

FOCUS ON THE INSIGHTS SHADOW TYPE AND STRESS

How understanding your Blind Spots can enhance your leadership development

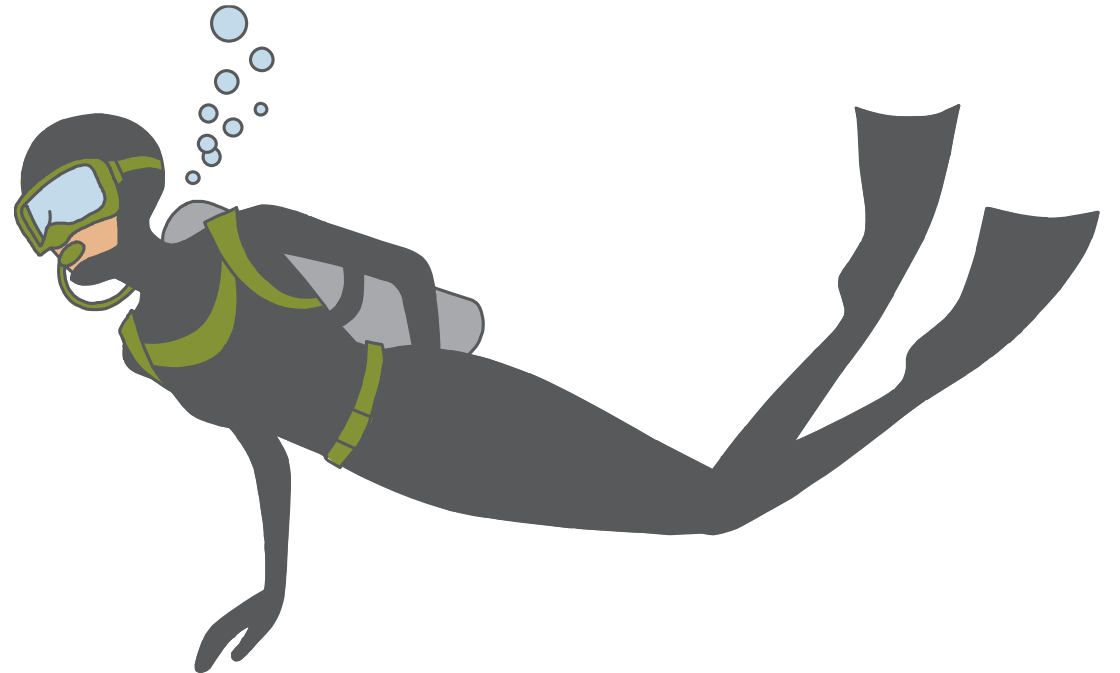
OBJECTIVES

- An awareness of your blind spots and how they may manifest to self and others
- Understanding of others “out of character” selves and stress reactions
- How to improve your leadership style by understanding the impact of and working on the blind spots - trigger, during and after to recover balance

“Do not underestimate the power of the dark side” ...Darth Vader

- Our blind spots ‘live’ in our shadow – that area of our personality we least understand and are less able to consciously relate to
- Our perceptions of self may be different to the perceptions others have of us
- We project who we are onto the outside world and are not always aware of the effect our less conscious behaviours have on others

We all have hidden depths, places we rarely dare to explore ...



WHAT TRIGGERS YOUR 'SHADOW' TO TAKE CHARGE?

Hungry

Angry

Lonely

Tired

Stressed



The 'shadow' may rise up when a person's energy is at a low level

GOOD DAY, BAD DAY, SHADOW



When we are stressed, we begin by using our natural energies to excess (remember that weaknesses are often just overplayed strengths). As the shadow comes to the fore we tend to move over the wheel and begin to use our least preferred colour energies



On a 'good day' you begin in your own colour energy and as you become increasingly stressed you slide towards your 'bad day' state (your own colour energy played to excess) then your 'shadow' (least preferred colour energy).

When have you had emotions, thoughts or behaviours foreign to your usual character?

Were you hungry, angry, lonely, tired or stressed?

Can you think of other triggers?

Describe in detail the situation that caused you to behave 'out of character'

ACTIVITY - FEEDBACK

In groups

What makes me stressed
(CAUSES)

How I show I am stressed
(BEHAVIOUR SIGNALS)

What you can do to support me /
What can I do to support others
(REMEDIES)

INDIVIDUAL THINKING TIME.....

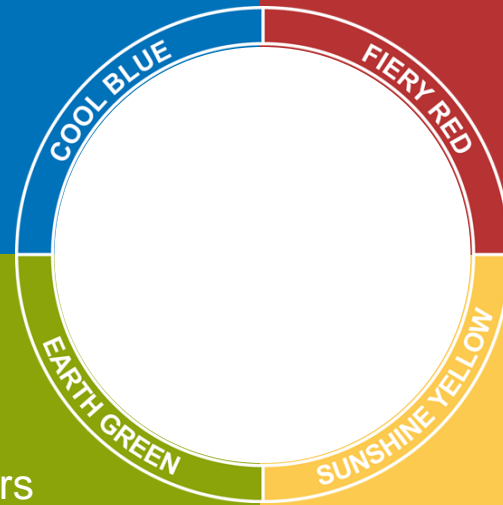
POSSIBLE CAUSES OF STRESS

LOSS OF COMPETENCE

- Lack of information or understanding
- Lack of structure or logic
- Poor work quality
- Wasted time
- Rush job
- Distractions

LOSS OF CONTROL

- Lack of focus
- Indecisiveness
- Lack of immediacy
- Slow pace
- Incompetence



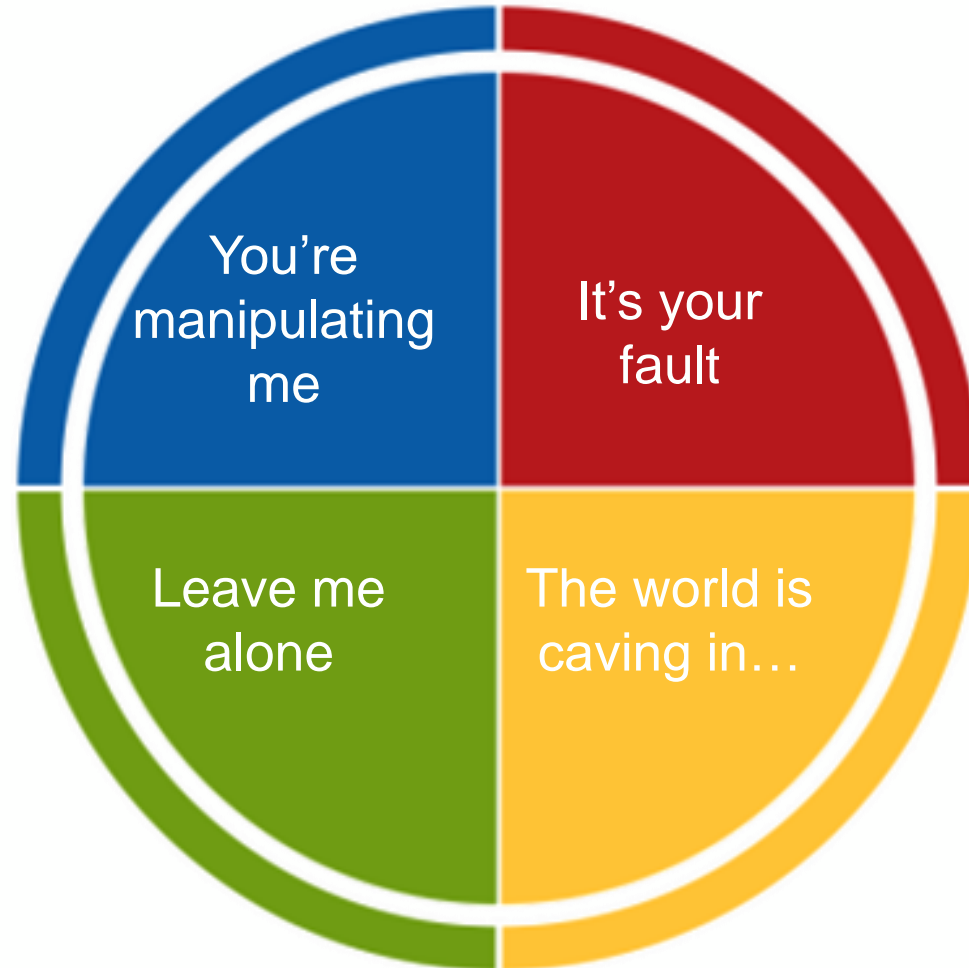
LOSS OF CONNECTION

- Lack of consideration for others
- Sudden change without warning
- Violation of values
- Time pressure/fast pace
- Unfair or impersonal treatment

LOSS OF CHOICE

- Lack of involvement
- Restrictions on flexibility
- Lack of influence
- Being overlooked
- Personal rejection
- Over-seriousness
- Slow pace

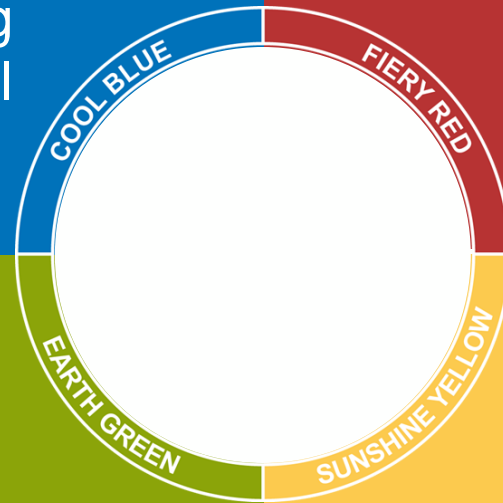
COLOURFUL 'BLURTS' OF STRESS



SIGNALS...

Becomes questioning and deliberate
Nitpicking
Aloof, withdrawn, resentful

Becomes aggressive
Impatient
Irritable and demanding



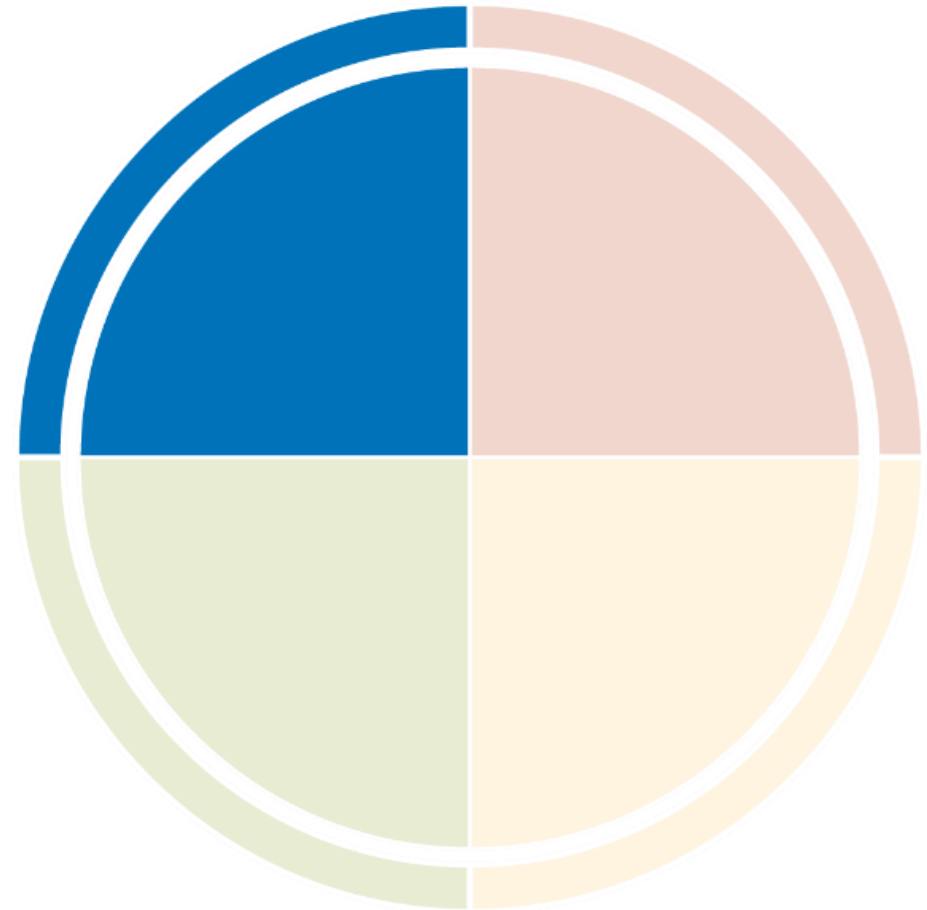
Becomes silent, withdrawn, hurt
Judgmental, impersonal, resistant
Stubborn and overly cautious

Over responsive
Appears opinionated
Argumentative

BEING 'BESIDE YOURSELF'

When people with high levels of Cool Blue energy are 'beside themselves' they may:

- initially go very quiet then get outwardly emotional
- emphasise logic to an extreme
- become hypersensitive in relationships



BEING 'BESIDE YOURSELF'

When people with high levels of Earth Green energy are 'beside themselves' they may:

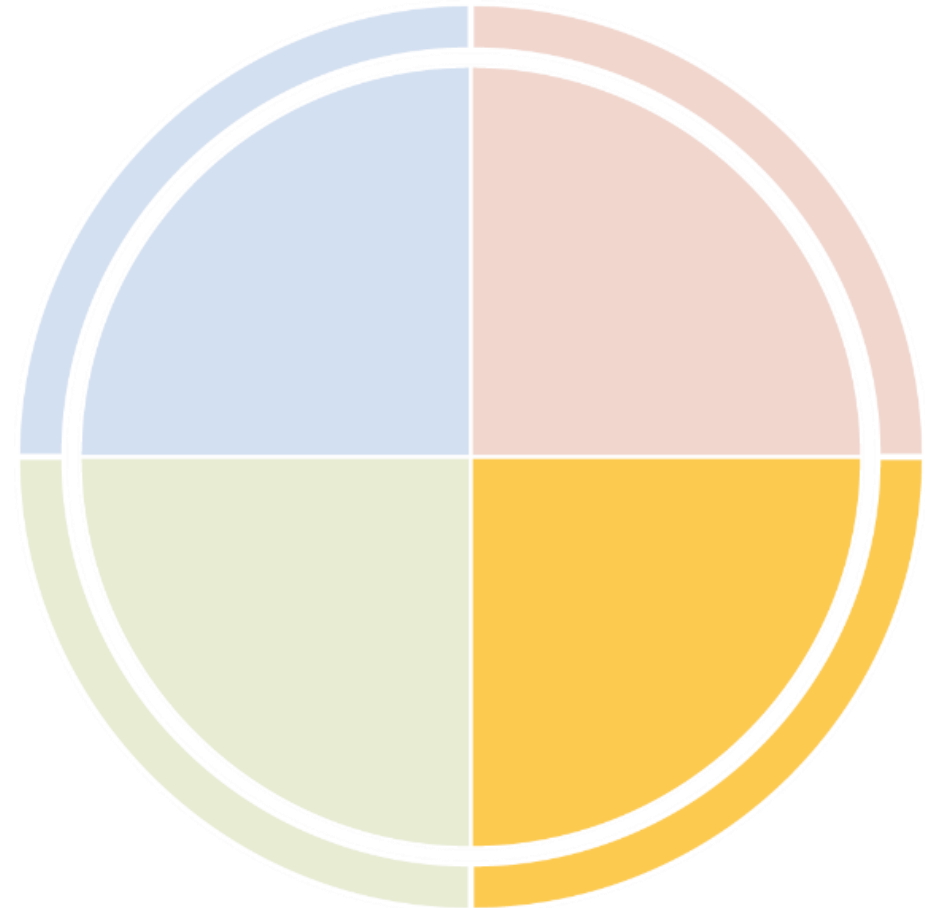
- have self-destructive thoughts then get extremely critical of others
- ruminate on rights and wrongs then get vicious
- experience deeply hurt feelings and behave destructively



BEING 'BESIDE YOURSELF'

When people with high levels of Sunshine Yellow energy are 'beside themselves' they may:

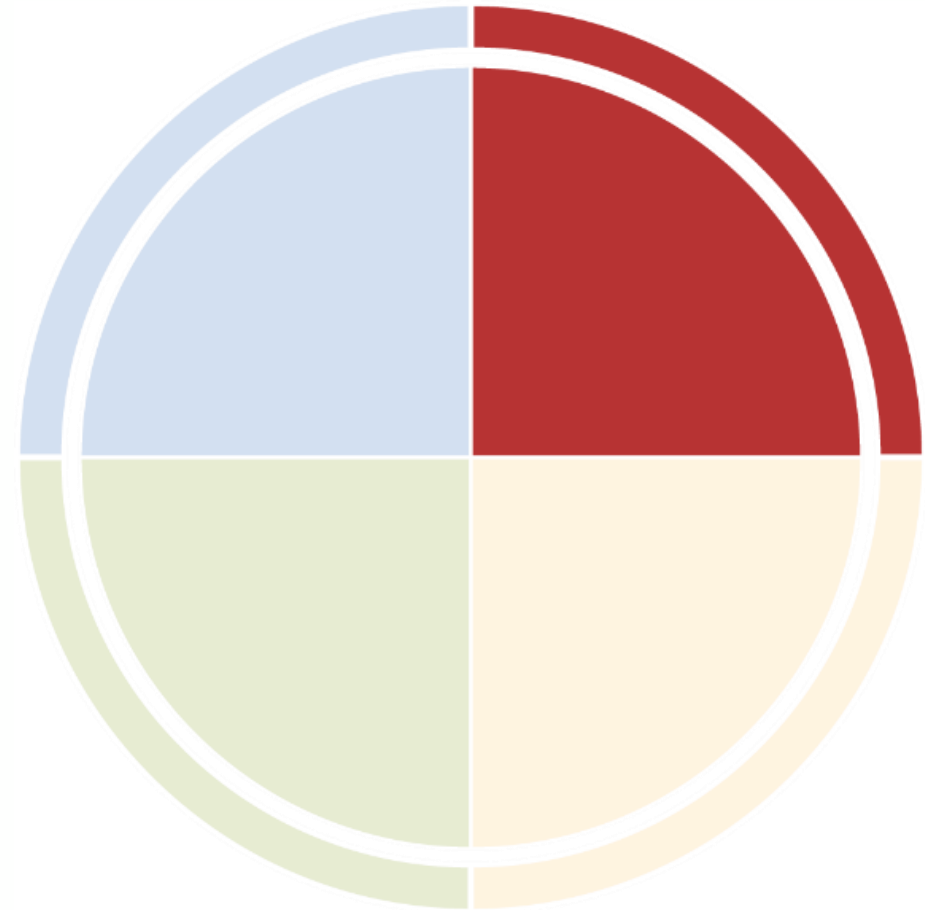
- initially be loud and excessively critical then go quiet
- express convoluted logic and no emotion
- become compulsive then very detached



BEING 'BESIDE YOURSELF'

When people with high levels of Fiery Red energy are 'beside themselves' they may:

- become excessively irritable then withdraw into self
- increase demands on others then feel helpless
- feel personally offended and misunderstood



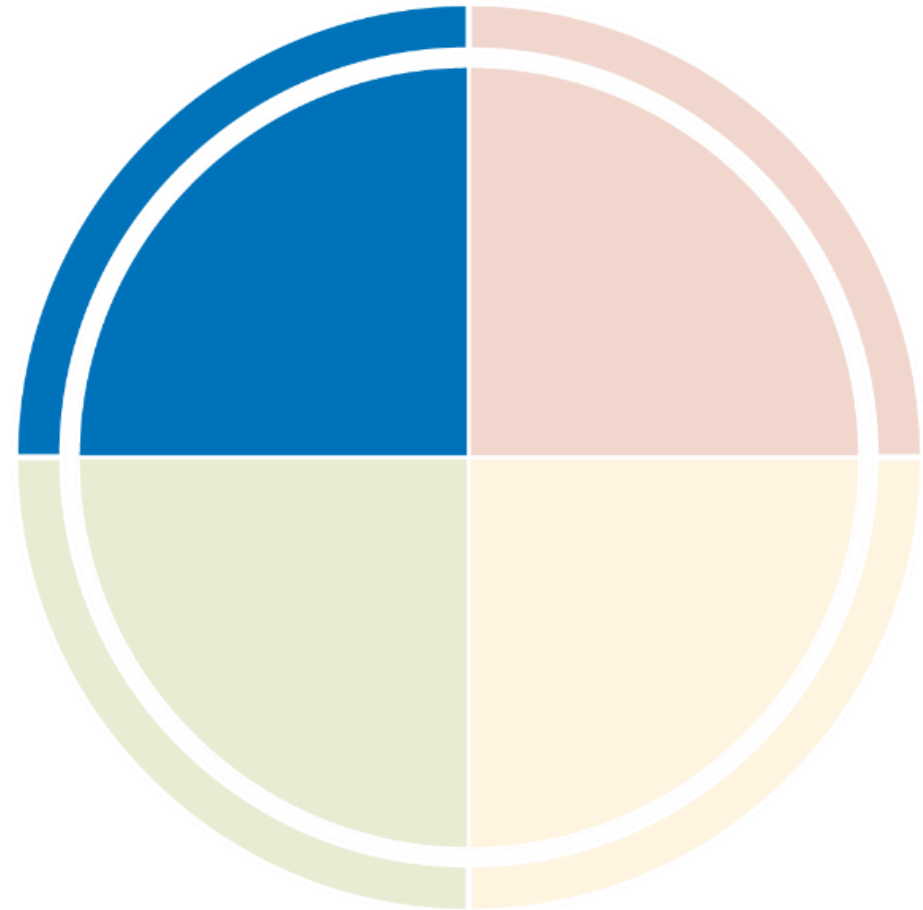
WALK THE TALK ...



- In groups
- Discuss a personal example of how this model could be useful in understanding how you might react in a stressful situation
- Discuss how you could support others

ALLEVIATING STRESS - COOL BLUE

- Give time to relationships
- Set wider time parameters
- Value your strengths
- Ask others when you need assistance
- Be open to receiving emotional support



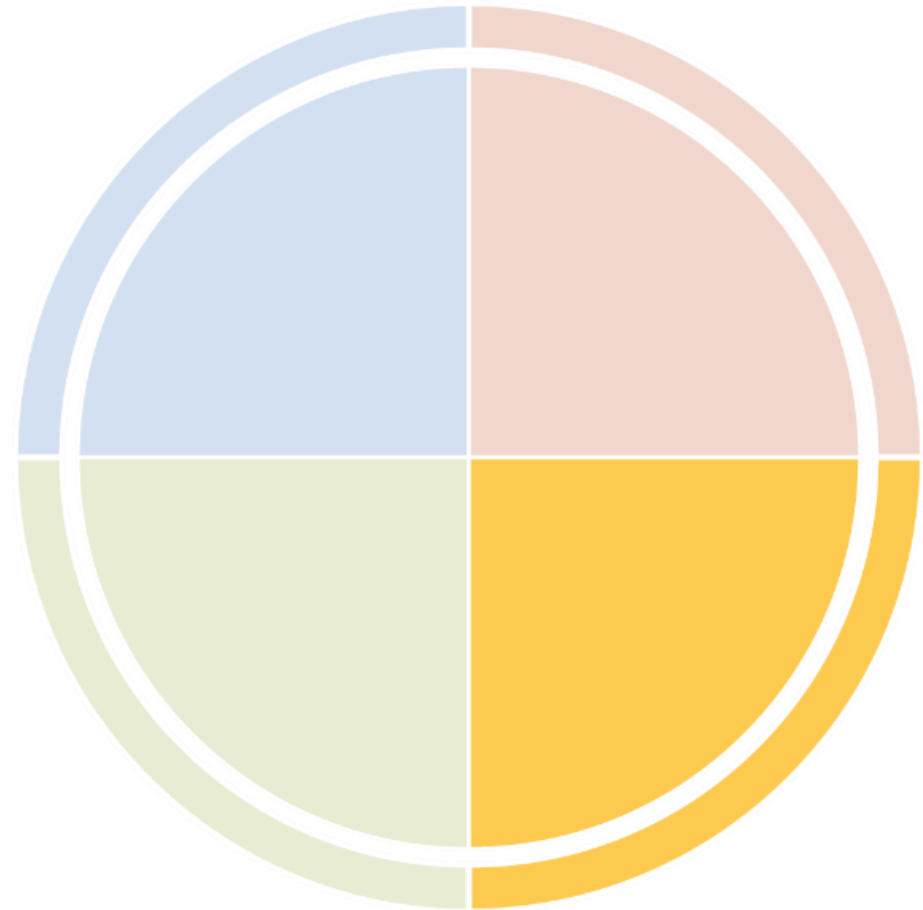
ALLEVIATING STRESS - EARTH GREEN

- Keep things in perspective
- Put yourself first more often
- Be more expressive
- Put the task aside for another day or let go altogether
- Ensure you have time out alone to reflect and restore balance



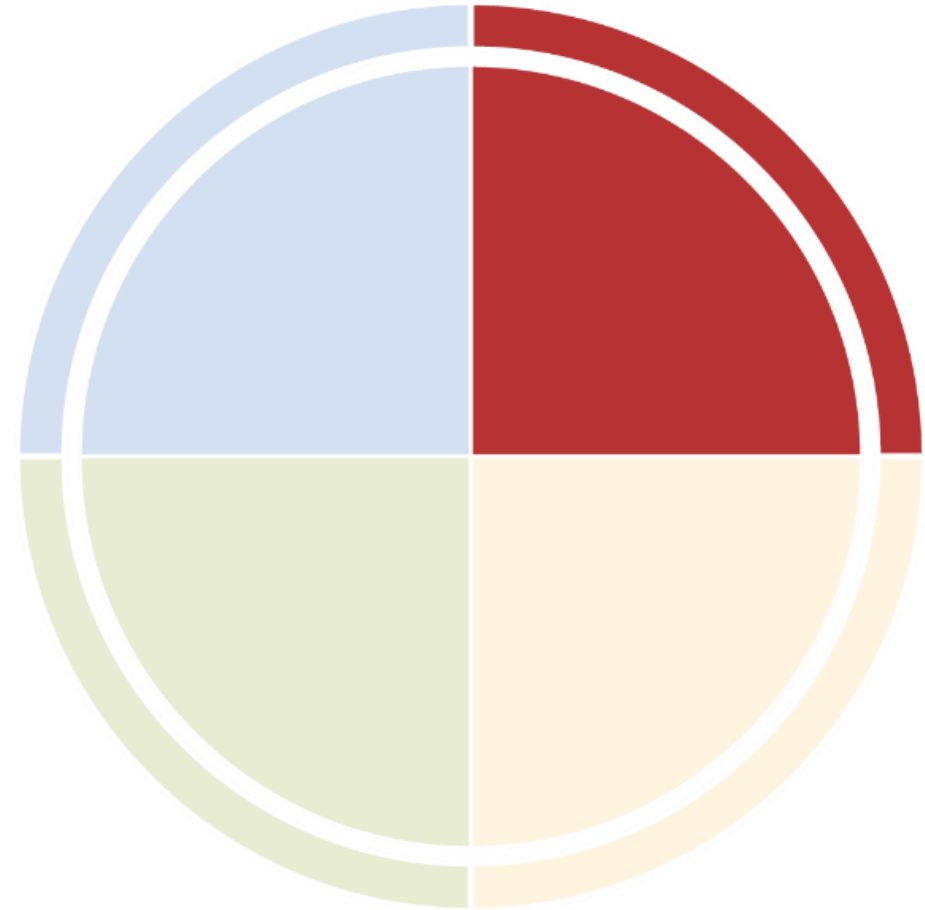
ALLEVIATING STRESS - SUNSHINE YELLOW

- Have a plan and stick to it
- Set time aside to relax
- Avoid unrealistic deadlines
- Slow down
- Say “no” from time to time



ALLEVIATING STRESS - **FIERY RED**

- Create time for nothing
- Give more time to people
- Create some space for you and use at least some of it to relax
- Don't wear your watch at weekends
- Take part in a non-competitive sport/hobby



STRESS AND YOUR POSSIBLE WEAKNESSES

Define how you can work on each 'possible weakness' in order to reduce your inner stress.

My Stressful Situation/ Experience	My Possible Weakness	How could I respond differently?	What do I need to develop?

WE PROJECT OUR INDIVIDUAL CONCERNS AND OUR 'OTHER SELF' ONTO THE EXTERNAL WORLD

- Who is /are the 'difficult person / people'?
- Your opposite psychological type?
- They may prefer to use 'opposite' colour energies to you
- Record the one aspect / trait of their personality that you find particularly painful



CONSIDER | are they truly 'difficult' or is this view a product of your perceptions and projections?

MY MOUNTAIN - YOUR MOUNTAIN



From “Your Mountain” you see a similar vista as your colleague on “Their Mountain”

Much of the view will be the same terrain, but viewed from a different angle

From the top of My ‘Fiery Red’ Mountain I look over to your ‘Earth Green’ Mountain. I see you as placing a high value on peace, loyalty, ideals and personal standards, sometimes to the point where you perceive others who do not share your values as immoral, impersonal and uncaring. You are un-self-conscious, open and at ease with life and work. You have great patience and your air of innocence makes you well liked. You place such a high value on personal freedom that you sometimes shy away from making purchases or committing to plans. You cannot be manipulated easily and operate best in the company of genuine and trustworthy colleagues. You like to spread peace and harmony. You don’t find it easy to get on with tough, direct people.

COMMUNICATING WITH YOUR OPPOSITE TYPE

Reflect on this relationship

Can you see why the situation you described may have occurred?

Can you see how the influence of colour energies between you have resulted in some of the difficulties you described?

Consider the main differences between your communications needs and your Opposite Type's communications needs

What could you do to be more accepting and appreciative of them?

For each of your 'Usual Suspects' list one idea for improving your communication with them



“Learn to value the differences between you - and your ‘Difficult’ person – and they will not be so difficult after all.”