

## Discover - Discuss - Diversify - Develop

clarity<sup>4D</sup>

unlock the real you



Personal Profile  
Judith Oliver

## Why Clarity 4D?



If we liken our lives to a journey, it is wise to establish where you are starting from and where you intend to go. Some people may amble through life without any sense of direction or purpose, and others may wish to challenge themselves on the way by metaphorically climbing mountains. The behavioural model which is offered by Clarity4D is a pathway to establish the most effective route 'up the mountain' in order to bring 'clarity' and 'purpose' to our goal: to reach the heights of self-understanding.

The Clarity4D profile is a snap shot of you at "base camp". It provides an opportunity to discuss the options you have in terms of your behaviours - those you have now, those you wish to develop, and others you may wish to minimise or discard. The colour energies, which are outlined overleaf, offer an easy language to describe how we interact and modify our behaviours when confronted by different types of people and varying situations. The Clarity4D profile can be used for a number of applications from personal and career development, personal relationships, team dynamics, leadership style, sales techniques and can also be used as a coaching tool.

Specifically, why "Clarity"? This is about looking at our behaviours and psychological preferences from a number of viewpoints and gaining greater awareness of the impact of those behaviours on others. We can then make conscious informed choices about what is right for us.

Why then "4D"? The 4D is about the 4 dimensions of our development:

### **1st Dimension: How you see yourself**

We all have a self concept, an identity. Some people are very clear about who they are, others less so. By answering the questionnaire you have provided a current picture of how you see yourself. Pages 5-7 of the profile cover this.

### **2nd Dimension: How others see Judith**

We should recognise that because we are all different, the way other people see us will vary too as the origin of their thinking/behaviours will be different. On page 8 of the profile you are invited to get feedback from key people on how they see you.

### **3rd Dimension: Your hidden potential**

Having established how we see ourselves and how others see us, we can explore how much better we could be by unlocking our potential. By working through this, we may reveal strengths of which we were previously unaware. Page 9 of this profile will show the areas identified for your potential growth.

### **4th Dimension: The time it takes to develop your potential**

Development doesn't happen overnight. It takes a long time and committed effort to produce consistent behaviours. The last part of this profile is designed to help us to develop more useful habits to form the person we choose to become as we journey through life. We can control the speed of the progression, and the only limitation we have is that imposed by ourselves.

# Understanding The Background



This Clarity4D profile is compiled from a set of statements that is unique to **Judith Oliver**.

The idea of personality profiling is not new; it has been around since the Ancient Greeks when Hippocrates, the Greek philosopher and medical doctor, identified that his patients behaved in four quite different and distinct ways. The Clarity4D model is based on the work of the psychologist, Carl Jung, who in 1921 wrote "Psychological Types" on the subject of personality and preferred ways of behaving, and has been the study of many academics ever since.

## The Link from the Ancient Greeks

Using the idea from the Ancient Greeks of the four elements, Water, Earth, Fire and Air, and the energy that is created by those four elements, the Clarity4D model has been linked to the four psychological types identified by Carl Jung, and our preferred way of behaving. The concept of colour has also been added to help the reader recognise and remember the different types of personality.

**INTROVERTED PREFERENCES** are represented by Water and Earth – energies that are hidden beneath the surface i.e. sea or soil

**EXTRAVERTED PREFERENCES** are represented by Fire and Air – energies that are above the surface



**(WATER) BLUE** energy is shown by people who are introspective and reserved. They like to observe others and think before taking action. They are happy in their own company, and can give an independent, detached analysis, which can sometimes give the impression of aloofness.



**(FIRE) RED** energy is demonstrated by people who are highly energetic and action-orientated. They are positive, straight-talking and assertive. They tend to be goal-focussed and enjoy the challenge of achieving quick results. They are pragmatic thinkers who have an objective approach which can sometimes overlook the needs of other people.



**(EARTH) GREEN** energy is observed in people who are warm and friendly in an understated way. They value close relationships and will be loyal and supportive of their family and friends. They like to create a harmonious atmosphere and prefer consensus to confrontation, which can sometimes make them appear indecisive and laid-back.



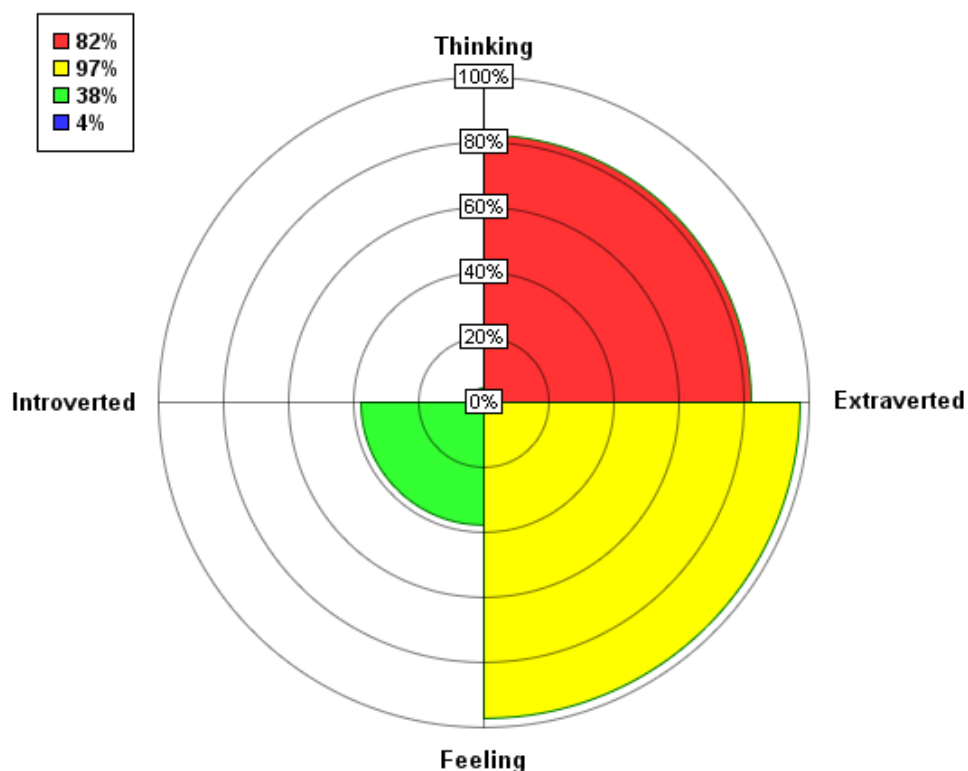
**(AIR) YELLOW** energy is displayed by people who are out-going, sociable and fun-loving. They particularly enjoy the company of other like-minded people and frequently stand out in a crowd, often enjoying being the centre of attention. They are persuasive, charming and can sometimes overwhelm people with their enthusiastic energy.

As individuals we are a mixture of these four elements, but we have a preference for using some of the energies over others, and the Clarity4D profile will identify which these preferences are, and how we can adapt and use the energies to meet the needs of different people and situations in our personal and professional lives. At the end of the profile is an action plan designed for Judith to complete and work on a future personal development strategy.

# How Do You Show Up?



## Conscious-self Graph



I N T R O V E R T E D	<b>BLUE</b> Reflective Observing Analytical Cautious Formal Exacting		T H I N K I N G	<b>RED</b> Focused Forceful Direct Challenging Dominant Action Orientated	E X T R A V E R T E D
	<b>GREEN</b> Empathic Concerned Informal Supportive Patient Easy-going		F E E L I N G	<b>YELLOW</b> Talkative Expressive Light hearted Sociable Flamboyant Enthusiastic	
I N T U I T I O N   S E N S I N G   I N T U I T I O N   S E N S I N G   I N T U I T I O N   S E N S I N G					

# The 4 Dimensions of Judith Oliver



These pages give an overview of Judith's personal style and some insight into how she works with people and tasks.

## 1st Dimension: How Judith Sees Herself

Judith is constantly searching for new ideas and experiences. She gains her energy from having lots of different interests and activities, and she may find it difficult to prioritise her time. Judith has an ability to spot the opportunities in new concepts and the influencing skills to get people to support her. One of her strengths is the initiating of new ideas, and an area for development is the completion of those new ideas.

She is happy to have a go at anything, but would prefer it to be hands-on rather than intellectual. Judith wants to try all the good things in life. She has an adventurous streak and is prepared to take risks to keep her morale and expectations high.

She may become dejected and morose when things don't go well or when she can't see a way forward.

Looking after other people seems a way for her to satisfy her own personal need to serve. Judith is lively, hard-working, passionate, responsible and influential. Judith likes to be seen as a mover and shaker and likes to take centre stage on occasions.

She really enjoys work where she can be supportive and use her influencing skills. She will look for every chance to mix with others or start new friendships. Judith can get irritable when she has to spend too much time on tedious tasks on her own. She can think on her feet and will go the extra mile to please others. She has an interest in seeing the future possibilities in people and situations.

Clever, passionate and extraverted, she has charisma and can succeed in a number of roles. She is creative, self-reliant and her intuition can spot possibilities when relating to others. If she is responsible for evaluating the detailed work of others she may find this uninspiring and even tedious. She has a strong self-belief and looks for opportunities where people can appreciate her strengths. When her ideas are rejected or criticised, she finds it difficult to hide her hurt and disappointment and can take it personally. Judith is flexible, charming, warm-hearted and good-natured.

She may switch off a job once it has become predictable and regular, and start looking for a new project.

She enjoys learning new things and can overcome despondency by starting a new interesting project. She has a natural flair for presentation. She can come up with more concepts, possibilities, plans and opportunities than the average human being. She gets on well with people and can see the strengths of individuals.

## Continued



She may think she can sweet talk her way around anyone. She is well-liked, friendly, affable and has a large circle of friends and acquaintances. She excels at communicating and uses her gift of eloquence to best effect. An innovative thinker, Judith is good and enthusiastic company, with a high opinion of her own abilities. She can entertain company with her humour and interesting stories. Judith has the ability to build teams with high energy and high performance. She prefers talking to people rather than writing to them. Highly skilled and versatile, Judith makes life look like an easy performance, and she likes to star as she moves from act to act!

Her buoyant, extraverted nature may cause her to overlook the importance of some situations. She has a wide circle of friends and contacts. Judith is a highly attractive and charming individual with a natural gift of the gab. With a zest for life that is inspiring, Judith likes to be in the midst of people when possible.

She uses her energy externally and is in tune with the needs and drivers of other people. She is well known for her natural ability to motivate others and demonstrates excellent people skills. Her highly stimulating activities are usually fun and exciting, but can be exhausting for other less exuberant colleagues. Normally eloquent and persuasive, she does not like conflict and will avoid it, unless she is pushed to her limits when she may "let rip" verbally. She likes consensus and group discussions rather than written procedures and instructions from above.

If she concentrates more on facts and not just people, it would help her decision making. She likes projects which have a flexible timescale. Her tendency to avoid unpleasant facts means that problems are sometimes not faced or outcomes not worked on. She may choose a solution that gains the highest support from others. Her sometimes haphazard, yet blunt approach, can sometimes make her seem inconsistent. She acknowledges decisions that are backed up with logical analysis, and then may ignore them when making up her own mind.

Because she avoids personal rejection and negative feedback, she may overlook the opinions of some important team members. With her zest for action, she may find it difficult to stick to one thing at a time and she usually likes to have several things on the go. Some people might think of her as a hasty decision maker. She should endeavour to wait until she has considered all angles and investigated alternatives before making decisions.

If she can create a role for everyone in a project, she will do so. She may come up with solutions without weighing up all the outcomes of her actions. She may put opinions of the team over data and facts when deciding on an action plan. She seems to make decisions based on her own emotions which may be as meaningful to her as more objective facts. She sometimes makes decisions based on her emotional response to a situation rather than the facts about the situation.

# Strongest Areas



In no particular order, these are what Judith considers to be her major strengths and intrinsic talents.

A central circular graphic with a vibrant, multi-colored gradient (green, blue, yellow, orange, red) and abstract, overlapping shapes that resemble a stylized sun or a globe. The graphic is surrounded by text describing various strengths and talents.

Articulate and encouraging.

Has highly developed social skills.

Adaptable and creates good relationships.

Flexible and all round people skills.

Starts new projects.

Active and involved member of the team.

Can be lively, demonstrative and expressive.

Warm and friendly.

Instinctive and positive.

Discerning and creative.

## 2nd Dimension: How Others See Judith



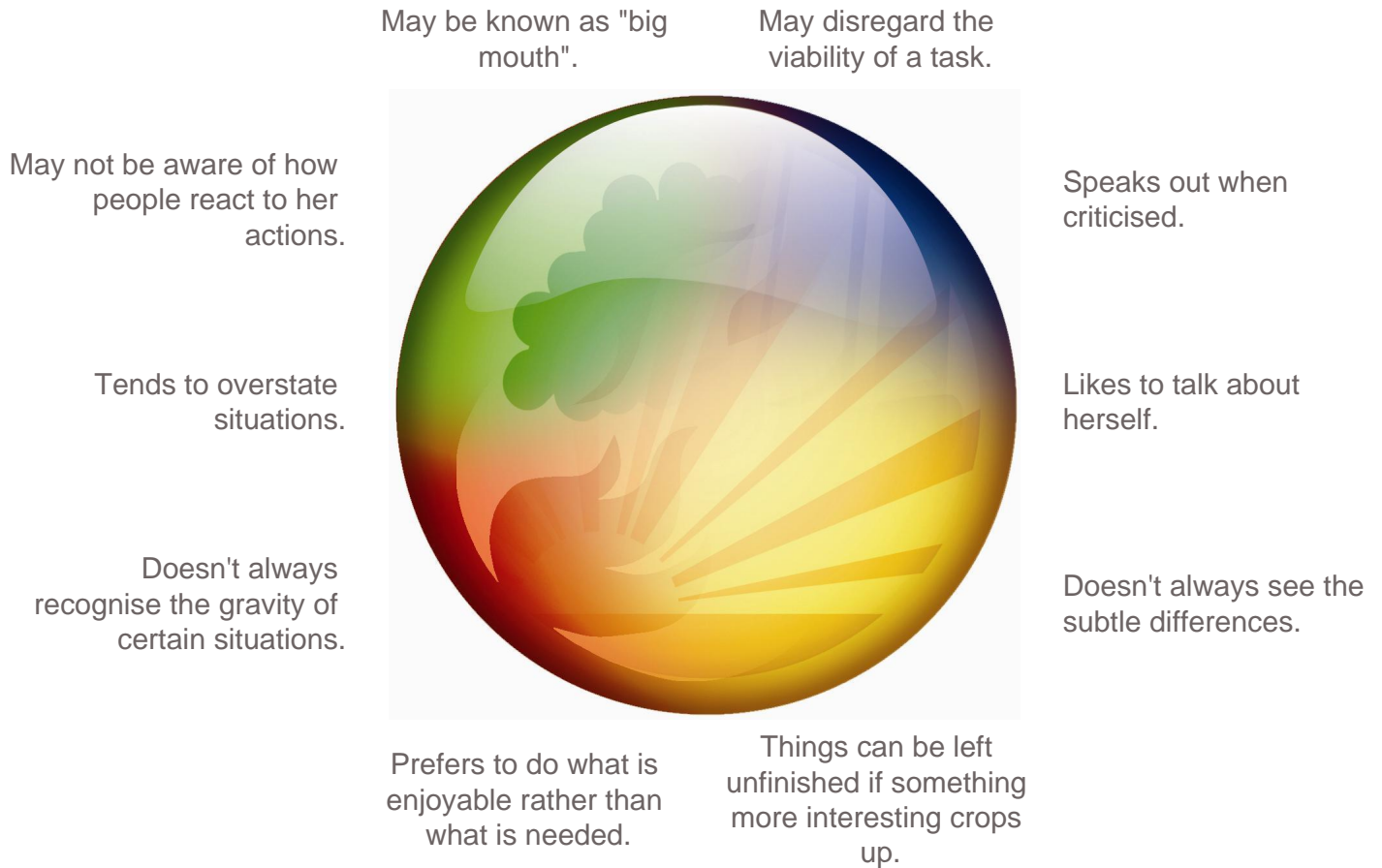
**Judith should invite some key people to read the profile and note their feedback**

Name	Key points of agreement	Key points of disagreement	What should be included	% Accuracy
1				
2				
3				



## 3rd Dimension: Areas of Hidden Potential

Judith has the following areas of potential growth



## 4th Dimension: The time it takes to develop your potential



### Self Coaching:

This page is designed to support you by asking questions that might provoke some self-reflection and consideration of the feedback received from others.

What do you want to achieve?

Why is that?

What will it mean to you when you achieve it?

What is the current situation?

What evidence do you have to support this?

Is the evidence validated or is it your "opinion"?

What is the one thing you could do right now?

What other options are there?

What might a wise person say to you?

What is stopping you from taking action?

# Action Plan



As a result of reading your Clarity4D Profile what action steps will you take?

Describe the person you aspire to be:

By When:

To achieve this, what will you stop doing?

By When:

What will you start doing?

By When:

What else do you need to consider?

By When:

This report represents how you completed the questionnaire, and the questions you might like to consider now are:

- a) Who else do I interact with who may benefit from completing a Clarity4D questionnaire?
- b) What other areas would I like to develop?

**There are further chapters of Clarity4D profiles available on:**

- a) Working as a Team
- b) Coaching to improve personal organisation (in Beta testing currently, available in due course)

For more information on the above visit our website [www.clarity4d.com](http://www.clarity4d.com).