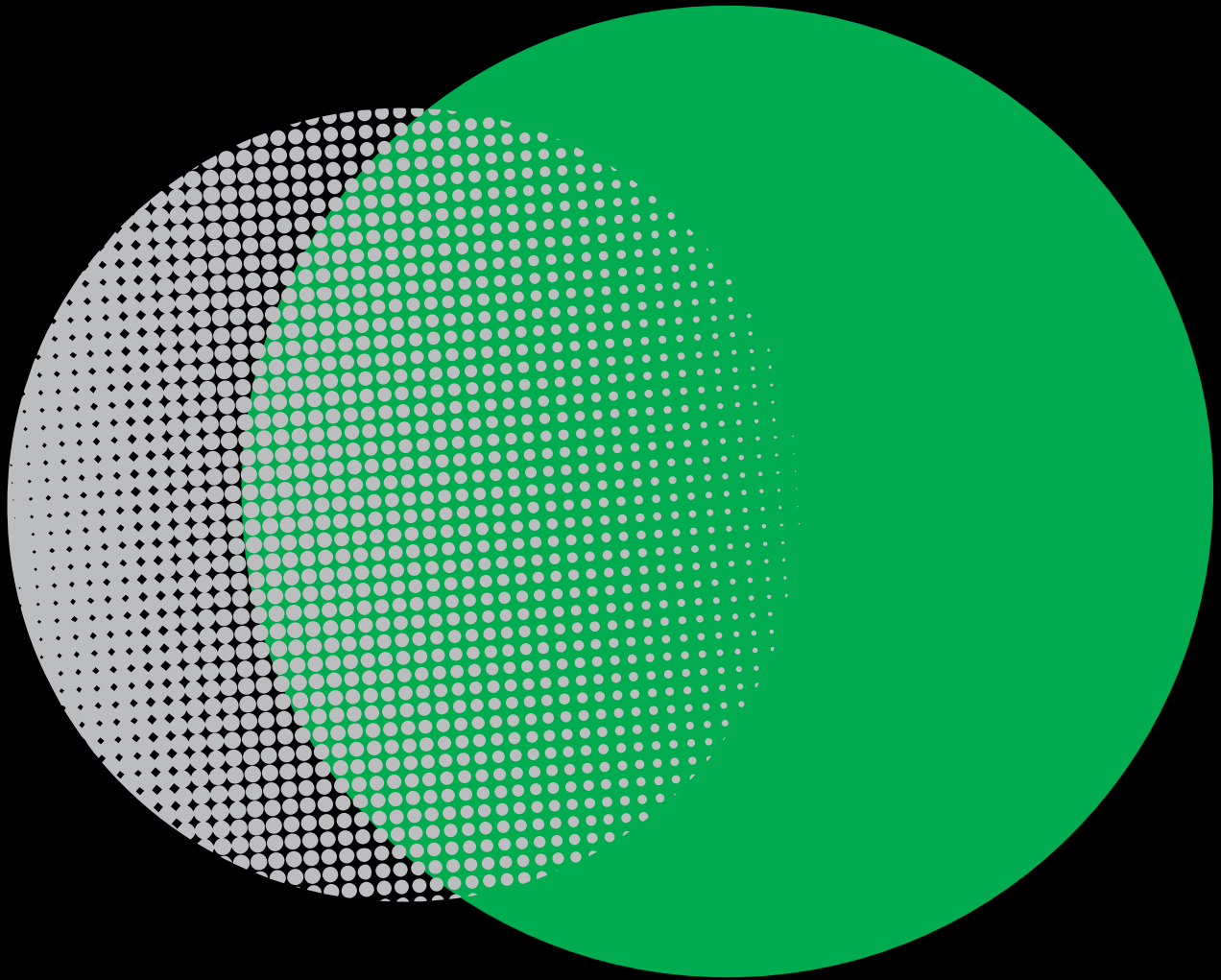




Spotlight

Joanna Bloggs
14 May 2020
Spotlight v3.0

Profile
Framework
Thinking

SpotlightPROFILE
a mindflick brand





JOANNA

Welcome



Have you ever noticed that you seem to click with some people easier than others? When the pressure is on, have you ever noticed that some people respond similarly to yourself, whereas others react differently?

Perhaps you seem to connect with colleagues who are particularly sincere and honest? Maybe you tend to relate to those people who are thoughtful and relaxed in their approach, and who make sure to involve others before making decisions?

WHAT DO I NEED TO KNOW?

1. Spotlight measures performance preferences, it is not a measure of capability
2. All preferences are equally valuable to performance, there are no 'better' preferences
3. Everyone has a blend of all preferences, although certain preferences fall more within the Spotlight for each individual
4. Spotlight recognizes that mindset and behavior can flex across contexts, including when we are under pressure
5. By developing a greater understanding of self, method, and mind individuals can become more effective when working with others and enhance their performance under pressure, and therefore the profile is divided into these 3 sections

**KNOW SELF****KNOW METHOD****KNOW MIND**



IT'S ALL ABOUT...

Moving

We all have areas of our character that are strengths and weakness, and there is no single best type of personality. How useful a certain 'mindset' or 'behavioral style' is to us in any given moment ultimately depends on the context that we find ourselves in. Having the ability to adapt how we think or behave, depending on the situation we are in, allows us to stay focused on a goal but adjust how we go about achieving it in a more effective way.

Spotlight helps you to identify and get the most out of your natural mindset and behavioural style preferences, and provides two intuitive frameworks to help you develop your adaptability.

COPE TO THRIVE

Imagine a mouse weighing up a sprint across a kitchen floor, right under the nose of a sleeping cat, to the reward of cheese the other side of the room.

For some mice, the excitement caused by a whiff of cheese is all that is needed to take a risk, propelling them to action. Other mice are all too aware of the risk posed by the cat, and see wisdom in waiting for an opportunity when the cat is out of sight, secure in the knowledge they have eliminated the risk.

The COPE framework helps you to understand four different mindsets based on the combination of sensitivity to reward (or cheese to stick with the mouse analogy) and sensitivity to threat (the cat!). To truly thrive in an ever-changing world we need to be skilled at adopting the mindset that is most appropriate for the situation we are in.

FLEX TO CONNECT

The four FLEX behavioural styles are complementary, and your unique balance of these will reflect how you tend to behave and interact with others.

Your Spotlight profile considers how you might get the most out of your strengths by considering situations from different perspectives. It explores styles that might be less natural to you, providing you with practical ways in which you might FLEX to connect with your environment and those within it.



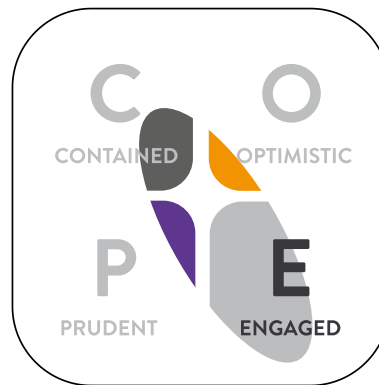


YOUR

Spotlights

MINDSET

With a first preference for an 'Engaged' mindset, you are sensitive to changes around you, noticing both opportunities and threats early. You tend to be attentive to the most subtle changes in your environment, trusting and following your intuition in a calm and controlled manner. As a result you may be considered highly perceptive during periods of change, willing to adapt your approach before fully committing.



EMPATHICALLY ENGAGED

BEHAVIOURAL STYLE



Dominantly people-focussed in your behavioural style, you tend to be in touch with the human side of issues. You may tend to display a nurturing and cooperative approach to people and team projects that you care a lot about. As a result you tend to be accommodating and encouraging, caring deeply about the needs of others and will often show warmth in your relationships.



TAPPING INTO

Drivers

Drivers are the things that can help us to maintain our motivation through time, allowing us to keep a focused sense of momentum and progress towards our goals.

By identifying opportunities to make small changes to how we think and how we act, we can shape our daily interactions to tap into these drivers more effectively. In doing so, so we can craft our roles and our environment to help keep us motivated and driven over time.



Driven to support others and create caring and affirming environments, you may be considered as both nurturing and loyal to others around you. Focussed on understanding how others might be feeling about key issues, you tend to be highly attentive to the people side of issues.

**PERSONAL DRIVERS FOR YOU MAY INCLUDE:**

- Keeping the peace and working well with others
- Being given flexibility in how you should approach a task
- Ensuring work is an enjoyable and purposeful activity
- Quickly reacting to potential threats, putting safety measures in place
- Providing valued support to others
- Using your natural intuition when assessing a situation
- Finding the humour and fun in every situation
- Feeling prepared and ready to react to whatever the future holds
- Finding a way to make everyone comfortable enough to participate
- Noticing your own emotional responses to situations

What drivers might you need to tap into?



PLAYING TO

Strengths

Are you playing to your strengths every day? Research would suggest that all too often our natural talents remain untapped or undiscovered.

Although counterintuitive, our greatest opportunity to grow and develop often lies in areas where we are already strong. By understanding these talents, we can maximise their impact and discover new ways to apply them across a range of different situations.

**JOANNA, YOUR KEY CHARACTER STRENGTHS MAY INCLUDE:**

- Seeing both sides of an argument and bringing them together
- Embracing change and thriving in fast moving environments
- Open-minded and accepting of others, you are willing to consider different perspectives
- Recognising subtle changes in the behaviour or emotional states of others
- Making sure that life never becomes routine and dull
- Taking special care and effort to avoid any slip ups
- Offering heartfelt consideration and genuine support to others, especially in times of suffering
- An ability to bridge the gap between instinct and reason
- Enthusiastically connecting with a wide range of people from different backgrounds
- Seemingly being able to guess what's likely to happen in the future, ensuring appropriate action is taken to be fully prepared

How might you play to your strengths?



REMEMBER TO

Take Care

Our strengths and weaknesses are two sides of the same coin, with our strengths over-played often becoming our weaknesses.

Sometimes our strengths become over-played because we fail to notice that the context around us has changed, meaning our strengths are no longer as useful or appropriate. At these times we can appear overly fixed or rigid, failing to adapt our approach to suit the situation.

**SOMETIMES, OVER-PLAYING YOUR STRENGTHS MAY RESULT IN YOU:**

- Struggling to challenge people even when it is required
- Continually adapting your plans, which others may find draining
- Overly focusing on relationships, getting distracted from delivering the task at hand
- Not truly considering all available factors before taking action
- Over-enthusiastically trying to get others to share your excitement for an idea
- Being negatively influenced by events outside of your control
- Being so unassuming that your efforts and contribution goes unrecognised
- Over relying on your instinctive response
- Appearing to lack a strong opinion, being too easy going
- Over-thinking what might happen in the future

Where might you need to take care?



CONSIDER YOUR

Counter-weights

Counter-weights allow us to demonstrate that we value the areas that fall outside of our natural preferences, helping us to keep our strengths in balance.

They are vital in allowing us to move and adapt, letting us smoothly shift our focus and highlight more relevant and impactful areas when required.

By skillfully utilizing counter-weights, our own strengths are more likely to be seen as being in 'balance' as opposed to over-played or fixed.



JOANNA, CONSIDER HOW THE FOLLOWING PIECES OF ADVICE MAY HELP YOU COUNTER-WEIGHT YOUR STRENGTHS:

- Being more objective in your analysis of situations might help you judge the true needs of others more effectively
- It may frustrate you when you see others take an opportunity that you'd actually noticed earlier - be mindful to not let fear be the reason you don't go for it
- Mild mannered and easily approachable you may find that your time is taken up discussing issues that, on reflection, are outside of your control
- Your intuitive decision-making may be perceived by others as being unpredictable or erratic
- Easy going in your approach, you may struggle when others demand hard facts and reasoned logic from you
- In trying to adapt, be mindful of an approach-avoid mindset (i.e. thinking you should go for something, and then thinking that you actually shouldn't) causing you to appear indecisive
- Your enthusiasm for moving things forward may result in neglecting what appear to you as trivial details, despite them mattering a great deal to others
- At times you may be prone to misinterpreting instinct for intuition, try to make sure you don't stop pursuing a goal because of self-doubt
- Preferring not to confront issues directly, you may fail to tackle the elephant in the room
- To those people who are more prudent in nature, you may appear too easily swayed by the emotion of the situation

What counter-weights might help balance your strengths?



BUILDING YOUR

Confidence

True confidence is not indicated by the absence of self-doubt. Confidence is better thought of as our ability to decisively and consistently commit to action despite the presence of this doubt. Joanna your inner voice may sound like:

“ What if I am not good enough?

We can begin to gain more control over our confidence by understanding our inner voice so as not to get derailed by it, and also by knowing where we get our confidence from. Below are some suggested 'sources' of confidence based on your preferences, as well as suggestions on how to expand the base of your confidence by tapping into 'sources' of confidence that may feel less natural to you.

**YOUR SOURCES OF CONFIDENCE:**

- Feeling valued for your input
- Raising your curiosity levels, appreciating the little things around you
- Creating a supportive environment around you
- Trusting your intuition
- Getting advice and encouragement from important others
- Changing a small habit that you know will benefit you
- Receiving praise from people you respect
- Trying things that make you feel uncomfortable
- Remembering why you do what you do, enjoying each day as it comes
- Having your need for flexibility supported

EXPAND THE BASE OF YOUR CONFIDENCE BY:

- Having an objective way to assess your progress and improvement
- Clear goals that are realistic and achievable
- Feeling like you have the next new thing to explore and test, that others don't yet have
- Facing challenges or difficult situations head on

How might you develop more robust confidence?



DEVELOPING YOUR

Resilience

Life is full of ups and downs. It is how we prepare for, manage, and respond to these moments that dictates our ability to keep focused following a success or bounce back from a setback.



With an 'Empathically Engaged' preference, you tend to reflect and consider the opportunities and threats, enabling you to mindfully explore a range of potential approaches before fully committing to one.

**FOLLOWING A SETBACK, YOU MAY:**

- Have an initially strong emotional response before controlling yourself and getting some emotional distance from the situation
- Reflect and question yourself about what happened and what you are learning about yourself
- Require a bit of time to recover before taking committed action towards moving on

**FOLLOWING A SUCCESS, YOU MAY:**

- Experience the emotional high, before taking a step back and reflecting on your performance
- Reflect on what might change in the near future, and what approaches you'll need to commit to staying true to
- Remain mindful that you will need to adapt your plans as future situations unfold

**TO PROACTIVELY MANAGE THESE UPS AND DOWNS, CONSIDER:**

- Being able to separate your emotional world from the external reality may help you to feel more calm, certain, and committed over the longer term. It is worth considering having trusted friends or colleagues who you can talk to about any concerns, as opposed to bottling those feelings up
- After a setback, ensure that you debrief the experience in an objective and factual way to work out what lessons you can take from it, how you can grow as a result of the experience, and make a plan for what you will do differently in the future
- Reflect on previous setbacks or challenges you have dealt with well. Work out how you did this, the positives that you can take from these experiences, and what future opportunities may come as a result

How might you become more resilient?



MAINTAINING YOUR

Energy

In order to maintain high levels of performance, it is important to think about how we are currently investing our energy and how we can re-charge and expand our energy reserves.

Below are some suggestions for re-charging your energy based on your preferences, as well as ideas for expanding the capacity of your energy reserves by investing time in re-energising strategies that potentially feel less natural to you. Whilst these may feel initially uncomfortable, these strategies often help us to enhance our energy levels in the long-term.

**YOU MAY CURRENTLY BE INVESTING ENERGY BY:**

- Really pushing yourself to be more assertive and decisive in order to get things done
- Pushing yourself to be more supportive and encouraging in order to understand others

**TO RE-CHARGE, CONSIDER:**

- Practice a random act of kindness
- Do something on the spur of the moment, without planning in advance
- Take time to reflect on some of the good things you have done recently
- Follow your heart and what the universe is trying to tell you - just listen and take action
- Start a new hobby

**TO EXPAND, CONSIDER:**

- Agree your current priorities
- Do an activity that gives you an adrenaline rush
- Stop multi-tasking and focus all your energy on one thing at a time
- Take the time to review your recent successes
- Help someone problem solve by providing a logical perspective

How might you re-charge and expand your energy reserves?



ALLOWING SOME

Wriggle-room

In order to get the best out of Joanna, it's important that they feel accepted and respected for their unique strengths and talents.

To do so, it's important to create an environment that demonstrates that their strengths are valued, where the positive intention behind their behaviour is recognised, and they are given the wriggle-room to get things wrong occasionally, without being overly judged or labelled.

**TO GET THE VERY BEST OUT OF JOANNA:**

- Actively listen to their thoughts, summarising and reflecting what you've heard
- Let them respond in the moment as a situation unfolds
- Show that you have total faith in them
- Encourage them to challenge the status quo when required
- Provide them with time to reflect before asking them to share their feelings on a situation
- Allow them to use metaphors and stories to get their point across
- Support them in finishing and completing tasks well, avoiding leaving any loose ends
- Appeal to and trust their intuition
- Show that you care and allow them to share their personal experience
- Allow them to experiment and think "outside of the box"

What wriggle-room might help to get the best out of you?



FLEXING YOUR

Decision-making

Every now and again we all come to a crossroads and have to make those difficult decisions whether to turn left, right, or just keep going.



Based on your natural preferences, you may tend to approach decision-making in a responsive and people focused way. You are very focused on the emotional climate around you, using this information to guide the decisions you make. You are very aware of incoming information which you reflect on greatly, tending to trust your internal feelings and inner voice to guide your decision-making.

Your sensitivity to the ups and downs of the emotional climate means you are happy to change your mind over a decision, which may be perceived as both a strength and a weakness by others. Whilst you are able to see both the threats and the opportunities attached to a certain course of action, this ability can sometimes result in a degree of indecision. At times, you may fail to fully explore the facts and details of the situation, failing to engage with the potential upsides of making the decision. You may be overly engaged and influenced by the emotional climate, doubting yourself and your decision-making.

**WHEN MAKING IMPORTANT DECISIONS, CONSIDER HOW THE FOLLOWING QUESTIONS MAY HELP YOU GET A MORE WELL-ROUNDED PERSPECTIVE:**

- It's important to ensure that we FLEX our style when making decisions. Ask yourself, "What would a Logical perspective on this situation be?"
- Step into a Prudent mindset. What are the potential risks involved with each of your options? How might you mitigate against some of these risks?
- As a thought experiment, consider what your future self would thank you for?
- To build a sense of hope and optimism, consider why you might commit to a particular course of action despite some level of uncertainty. Consider, "What is the best-case scenario as a result of this decision?"
- Sometimes when making a decision we can lose ourselves in all of the uncertainty. Discipline yourself to consistently ask, "What specifically is the goal that I am trying to achieve here?"
- It's often our own fears and doubts that hold us back from making a decision. Why not try a simple thought experiment and ask yourself, "What would I do if I had no fear? What risks would I take if I knew there would be no judgement or repercussions?"

How might you improve your decision-making?



MANAGING YOUR

Stressors

Based on our natural preferences, we each have particular things that “press our buttons”, and cause us to feel a degree of stress.



You may experience stress when you feel that your values are violated. You may become stressed if you feel unappreciated, when others don't live up to your standards, or when you have to listen to a great deal of criticism.

**SPECIFIC SCENARIOS THAT “PRESS YOUR BUTTONS” MAY INCLUDE:**

- When there is a lack of emotional support
- Closed mindedness
- Environments that neglect personal values
- Small but inconsiderate actions by others
- Unattainable demands by others
- Being rushed into sharing your judgement, before you have fully assessed all the information
- When feelings or emotions are dismissed as irrelevant
- When others dismiss your sense that something won't work
- Insensitive communications that might cause embarrassment to others
- When others refuse to acknowledge the emotional aspects of a decision

How might you manage your stress effectively?



COPING UNDER

Pressure

When we are placed under pressure, our emotional brain kicks in and starts to have a greater influence on how we react to situations.

We become less sensitive to changes in our environment and as a result are at risk of becoming less adaptable, getting fixed to our more natural preferences, despite them no longer being useful to us.

**HENCE, UNDER PRESSURE YOU MAY START:**

- Trying to please everyone
- Idealising others or your relationships
- Saying "yes" to everything until you are totally overloaded
- Over-reacting to small changes
- Needlessly worrying about others
- Becoming overly sensitive about feelings
- Deliberately trying to defy other people's expectations of you - a real "I'll show you" attitude
- Becoming increasingly emotional and indecisive

1

Stop reacting and calmly consider what's actually happening

2

Consider what opportunities this situation might actually present

3

Objectively assess where you should strategically direct your efforts and energies

What do you need to do when under pressure?



DEALING WITH

Problems

George Bernard Shaw once famously said...

“ **I learned long ago, never to wrestle with a pig. You get dirty, and besides, the pig likes it.** ”

Just like wrestling a pig, we can often find ourselves going over and over the same problems, without making much head way. Some of the time these problems only exist because of the frame we choose to see the world through.



SOME PROBLEMS YOU MAY BE MORE PRONE TO WRESTLING WITH:

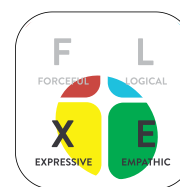
- Lack of culture: Where you perceive there to be a lack of shared understanding and values in how the group is approaching their work
- Lack of instinct: Where you perceive people to be overly reliant on rationality and consciously thinking things through, resulting in everything slowing down
- Lack of encouragement: Where you feel that people are failing to get the acknowledgement or support that they deserve
- Lack of open-mindedness: Where you perceive others to be too closed-minded, with a lack of willingness to consider ways to improve or transform the way things are done
- Lack of care and support: Where you perceive there to be a lack of consideration given to other people in their time of need
- Lack of concern: Where you perceive there to be a lack of sensitivity to how others are feeling in the team

What problems do you need to be aware of wrestling?



JOANNA BLOGGS

Overview



DRIVERS

- Keeping the peace and working well with others
- Being given flexibility in how you should approach a task
- Providing valued support to others



STRENGTHS

- Seeing both sides of an argument and bringing them together
- Embracing change and thriving in fast moving environments
- Offering heartfelt consideration and genuine support to others, especially in times of suffering



CONFIDENCE

- Feeling personally valued for your input
- Raising your curiosity levels, appreciating the little things around you
- Creating a supportive environment around you



WRIGGLE ROOM

- Actively listen to their thoughts, summarising and reflecting what you've heard
- Let them respond in the moment as a situation unfolds
- Provide them with time to reflect before asking them to share their feelings on a situation



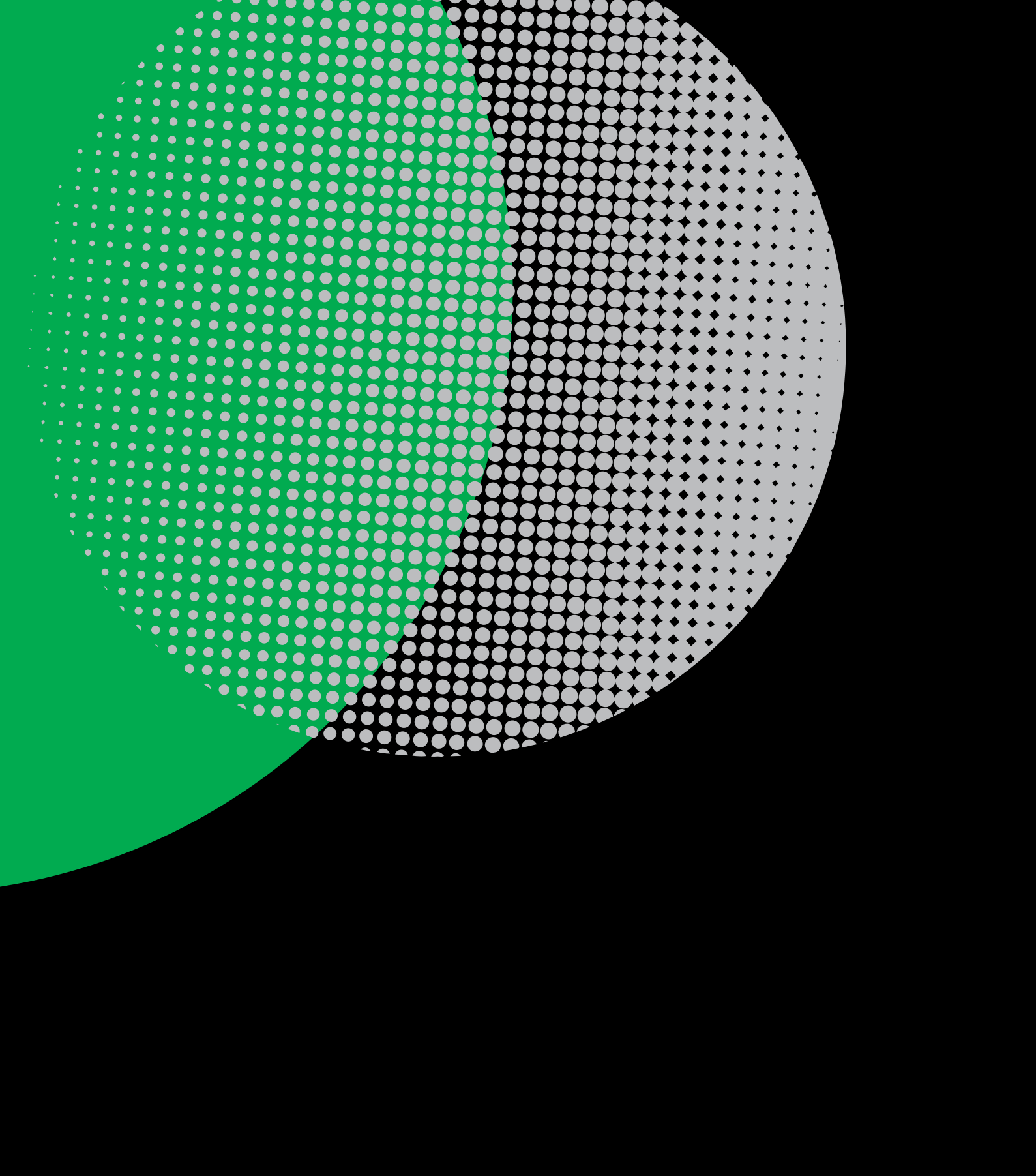
STRESSORS

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- When feelings or emotions are dismissed as irrelevant



PRESSURE

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- Over-reacting to small changes
- Idealising others or your relationships



**It's time to
move...**

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