

High Performance Plus

includes new remote working sections

Halina Jaroszewska

4 June 2020

Introduction

Welcome to C-me Profiling. C-me is a behavioural profiling tool that helps us understand a person's likely preferred way of doing things.

Your High Performance Report includes:

1. A number of sections on elements that are core to individual behaviour and working with others.
2. Aspects of behaviour that are observed to be critical for high performing teams:
 - Enabling Engagement - how to motivate buy-in and how commitment may be expressed
 - Role agility
 - Resilience - positive and negative ways of handling setbacks

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. This approach provides a behavioural language to help us to understand, remember and relate to our own preferred way of working, but also to use and translate into action.

No profile is carved in stone - and there are no right or wrong profiles. Each combination has its own strengths and weaknesses, like two sides of the same coin. C-me reports are all about sparking helpful conversations and discussions, and assisting each of us to learn more about ourselves and each other.

We get excellent feedback on the accuracy of our reports. However it is likely that you will not agree with everything that is said. That's normal. However do take the time to check any such statements out with someone who knows you well as sometimes they can reflect characteristics that are true but simply not visible to you. Hopefully you will find yourself nodding - maybe even smiling - in agreement with most of what you read.

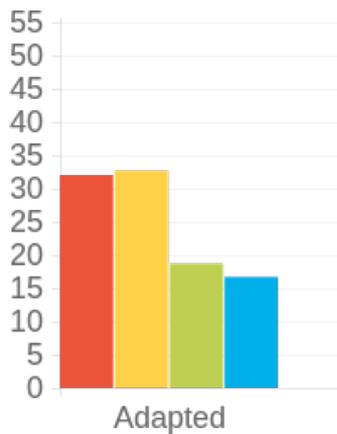
We hope your profile helps you to increase the value you bring to a relationship, to a team or organisation.

You may find you get most value from this report by sharing with those close to you in a work or personal context. It provides a useful foundation if you are considering undergoing personal coaching to improve your performance or value to an organisation. It is further enriched by knowing profiles of those you connect regularly with.

We hope you enjoy your report and find it thought provoking and useful.

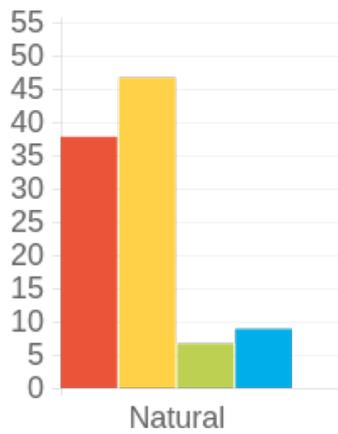
Halina

These graphs show your likely behaviour patterns based on how you answered the questionnaire.



Adapted Behaviour

This graph shows how you are modifying your behaviour in your current context.



Natural Behaviour

This graph shows your more natural way of behaving, when you are relaxed or also when you are under a lot of pressure.



Wheel Position

The further your position is from someone else's, the more you may differ in what you think is the "correct" way to do things.

General characteristics of the C-me Colours

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

Overview

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

Halina enjoys launching new plans to the world and being the centre of attention while she does it. She is often pushed into being the group spokesperson; in reality she doesn't need much encouragement. She has a vivid imagination and sees new opportunities everywhere. Colleagues realise that her enthusiasm for a project doesn't always mean that she has the time available to complete it. Her decision making may seem impulsive but she's just following her natural intuition. Communication is her specialist subject; stopping her communicating is more difficult. She enjoys juggling lots of balls at once, a couple more won't make a difference. Life is full of endless possibilities; she may as well enjoy them all.

Halina can be charming and stimulating company and keep others entertained with her engaging manner. At times, conflict can be difficult for her to deal with; she may choose to ignore or avoid it. The consequences of her decisions will not slow her down; she has confidence that she can sort out the problems as she goes along. She never wants to miss the opportunity just around the corner so is happy to keep moving on. Although she is confident in her own abilities, she may not prepare as thoroughly as some of her colleagues. Her ability to create a compelling vision for the team enhances her capabilities as a manager. She will sometimes champion causes she has only just discovered herself. Colleagues see her as charming and good humoured as she tries to win them over.

Halina brings a high degree of optimism to the team's tasks and gets on well with her colleagues. Because she likes to bring everyone into the event, she can be the life and soul of the party. Listening carefully and patiently doesn't come naturally to Halina; she should make an effort to be considerate to colleagues. She keeps an open mind for new ideas which some colleagues may, mistakenly, see as lack of commitment to the original decision. She brings spontaneity to the team's decision making and her colleagues like her fresh approach to old problems. Supporting in the wings is not her choice; she prefers to be fully involved at the centre of the action. Her ability to link apparently unconnected ideas can trigger creativity in others as well as herself. Lots of energising breaks will help Halina deal with routine tasks; passing them to someone else would be even better.

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

These are some of the key strengths someone with this colour preference may have:

- Spontaneous and imaginative
- Interested in everything
- Positive outlook
- Friendly and optimistic
- Not afraid to take risks
- Sees the opportunity in every problem
- Eloquent communicator
- Generates lots of ideas

Action points

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



Team Contribution

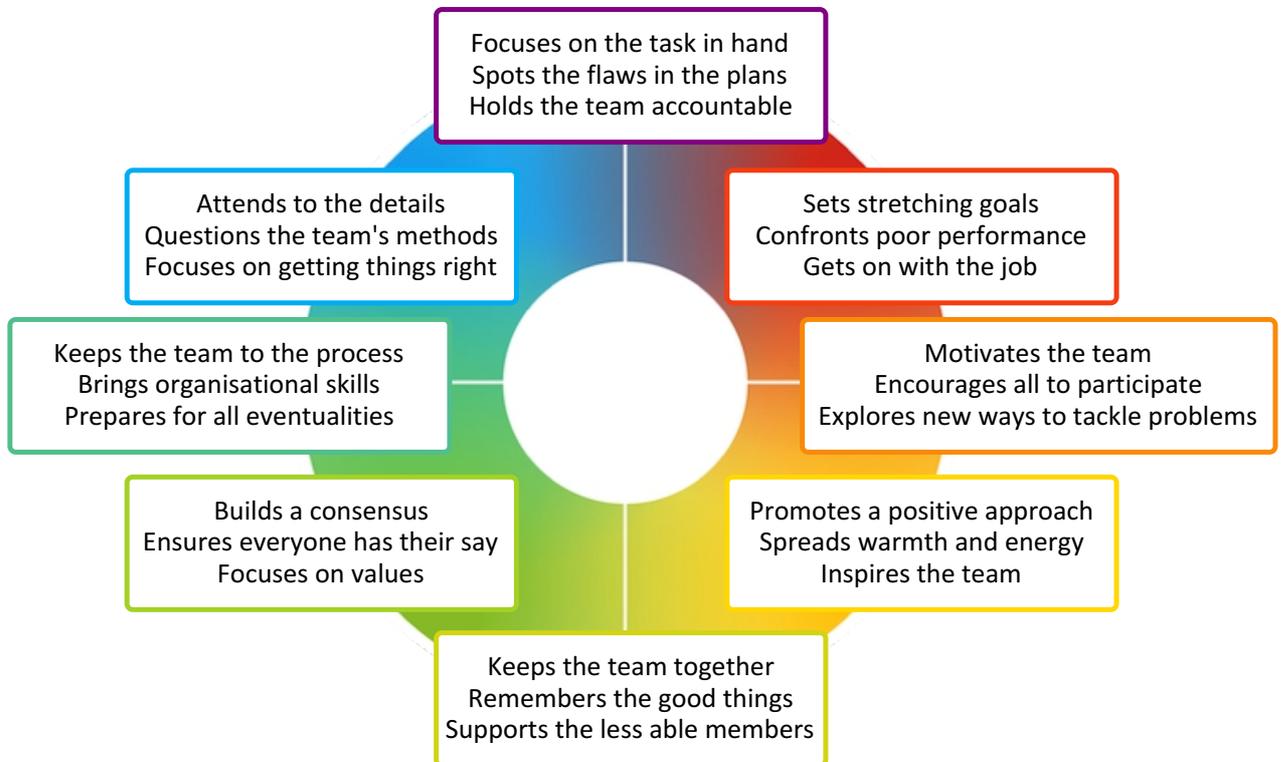
Your strongest value to a team may be in these areas:

- Paints exciting pictures of the future to inspire the team
- Energises colleagues with her passion for the task
- Experiments willingly
- Builds the team's energy
- Goes for prize; not held back by the rules
- Always contributes and adds value to meetings
- Creates an excitement for life's possibilities
- Explores new and different ways to tackle problems

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 still like to work on:

- Can become distracted and lose focus quickly
- May be more interested in the big picture than the detail
- Gets carried away by the enthusiasm
- Creativity can get in the way of getting the job done
- Time management
- Too busy focussing on the next task to take time to learn from the last one
- May not consider others' timescales
- All talk no action

Turn challenges into a development plan

1. Select 2 or 3 points that you feel most apply to you and impact your performance
2. Select situations where these were relevant
3. Identify options for change
4. Consult colleagues 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 in team situations. These may be you on a bad day, viewed by your opposite type.

Halina should learn to stick to a task; the pleasure from a task completed may outweigh the pain of staying focused. Sitting quietly is sometimes better than her energetic, high interactive approach. New ventures should be analysed and the options properly considered. When the project is almost finished, she is still coming up with ideas that may have been of more benefit earlier. Some of her colleagues may prefer to remain in the background and not be dragged into team activities. Her enthusiasm for generating new ideas drives other colleagues mad if they just wanted to get down to the task in hand. A thought may pop into her mind and then out of her mouth without much pause for consideration in between. She wants to engage the whole team in her new ideas; though not everyone is interested!

Halina's need for variety may mean she is viewed as having a short attention span. Halina has a tendency to praise too much and not criticise enough, especially with colleagues she likes; her praise may become devalued if it is not applied a little more discriminatingly. Halina may enjoy the limelight but should remember not all her colleagues feel the same about being centre stage. Being quick and being clear can be tough for some. She may defer problems involving personal conflict, hoping things will improve; sometimes she should face the problem today. Ready, fire, aim may not always be the best way to hit the target. She can choose a course of action before having considered the full range of options or the possible consequences. Her desire to keep lots of plates spinning at once may be regarded as lack of focus by some colleagues.

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:

- Make the conversation spirited and uplifting
- Offer possibilities for immediate action
- Recognise her contribution
- Allow her to set her own boundaries
- Be personable and optimistic
- Let her interject with ideas
- She prefers to deal with articulate and interesting people
- Respect her creativity



Ineffective Communication

Less preferred options, don't:

- Be too formal or business-like
- Spend too much time planning
- Avoid eye contact
- Restrict the free flow of ideas
- Talk down to her
- Forget time to socialise
- Drive hard for facts, figures and outcomes
- Expect her to have planned anything in advance

Action Points

Select three or four statements on either side 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

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

Productive Remote Working

Ideas that could help you work well remotely:

- Tell colleagues how much they are valued
- Draw the team together
- Think positively; deal with the things that can be done
- Let others have their say
- Try to avoid home distractions
- Stick to normal office times
- Schedule regular breaks but try not to get distracted
- Be realistic

Action points

Select the three statements that resonate most strongly. What changes would maximise your productivity?

Remote Working Challenges

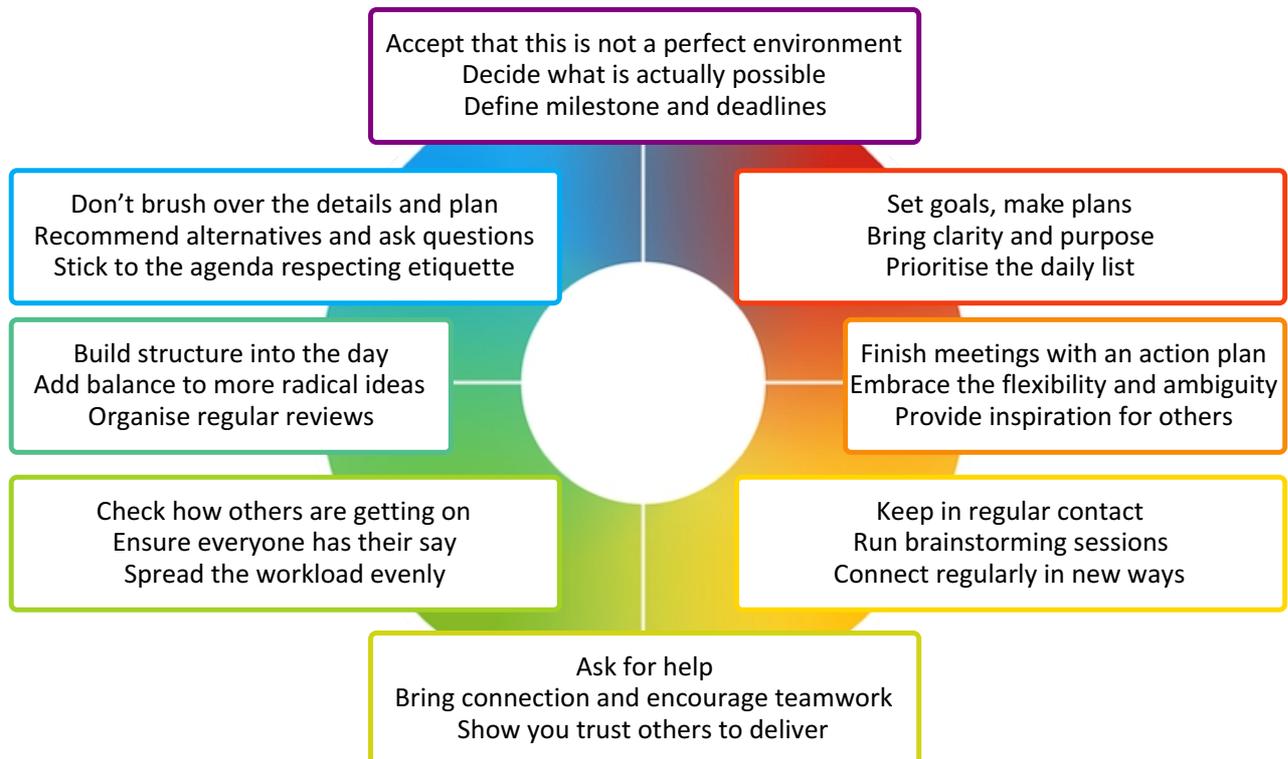
Potential frustrations that may challenge you in working remotely:

- Expectations that a full plan has been prepared
- A limit to endless possibilities
- Isolation
- Detailed instructions
- Rules to be followed exactly
- Being ignored or not consulted
- Concentrating for too long on one subject
- A hostile environment

Action points

Select the most resonant points and think about how you can overcome them.

How to get the best from your team working remotely



Enabling Engagement

What motivates and demonstrates commitment:

- She will commit but does not feel bound by the rules
- She commits enthusiastically and tells everyone she has done so
- May rebel if she feels coerced
- Will commit to people rather than the task or project
- Enjoys feeling part of something exciting and dynamic
- Doesn't need the full plan to get started
- Give her a chance to shine
- Will motivate others to commit through her enthusiasm

Action points

Select three statements that are most important to you.

Role Agility

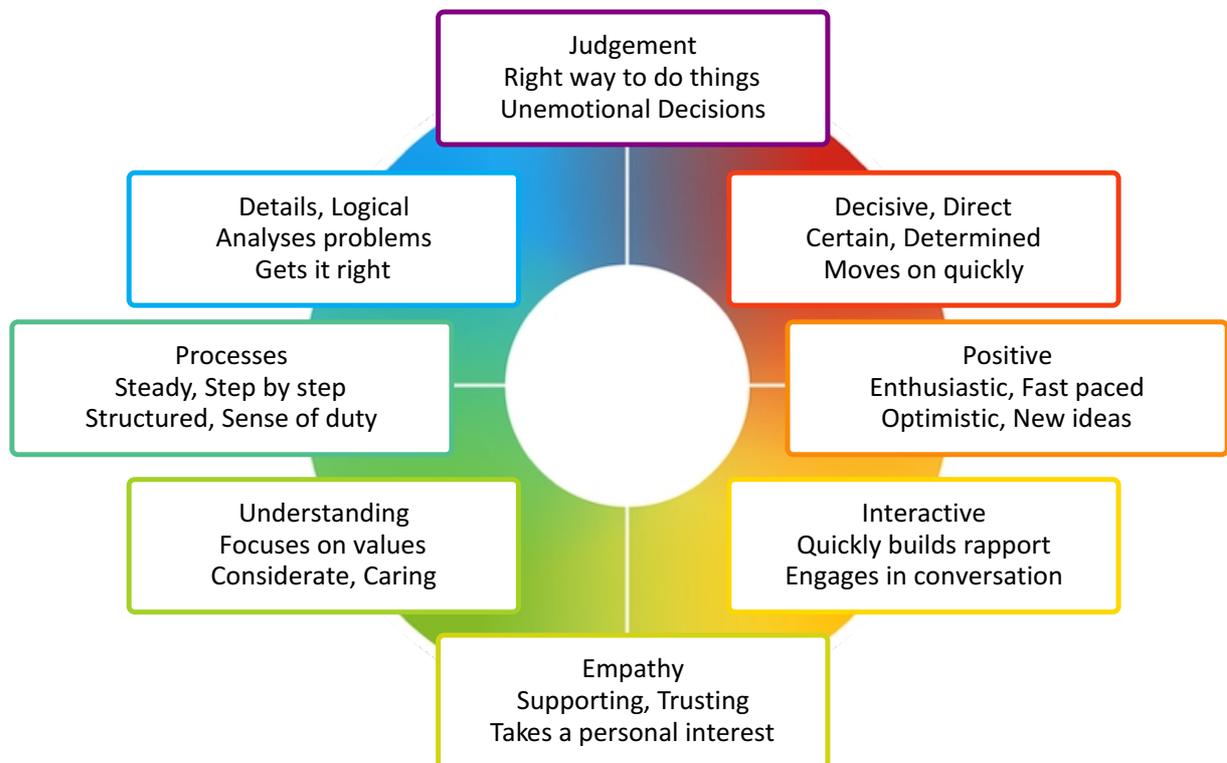
Halina's role preferences and how she may react to change:

- Has only a passing interest in other members' objectives
- Prefers a high visibility role
- Likes to see progression between roles
- Likes to produce her own adjustable definition of her role
- Prefers to operate with as few rules as possible
- Dislikes being constrained by others' rules
- Likes to be inspired
- Does not like a role which is repetitive

Action points

Select statements that you feel describe your role preferences best.

Role fit around the wheel



Positive Ways of Handling Setbacks

Turning issues into opportunities - Positive ways Halina will prefer to handle moments of crisis when they occur:

- Unfazed by setbacks, focusing instead on new challenges ahead
- Rallies around and encourages others
- Looks forward not back
- Always optimistic
- Is optimistic that the team can overcome the problem
- Focuses on the positives
- Changes the rules to enable the team to remain winners
- Finds inspirational and innovative ways forward

Less Positive Ways of Handling Setbacks

Possible negative ways in which Halina may react in moments of crisis when they occur:

- Promotes her solution with enormous enthusiasm but it may lack substance
- Denies the situation and carries on regardless
- Can become frustrated with less positive colleagues
- May fail to understand the full gravity or implications of the situation
- Questions the original targets
- Continues unrealistic praise for performance
- May miss the opportunity to learn from exactly what went wrong
- Launches the rescue without a detailed plan

Managing Stress

Signs:

Getting stuck in analysis
Impatience
Becoming unresponsive, distant
Only able to see the negatives
Not knowing where to start

Action:

Give them time and space
Avoid interrupting them
Answer questions fully

Signs:

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:

Going quiet, and becoming disconnected
Increasingly worrying
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:

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

Please use this page to capture your reflections and actions going forwards.

Harness all four colour preferences to capture different perspectives.

