



# Discovery<sup>®</sup>

Personal Profile

Volodymyr Prokopyuk

31 August 2022

Foundation Chapter  
Management Chapter

## Personal Details

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## Contents

Introduction.....	4
Overview .....	5
Personal Style .....	5
Interacting with Others .....	5
Decision Making .....	6
Key Strengths & Weaknesses .....	7
Strengths .....	7
Possible Weaknesses .....	8
Value to the Team .....	9
Effective Communications .....	10
Barriers to Effective Communication .....	11
Possible Blind Spots.....	12
Opposite Type .....	13
Suggestions for Development .....	15
Management .....	16
Creating the Ideal Environment.....	16
Managing Volodymyr.....	17
Motivating Volodymyr .....	18
Management Style .....	19
The Insights Discovery® 72 Type Wheel .....	20
The Insights Discovery® Colour Dynamics .....	21

## Introduction

This Insights Discovery profile is based on Volodymyr Prokopyuk's responses to the Insights Preference Evaluator which was completed on 31 August 2022.

The origins of personality theory can be traced back to the fifth century BC, when Hippocrates identified four distinct energies exhibited by different people. The Insights System is built around the model of personality first identified by the Swiss psychologist Carl Gustav Jung. This model was published in his 1921 work "Psychological Types" and developed in subsequent writings. Jung's work on personality and preferences has since been adopted as the seminal work in understanding personality and has been the subject of study for thousands of researchers to the present day.

Using Jung's typology, this Insights Discovery profile offers a framework for self-understanding and development. Research suggests that a good understanding of self, both strengths and weaknesses, enables individuals to develop effective strategies for interaction and can help them to better respond to the demands of their environment.

Generated from several hundred thousand permutations of statements, this profile is unique. It reports statements which your Evaluator responses indicate may apply to you. Modify or delete any statement which does not apply, but only after checking with colleagues or friends to identify whether the statement may be a "blind spot" for you.

Use this profile pro-actively. That is, identify the key areas in which you can develop and take action. Share the important aspects with friends and colleagues. Ask for feedback from them on areas which seem particularly relevant for you and develop an action plan for growth personally and interpersonally.

## Overview

These statements provide a broad understanding of Volodymyr's work style. Use this section to gain a better understanding of his approaches to his activities, relationships and decisions.

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### Personal Style

Enjoying theoretical, complex and global concepts, Volodymyr is a strategic thinker who can clearly see the benefits and flaws of most situations. He is often successful in improving efficiency and reducing time wasting in others. He likes to make rules based on his own standards and to apply those rules to everyday life. Volodymyr has a gift for seeing the important facts of a situation. He can be a great “designer” of systems, which he prefers to leave to others to build.

Volodymyr's nature is to observe quietly and he appears to be collecting data on everything. However, when an emergency occurs, he can move swiftly to the root of the problem to deal with it expeditiously. He tends to trust his intuitive insights into the meanings and inter-relationships of things. Work that doesn't involve intellectual stretch and the opportunity for mastery may soon become a drudgery for him. Volodymyr is an ingenious and original problem solver. Volodymyr is logical and analytical, an ingenious thinker and long-range planner, and good at anything that requires rapid reasoning.

Logical, critical and ingenious, Volodymyr can see the consequences of the application of new ideas and has the perseverance to see pilot projects translated into reality. He can be both present and future oriented and is often sought out by others to help solve pressing and complex problems. Until untried ideas and theories have been tested and personally experienced, he will tend not to trust them. He is persevering, with a singleness of purpose that he devotes to long term achievement of the mind. He is an ideal academic who continually seeks knowledge for its own sake. He prefers to be left to work quietly on his own, which is when he achieves his best work.

Volodymyr is a systematic and organised thinker, with highly developed analytical skills. Volodymyr's logical, analytical approach combined with his intuitive gifts allows him to maintain his focus on tasks and ideas rather than on the personal. An original thinker, Volodymyr is highly observant and approaches his role with single-minded focus. He is conceptual, tenacious and realistic. Volodymyr's ability to focus on task suggests that he is a good problem solver. He is seen by others as intellectually independent.

He can be a veritable storehouse of information on the things he knows well and understands. As he likes conversation to be purposeful, and may argue practicalities to the point of hair-splitting, he tends to be convinced only by reason. His perception of the world is a conceptual and abstract one, but one with endless possibilities. Although disinterested in purely scholastic pursuits, knowledge is important for its immediate usefulness to him. He has stability, competence and intellectual insight.

### Interacting with Others

Both a fluent talker and an excellent listener, Volodymyr is optimistic about his ability to influence people towards his viewpoint. The avoidance of social engagements may make him feel guilty at

having forsaken a social duty in order to satisfy his need for privacy and solitude. He will make a lifelong friend if the conditions of the friendship allow him complete independence and the freedom to withdraw as and when necessary. He may see his objectives and goals so clearly that he fails to take other views and possibilities into account. He may have an aversion to having his time and energy constantly put at the disposal of others.

Misinterpretation of his forthright communication style as rigid makes others somewhat reluctant to present alternatives to him for fear of rejection. He may need to work at taking the feelings of others into account and to learn to express his appreciation of others more readily. Most people have limited understanding of his complex, adaptable and creative mind. He may also be rather uncomfortable in “touchy-feely” situations. Volodymyr will tend to talk openly only about subjects he knows well and which allow him to share his great breadth of information.

He is excellent at detecting the flaws in an idea but may neglect to praise good work. Despite being somewhat quiet, perhaps even self-effacing, Volodymyr will converse at length on subjects that he knows well enough to enable him to display his wealth of information. He can be stubborn and argumentative. He might confess to being puzzled by others' perception of him as rigid and intractable. This perception may result from his tendency to express his independent views rather directly. Sometimes his introverted analytical preferences may prevent him from expressing outwardly what is really going on inside his head.

### Decision Making

Volodymyr is self-reliant and is not frightened to take “the path of maximum resistance” in his efforts to produce the best results. He can be creative and imaginative. He tends to be influenced by the idea, rather than the people behind the idea. He will be swayed by guarantees and case histories. He understands the need for unbiased, critical judgement.

Decision making comes naturally to Volodymyr and he can look to the future as well as recognising the past. He may have so many ideas on the go that he has difficulty in making up his mind on the best course of action. Volodymyr thinks in extremely complex ways and seeks to organise concepts and ideas rather than people. He may lack patience with others who are less focused on the job in hand. Every project presents itself as a mental challenge and he reflects on every stage of decision making.

He is impressed by reason and logic and prefers to focus his thinking on the underlying principles. Using past experiences to help him solve current problems and get things done is one of his strong points. Volodymyr's quizzical and probing nature may create solutions which open up fresh processes. Volodymyr can usually get to the heart of any situation and implement an effective solution. He may at times make others feel defensive due to his incisive, critical and often persistent questioning.

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### Personal Notes

## Key Strengths & Weaknesses

### Strengths

This section identifies the key strengths which Volodymyr brings to the organisation. Volodymyr has abilities, skills and attributes in other areas, but the statements below are likely to be some of the fundamental gifts he has to offer.

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#### Volodymyr's key strengths:

- Painstaking, conscientious, industrious and dependable.
  - Encourages structure and order.
  - Accepts responsibility.
  - Fair mindedness in implementing systems.
  - Logical thinker.
  - Dependable.
  - Knows the importance of detail within the process.
  - Rapid reasoning.
  - Will find ways to work more effectively.
  - Effective and efficient time manager.
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### Personal Notes

## Key Strengths & Weaknesses

### Possible Weaknesses

Jung said “wisdom accepts that all things have two sides”. It has also been said that a weakness is simply an overused strength. Volodymyr's responses to the Evaluator have suggested these areas as possible weaknesses.

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#### Volodymyr's possible weaknesses:

- May appear unsociable.
  - Fears loss of face in any situation.
  - Over-dependence on rules and procedures.
  - Emphasis on “correctness” can delay implementation.
  - May have difficulty “switching off” from work.
  - His need to assimilate information takes time. This may frustrate others who expect a more immediate response.
  - Others may find him cold and distant.
  - May “tinker” with things out of curiosity.
  - Over evaluation can slow down his decisions.
  - Tendency not to act until all the facts are available.
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#### Personal Notes



## Value to the Team

Each person brings a unique set of gifts, attributes and expectations to the environment in which they operate. Add to this list any other experiences, skills or other attributes which Volodymyr brings, and make the most important items on the list available to other team members.

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### As a team member, Volodymyr:

- Will often be able to supply vital background details.
  - Always looks for ways to improve his and the team's, performance.
  - Quickly determines the important factors when problems arise.
  - Becomes a pillar of strength for other colleagues.
  - Ensures decisions are made logically.
  - Provides a rich variety of alternative solutions.
  - Has intensive problem-solving capabilities.
  - Encourages accuracy and quality.
  - Commits to realistic goals.
  - Takes a no-nonsense approach.
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### Personal Notes

## Communication

### Effective Communications

Communication can only be effective if it is received and understood by the recipient. For each person certain communication strategies are more effective than others. This section identifies some of the key strategies which will lead to effective communication with Volodymyr. Identify the most important statements and make them available to colleagues.

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#### Strategies for communicating with Volodymyr:

- Ensure that your strong assertions are correct!
  - Give him all the facts.
  - Give him advance notice and time to prepare.
  - Be logical in presenting information.
  - Use written communications whenever appropriate.
  - Present only solid and reliable facts.
  - Ask him, don't tell.
  - Keep personal comments to yourself.
  - Be sure that he is ready to communicate before pressing ahead.
  - Provide facts and figures.
  - Acknowledge his flashes of creative brilliance.
  - Stick to the point.
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#### Personal Notes

## Communication

### Barriers to Effective Communication

Certain strategies will be less effective when communicating with Volodymyr. Some of the things to be avoided are listed below. This information can be used to develop powerful, effective and mutually acceptable communication strategies.

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#### When communicating with Volodymyr, DO NOT:

- Confuse the conversation with irrelevant details.
  - Digress or wander off at a tangent.
  - Call on him when uninvited.
  - Argue emotionally around his specialist areas.
  - Keep him in the dark or he will do likewise.
  - Comment on his personal appearance.
  - Challenge his values or principles.
  - Wait for praise or recognition.
  - Be vague about boundaries.
  - Hug him unexpectedly or at an inappropriate moment.
  - Be disorganised or inaccurate.
  - Impose your opinion against his better judgement.
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#### Personal Notes

## Possible Blind Spots

Our perceptions of self may be different to the perceptions others have of us. We project who we are onto the outside world through our “persona” and are not always aware of the effect our less conscious behaviours have on others. These less conscious behaviours are termed “Blind Spots”. Highlight the important statements in this section of which you are unaware and test them for validity by asking for feedback from friends or colleagues.

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### Volodymyr's possible Blind Spots:

Volodymyr should take care not to act on things too spontaneously, try to co-operate more, and learn to be more considerate of people's feelings. The high value he places on critical analysis, competence and forthright communication fosters a perception that he doesn't particularly care about people's feelings. He tends to be seen by others as dictatorial and can be aggressive in arguing his position.

He may appear aggressive and too strong willed at times. He should try to slow down the pace when interacting with others on a time bounded project. He may not appreciate how loud he can appear to some others. He expects to win and is very assertive in attaining outcomes despite how narrow his view may sometimes appear. When he doesn't see the logic in others' feelings, Volodymyr can appear argumentative and difficult to approach, and may not seek or accept common-sense advice. He may need to slow down to consider the feelings of others even if he doesn't share them.

He is good at getting to the root of the matter and may fail to be impressed by emotional appeals for change. Particularly dependable if things are going his way, he will resent being told what to do or how to do things better. He could learn to protect himself against closed-mindedness by waiting a few seconds more before speaking, giving others the chance to offer input. What he perceives as fun and engaging behaviour, could be misunderstood and alienate the very people he is trying to engage. Slowing down to consider the ramifications of his actions on others will make him more effective.

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### Personal Notes

## Opposite Type

The description in this section is based on Volodymyr's opposite type on the Insights Wheel. Often, we have most difficulty understanding and interacting with those whose preferences are different to our own. Recognising these characteristics can help in developing strategies for personal growth and enhanced interpersonal effectiveness.

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### Recognising your Opposite Type:

Volodymyr's opposite Insights type is the Helper, Jung's "Feeling" type.

Helpers are warm, understanding and sociable individuals who strive for positive relationships with people both at work and home. They are usually sensitive to others and work well in a team situation. However, Volodymyr may observe that the Helper takes criticism personally and finds it difficult to become authoritative or objective with others when necessary. Helpers sometimes have difficulty in making key decisions without consultation.

Volodymyr will notice that people are far more important to the Helper than the accomplishment of tasks. The Helper's nature tends to be personable, which may mean that Volodymyr sees them as fickle or soft. Helpers can be stressed in fast moving, impersonal situations which change without warning. Helpers display their emotions and usually have limitless patience for those who are dependent on them. They will usually ignore judgements that rely heavily on logical analysis - often the judgement preferred by Volodymyr.

Helpers will tend to avoid telling someone an unpleasant truth or tell it in an affirmative way. Helpers are accommodating and occasionally self-effacing and are always content to support others without expecting much in return. Volodymyr may see the Helper idealising others and adopting a romantic version of people and their potential.

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### Personal Notes

## Opposite Type

### Communication with Volodymyr's Opposite Type

Written specifically for Volodymyr, this section suggests some strategies he could use for effective interaction with someone who is his opposite type on the Insights Wheel.

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#### Volodymyr Prokopyuk: How you can meet the needs of your Opposite Type:

- Mirror his normally calm and even-tempered nature.
- Avoid unnecessary distractions - keep to the point.
- Allow him time to talk it over with those who may be affected.
- Provide lots of opportunities for team contact.
- Remember and respect his concern for others' welfare.
- Allow time for fun and socialising.

#### Volodymyr Prokopyuk: When dealing with your opposite type DO NOT:

- Forget to offer praise and recognition when it is due.
  - Assume you will complete all of your agenda.
  - Assume that his sunny disposition means that he agrees with everything you say.
  - Be dismissive of his feelings and emotions.
  - Fail to allow enough time to talk with him.
  - Forget to recognise him personally in a job well done.
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#### Personal Notes

## Suggestions for Development

Insights Discovery does not offer direct measures of skill, intelligence, education or training. However, listed below are some suggestions for Volodymyr's development. Identify the most important areas which have not yet been addressed. These can then be incorporated into a personal development plan.

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### Volodymyr may benefit from:

- Accepting that perfection can be a rather obstructive standard to constantly aspire to.
  - Asking each person on the team how they feel today.
  - Practising initiating conversation, particularly small talk, with strangers.
  - Offering to speak at the next after dinner occasion.
  - Taking the occasional risk by deciding only on the information available. It may be better to make a poor decision than no decision at all.
  - Making daily activities as varied as possible.
  - Trying to hear and appreciate others' perspectives.
  - Resisting the urge to introduce long-winded, complex solutions to straightforward issues.
  - Becoming less objective at times
  - Engaging excitedly in general discussion.
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### Personal Notes

## Management

### Creating the Ideal Environment

People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between Volodymyr's ideal environment and his current one and to identify any possible frustrations.

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#### Volodymyr's Ideal Environment is one in which:

- There are precise methods and systems.
  - There's a place for everything and everything is in its place.
  - Complex data can be assimilated into concise reports.
  - He has good access to relevant sources of information.
  - He can “rock the boat” without fear of retribution.
  - He is intellectually challenged and stretched.
  - There are strong walls which can withstand the battering!
  - There is time to gather thoughts and ideas.
  - There are few emotional outbursts.
  - There is respect for his orderly and tidy processes.
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#### Personal Notes



## Management

### Managing Volodymyr

This section identifies some of the most important strategies in managing Volodymyr. Some of these needs can be met by Volodymyr himself and some may be met by his colleagues or management. Go through this list to identify the most important current needs, and use it to build a personal management plan.

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#### Volodymyr needs:

- Projects with an element of “detective” work.
  - Only the minimum of social chit-chat around him.
  - Assignments that take him away from the workplace.
  - Quiet time to recover after any “noisy” activity.
  - To work with people similar to himself.
  - Respect for his workspace.
  - The freedom to change out-dated rules.
  - To have issues discussed with logic, not emotion.
  - Help with developing his public speaking skills.
  - Understanding of his tendency to defend his decisions with logic and persistence.
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#### Personal Notes

## Management

### Motivating Volodymyr

It has often been said that it is not possible to motivate anyone - only to provide the environment in which they will motivate themselves. Here are some suggestions which can help to provide motivation for Volodymyr. With his agreement, build the most important ones into his Performance Management System and Key Result Areas for maximum motivation.

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#### Volodymyr is motivated by:

- The freedom to work late when he wants to.
  - Respect for the correctness of his work.
  - Being encouraged to expose logical inconsistencies.
  - Regular statistical feedback allowing fast analysis.
  - Being able to keep abreast of technical developments in his specialist area.
  - Being encouraged to research new technical developments.
  - Not having to change activities at short notice.
  - Being free to subscribe to the technical journals of his choice.
  - Low-key celebrations.
  - Being technically stretched.
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#### Personal Notes

## Management Style

There are many different approaches to management, most of which have different situational applications. This section identifies Volodymyr's natural management approach and offers clues to his management style, highlighting both gifts and possible hindrances that can be further explored.

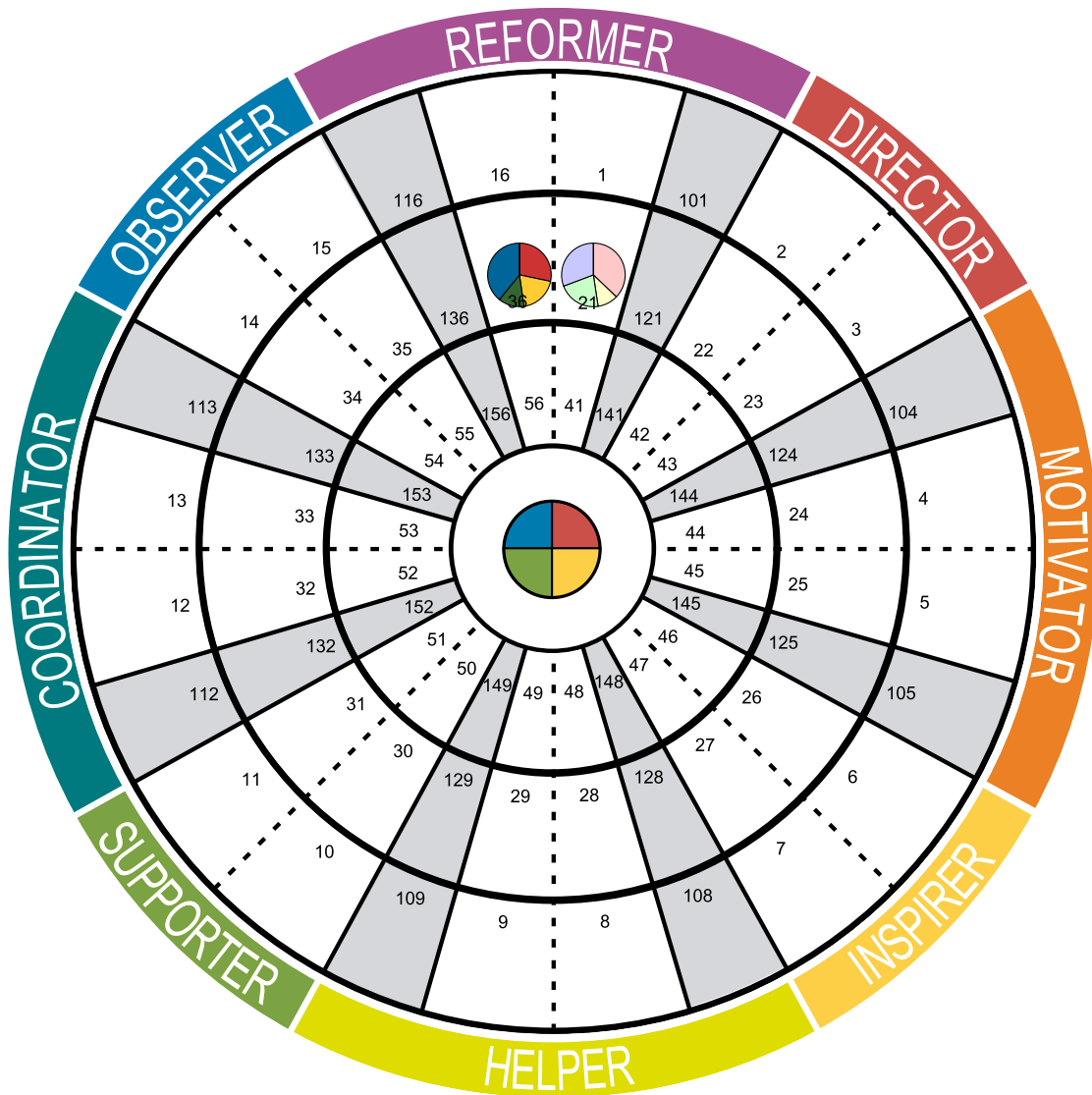
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In managing others, Volodymyr may tend to:

- Be perceived as a reflective thinker.
  - Appear to be less understanding of his colleagues' feelings.
  - Become irritated with lack of organisation, preparation or perfection.
  - Prefer working with a small team.
  - Prefer organising ideas and information rather than people.
  - Relish the opportunity to address complex problems or challenges.
  - Get involved in the detail.
  - Ignore the feelings of those around him.
  - Come up with ideas which save everybody time and effort.
  - Want to explain the “What”, “How” and “Why”.
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## Personal Notes

# The Insights Discovery® 72 Type Wheel

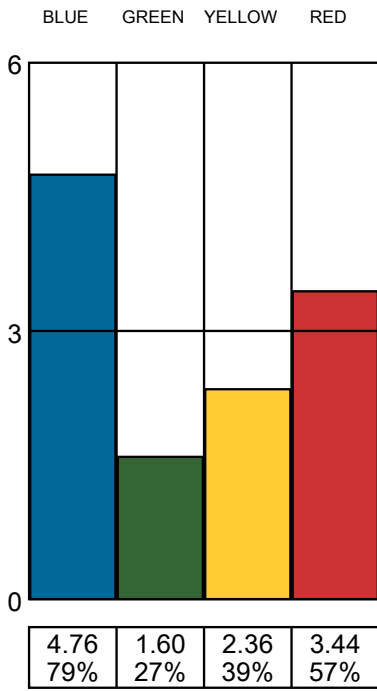


**Conscious Wheel Position**  
 36: Observing Reformer (Classic)

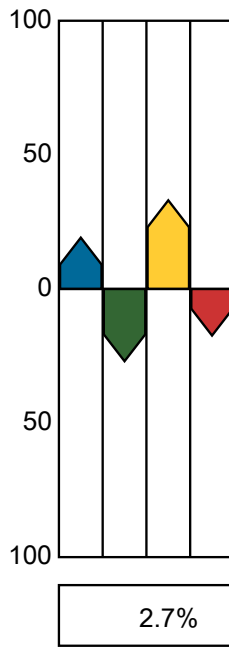
**Less Conscious Wheel Position**  
 21: Directing Reformer (Classic)

# The Insights Discovery® Colour Dynamics

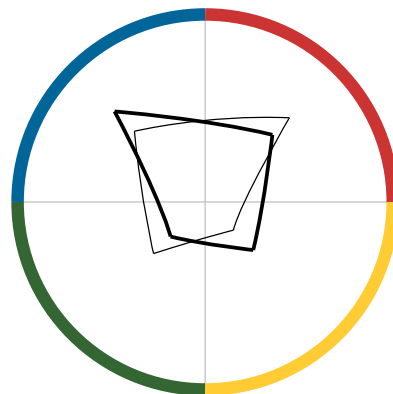
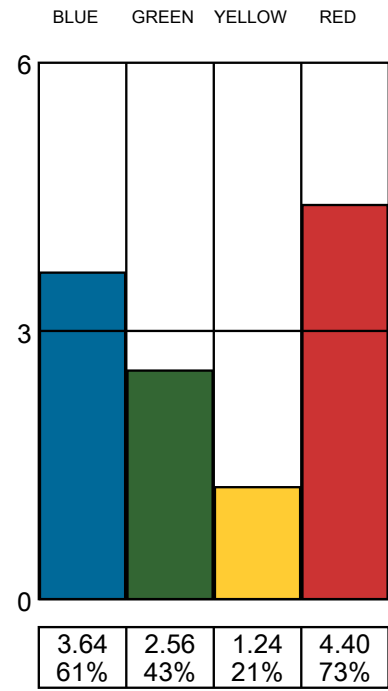
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



— Conscious  
— Less Conscious



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