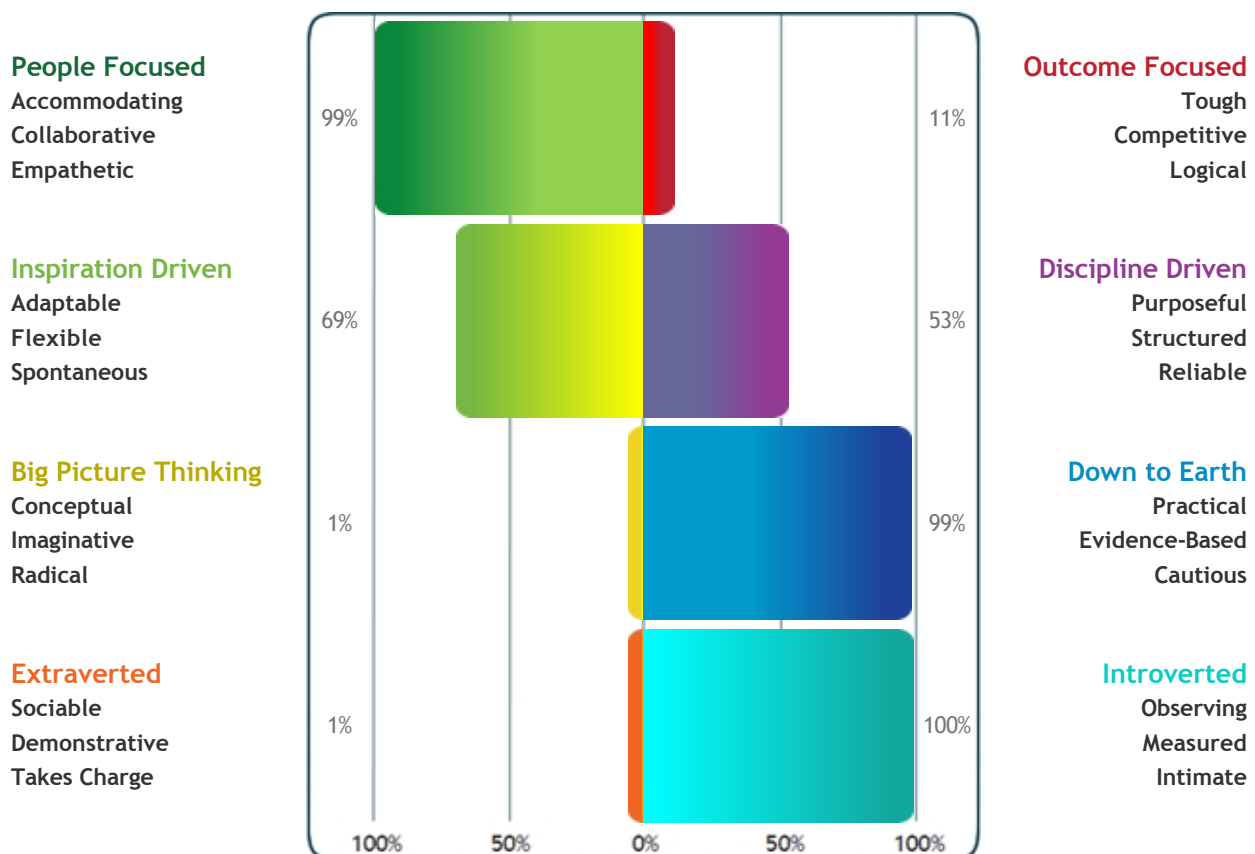
Your Archetype and Aspect Bars

Your use of the Four Archetypes

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Your use of the Eight Aspects which underpin the Four Archetypes



Your eight aspects on the Spark Mandala

John, on your Colour Mandala you can see eight aspects of your behaviour:

The mandala(1) shows a colourful approach to understanding key differences between individuals. On it you can see your colour scores across the eight aspects of behaviour.

People Focused

Introverted
Discipline Driven
Big Picture Thinking

Extraverted

Outcome Focused

Down to Earth

Inspiration Driven

(1) The word 'mandala' means 'circle' in Sanskrit. In many different cultures over the centuries, often through paintings, the symbolism of a circle has been used to help people consider "who am I?" - in fact, the famous Swiss psychologist Carl Jung said "I knew that in finding the mandala as an expression of the self I had attained what was for me the ultimate".

Your 8 Aspects in order

1. **Introverted** - You have very good listening skills. When you listen to others, you take in what they say and you respond accordingly. People feel they can talk to you easily.
2. **People focused** - You feel that other people are the most valuable thing to have around you. Working as a team you can get a lot more done than would be possible individually.
3. **Down to Earth** - You keep your calm and don't get carried away easily. You consider the consequences of your actions before you take them.
4. **Inspiration Driven** - As you find new ideas and flashes of insight, you are able to build them into your plans in a way that enhances the original idea without derailing progress.
5. **Discipline Driven** - You don't always find it easy to push yourself hard to meet goals which stretch you.
6. **Outcome focused** - You don't enjoy arguments and there are times when you avoid confrontation rather than pursuing your original point of view.
7. **Extraverted** - There are times when you find it difficult to take a public stance and seize authority within a group.
8. **Big Picture Thinker** - It is often a struggle for you to release your mind from traditional boundaries and think 'outside the box' to come up with new ideas.

Two quotes to inspire you

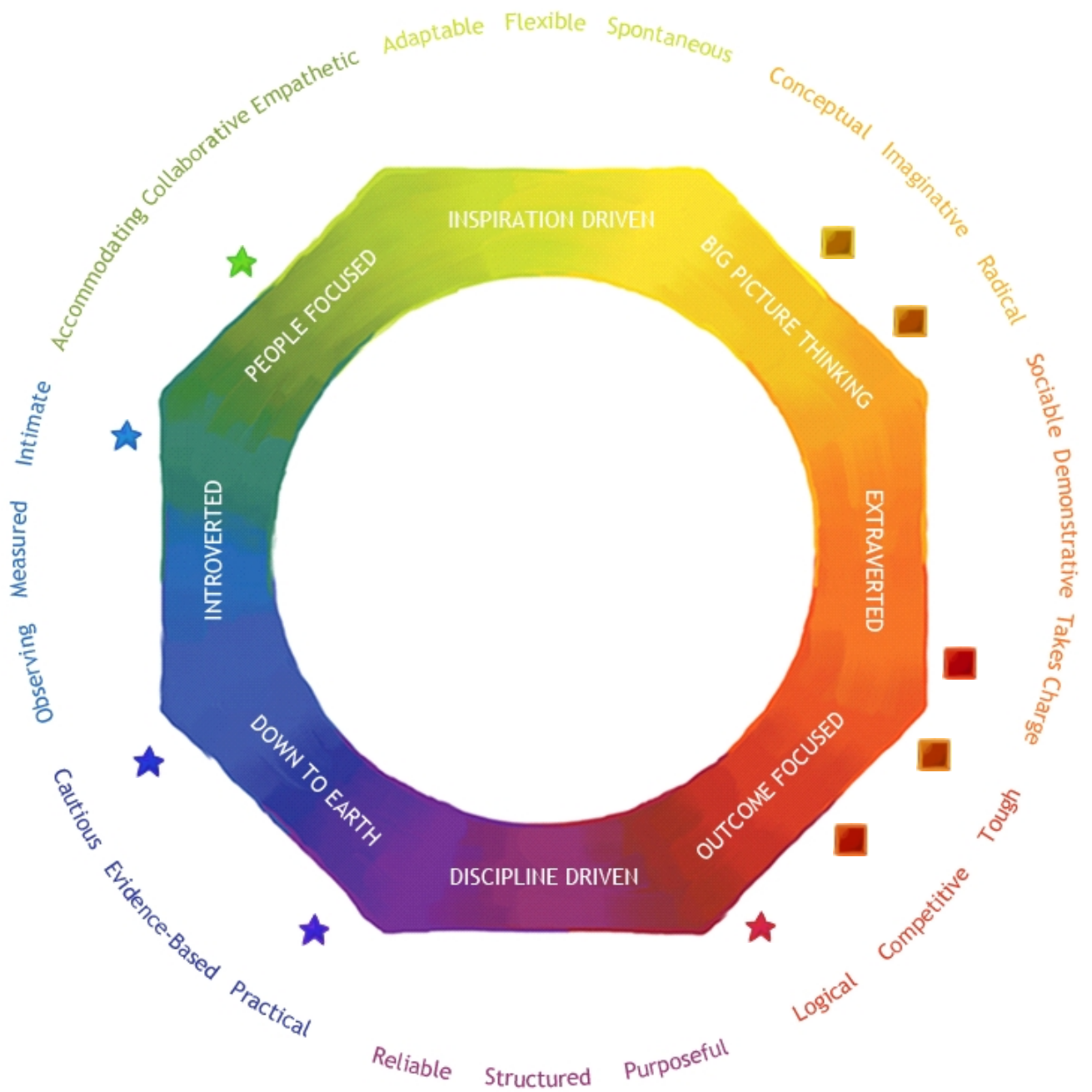
The less you speak, the more you will hear. - Alexander Solzhenitsyn

You know the truth of this message although, due to your quiet nature, you might not freely share it. You often observe others and are a keen student of humanity. You know that the key to effective communication is active listening. Without this, messages can get distorted and lost in translation. You are willing to let others speak their minds whilst you keep your counsel and only reveal your thoughts when you feel the time is right. You also adopt this approach in personal relationships. Many friendships are nurtured by someone who is willing to listen. You feel most comfortable communicating with people on a one-to-one basis where you can really focus your attention.

The quantity of civilization is measured by the quality of imagination. - Victor Hugo, Les Misérables

Hugo wanted to encourage people to explore their imagination and set free their creative side. He didn't want people to feel trapped by one set of ideas. Our imagination is boundless and allows us to come up with any sort of ideas that we want. It only needs our time and a belief in the importance of our imagination. Without this we would not have many inventors; don't let skepticism stifle your ability to be creative.

Qualities Mandala



On the questionnaire you 'claimed' many qualities. The ★ symbol shows your top 5. There are other qualities that you did not claim and the bottom 5 are shown by the ■ symbol.

Your Twenty Four Qualities in detail

The Twenty Four Qualities that make up the Aspects

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

Intimate

Listens first and gravitates towards one-to-one conversations

100%



Accommodating

Strives for harmony and is willing to adjust their stance in a conflict

99%



Collaborative

Team player with a win/win mindset

99%



Empathetic

Considerate and in touch with other people's feelings

98%



Adaptable

Works in passionate bursts towards emergent goals

93%



Flexible

Easy going and informal

69%



Spontaneous

Makes quick gut-feel decisions

21%



Conceptual

An abstract thinker comfortable with complexity and ambiguity

15%



Imaginative

A source of new and creative ideas

1%



Radical

Embraces change and is willing to challenge tradition

1%



Sociable

Friendly and energized by interacting with others

13%



Demonstrative

Enthusiastic and expresses positive emotions

2%



Takes Charge

Seizes the initiative in a group and is drawn towards authority positions

1%

Tough

Argues forcefully and is comfortable with conflict

1%

Competitive

Strong willed with a win/lose mindset

1%

Logical

Objective and rigorously applies reason

99%

Purposeful

Sets ambitious goals and then works diligently towards them

2%

Structured

An organized and effective planner

93%

Reliable

Disciplined and meets commitments

89%

Practical

Adopts a realistic and common sense approach

99%

Evidence-Based

Focused on observable facts and attentive to details

74%

Cautious

Resists change - prefers to stick with tried and tested methods

99%

Observing

Boundaried and energized by their inner world

98%

Measured

Serious minded and contains positive emotions

96%

Three perspectives on who you are

Your Three Personas

In the following sections we will delve further into your persona. Up until this point we have been displaying information drawn from all three of your personas to give you an overall picture of who you are. Now we will explore you in more detail. Most people recognize their Underlying Persona and their Everyday Persona. This is because you can recognize your motivations and day to day behaviour quite easily.

However there is a third persona, your Overextended Persona. This Persona reveals itself when you are in high pressure circumstances and can be seen in the way you interact with other people when the demands of the situation increase.

We hope to give you a deeper understanding of your personas and to do that we will separate them into three distinct items and give you some in-depth feedback on what trends have been revealed and if there are any areas you can look to strengthen.



Your Underlying Persona

- This is you at your most natural
- This persona motivates you
- You do not let everyone see this level of your persona



Your Everyday Persona

- This is how you tend to behave
- This persona is an indication of how other people might see you
- You may be consciously putting on this persona to suit your work environment



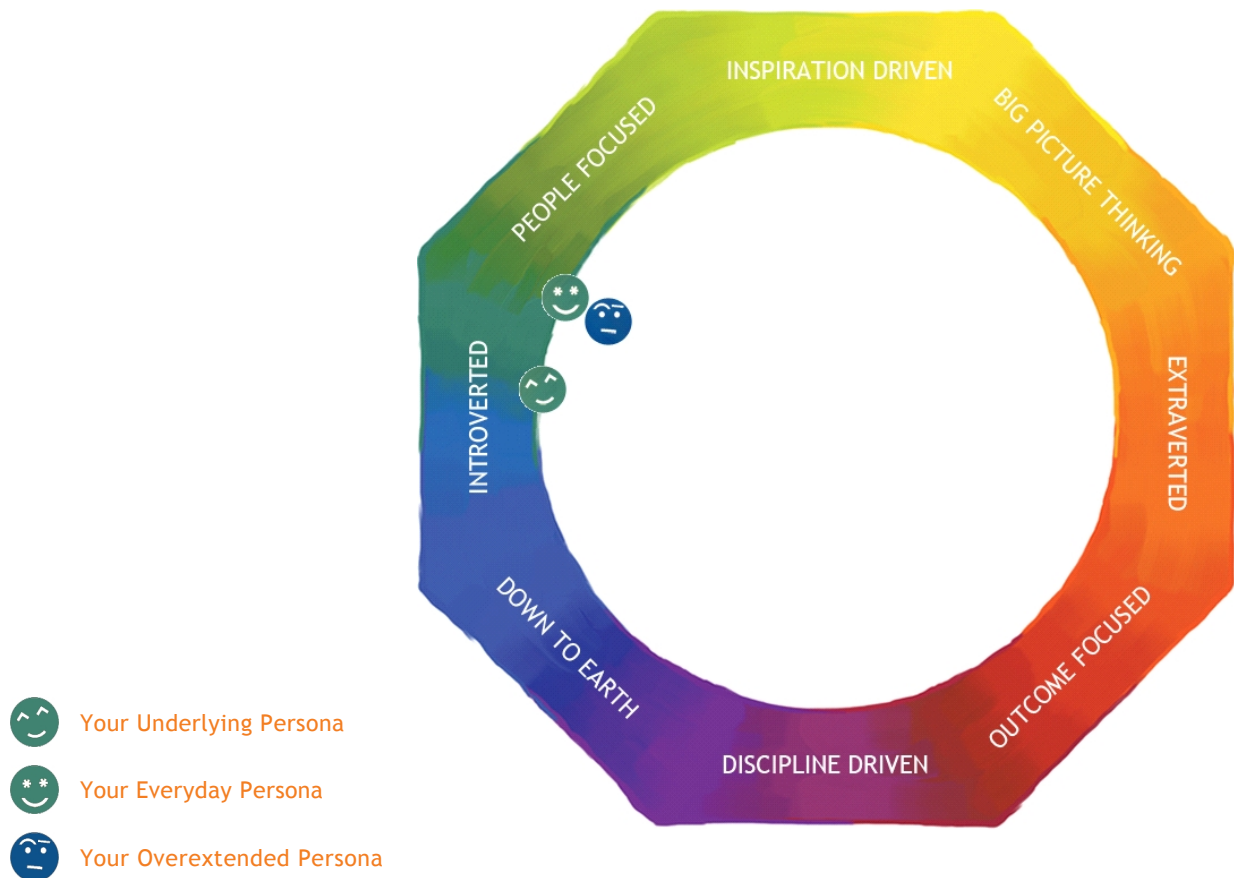
Your Overextended Persona

- This is who you are when put under stress
- Or how you react to unexpected events
- This persona can come into effect unconsciously

Your three persona positions

Your three Personas on the Lumina Mandala

John, your underlying persona tends to be Introverted and is infused with Green energy. You enjoy engaging in one to one conversations and supporting others. Your everyday persona uses a lot of Green energy and is People Focused. People see you as someone who can be very considerate especially when it comes to other people's emotional well-being. You try to help people solve their problems in a rational manner.



John, your overextended persona consists of mainly Introverted Blue energy. There are times when interacting with a lot of people can be quite tiring for you.

Your Three Personas



Your Underlying Persona

John, you have a preference for using Introverted Green blended with Down to Earth and People Focused energy

You are naturally skeptical about new ideas and you believe in sticking with traditional methods unless presented with a strong argument to the contrary. However, in the face of a convincing argument you are willing to change your views. You prefer to empower others through one to one dialogue so that you gain a full understanding of each another. You enjoy listening to others before making your views heard and you like being a good listener.



Your Everyday Persona

John, you most often use People Focused Green blended with Introverted and Down to Earth energy

Normally you prefer to avoid committing yourself to targets but at work you have a reputation for being trustworthy and keeping your word. When you commit to getting something done you do everything possible to achieve it. You normally enjoy striking up conversations with strangers but you have problems maintaining your wider social network due to time constraints.



Your Overextended Persona

John, when your overextended persona emerges you may notice that you use more People Focused Blue blended with Introverted and Down to Earth energy

You usually avoid lots of data collection but, when under pressure, you take refuge in the facts and you sometimes hide behind statistics. Facts can be important but you can spend so much time collecting them that you leave little opportunity to develop ideas or take action. You normally avoid discussions which revolve around theories and concepts. However there are times in the planning process where you get very involved in them and lose track of the practical realities. It is important to look at the bigger picture but don't let your vision become derailed by a lack of attention to detail.

Your Underlying Qualities



The twenty four qualities that make up your Underlying Persona



The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

Intimate

Listens first and gravitates towards one-to-one conversations

99%

Accommodating

Strives for harmony and is willing to adjust their stance in a conflict

94%

Collaborative

Team player with a win/win mindset

91%

Empathetic

Considerate and in touch with other people's feelings

88%

Adaptable

Works in passionate bursts towards emergent goals

84%

Flexible

Easy going and informal

86%

Spontaneous

Makes quick gut-feel decisions

6%

Conceptual

An abstract thinker comfortable with complexity and ambiguity

22%

Imaginative

A source of new and creative ideas

1%

Radical

Embraces change and is willing to challenge tradition

70%

Sociable

Friendly and energized by interacting with others

61%

Demonstrative

Enthusiastic and expresses positive emotions

11%

Takes Charge

Seizes the initiative in a group and is drawn towards authority positions

1%

Tough

Argues forcefully and is comfortable with conflict

7%

Competitive

Strong willed with a win/lose mindset

1%

Logical

Objective and rigorously applies reason

98%

Purposeful

Sets ambitious goals and then works diligently towards them

8%

Structured

An organized and effective planner

87%

Reliable

Disciplined and meets commitments

36%

Practical

Adopts a realistic and common sense approach

97%

Evidence-Based

Focused on observable facts and attentive to details

60%

Cautious

Resists change - prefers to stick with tried and tested methods

100%

Observing

Boundaried and energized by their inner world

93%

Measured

Serious minded and contains positive emotions

98%

100% 50% 0% 50% 100%

Your Everyday Qualities



The twenty four qualities that make up your Everyday Persona



The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

Intimate

Listens first and gravitates towards one-to-one conversations

96%

Accommodating

Strives for harmony and is willing to adjust their stance in a conflict

87%

Collaborative

Team player with a win/win mindset

86%

Empathetic

Considerate and in touch with other people's feelings

95%

Adaptable

Works in passionate bursts towards emergent goals

78%

Flexible

Easy going and informal

87%

Spontaneous

Makes quick gut-feel decisions

25%

Conceptual

An abstract thinker comfortable with complexity and ambiguity

10%

Imaginative

A source of new and creative ideas

1%

Radical

Embraces change and is willing to challenge tradition

1%

Sociable

Friendly and energized by interacting with others

12%

Demonstrative

Enthusiastic and expresses positive emotions

23%

Takes Charge

Seizes the initiative in a group and is drawn towards authority positions

1%

Tough

Argues forcefully and is comfortable with conflict

1%

Competitive

Strong willed with a win/lose mindset

1%

Logical

Objective and rigorously applies reason

90%

Purposeful

Sets ambitious goals and then works diligently towards them

5%

Structured

An organized and effective planner

89%

Reliable

Disciplined and meets commitments

85%

Practical

Adopts a realistic and common sense approach

64%

Evidence-Based

Focused on observable facts and attentive to details

45%

Cautious

Resists change - prefers to stick with tried and tested methods

94%

Observing

Boundaried and energized by their inner world

99%

Measured

Serious minded and contains positive emotions

68%

Personalized Portrait for John Sample - facilitated by Janice Parviainen

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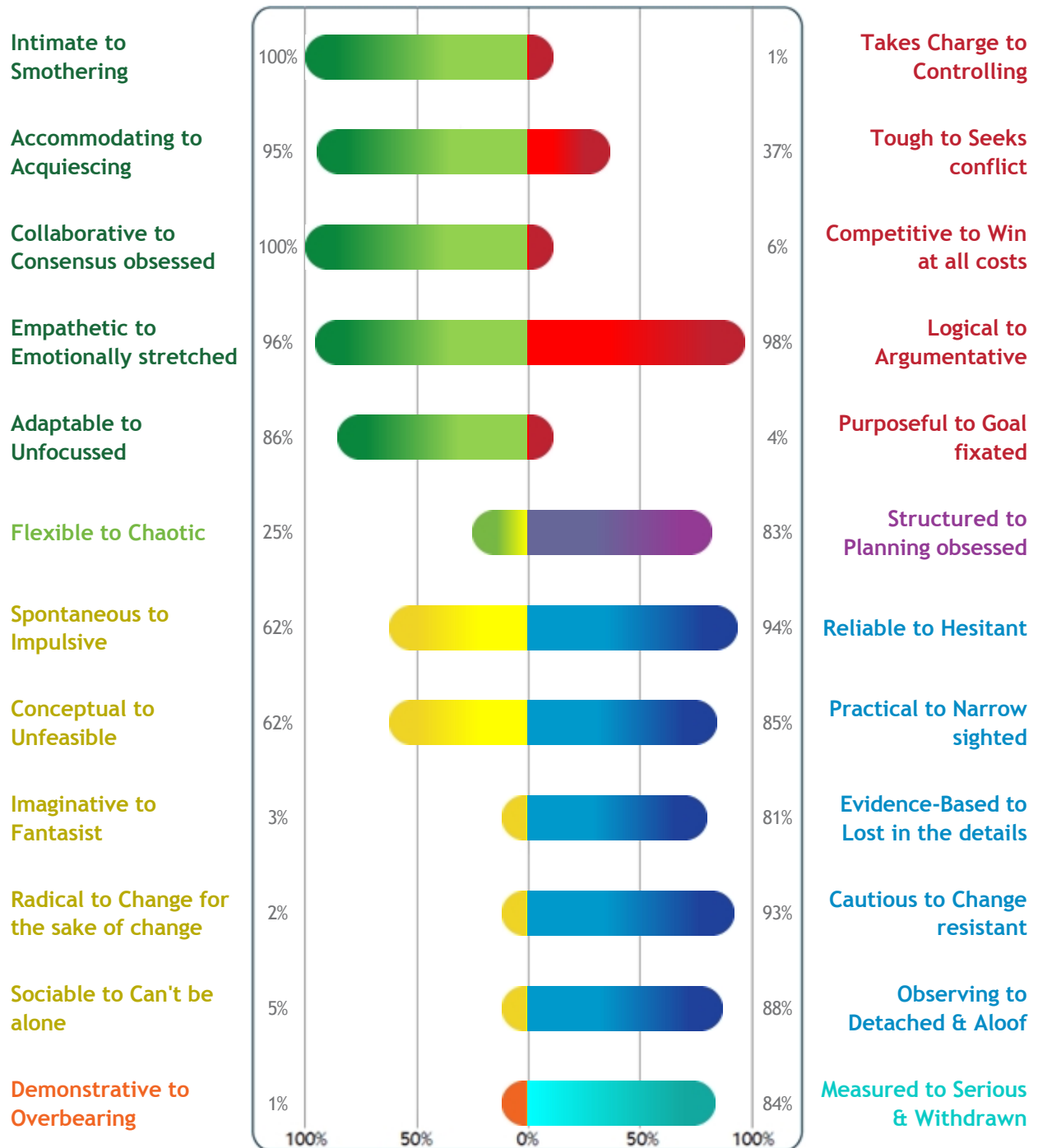
Your Overextended Qualities



The twenty four qualities that make up your Overextended Persona



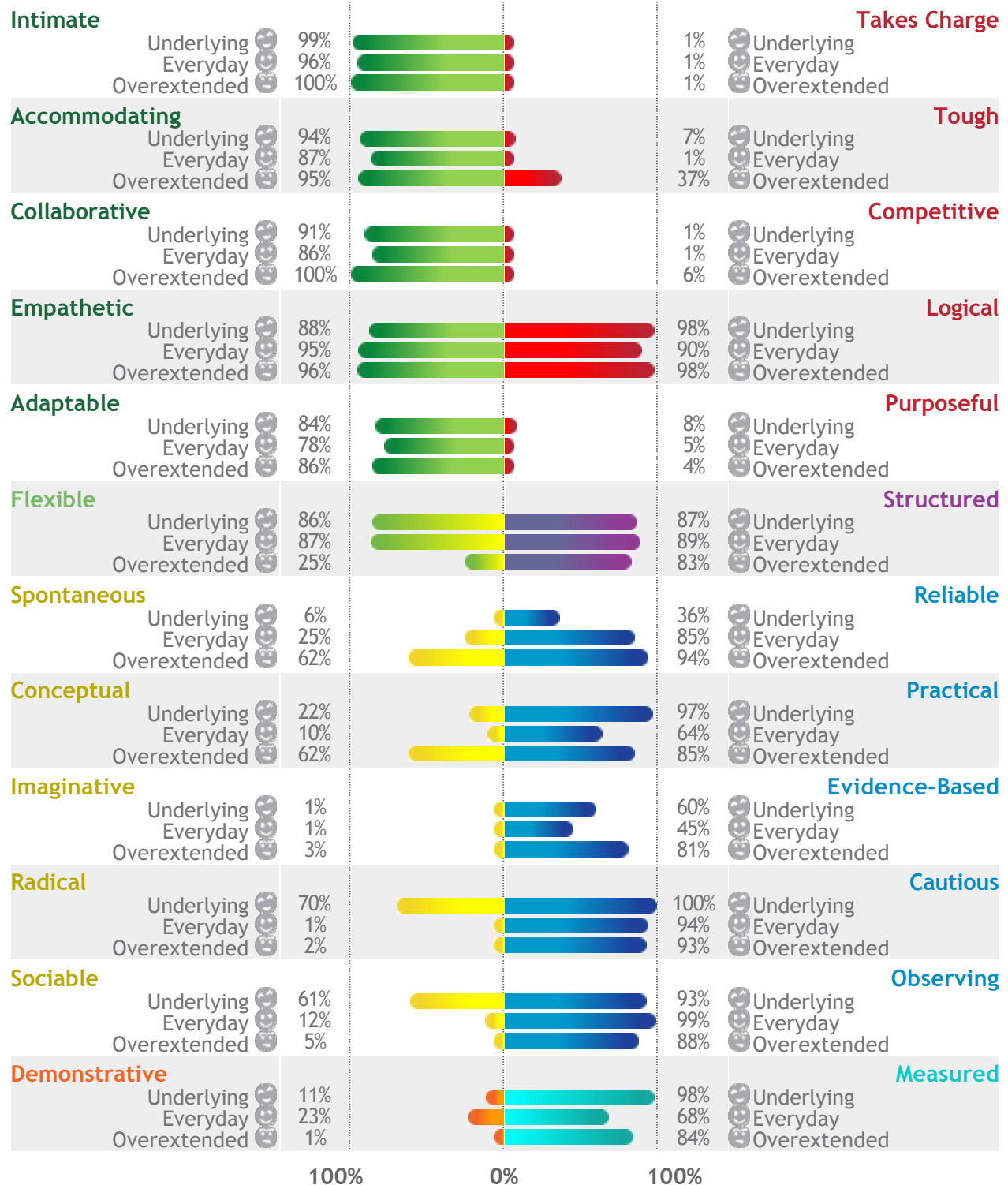
The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



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Your Twenty Four Qualities in detail



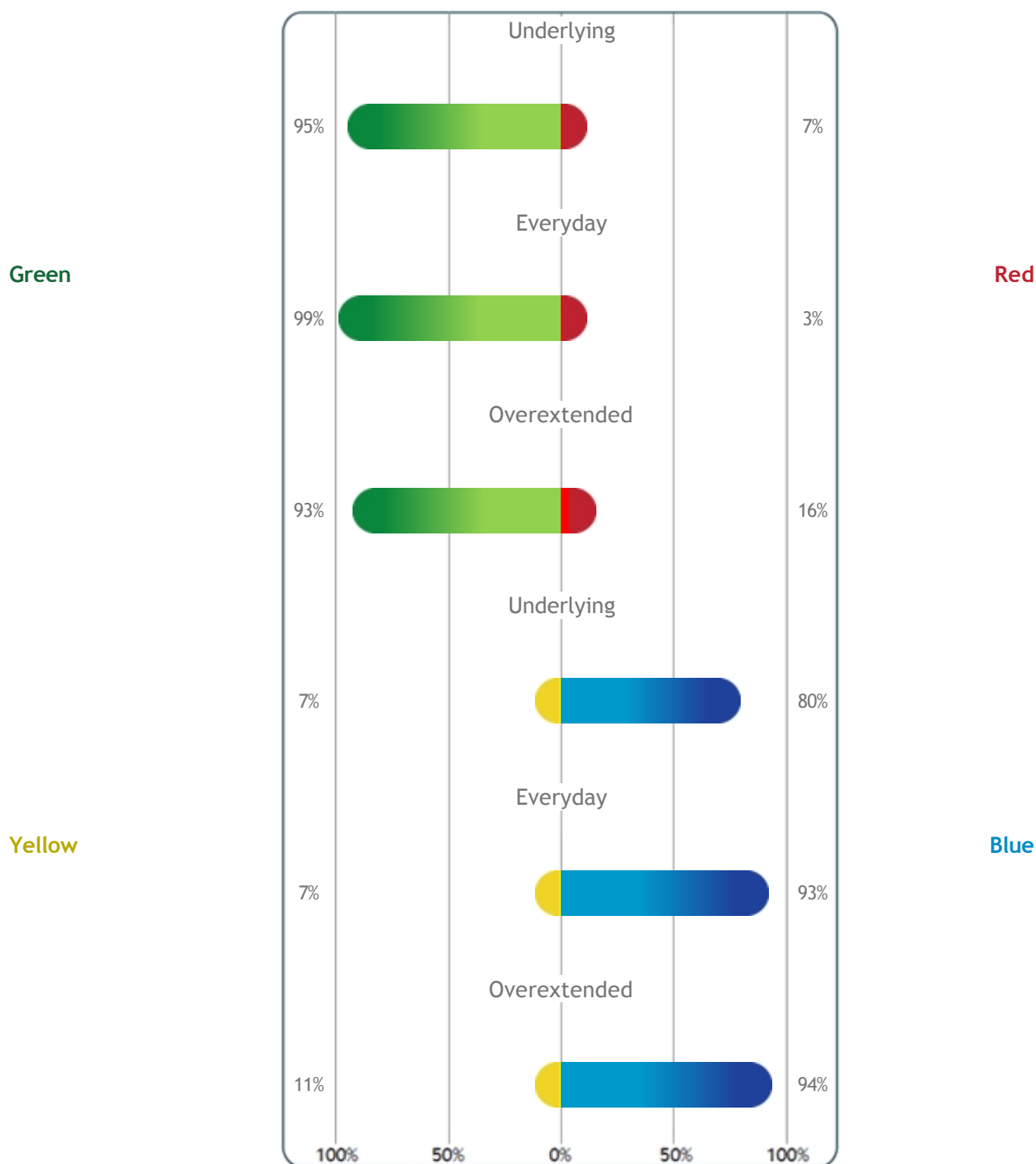
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Your Archetypes split by Persona

Your use of the four archetypes split by persona

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Your Aspects split by Persona

Your use of the eight aspects which underpin the four archetypes, split by persona

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

People Focused

Accommodating
Collaborative
Empathetic

Inspiration Driven

Adaptable
Flexible
Spontaneous

Big Picture Thinking

Conceptual
Imaginative
Radical

Extraverted

Sociable
Demonstrative
Takes Charge

Outcome Focused

Tough
Competitive
Logical

Discipline Driven

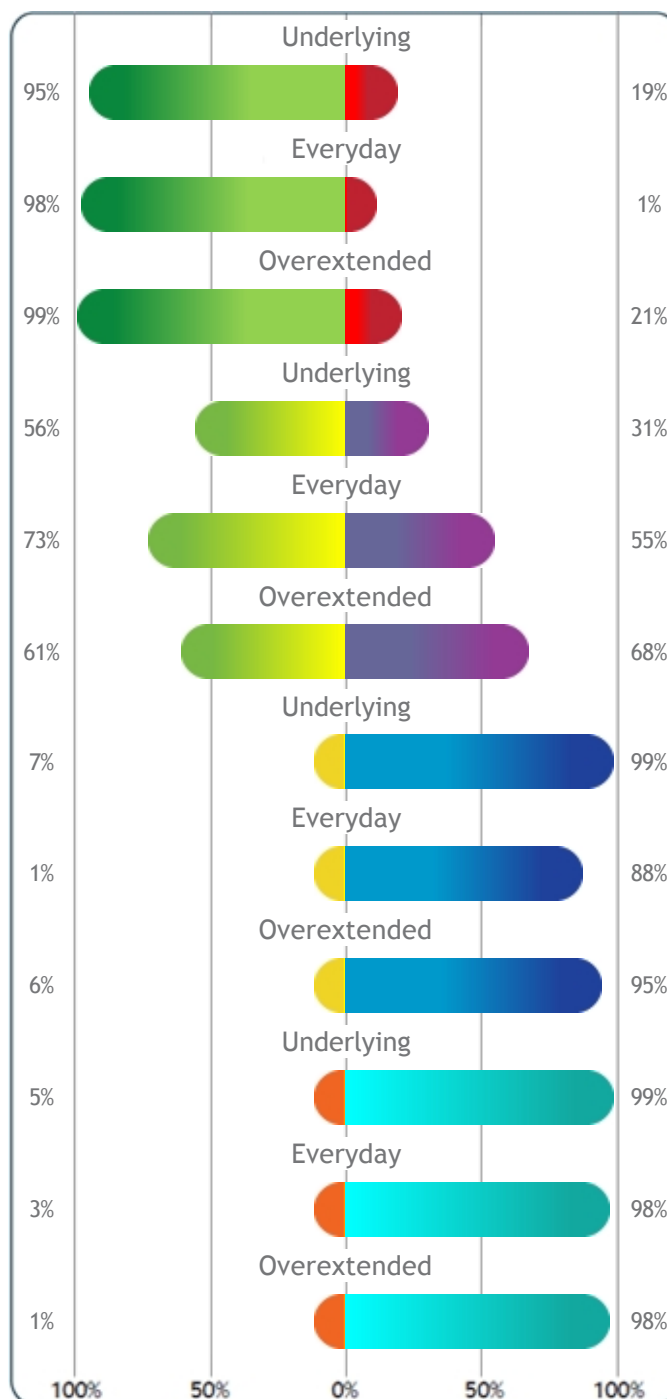
Purposeful
Structured
Reliable

Down to Earth

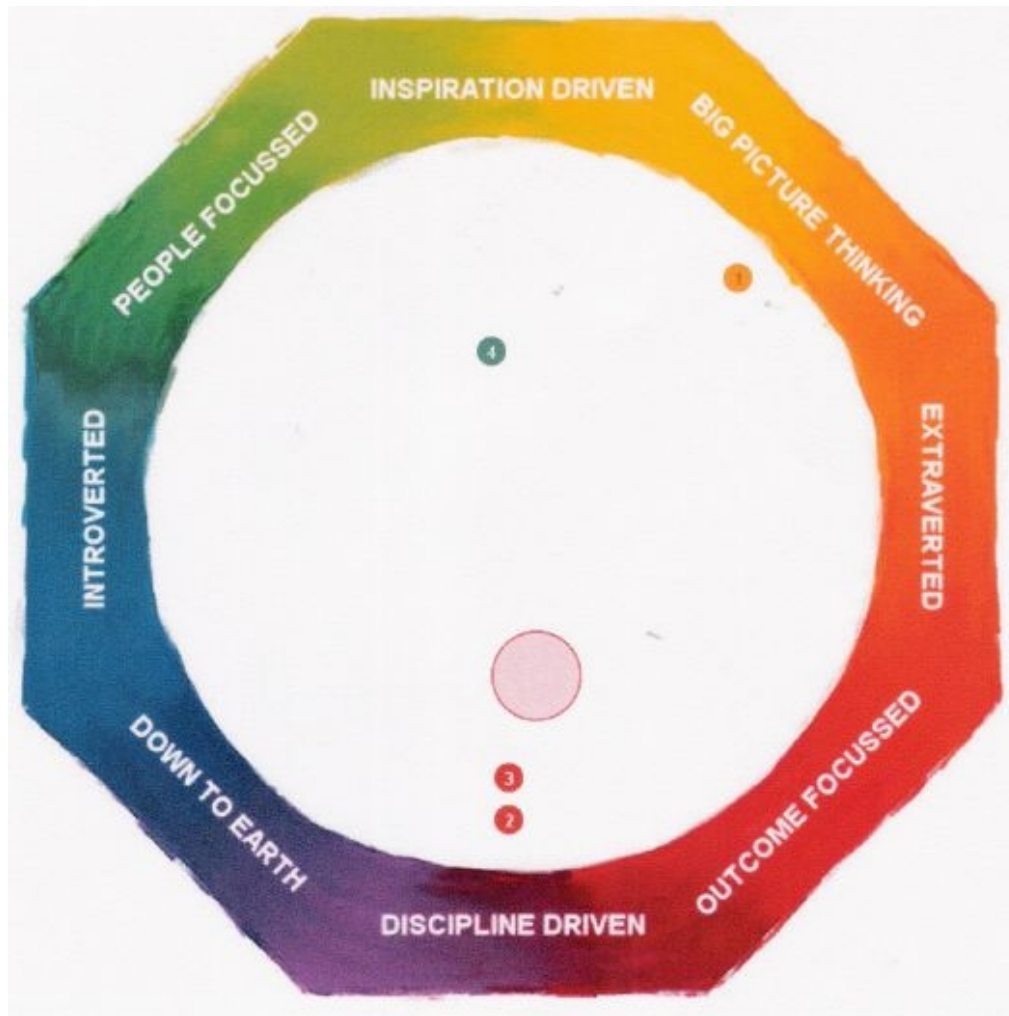
Practical
Evidence-Based
Cautious

Introverted

Observing
Measured
Intimate



Team Intro (Sample)



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Team Interaction Preferences

Name: _____

My Four Colour Energies: _____

When communicating with me, I like...(choose one or two statements from your Communication Preferences, page 46)

When communicating with me, I dislike...(choose one or two statements from your Communication Preferences, page 47, "What Irritates Me")

What I offer high performing teams: (choose one or two statements from Creating High Performing Teams, page 48)

Your Communication Preferences

How you prefer to communicate with others:

- You like to contribute your ideas, but you prefer to do this when you are not the centre of attention. Having discussions in small groups or in on-on-one situations is when you have your best ideas.
- You like it when you are given time to evaluate a new idea before breaking from traditional methods. In a discussion you will stick to your guns unless someone can convincingly argue against you.
- Your preference is to withhold your own opinions and listen to others before sharing, in order to avoid causing offence.
- You comprehensively analyze situations before bringing your opinions to the fore. When you do so, you communicate politely and courteously.

How you like others to communicate with you:

- You like it when people do not put you on the spot in a group situation, but rather approach you afterwards to talk to you.
- You like it when others don't try to discuss a new idea with you unless they have considered it thoroughly and have supporting evidence.
- You appreciate people being open when communicating with you because this is how you communicate with others. You feel that only with full disclosure can you work well with someone and ensure success.
- You like people to present their arguments rationally, in an environment where this is fostered by empathetic leadership and group consensus.

What is likely to irritate you in other people's communication:

- You hate being put in the position of having to compete with others for attention. You prefer to discuss things one to one, so you never need to fight to be noticed.
- You don't like it when people rush a debate about something important. You feel that a rash decision could be avoided if only a little extra time was spent discussing the issue.
- You dislike people who only focus on the targets and dismiss the needs of those in the team. To you, how the team feels is just as important as the targets themselves.
- You are irritated by people who expect you to accept their views without substantial evidence and analysis. On the other hand, you can find people who do not take any personal appeals into account hard to communicate with.

Here are some suggestions to improve your communication with others:

- Although you work well in teams, be willing to stand alone and maintain your individuality. You do not have to agree with something that goes against your own way of thinking.
- Not everyone is skilled at listening to others, but if you perform a role reversal and take the lead in a conversation you can educate others in how to listen better. Your confidence may be boosted when you are forced to do the talking.
- Be assertive, not aggressive. Stating a point strongly with well backed up arguments will encourage others to go along with it.
- Action is not always the best solution. By taking time to brainstorm a problem you may come up with a better, cheaper or faster approach.

Creating a High Performing Team

Here are some ways you can be effective in building high performing teams:

- Colleagues will see you as a team player because you spend time with individuals in order to understand their personal views.
- You are self-motivating. This can help when the energy of the team is low as you are able to find the drive you need to complete your tasks.
- You see the importance of evaluating and thoroughly testing any changes to existing processes. In this way, poorly thought through improvements can be exposed.
- Other team members appreciate you for the clarity of your reasoning. When you explain something, you go through it step by step in a logical fashion. However you also have the rare ability to make room for personal feelings and preferences.

However sometimes you may overplay your strengths:

- You may be so concerned with equality of contribution that you may overlook individual talents that would strengthen the team.
- You can spend so much time allowing others to speak and hearing their views that you leave no time to give your own valuable input.
- You are happy when following processes and procedures. But you can get so involved in them that the team output suffers. This can also negatively impact the emotions within the team.
- You prefer to avoid contentious issues. In the context of the team, you may miss vital information that is important for accurate feedback or new learning opportunities.

Here are some blind spots you might encounter when it comes to working in a team:

- Often you are so focused on the present that you ignore future possibilities. The solution your team produces may not then have longevity.
- You are not keen to lead a group. You tend to remain quiet until someone else has seized the initiative.
- You sometimes avoid dealing with issues of poorly done work as you don't want an argument. By avoiding conflict you may be allowing poor work to continue.
- You sometimes neglect your own objectives in order for others to complete theirs. In a team this means only a partial solution will ultimately be delivered.

Here are some suggestions to improve your teamwork:

- Don't be afraid to oppose other people's views if you strongly believe they are wrong. Only by discussing differences can the whole team come to a consensus view for the good of the group or the organization.
- A more relaxed approach can be more resilient to unforeseen problems or sudden changes to requirements.
- Make an effort to speak out more in teams. Not only is your own opinion important, but your points may be shared by others less willing to come forward.
- Spend time getting to know your team-mates as individuals. This will help you better understand each other's points of view and make it easier to focus on a joint goal.

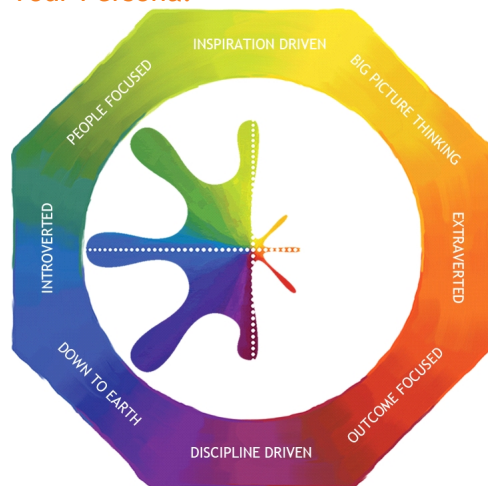
Valuing Diversity

Recognizing your psychological opposite

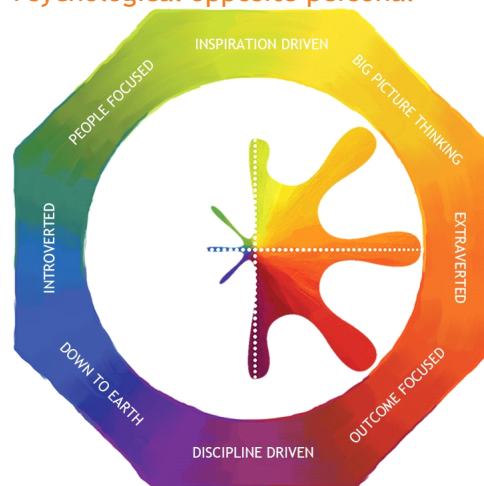
John, everyone has encountered people whose personas are the opposite of their own...

It is likely that you will be able to remember a time, or in fact several times, whilst you have been working, when you have encountered people who appeared absolutely alien in their modes of thinking and in the way they get things done. These people probably had a very different set of persona scores to your own. Have a look at the mandalas below and compare your own to that of your psychological opposite.

Your Persona:



Psychological opposite persona:



No matter who you are, there are many positives and negatives which can be drawn from working with your psychological opposite. One main strength of working with someone so unlike yourself is that you complement each other's weaknesses. Your strengths will be very useful in helping your opposite deal with areas where they have 'blind spots' and vice versa. As long as your communication remains good and you ensure nothing is misinterpreted you can have a very effective working relationship as there will be very few problems that at least one of you cannot handle.

However, it is also possible that you can encounter difficulties when working with your opposite. You may start to see them as the answer to all of your problems and place too great a weight of expectation upon them. Try to develop your weaker qualities yourself. You should also try to aid your psychological opposite's growth in dealing with their own "blind spots". Another problem which often occurs is a breakdown in communication; because you think in very dissimilar ways it is easy for ideas to get lost in translation.

One way you and your psychological opposite could work well together is that you often get stuck for ideas but your opposite seems to spout them out for fun. Working together you can learn to access your creative side. On the other hand, you and your opposite could encounter problems because you like to take a supporting role within a group. Your opposite finds this very difficult to do and you might come to perceive them as attention seeking.

Working with your Opposite

What is good about working with your opposite:

- Your opposite enjoys thinking about new possibilities and taking the positives from a bad situation. If you combine this with your ability to find facts to support your claims, you can jointly create very robust ideas that stand up to critical scrutiny.
- Your opposite can help you stay on track and keep you and the rest of the group focused on your primary objective. They can also delegate efficiently and makes sure that the group is always working purposefully.
- When you are unhappy about something, your opposite can help you to open up and resolve it as quickly as possible. Without this forthright approach, unspoken issues can simmer away. Your opposite will always be happiest when you are straight with them.

Some problems you might encounter:

- Whilst your opposite is by no means a braggart, they will welcome praise when available. In contrast, you allow your modesty to diminish your contribution unnecessarily.
- You can be so withdrawn and focused on observing others that you allow opportunities to speak out in a group pass you by. Your opposite can be very perturbed by this and may well try to force you to interact with a group more forcefully than you are comfortable with.

Some ideas to build your working relationship:

- Make an effort not to let your modesty get in the way of deserved praise. Even though you think of your opposite as a more natural candidate, you deserve the accolades as much as anyone.
- Your opposite has a tendency to talk more than you do. You should not let this stop you making your point when you want to be heard.

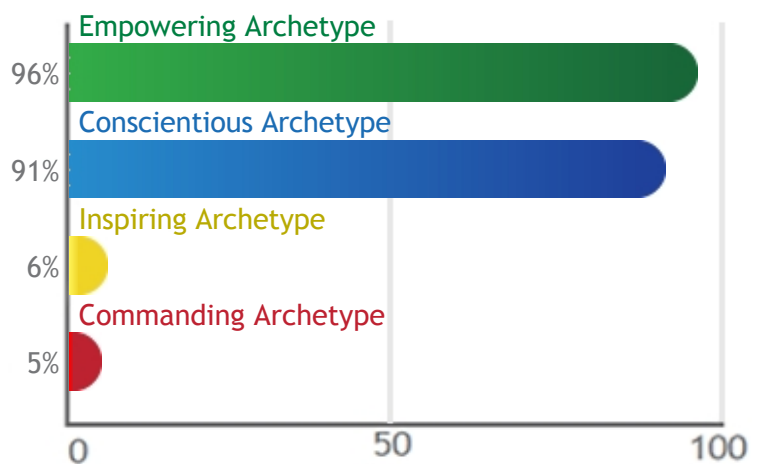
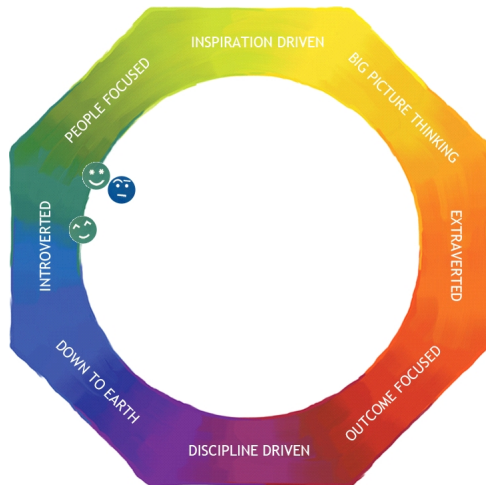
Seeing Yourself in Others

Recognizing your mirrored self

Sometimes your biggest blind spot is in the mirror...

You may find that you instinctively recognize when you are working with people who possess the opposite qualities to your own. Because they are so dissimilar to you they are easier to recognize as you find inconsistencies in the way you tend to work together. However, it may be more difficult for you to recognize when you are having trouble working with someone who is very similar to you.

Remember Your Persona . . .



Once again, there are pros and cons to this working relationship. When you are working with someone who works in a manner akin to your own it can be very successful. Your strengths mesh and you have an intuitive understanding of how you both think things through. You can resolve issues before they arise by accommodating your partner's preferences prior to them being voiced and vice versa.

One example of how you might find working together very easy is that you are both good listeners. Whenever one of you has a point that you feel is particularly important, the other one is always willing to listen to what is said first, before interrupting or giving their opinion. Then again, here is an example of how you and your mirrored self might have trouble working together. Neither of you likes to promote your achievements very strongly. When the time comes for recognition and accolades you may both be overlooked.

Working with your Mirrored Self

What is good about working with your mirrored self:

- You are both good listeners which can often lead to very empowering conversations between you. Each knows that you can expect the same care and attention to be repaid in full when it is your turn to speak.
- You are both very good observers of human behaviour and you use the minutiae you have observed to inform your decisions. You miss very little and you very rarely say anything without thinking it through deeply.
- You both take your time before you make any sort of decision - not for you any rash actions or hasty commitments. You bounce ideas off each other until you are sure they are sound and only then will you take action.

Some problems you might encounter:

- You both place so much importance on being supportive and a good team player that you can find your own needs being neglected. You feel shy about bringing them to the attention of others.
- There are times when you have both demonstrated a worrying habit of being passive in a group situation and not taking your opportunities to make your views public.

Some ideas to build your working relationship:

- Occasionally you and your mirrored self might benefit from taking longer to let others gain your trust. Otherwise you risk having your trust betrayed by people you don't know well.
- Sometimes you could both do with putting aside your reservations when the group is in disarray and leading from the front instead of influencing people on a one by one basis.

Speed Reading Exercise

Write down two people you currently work or socialize with. Try and guess their colours based upon what you now know about speed reading. In the grey box alongside, write down your reasons for assigning them colours in that order.

Person 1 Name.....

Top colour

2nd colour

3rd colour

Lowest

Person 2 Name.....

Top colour

2nd colour

3rd colour

Lowest

Speed Reading Yellow Energy



Body language

- May enjoy greeting people in a more tactile way
- They will often have their own sense of style
- Energetic and lively

Tone

- The tone of a person with Yellow energy is often animated
- They communicate a lot of information through hand gestures

Workspace

- Sometimes may appear disorganized - they like to have lots of different projects all on the go concurrently
- A personalized filing system. It would probably be challenging for someone else to find something specific on their desk.
- They are often comfortable in social situations and it would be hard to tell that they were the newest person in a group.

Content of the conversation

- They will often touch upon several subjects within the same conversation
- They will take a lot of pleasure in either group or one to one conversations so long as they can explore emergent topics.
- They don't like to stick to just one topic

Speed Reading Red Energy



Body language

- Firm handshake
- They walk with a confident stride and maintain an upright posture
- Will maintain direct eye contact

Tone

- Their tone is assertive and clear
- They speak with a lot of conviction in what they are saying

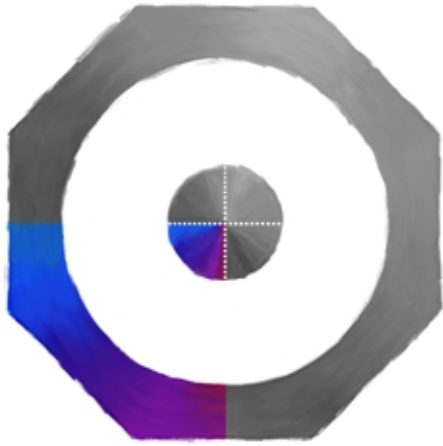
Workspace

- Functional, uncluttered
- Keeps records of past achievements on display for others to see
- They appear comfortable in most environments

Content of the conversation

- focused - no matter what the subject is they will have a clear opinion
- Brief, no waffle
- May speak about contentious issues that challenge other people in the conversation

Speed Reading Blue Energy



Body language

- Brief handshakes, may be uncomfortable with hugs and physical contact with new people
- They will often like to dress formally
- Reserved, they will often keep their thoughts and their emotions to themselves until they have had time to consider them

Tone

- Their tone is measured and their words are precise. They might come across as very deliberate in the way they speak
- They often come across as formal

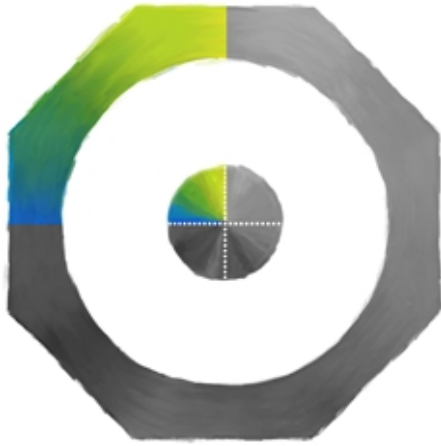
Workspace

- Tidy and well organized
- They might have several sources for reference close to hand
- They will probably have a detailed calendar and day planner on their desk or on their computer

Content of the conversation

- Concentrate on the facts and details of a situation or argument
- Will try to make notes and keep records to ensure that they can refer back to points made at this time once they have had some time to think things over.

Speed Reading Green Energy



Body language

- Likes to make people feel at home, may well make coffee or offer snacks around
- They will usually have an attentive listening style and will nod and otherwise show their interest
- Will make a connection with others through sincere eye contact

Tone

- Their tone is quite soft and sincere in their desire to hear more from you
- Sometimes their tone can be conciliatory if they are engaged in dispute

Workspace

- Personal items placed here and there around the desk to remind them of family or friends
- They feel most at home in their own workspace because they will have made it comfortable to accommodate their preferences

Content of the conversation

- They don't always dictate the content of a conversation and they will often follow up on points that you make
- They are willing to engage with you on a personal level, even if it is slightly tangential to the work being discussed.

Building rapport with Yellow energy



THINGS TO TUNE UP

- You can have trouble working with people who come up with ideas in quick succession. It can be hard to follow their train of thought.
- When working with such people it is important to stick to your strengths and not force yourself to try and keep up with the pace of their brainstorming.

THINGS TO TONE DOWN

- You can be too stuck in your own head at times and this can make it hard for others to get to know you.
- It may help you to share more with others about your ideas and engage them with your internal dialogue and thought process.

QUALITIES YOU ALREADY POSSESS

- You like being with people who treat the rules flexibly.
- Without having to think in a set manner, you can find new avenues of opportunity and ways of achieving targets.

Building rapport with Red energy



THINGS TO TUNE UP

- You may find it difficult to interact with people who naturally look for a position of authority.
- Try to recognize situations where people are feeling hesitant. You might find it helps to steer others towards actions they can take right now.

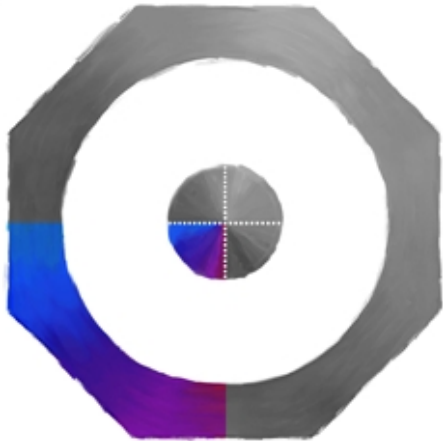
THINGS TO TONE DOWN

- There are times when being logical causes you to detach from other people.
- Remember that others prefer a more emotionally oriented approach. Don't assume that everything has to be logical before it has value.

QUALITIES YOU ALREADY POSSESS

- You get on well with people who use rational processes.
- You have a shared understanding of the underlying logical principles which underpin sound arguments and this allows you to connect well.

Building rapport with Blue energy



THINGS TO TUNE UP

- You can feel limited when interacting with people who prefer to trust first hand data.
- If you acknowledge the importance of sensory data for immediacy of information gathering, you will find it a lot easier to work with these people.

THINGS TO TONE DOWN

- Your focus on time management can put off your less time conscious colleagues.
- Remember that sometimes unforeseen events cause plans to be rearranged. When this happens, talk it through with other people to ensure that no one feels frustrated by a lack of communication.

QUALITIES YOU ALREADY POSSESS

- You like it when you are with people who understand that sometimes you need some space to yourself.
- You respect other people's need for space and you enjoy it when that is returned in kind. You aren't looking to be on your own all of the time but you like to get a sense of perspective.

Building rapport with Green energy



THINGS TO TUNE UP

- You can find it tricky to get along with someone who changes their goals quite easily.
- Try asking them why they have changed their objectives. It is likely to be due to a change in circumstances and a discussion about the impact of these changes should improve your rapport.

THINGS TO TONE DOWN

- Your focus on teamwork can stifle the independent people around you.
- Try to allow some leeway as some people will respond positively to being given free rein to do things in their own way.

QUALITIES YOU ALREADY POSSESS

- You are a very good listener and others appreciate this when they are getting to know you. Being a good listener is important when it comes to understanding others.
- Being a good listener is important when it comes to understanding others. By listening, you deepen your relationships with others and you show them you value what they are saying.

How to relate to the following colours

Remember that someone with a lot of green energy likes it when you take the people side of things into account

Don't abuse the fact that they are a good listener - do give them time to speak

Be willing to talk about these things from a personal perspective

Be willing to have a wide ranging and conceptual discussion

Engage with them when they are showing a lot of energy and let your own enthusiasm show

Be open to new perspectives and try to engage in group discussions



Give facts and details

Be formal and respect their personal boundaries

Give them time to think instead of pushing too early for their opinion

Be direct and to the point

Be willing to stand your ground and present your argument in a logical manner

Be prepared to take action on things very quickly, once they're decided

Lumina Learning Offerings



spark culture team sales leader talent

GROWS - Co-Creating Results

Step 1: Articulate Your Goal:

Step 5: Support - Who can you enrol to help you?

Step 3: Options - Write down all your ideas



Step 2: Reality - What are the facts?

Step 4: Will - What will you do?
What action will you take?

Lumina Spark Portrait



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