



# Insights<sup>®</sup> Into Excellence

# Discovery<sup>®</sup>

## Young Adult Personal Profile

Personal and Learning Effectiveness for Students

**How can I help students develop the self awareness and self respect that are necessary for them to become confident individuals?**

**How can I encourage the skills that will enable them to relate to others and to manage themselves effectively?**

**How can my students learn skills in communication and team work that lead to their development as effective contributors?**

**How can I facilitate the development of successful learners?**

**How can I encourage the respect for self and others necessary for becoming responsible citizens?**

The Insights<sup>®</sup> model recognises and celebrates the fact that each student is unique, with different styles, needs and expectations. In these differences are great strengths, but how do we recognise and make the very best of them?

The Insights Discovery<sup>®</sup> Young Adult Profile is a 25-page personal development tool which underpins our personal and social development work with learners.

To receive the profile, individuals complete a 25 frame evaluator which takes approximately 15 minutes. The output is a 20+ page profile which helps the recipient to gain a detailed understanding of their personal style, how this impacts on their relationships with others and how they might develop to improve their effectiveness both as a person and as a learner.

### Each Profile Includes

- Overview of Personal Style
- Key Strengths and Possible Areas for Development
- Value to the Team
- Communication
- Possible Blind Spots
- Difficult Person
- Suggestions for Development

### Support

This section enables students to appreciate their own preferred leadership style and also allows those working with the student to consider the needs of the young person in terms of motivation, their ideal learning environment and how they prefer to be led.

The Support Chapter explores:

- Ideal Learning Environment
- Supporting
- Motivating
- Leadership and Influence Style

### Learning

This leads the individual from an initial understanding of self to an exploration of how they can grow and improve in different areas of personal achievement, including creativity and goal-setting and can support one-to-one coaching discussions. This Chapter also identifies the individual's preferred learning style, while highlighting learning strategies to stretch the learner, helping them to map out a learning strategy for continued learning and personal growth. This chapter explores:

- Life and Time Management
- Learning
- Learning Style

### Summary

- Everyone is unique ... and so is their Discovery Profile
- Simple, memorable colour system
- Positive, supportive language promotes an 'I'm OK, you're OK' perspective
- Detailed and continually validated for accuracy
- Assists individuals in gaining an understanding of their personal style and how this impacts on others
- Enables students to enhance their inter-personal skills, improving team performance and creating a more positive learning environment and ethos
- Focuses on learning, motivation and individual learning preferences
- Being easy to understand and recall makes long-term application and change far more likely

### What Students Say About Insights Discovery Young Adult Profile:

"The profile supplied is the most accurate description that has ever been given about me."  
[Luke Brady, First Year Student, University of Dundee](#)

"I now understand why I act the way I do, and why others might perceive me the way they do."  
[Lower Sixth Student, St George's School for Girls, Edinburgh](#)

### What Teachers Say About Insights Discovery Young Adult Profile:

"The profiles seem accurate and provide lots of information which is useful, not only for their education, but also their social interactions."

[Teacher attendee, Insights Motivational Event](#)



GLOBAL HEADQUARTERS

Insights Learning & Development Ltd

Jack Martin Way, Claverhouse Business Park, Dundee DD4 9FF, Scotland, UK

T: +44 (0)1382 908050 F: +44 (0)1382 908051 E: [Insights@insights.com](mailto:Insights@insights.com) [www.insights.com](http://www.insights.com)