

Professional Insight Solution



Leaders at all levels are challenged by the difficulties in working effectively with other individuals and teams of people to generate performance. Ask any group of people their number one performance challenge and, chances are, in the top three responses will be the word “communication”. But the word communication alone does not tell us enough about the challenge at hand to be effective in taking action to improve it. We need more insight. Since almost all groups give very near the same answer, the problem cannot be the group itself either. Since the problem is held in common among groups that are totally independent of one another, the problem must be of a general nature and not about individuals or teams that have something “wrong” with them. The Professional Profile Solution is designed to assist individuals and teams come to grips with the areas of commonality and difference that are at the root of their communications issues that are impediments to performance. Individual and team performance can then be addressed by using common language and interpersonal approaches that are meaningful to the team members individually and collectively.

How It Works

Since we don’t see the world the way the world is because we see it the way we are, two people can look at the exact same object or situation and derive totally different meanings from it. The good news is that there is a preference pattern that people exhibit that creates these differences. The better news is that the pattern is easily understood and put to work. It begins with what is called the Insights Discovery Profile. Here is how we make it happen:

1. Participants are directed to a web site where they sign in and create a confidential connection to the Insights Discovery Profile system.
2. They then complete about 15 to 20 minutes of interaction with the model
3. The system uses the information given by the participant to create a plain language feedback report of about 20 pages
4. For individuals, the report is then provided to the participant during a one-on-one session either face-to-face or on-line conferencing using voice and slides.
5. For teams, the feedback can be done individually or in a workshop setting either live in person or live via on-line conference
6. All feedback sessions have time for questions and answers to provide an opportunity for people to fully grasp the information they have been given

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What It Offers You

Team and individual effectiveness is a challenge under any circumstances but it is nearly impossible without a foundational understanding of the way people interact. What has been known from the time of Hippocrates is that people tend to interact based on a mixture of 4 fundamental aspects of behavior. Until recently, however, there was no way to apply the information in a personalized way. That all changed with the development of the Insights Profile. What the Insights Profile offers individuals is

1. Insight to the way people interact based on their personal preferences
2. How interaction can be improved by an understanding of self and the relationship of self to others
3. Strengths of the preferences that are exhibited
4. A way of validating the information provided
5. Possible blind spots, weaknesses and challenges
6. Ways of interacting with people that have different preferences to increase effectiveness

For Teams, the additional insight is:

1. The collective pattern of preferences for interaction
2. The risks and rewards of the pattern of preferences on the team
3. How team agreements need to be created to assure maximum engagement of all members

Expected Results

As we move more and more into the age of the human network, the ability to work together effectively becomes imperative. The Professional Insight Solution is an opportunity for individuals and teams to gain

1. Greater interpersonal effectiveness to increase influence and performance
2. Faster and better resolution of issues while maintaining critical relationships
3. Far better team effectiveness with higher performance and lower risks

To learn more about how our unique blend of transformation services work or to get started on taking advantage of the opportunities to make a significant impact on value creation, call us at StratEx Advisors, Inc. at 530-672-8178 or simply email mark@stratexadvisors.com