

C-me Profile

Daniel Brooks

28 September 2023



Introduction

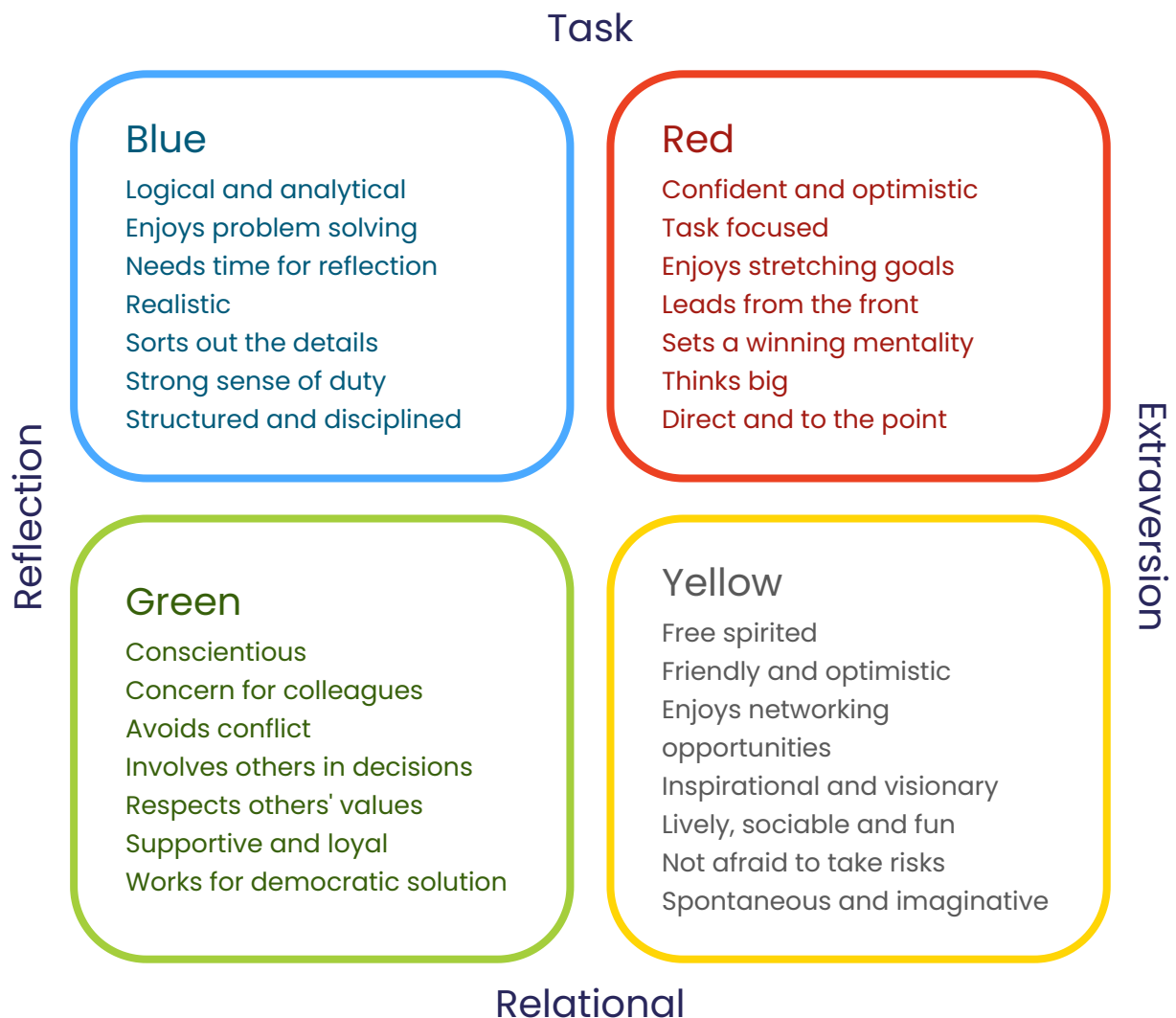
Welcome to your C-me report. This is a personalised report based on your behavioural preferences – expressed in the way you answered the questions.

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.

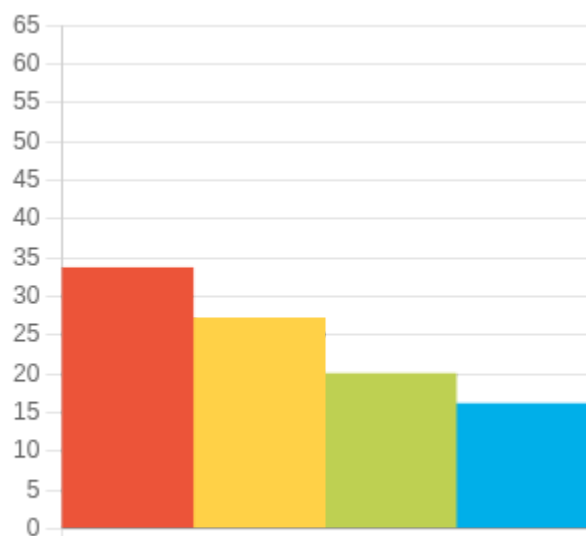
General characteristics of the C-me Colours

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.



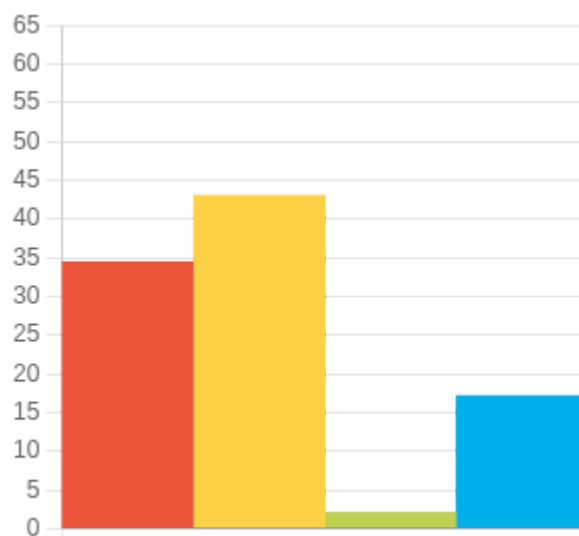
Daniel

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 taken from your adapted graph. It is a helpful shorthand in comparing preferences.



Overview

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

Daniel enjoys leading the group though they will be happy to delegate many of the support tasks. Colleagues realise that Daniel's enthusiasm for a project doesn't always mean that they have the time available to complete it. Working alone is not their preference; they much prefer bouncing ideas off others. Listening carefully and patiently doesn't come naturally to Daniel; they should make an effort to be considerate to colleagues. They will sometimes champion causes they have only just discovered themselves. Tasks with lots of options keep them occupied; they prefer fast moving projects. Although independence and the ability to make their own decisions is really important to them, they will listen to others' views but prefer them to be presented succinctly. In large groups, Daniel can be lively and entertaining using their infectious energy to network with everyone.

Daniel enjoys taking charge, explaining the long term vision to inspire the team. People that verbalise things more slowly and carefully may find Daniel has a strong urge to finish their sentences. Standard procedures are rarely allowed to get in the way of achieving results. Their energy and enthusiasm can bring together disparate groups. They sometimes take on too much because they believe they can do it all and still deliver. They are seen as a natural leader and enjoy taking charge of the situation. They believe they can talk others around to their way of thinking. There is always another project requiring attention; they much prefer handling several fast moving projects at once.

Daniel believes that life's lessons come from experience and not just from studying the theory. Consulting with team members before moving on to the next subject, will ensure everyone is on board. They maintain a fast-paced lifestyle, passing over setbacks and keeping a positive outlook. They may move on to the next subject long before others are ready. Brainstorming new ideas may be more fun to Daniel than completing the original plan. Colleagues who feel reticent to speak for themselves will often value having them as their spokesperson. Highly articulate, they can express thoughts and ideas in a way that inspires and motivates colleagues. Quick decisions from a summary of the information allow them to move on to the next steps; they can handle course corrections as they go along.

Action Points

Highlight up to ten statements that you really like and cross out the statements that are just not you.



Resilient Strengths

Key strengths someone with your colour preference may have:

- Sociable & outgoing
- Sees the bright side
- Positive outlook
- Builds enthusiasm
- Inspirational and visionary
- Dynamic presenter
- Keeps the team thinking optimistically
- Challenges the way things have always been done

Action Points

Highlight the three key strengths that you think best describe you.



Team Contribution

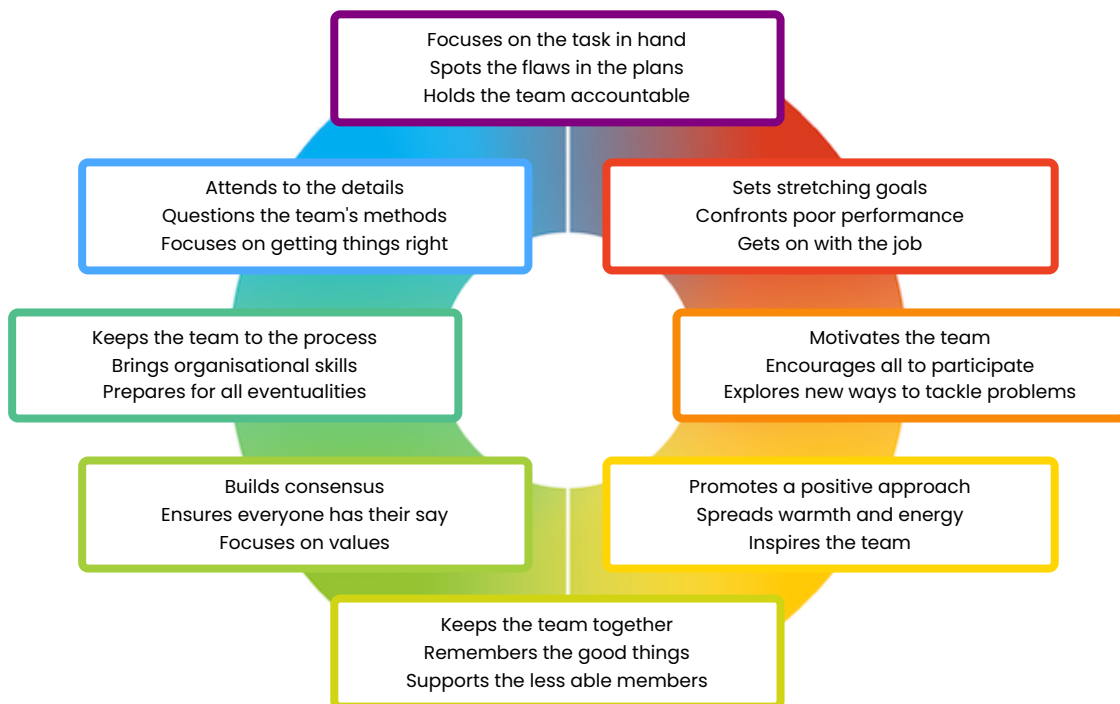
The strongest value you bring to a team may be in these areas:

- Views risk-taking positively
- Sees opportunities everywhere
- Motivates others through optimism
- Energises colleagues with their passion for the task
- Motivates the team to greater achievements
- Enjoys a fast paced, target driven project
- Gets down to business
- Confronts issues head on

Action Points

You will get best value from this section by getting feedback on it from other members of your team. Highlight the three statements you agree with the most.

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:

- Can be frustrated by the details
- Moves quickly to the next task
- May not be really listening
- Frustrated by routine tasks
- Over optimistic of the chance of success
- May move on before details have been considered
- Follows intuition when facts point elsewhere
- Can forget that other people need more detail

Action Points

Turn challenges into a development plan

1. Highlight three 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.

Daniel may ask a question, answer it themselves and then ask a second question while their colleagues are still considering the first one. They are inclined to try to fit three extra things into the five minutes available. They should not always rely on someone else picking up the pieces. There may be a more appropriate time on the agenda rather than their need to do it now. Last minute decisions may cause chaos for others, they should give more consideration to colleagues and their timescales. Quick decision making must leave time for others to arrive at their own conclusions and be able to express their thoughts. Their urgency to complete the task as the deadline approaches can be seen as lack of patience and consideration. Changing things at the last minute may not faze them, but can unnecessarily upset those around them.

Sometimes work is about the details; Daniel can't always escape the routine tasks. Ideas are easy; implementation is often more difficult. Rushing straight into the solution before their colleagues have had a chance to give their opinions may not lead to the best solution. The rule book was written for a reason; they should use their judgement more carefully in choosing when to ignore the rules. Pleasure at being centre stage may be seen as unnecessary self-promotion by others. Ideas for improvements may be seen as tinkering with a finished project. Daniel can push others to work faster than they are comfortable with, potentially compromising their performance. They need to take a step back and think over the issues before making quick-fire decisions.

Action Points

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



Effective Communication

Communication preferences, do:

- Take risks
- Set a challenge
- Save the fine detail for later
- Show your passion and enthusiasm
- They prefer short, sharp debates
- Give them the executive summary
- Get straight to the point
- Be optimistic



Ineffective Communication

Less preferred communication options, don't:

- Quote the rule book
- Overload them just because they say they can handle more
- Expect them to follow instructions
- Present every single bit of evidence before accepting a conclusion
- Interpret directness as particularly confrontational
- Cut them off mid-sentence
- Expect not to be challenged
- Use two pages where one will do

Action Points

Highlight three statements 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.

Blue

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

Red

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

Green

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

Yellow

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

Influencing Strengths

These are the strengths you may most naturally bring to a negotiating, influencing or sales scenario:

- Self assured
- Makes an impact
- Quick to generate opportunities
- Brings a constant stream of new ideas
- Motivates the customer to buy
- Stimulates the customer into action
- Makes life more exciting
- Enjoys debating with clients

Action Points

Highlight three statements that resonate most strongly.

Improving your Influence

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

- Plan the solution carefully before taking action
- Become a product expert
- Manage time carefully and respect others' agendas
- Practice tolerance when things move slowly
- Give others a chance to speak out
- Work on the process; don't just focus on the prize
- Know when to stop
- Make a contingency plan

Action Points

Highlight three statements that resonate most strongly.



Enabling Engagement

What motivates you and demonstrates commitment:

- Dismisses the negatives and focuses on the big picture
- Comfortable to engage with change
- Commits to the success not just to joining the project
- Likes to feel that their commitment will make the difference that leads the team to victory
- They bring their positive attitude along with their commitment
- Expresses a strong desire for the team to succeed
- They commit readily and handles the details later
- Disappointed by others who appear to take winning less seriously

Action Points

Highlight three statements that are most important to you.



Role Agility

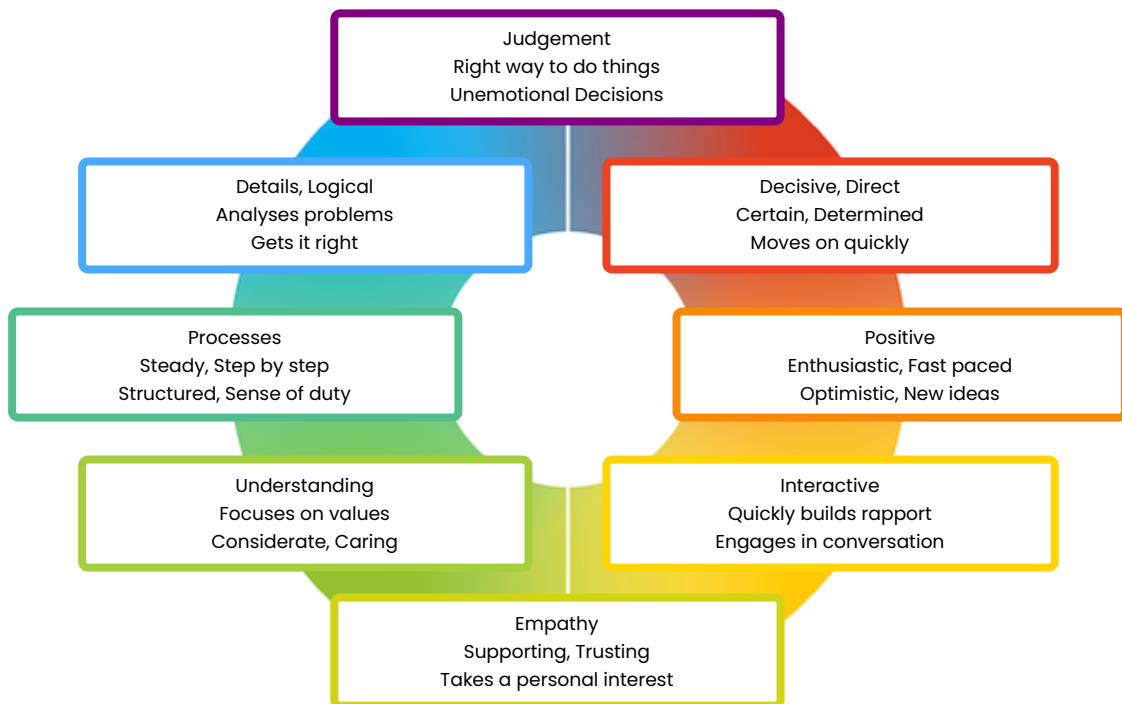
Role preferences and how you may react to change:

- Embraces the challenge of a new role and sets out to deliver
- They will bring big plans and ideas
- Likes to produce their own adjustable definition of their role
- Wants autonomy within the role
- Allow Daniel to use their initiative
- Prefers a role free of restrictions or imposed processes
- Is happy to be accountable as long as they write the rules
- Whatever role is given to them, they will innovate

Action Points

Highlight three 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:

- Finds inspirational and innovative ways forward
- Drops less important parts of the project and focuses on the key areas
- Unfazed by problems
- Sees a problem as an opportunity and readily offers a solution
- Quickly adapts plans and timescales to overcome difficulties
- Remains optimistic that problems can be overcome
- Has lots of ideas for a new way forward
- Views setbacks as a learning opportunity



Less Positive Ways of Handling Setbacks

Negative preferences for handling moments of crisis:

- Gets annoyed with others' incompetence
- Rushes into action without considering the consequences
- Can become frustrated with less positive colleagues
- Has too many ideas to action them all at once
- May rush off in a different direction without fully considering all the facts
- Rushes decision making
- May be inclined to take over
- May lose interest if others do not respond

Action Points

Highlight three statements that resonate with how you handle moments of crisis.

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.

Blue

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

Red

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

Green

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

Yellow

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

Productive Remote Working

These personalised statements can facilitate conversations around productive working preferences which are likely to be heightened in a remote working environment.

- Provide inspiration for others
- Be creative with solutions
- Be organised for remote meetings; know the purpose, who is leading and each person's role
- Put higher risk strategies to one side; this may not be the time
- Set parameters for what the deliverables should look like
- Support colleagues in taking initiative in their roles
- Build routine and discipline into daily working
- Maximise time

Action Points

Highlight three statements that resonate most strongly. Consider what changes would maximise your productivity.

Remote Working Challenges

Potential frustrations that may challenge you in working remotely:

- A narrow focus
- Instructions that need to be read before starting
- Being pushed down the list of priorities
- Reporting progress in detail
- Lack of visibility of what's happening in other areas
- Waiting for others to catch up
- Following laborious procedures
- Prioritising team over service to the client

Action Points

Highlight the three most resonant points and consider how you can overcome them.

How to get the best from your team working remotely



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

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How could this impact others?

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How could this be applied?

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