



Jane Sample
Lumina Spark Portrait
Inspirational and Practical Personal Development

"I will pay more for the ability to deal with people than for any other commodity under the sun; sugar or wheat or flour!"

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Welcome



Welcome to your Lumina Spark Portrait.

Your Lumina Spark Portrait is a personalized psychometric assessment which aids you in exploring your unique personality, increase self-awareness and adapt behaviours to improve personal and professional relationships and teamwork.

Unique to each participant, this Portrait provides a colourful and personalized framework for better self-understanding as Lumina Spark expands beyond the four colours and introduces you to your qualities and personas that factor heavily in your day to day life. This will take us deeper into and beyond the four colours that you may have experienced in the past within your organization.

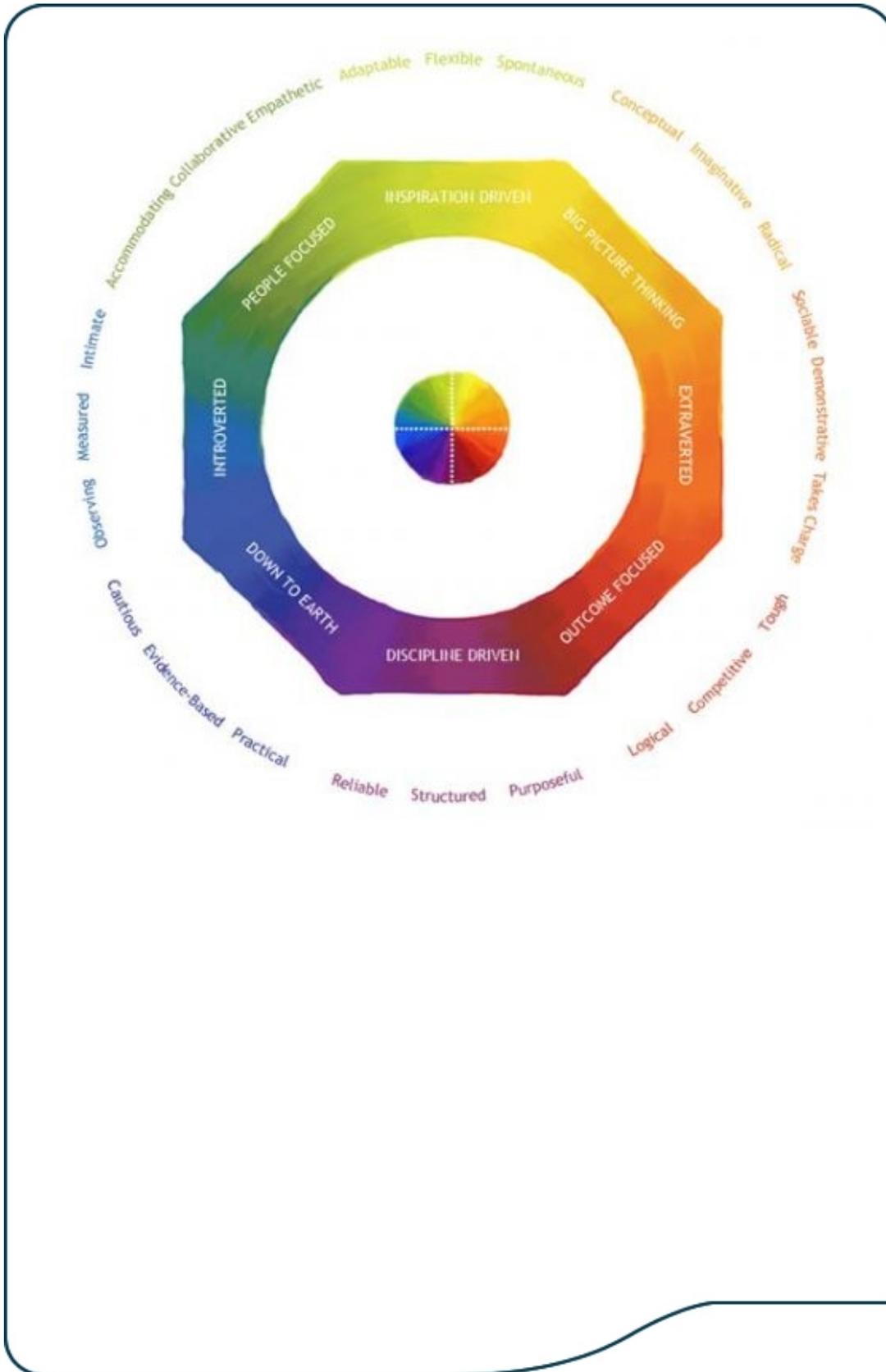
The facilitated feedback process highlights individual diversity, indicates key strengths and addresses potential blind spots. You will learn to speed-read individuals and then be able to build better relationships with them as you understand their colours and qualities. We will end off with personalized goal setting that will help you to be more productive in your organization and industry.

“Game on!”

A handwritten signature in cursive script that reads "Janice Parviainen". The signature is written in black ink on a light-colored, textured background.

Janice Parviainen

The Lumina Model



Personalized Portrait for Jane Sample - facilitated by Janice Parviainen

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Introduction

Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.
Viktor Frankl

The intention of this portrait is to raise your self-awareness and help you understand your behaviours. You can use this knowledge to become more effective at making things happen and to improve your communication with others.

At the heart of this approach is a questionnaire which measures different aspects of your behaviour. This portrait, based on years of psychological research, will give you some indicators about how you behave, acknowledge your strengths (and how you sometimes overplay them) and identify behaviours that you rarely display. It will also make distinctions between your behaviour and your motivations.

Getting into the right frame of mind

First a really important ground rule: this is completely confidential information. It is solely to help you develop, although we do suggest you consider sharing it with those you trust.

Be open to the feedback in this portrait - it is intended to help you make positive changes.

Focus on the observations in this portrait that you think can really help you develop. View this as an opportunity to work on improving yourself.

When reading your portrait it is important to remember that no one quality is more important than another. Each aspect of who you are can prove to be a crucial strength depending on what situation you find yourself in at any given time. This portrait is not a judgment of who you are; it is simply an aid to guide you towards a better sense of self-awareness to allow you to recognize your strengths and possible areas for development in the near future.

Your Inner Spark

The ability to be tough and take a strict no-nonsense approach to a situation is useful when dealing with difficult situations. Where others procrastinate, you can see when it is necessary to cut to the heart of the matter and ensure that swift action is taken. This is crucial as there are many occasions where hesitation is just as dangerous as inaction.

You are very capable of taking a tough and unyielding stance when faced with a head on challenge. You are frequently outspoken, and will argue your position forcefully, not easily conceding ground to another point of view. You do not hold back or moderate your behaviour to avoid conflict.



Your Inner Spark

You see some conflict as a good thing, knowing it can clear the air and bring awareness to things previously left unspoken. You think any reservations the group are holding about a course of action are better brought out into the open than contained and left to fester. You do not easily forgive those you feel have let you down and you certainly will let people know if you are annoyed with them. You are well aware of the risk of telling people what they want to hear just to please them.

You possess a rare ability to temper your need to get to the heart of a matter with a diplomatic manner that avoids giving offence. While a heated argument can bring progress and resolution, you recognize they also risk burning bridges. You take care to avoid this by becoming more accommodating when the situation calls for it.

You know that being enthusiastic and cheerful is a very effective way to fire others up and get the job done. People enjoy being around you and your energy rubs off on them. Other people can experience you as being very inspirational and many people would like to have you on their team just for your energy and vitality.

You have a fast moving and focused lifestyle. You like to be direct and active in what you do. There will be occasions when you will want some free time to relax, but on the whole you will have a busy schedule full of meetings, activities and a good dose of hard work.

Others see you as a happy person (at least this is the image you present) and may be surprised to know that inside, there are a number of things that could bring you discontent. That said, most of the emotions you express in the workplace will be positive ones, communicating them not just with your words but also your body language and tone of voice. You know that expressing positive emotions will encourage those around you to work to their best and be better able to reach expected results.

Colleagues will find you quite convincing, just with the sheer power of your communication style. You can put this to good use by inspiring a greater level of productivity in the workplace. However, some more contained introverted people may be overwhelmed by your communication style. You should make an effort to notice others reactions and be sensitive to their needs in order to keep them engaged and motivated.

Your Inner Spark

Communication

You like to bring up new ideas in conversation and discuss ways to get the best out of things that are already in place.

You like it when people are willing to follow their gut-feeling and make decisive, instant decisions, so that the discussion moves quickly and energetically.

You enjoy taking the initiative in conversations. You relish every opportunity to talk.

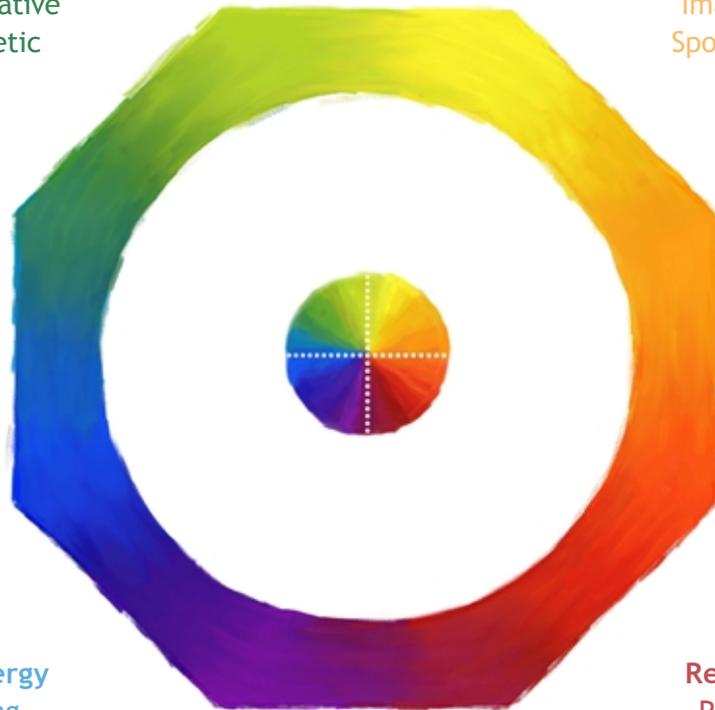
Leadership & Working With Others

Jane, delegation is one of your key skills and you recognize when others in your team are underusing their abilities. Whilst you are willing to work on tasks side by side with others you feel your strongest leadership qualities come to the fore when you are in a position of authority. You are very skilled at directing and co-ordinating others when you are at the helm of a project.

How do I see myself? - A Colour Lens

Green energy
Intimate
Collaborative
Empathetic

Yellow energy
Sociable
Imaginative
Spontaneous



Blue energy
Observing
Evidence-Based
Reliable

Red energy
Purposeful
Competitive
Takes Charge



Yellow energy is often full of enthusiasm and optimism. People with a lot of Yellow energy find it easy to mix and mingle in large groups and they are rarely, if ever, shy around new people. Conceptual and abstract thinking are also traits commonly associated with Yellow energy. If you enjoy conversations that cover lots of theoretical aspects and hypothetical situations then you probably have a high preference for using Yellow energy.



Red energy can come across as very direct and upfront in its communication style. If you have a lot of Red energy, you will probably be very comfortable in a competitive situation and you will be happy to stand up for your views in the face of conflict. Someone with a high level of Red energy also tends to seize the initiative and provide direction and structure within a group.



Blue energy can be recognized in organized and evidence based behavior. Someone with high levels of Blue energy is also likely to be an introvert and take their time before speaking out loud. People with a lot of Blue energy are also comfortable when working independently and they are often self-reliant.

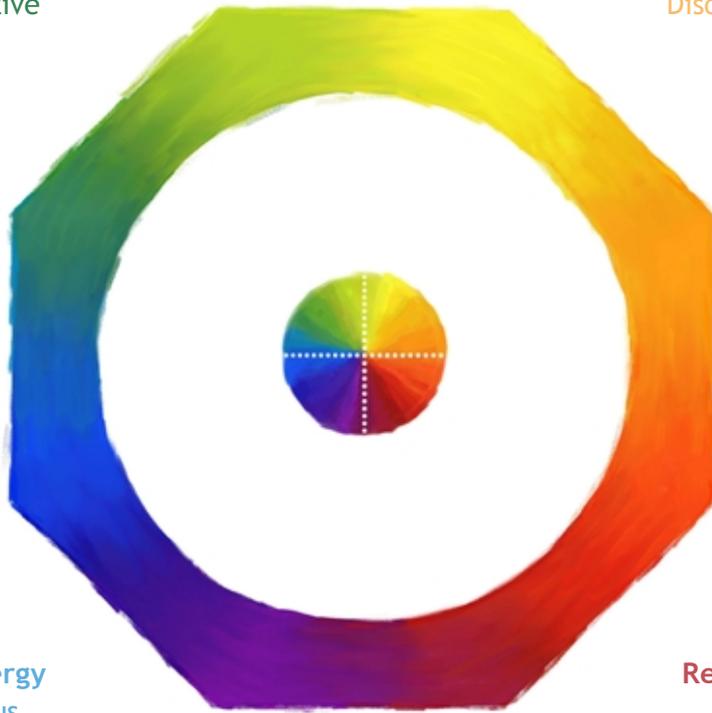


People with high levels of Green energy tend to be in touch with their feelings and enjoy having deep one to one conversations with others. Green energy can also be seen in the way people handle conflict in a more diplomatic manner. Someone who negotiates through listening in an effort to resolve conflict is likely to have a lot of Green energy.

Who can I become under pressure?

Green energy
Reliant/Dependent
Unassertive
Passive

Yellow energy
Excitable
Disorganized
Impulsive



Blue energy
Suspicious
Indecisive
Bureaucratic

Red energy
Driven
Aggressive
Controlling



When people who have a lot of Yellow energy find themselves under stress they can be seen as a social butterfly and may appear fickle in their conversations. Yellow energy under pressure can become disorganized and ineffective and even the ideas it sparks can become more fanciful and further removed from reality. Being spontaneous can overflow into becoming impulsive.



Usually someone with high levels of Red energy comes across as decisive, but when they are put under pressure they can be seen as over-controlling and bossy. Their direct approach becomes confrontational and their competitive nature can lead them into conflict. If you notice yourself becoming overbearing when under stress then it is likely that you use a lot of Red energy.



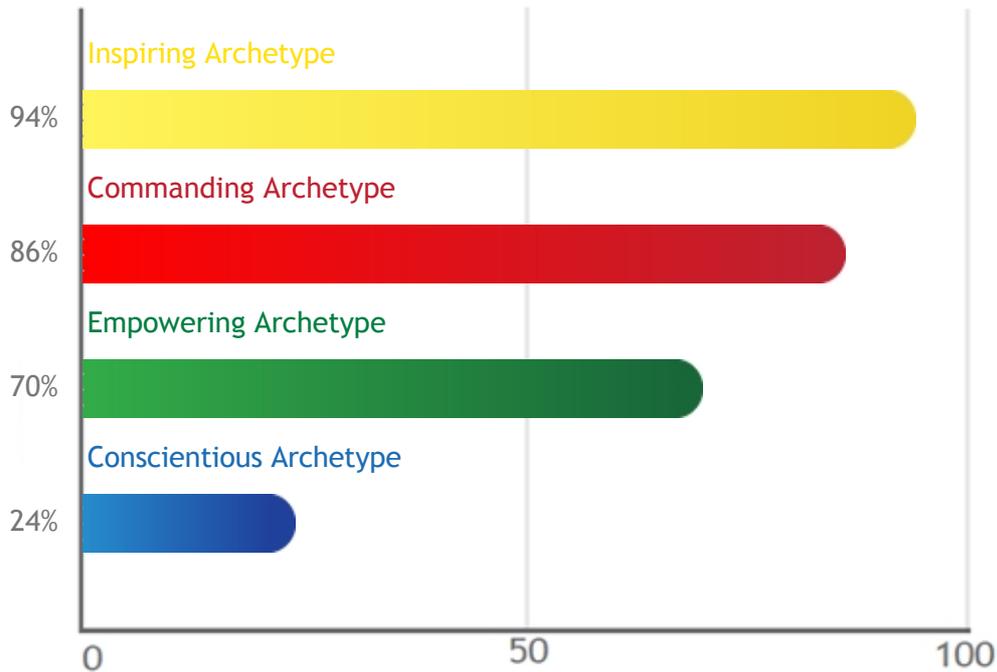
When someone with a lot of Blue energy comes under stress, they can fall into the habit of collecting information for the sake of having more data. They can also grow distant from their colleagues and it can be hard for them to get involved in group discussions as their thoughts are likely to be somewhere else. Other possible characteristics are that they are likely to become very skeptical of new ideas and they may appear indecisive when it comes to making quick decisions.



If someone with high levels of Green energy is under a lot of pressure, you might see them become quiet and unwilling to speak up in a group. If you find yourself unable to say “no”, even when lots of people are making demands, you are likely to have a lot of Green energy. Another indication is feeling anxious and passive when you find yourself in the middle of conflict.

How you use the four archetypes

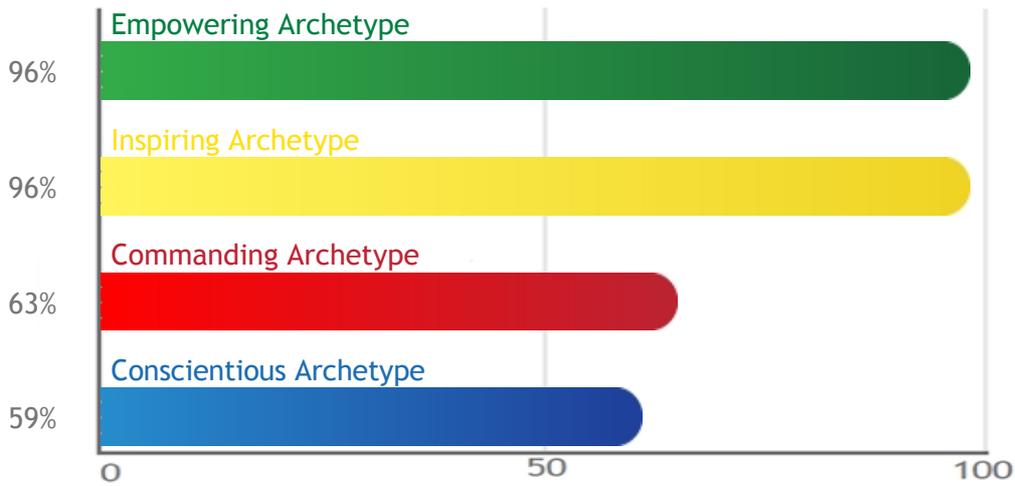
Your four archetypes:



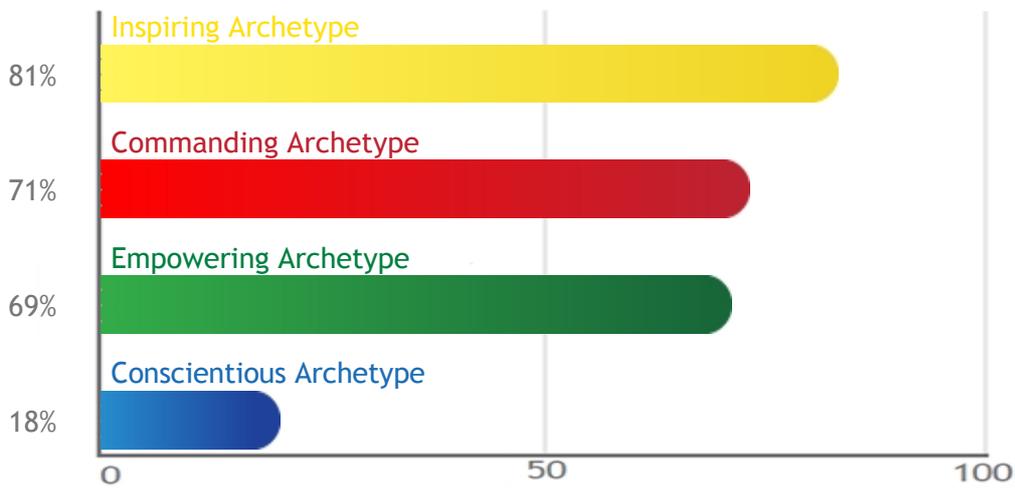
You almost always use your Inspiring Yellow energy. Your desire to make sweeping change does not pass over into recklessness. You enjoy being put under pressure to make decisions because you can rely on your gut instinct to guide you. Your second colour energy is Commanding Red and it is not far behind your first. You always try to balance confrontation with compromise. You exert influence over a group both as a leader and as a friend. Your third colour archetype is Empowering Green. You are adept at dealing with ambiguous situations and you don't allow this to interfere with your productivity. You find that the people you meet tend to bring out either your deep trusting side or your strong competitive side. Others do not normally notice your fourth colour archetype, Conscientious Blue. You prefer to focus on keeping things simple and you avoid overcomplicating the planning process. You balance your instinctual cautiousness by reminding yourself that big, sweeping change can be necessary.

Archetype by persona overview

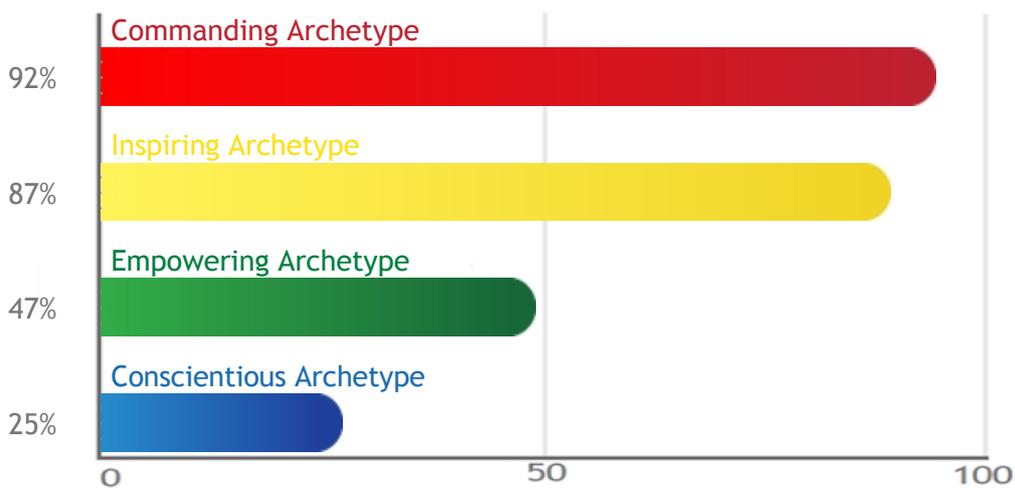
Underlying



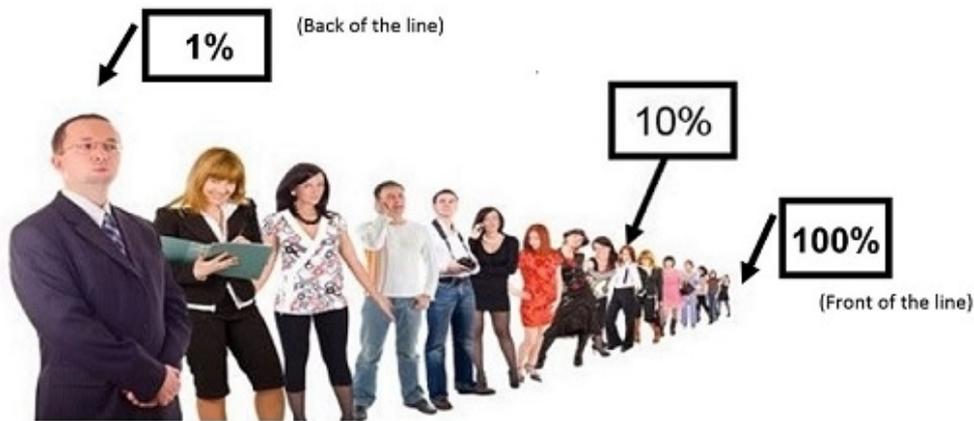
Everyday



Overextended



Lumina Spark and Normalized Data



You may be curious about the percentages. Please note, they are normed.

Norms are values that are representative of a group and that may be used as a baseline against which subsequently collected data is compared. Normative data helps get a sense of the distribution or prevalence of the characteristic being assessed in the larger population. By collecting normative data, various levels of test performance are established and raw scores from the test are translated into common scale.

EXAMPLE ONLY—THIS IS NOT TALKING ABOUT YOUR PORTRAIT

Person X has a RED score of 10%.

Imagine there are 100 people in a line including Person X. The individual at 100 percent RED will be first in line and an individual with 1 percent RED will be last in line. Person X will be standing near the back of the line in the 10th spot. 90 individuals will be standing in front of Person X as they are more RED than Person X. 9 individuals will be standing behind Person X as they are less RED than Person X.

Your true colours in order



Your most used colour energy is Inspiring Yellow. Your Yellow energy can be seen when you have a surge of creativity and start coming up with lots of new ideas. Think about what sparks your imagination and gets you thinking about things in a different light. This is the mindset most conducive to innovative ideas.



Your second colour energy is Commanding Red. One example of your Red energy is your willingness to argue your point of view. This is a quality that can help you stand up in the face of opposition. However it can also make you stubborn when you feel strongly about something.



Your third colour energy is Empowering Green. One way you might recognize your Green energy is the emphasis you sometimes put on teamwork and cooperation. This can make things run a lot more smoothly when everyone is pointed in the same direction.



Your least used colour energy is Conscientious Blue, but this does not mean that you never use these qualities. Others might see your Blue energy in the way that you consider things very carefully before making any decisions which lead to permanent change. This can be indicative of a person who sees the value in tradition.

Your strengths and possible weaknesses

Jane, your natural strengths are:

- You actively try to confront people. You believe that these kinds of conversation are useful because they provide a place for people to air thoughts which might seem out of place in other circumstances.
- You are very good at working in ambiguous circumstances. You persevere even when things appear grey and everyone else is unsure what to do. You respond by changing your targets as the situation changes and working towards transitional goals.
- You seize any opportunity to introduce change and you are always on the lookout for ideas or business practices that can be used to improve your organization.

Here are some of your possible weaknesses:

- Your more circumspect colleagues may see your preference for taking a direct approach and getting to the heart of the matter as blunt and tactless. But occasionally you fear causing offence so much your negotiation style can become too conciliatory and you can fail to find any resolution at all.
- Your analytical nature can lead you to be very skeptical of concepts. Constantly looking for the flaws in an argument can be counter-productive when you are working on new ideas as it can completely halt the development process. Then again, you run the risk of neglecting your rational analysis if you try to cater for the personal needs of others working with you.

Some suggested methods of development:

- Take more time to do the research required to back up your ideas with solid evidence. Even if people dispute your claims, they will find it hard to criticize you if you have the facts to back up your conclusions.
- It is important for you to meet deadlines and, to that end, you should put more effort into planning effectively. When you have a solid plan you can rely on it to provide you and your group with direction. You will be repaid many times over for time invested in the planning process.

You primarily use your Yellow Archetype



Your key Yellow Strengths are:

- You are highly capable of both critiquing and creating radical ideas
- You don't vacillate in the face of approaching deadlines
- You enjoy thinking outside the box

Sometimes you may use too much Yellow:

- What you consider as being deep in thought may be seen as daydreaming by other people
- You may be perceived as a social butterfly

Sometimes you may underuse your Yellow:

- You sometimes try to interpret events without a full understanding of the situation
- Your desire for simplicity can limit your options

More on your Yellow Archetype:

You are skilled at applying your imagination to help create a vision of the way forward. When in this mode, colleagues may view you as an 'ideas machine' and will come to you when they want to be stimulated or benefit from your creative thinking skills. When you put your mind to it, you are also good at helping others be more creative too.

You know how important big picture thinking is and you have an ability to step back and take a holistic view. However, colleagues who cannot do this may well frustrate you. Conveying your ideas to those less imaginative than you may be an ongoing challenge.

Whatever the problem, you can always see possibilities and ways forward. This makes you invaluable as a catalyst and source of ideas within a team.

Your Second Archetype is Red



Your key Red Strengths are:

- You are unafraid to bring up the most controversial points while still taking care to seek consensus
- You know both how to lead your team and to listen to them
- You use your positive energy to influence people

Sometimes you may use too much Red:

- You tend to fall in to either being too blunt or too yielding
- You hang onto the logical process and sometimes neglect the end product

Sometimes you may underuse your Red:

- You can be too forgiving of people who don't try hard enough
- You can get too caught up in your feelings and emotions

More on your Red Archetype:

When you lead, you are careful not to overwhelm the quieter members of the team. You have learned timidity is not always an indicator of having nothing to say. Rather, these people often just need the personal touch to bring out their best. To do this you have learned to step out of your leadership role and enter into one to one conversation. Being capable of making this switch is important in fully engaging each and every member of your team. You, unlike many others, have learned to do this well.

Your Third Archetype is Green



Your key Green Strengths are:

- You are naturally informal and laid back
- You encourage others to share their honest views, yet you are also unafraid to challenge them with constructive criticism
- You find it easy to see things from other people's points of view

Sometimes you may use too much Green:

- You sometimes find yourself being too trusting of some, and unfairly suspicious of others
- You can find it hard to say 'no' and others may see you as a 'people pleaser'

Sometimes you may underuse your Green:

When you filled in the questionnaire, you did not report any underuse of green

More on your Green Archetype:

You can tell when your trust is not being reciprocated. If you perceive someone as selfish or arrogant your competitive streak kicks in and you will be highly driven to engage them in a win/lose capacity. You see these people as deserving of being taken down a notch and will gladly fill that role.

The Archetype you use least is Blue



Your key Blue Strengths are:

- You like to take a down to earth approach
- You are highly capable of both critiquing and producing radical ideas

Sometimes you may use too much Blue:

- You can be inconsistent in being uptight with some time schedules, and dangerously loose about others
- You can be so skeptical that others may judge you as cynical

Sometimes you may underuse your Blue:

- You sometimes forget to put important information in writing
- You are not known for your punctuality!

More on your Blue Archetype:

However, you do not let your cautiousness blind you against the need for necessary change. Knowing your preference for tried and tested methods, others consider your support for risky or radical change initiatives to hold tremendous weight. You may even consider refusal to adapt to new circumstances as a kind of recklessness.

Recommendations to increase your 4 archetypes

Inspiring Yellow

- Look for trends to help you plan for future events
- Don't restrict the possibilities for new ideas by immediately judging or censoring

Commanding Red

- Deal with non-performing team members
- Make an effort to base your conclusions on sound principles

Empowering Green

Based on how you filled in the questionnaire, there does not seem to be a need to increase your use of the green archetype

Conscientious Blue

- Sometimes it is essential to put things in writing to reinforce your message
- Try and place more importance on time management

Recommendations to temper your 4 colours

Inspiring Yellow

- Before switching what you are working on, take a moment to file away your current progress
- Interact with your audience to ensure you are not isolating yourself

Commanding Red

- Balance talk of your own success with praise for the success of others
- Others may need your coaching and understanding to inspire them

Empowering Green

- Understand that you cannot please all the people all of the time - be willing to balance your natural empathy with some courage and backbone
- Appreciate how airing conflict can actually resolve difficult situations

Conscientious Blue

- Use your skepticism to encourage healthy debate, but know when to back down and allow other people's good ideas to have their day
- Try to build in time in your plans for the unexpected

Welcome to the 8 Aspects

People who are very **inspiration driven** work best when they feel strongly about the project. They like to trust their instincts and keep their targets open ended.

Big picture thinkers enjoy long thought processes and looking for truths which lie beneath the surface. A big picture thinker is likely to be contemplative by nature and highly innovative.

Someone who is **extraverted** will often find themselves surrounded by groups of people. They enjoy the ever changing nature of group conversations and they often feel at ease in new social situations.

An **outcome focused** person is often very goal oriented and they are willing to push themselves and those around them very hard to achieve their objectives.

If you are **discipline driven** you are likely to be quite organized by nature and people will trust you to fulfill your commitments.

Down to earth people are conscious of the realities of the world. They work towards realistic goals and avoid over committing themselves.

An **introverted** person is comfortable when working alone and they keep their emotions to themselves most of the time. They usually stick to a small group of close friends.

Anyone who is **people focused** concentrates on the people around them. They are sensitive to others' needs and do their utmost to maintain harmony within any group or team.

8 Aspect Scores

People focused

Accommodating
Collaborative
Empathetic



Outcome focused

Tough
Competitive
Logical

Inspiration Driven

Adaptable
Flexible
Spontaneous



Discipline Driven

Purposeful
Structured
Reliable

Big Picture Thinker

Conceptual
Imaginative
Radical



Down to Earth

Practical
Evidence-Based
Cautious

Extraverted

Sociable
Demonstrative
Takes Charge

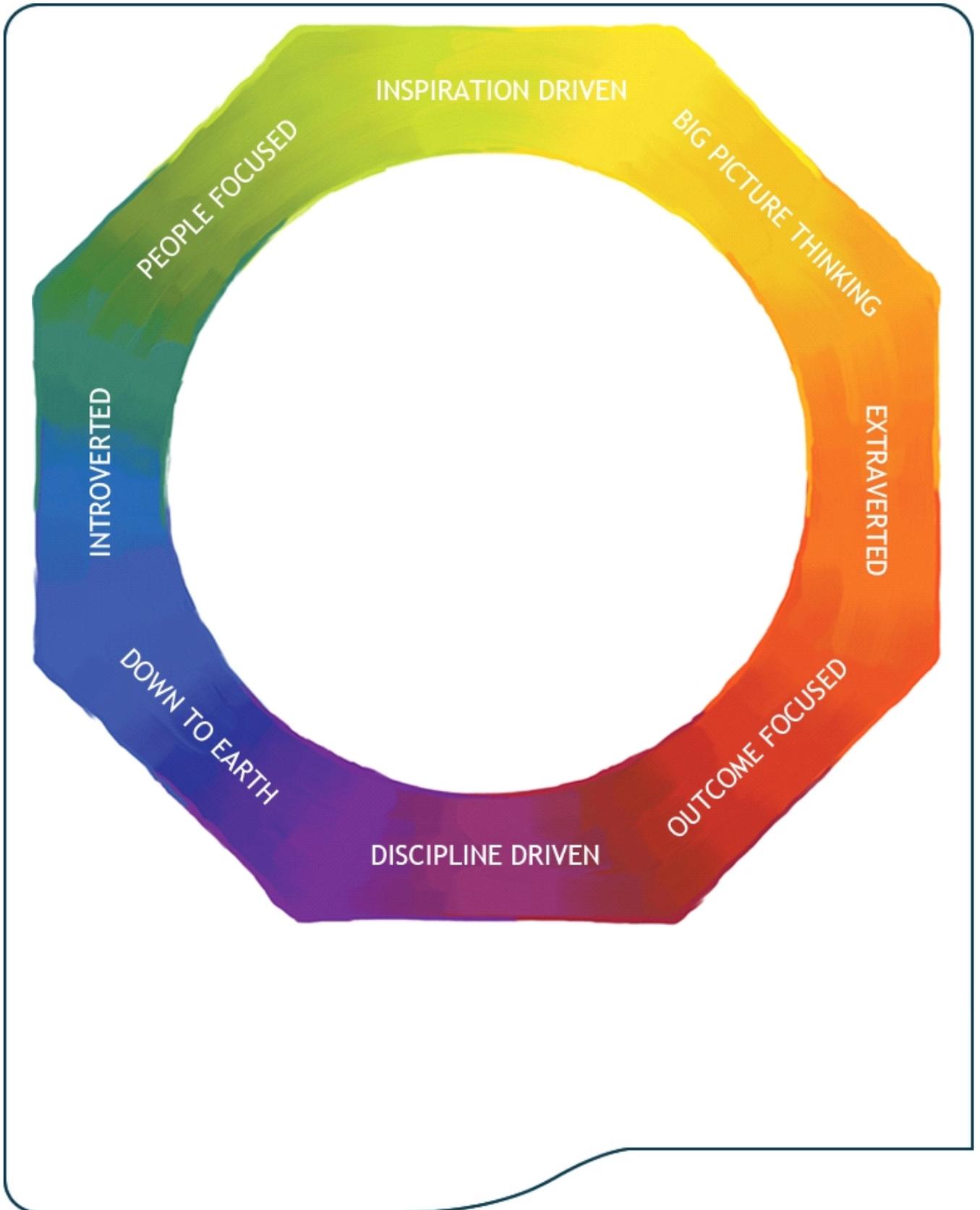


Introverted

Observing
Measured
Intimate

Score each of the 8 aspects between 0% and 100%
Note - opposite aspects do not need to add up to 100%

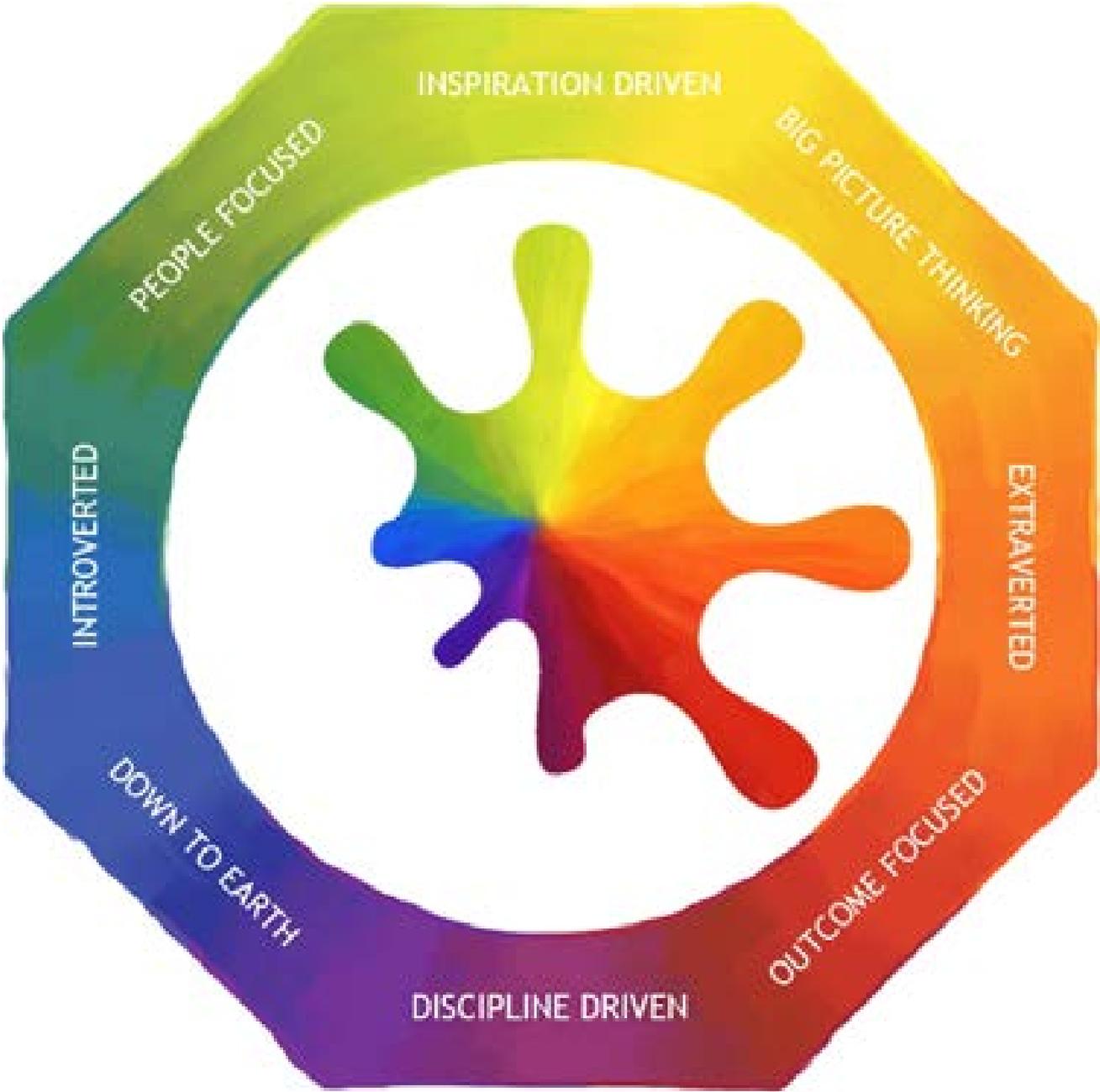
Drawing your personalized Mandala



Personalized Portrait for Jane Sample - facilitated by Janice Parviainen

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Jane Sample - Your Spark Mandala



Bring your Splash to life, simply scan the code on the back cover with the Lumina Splash app!



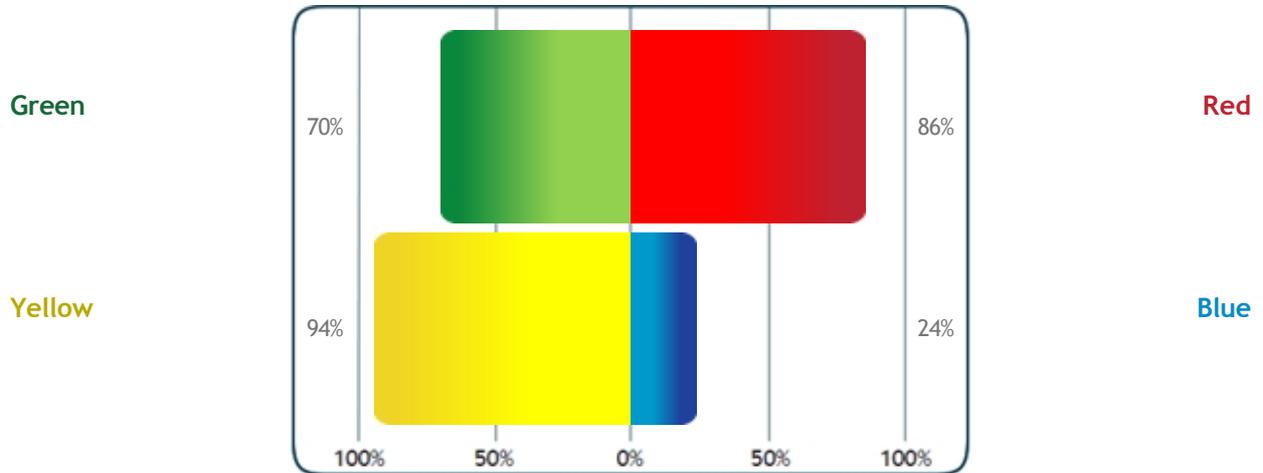
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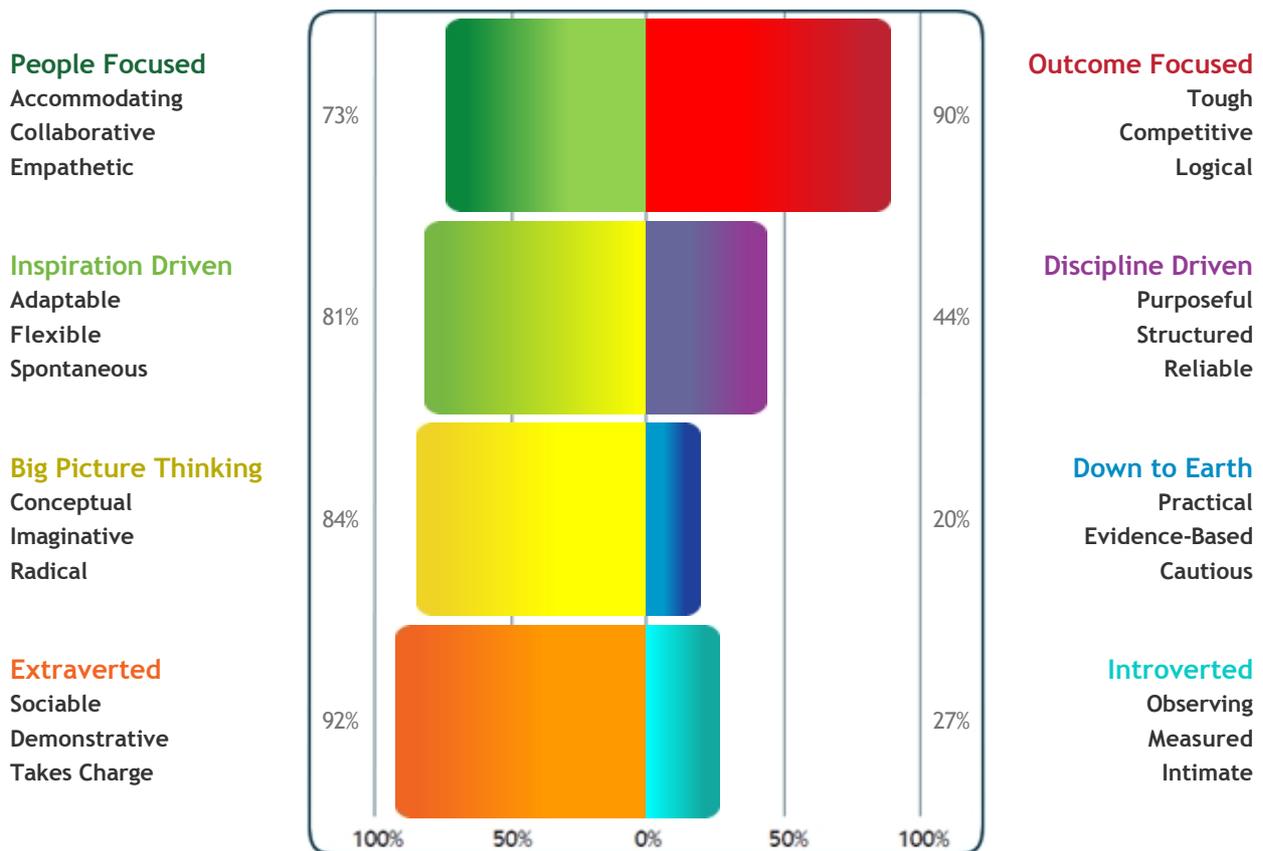
Your Archetype and Aspect Bars

Your use of the Four Archetypes

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Your use of the Eight Aspects which underpin the Four Archetypes



Your eight aspects on the Spark Mandala

Jane, on your Colour Mandala you can see eight aspects of your behaviour:

The mandala(1) shows a colourful approach to understanding key differences between individuals. On it you can see your colour scores across the eight aspects of behaviour.

Down to Earth
People Focused
Inspiration Driven
Outcome Focused
Extraverted
Discipline Driven
Big Picture Thinking
Introverted

(1) The word 'mandala' means 'circle' in Sanskrit. In many different cultures over the centuries, often through paintings, the symbolism of a circle has been used to help people consider "who am I?" - in fact, the famous Swiss psychologist Carl Jung said "I knew that in finding the mandala as an expression of the self I had attained what was for me the ultimate".

Your 8 Aspects in order

1. **Extraverted** - You always find a way to influence others in a group. You are very convincing and people listen to you when you choose to share your ideas.
2. **Outcome focused** - When you have a clear vision of the direction you want things to go, you will tend to defend your point of view strongly, even in the face of criticism.
3. **Big Picture Thinker** - You have the capacity to be free and unbounded in your thinking. This allows you to look beyond the immediate situation and finds ideas further afield.
4. **Inspiration Driven** - You can make decisions quickly when you are running out of time. This ability allows you to make the most of opportunities that require instant action.
5. **People focused** - You occasionally downplay the importance of group harmony and personal relationships. As a result you can put less focus on compromise compared to more direct methods of resolving disputes.
6. **Discipline Driven** - Even after you have committed to something, you can have trouble creating an organized process to achieve your goals.
7. **Introverted** - You are someone who is always in control of their emotions. You have an excellent poker face and you choose when and where you let others see how you truly feel.
8. **Down to Earth** - You occasionally have trouble staying grounded and trusting your senses and experience to give you the information you require.

Two quotes to inspire you

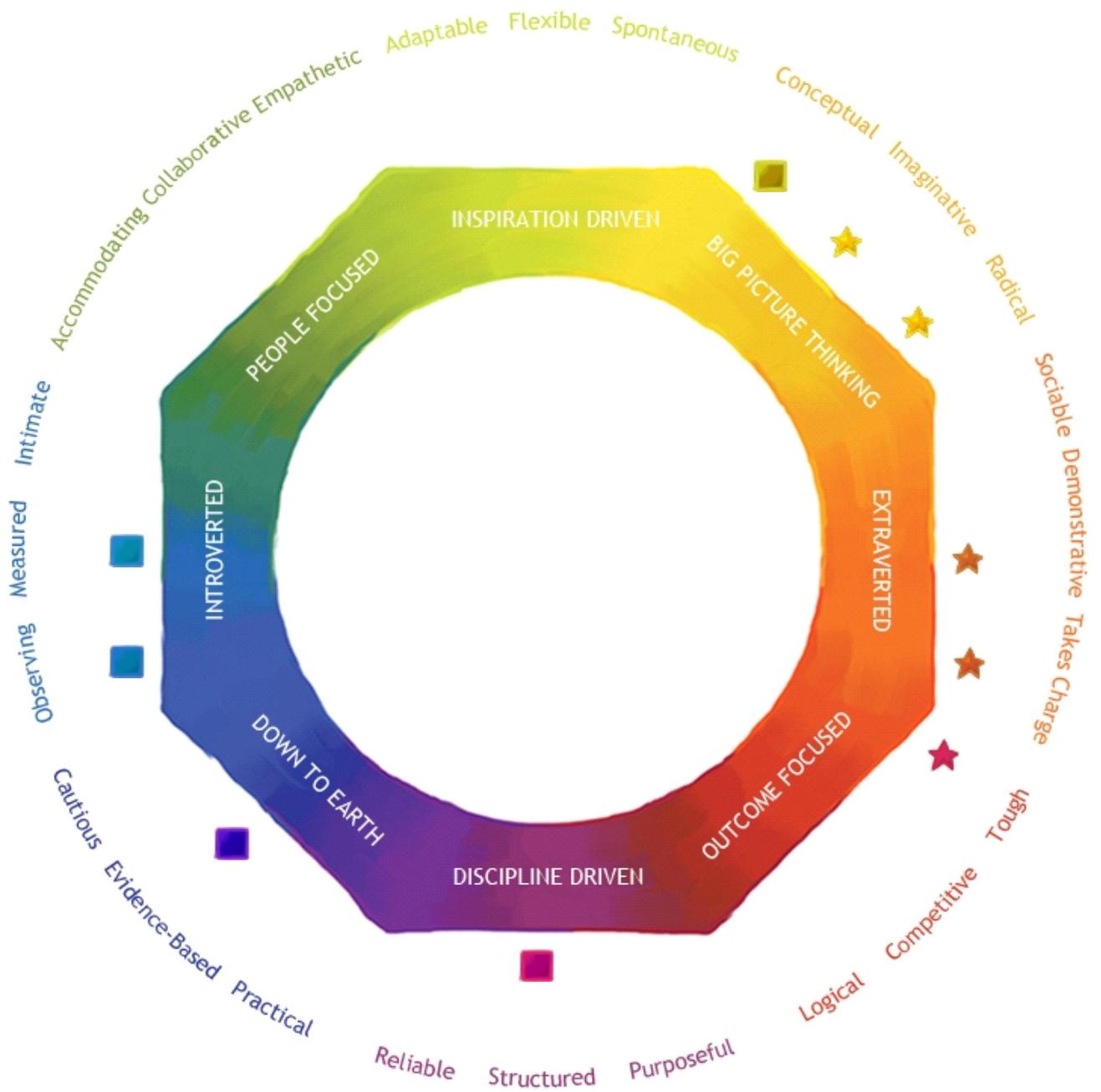
This is a ruthless world and one must be ruthless to cope with it. - Charlie Chaplin

You agree with this statement although you may stop short of describing yourself as ruthless. You know there will be times when you will face a lot of opposition from others and you will have to stand up strongly for what you believe in. However you have the confidence and self-belief to back your ideas and to stand in the face of staunch opposition. You feel that there is not enough time for half measures. You always aim for the heart of the matter and deal with things in a prompt manner. You try not to let anything go unresolved.

A wise man proportions his belief to the evidence - David Hume

People will find it harder to refute your claims if you can back them up with sufficient data. The research required to uncover the facts also provides evidence of your dedication to the project. If you make unsubstantiated claims people may start to dismiss your ideas as fantasies. This is why you should put more effort into gathering information to support your position.

Qualities Mandala



On the questionnaire you 'claimed' many qualities. The ★ symbol shows your top 5. There are other qualities that you did not claim and the bottom 5 are shown by the ■ symbol.

Your Twenty Four Qualities in detail

The Twenty Four Qualities that make up the Aspects

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

Intimate

Listens first and gravitates towards one-to-one conversations

37%



92%

Takes Charge

Seizes the initiative in a group and is drawn towards authority positions

Accommodating

Strives for harmony and is willing to adjust their stance in a conflict

63%



96%

Tough

Argues forcefully and is comfortable with conflict

Collaborative

Team player with a win/win mindset

77%



69%

Competitive

Strong willed with a win/lose mindset

Empathetic

Considerate and in touch with other people's feelings

64%



65%

Logical

Objective and rigorously applies reason

Adaptable

Works in passionate bursts towards emergent goals

72%



72%

Purposeful

Sets ambitious goals and then works diligently towards them

Flexible

Easy going and informal

69%



16%

Structured

An organized and effective planner

Spontaneous

Makes quick gut-feel decisions

85%



49%

Reliable

Disciplined and meets commitments

Conceptual

An abstract thinker comfortable with complexity and ambiguity

36%



42%

Practical

Adopts a realistic and common sense approach

Imaginative

A source of new and creative ideas

92%



6%

Evidence-Based

Focused on observable facts and attentive to details

Radical

Embraces change and is willing to challenge tradition

87%



55%

Cautious

Resists change - prefers to stick with tried and tested methods

Sociable

Friendly and energized by interacting with others

84%



29%

Observing

Boundaried and energized by their inner world

Demonstrative

Enthusiastic and expresses positive emotions

91%



24%

Measured

Serious minded and contains positive emotions

Three perspectives on who you are

Your Three Personas

In the following sections we will delve further into your persona. Up until this point we have been displaying information drawn from all three of your personas to give you an overall picture of who you are. Now we will explore you in more detail. Most people recognize their Underlying Persona and their Everyday Persona. This is because you can recognize your motivations and day to day behaviour quite easily.

However there is a third persona, your Overextended Persona. This Persona reveals itself when you are in high pressure circumstances and can be seen in the way you interact with other people when the demands of the situation increase.

We hope to give you a deeper understanding of your personas and to do that we will separate them into three distinct items and give you some in-depth feedback on what trends have been revealed and if there are any areas you can look to strengthen.



Your Underlying Persona

- This is you at your most natural
- This persona motivates you
- You do not let everyone see this level of your persona



Your Everyday Persona

- This is how you tend to behave
- This persona is an indication of how other people might see you
- You may be consciously putting on this persona to suit your work environment



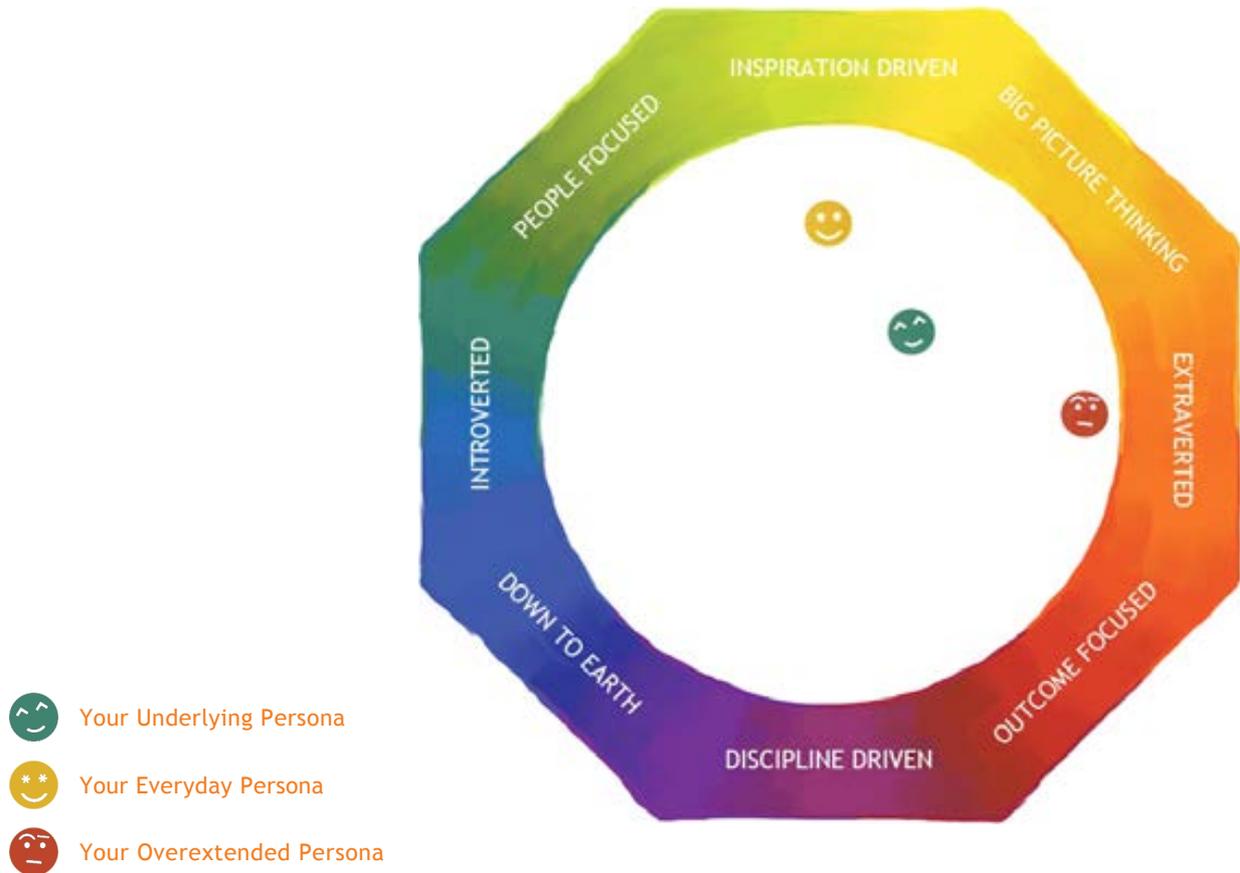
Your Overextended Persona

- This is who you are when put under stress
- Or how you react to unexpected events
- This persona can come into effect unconsciously

Your three persona positions

Your three Personas on the Lumina Mandala

Jane, your underlying persona has undertones of Green energy and is People Focused. You prefer to look for a method to reach a compromise when conflict arises. However you will not shy away from confrontation if that is the only option left. You can find a lot of evidence of Inspiration Driven Yellow energy in your everyday persona. You are adept at adopting an open minded approach to task management.



Jane, sometimes your overextended persona becomes quite Extraverted and uses a lot of Red energy. Occasionally you can be so animated and expressive that other people don't get a chance to contribute to the conversation.

Your Three Personas



Your Underlying Persona

Jane, you have a preference for using **Big Picture Thinking Green** blended with **Down to Earth** and **Outcome Focused** energy

You have a knack for spotting the critical problems with your organization's structures and hierarchies. Sharing your observations helps you to promote change in your organization. Although some see you as skeptical of change, this is only ever because you want to be sure the changes are feasible before you commit to them. You can become very invested in your ideas. When you are secure in your convictions you prefer to argue your case strongly, but you still take the perspectives of others into account even if you believe they are wrong.



Your Everyday Persona

Jane, you most often use **Inspiration Driven Yellow** blended with **Extraverted** and **People Focused** energy

You find it inherently difficult to take a laid back attitude to things. However your working environment might require a more casual outlook. You may even feel the benefit of this as it leads to less stress and you can deal with unexpected problems in a relaxed manner. Normally you prefer to avoid committing yourself to targets but at work you have a reputation for being trustworthy and keeping your word. When you commit to getting something done you do everything possible to achieve it.



Your Overextended Persona

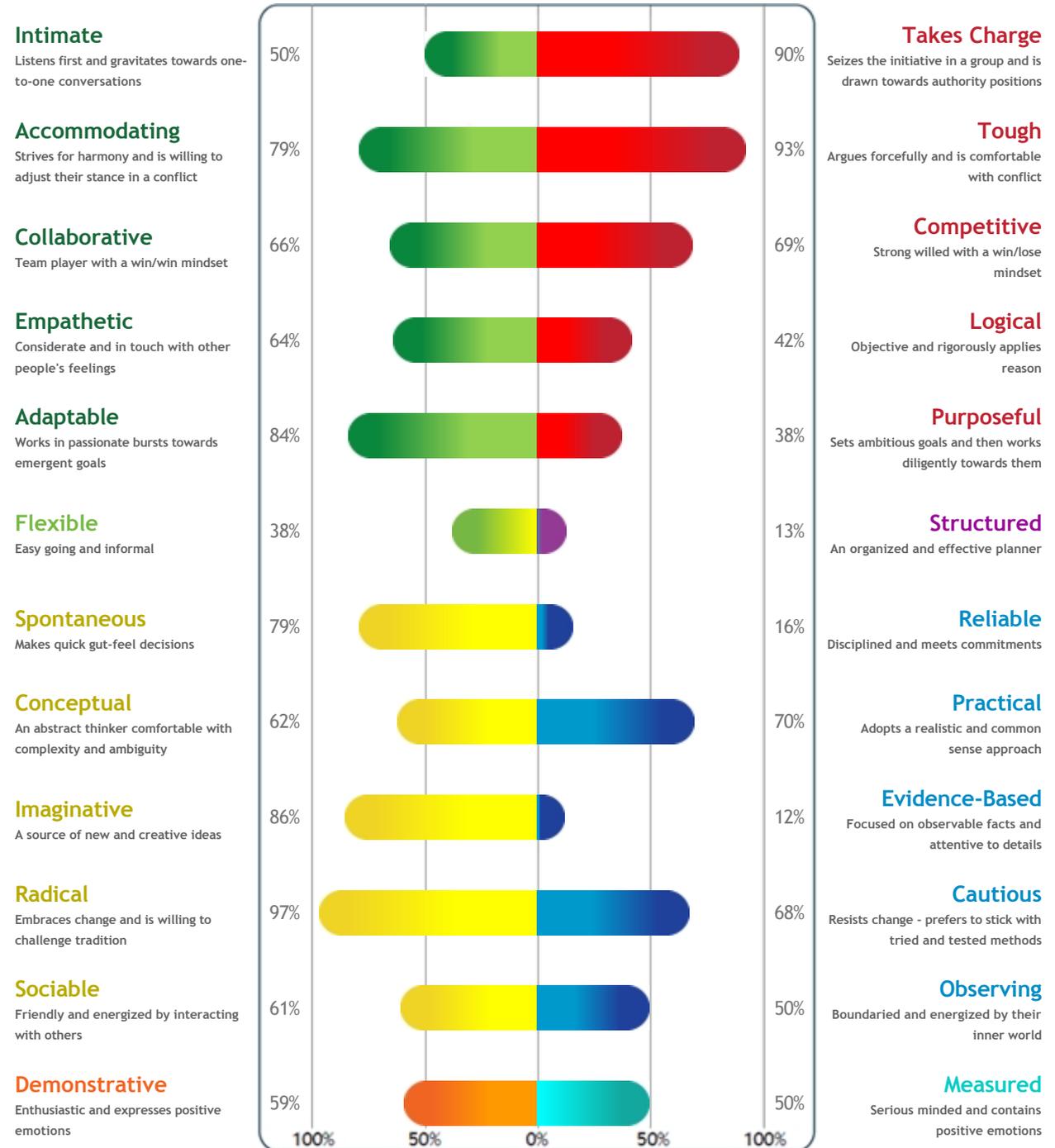
Jane, when your overextended persona emerges you may notice that you use more **Extraverted Red** blended with **Big Picture Thinking** and **Discipline Driven** energy

You tend to be quite relaxed in your application of logic unless you are very frustrated with a particular problem or person. This stress can make you disconnect from your emotions and lose touch with the people side of things in an effort to be objective. In times of great stress, your creative instincts can get out of hand and descend into the realms of fantasy. Try to keep your ideas grounded in reality and ensure that you check with your colleagues to make sure that none of your ideas range too far afield.

Your Underlying Qualities

The twenty four qualities that make up your Underlying Persona

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



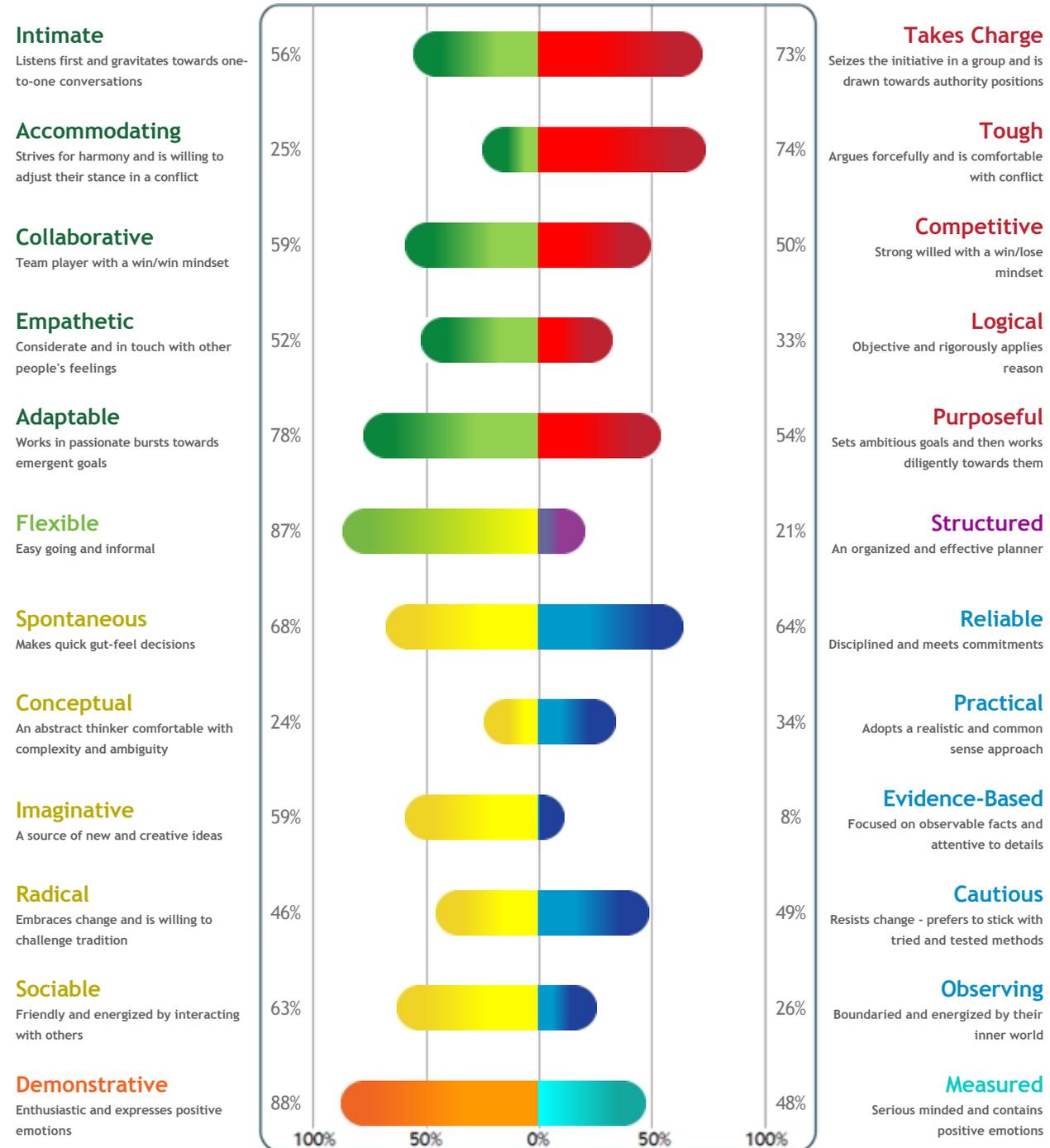
Your Everyday Qualities



The twenty four qualities that make up your Everyday Persona



The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



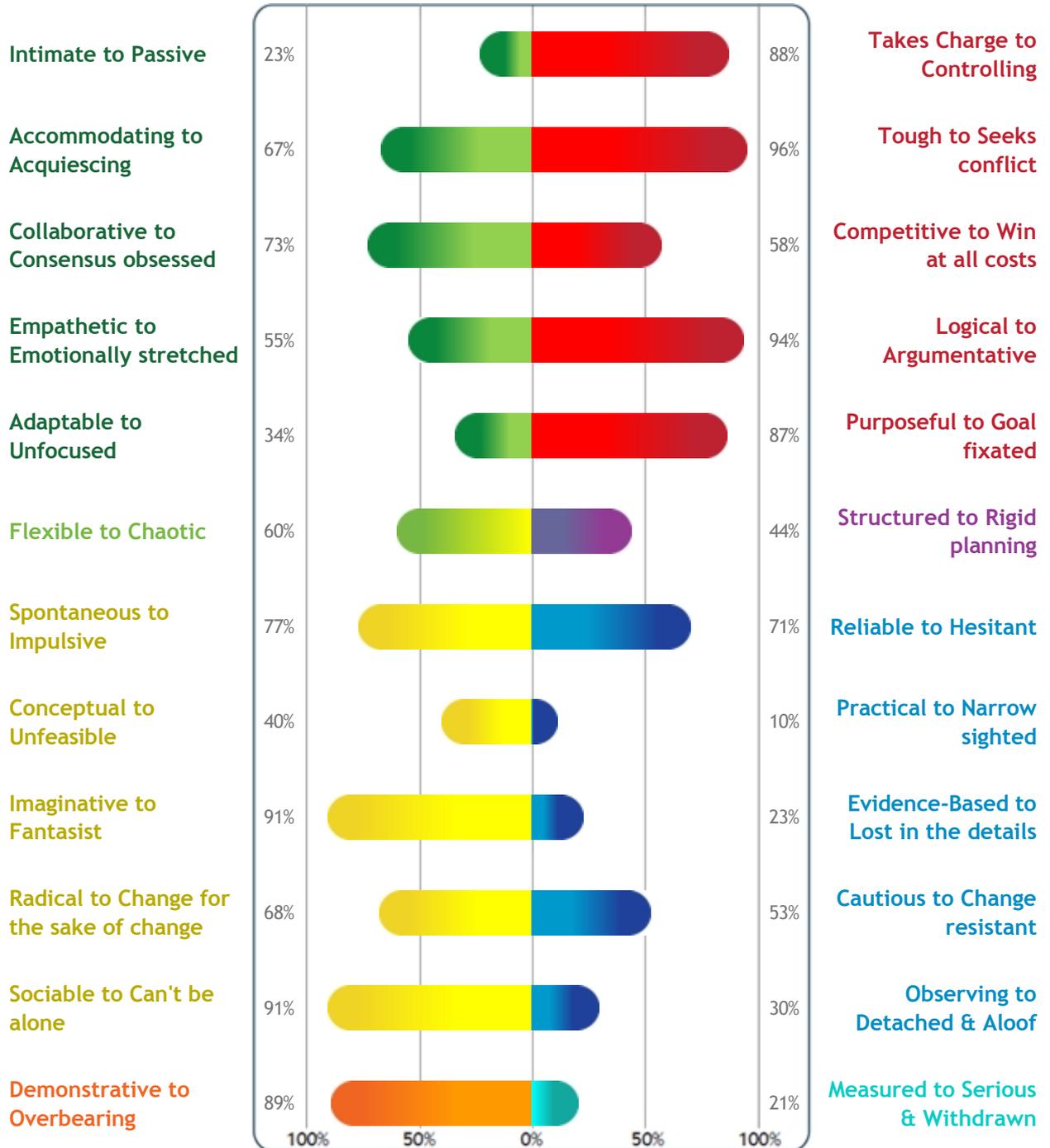
Your Overextended Qualities



The twenty four qualities that make up your Overextended Persona



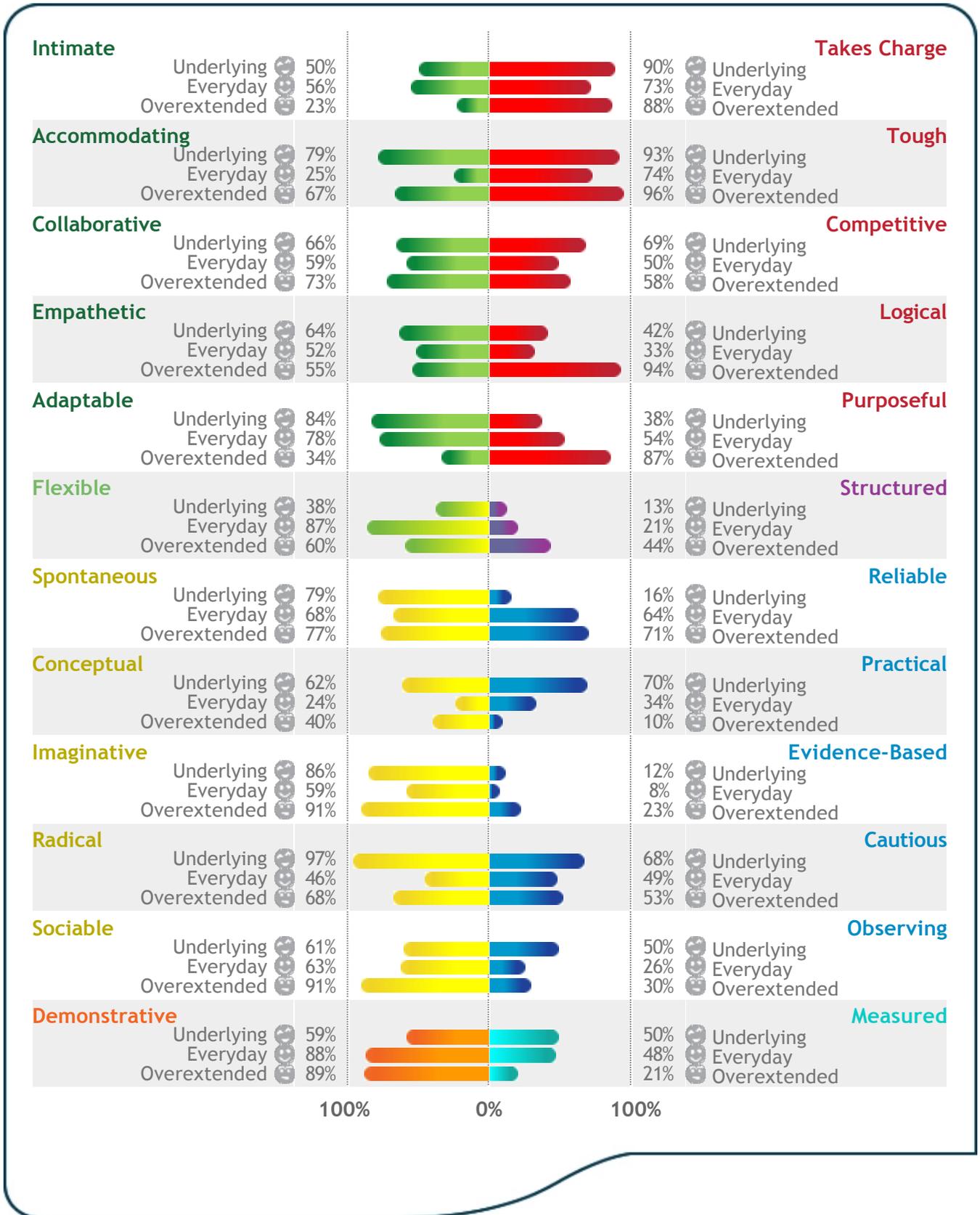
The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Personalized Portrait for Jane Sample - facilitated by Janice Parviainen

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Your Twenty Four Qualities in detail



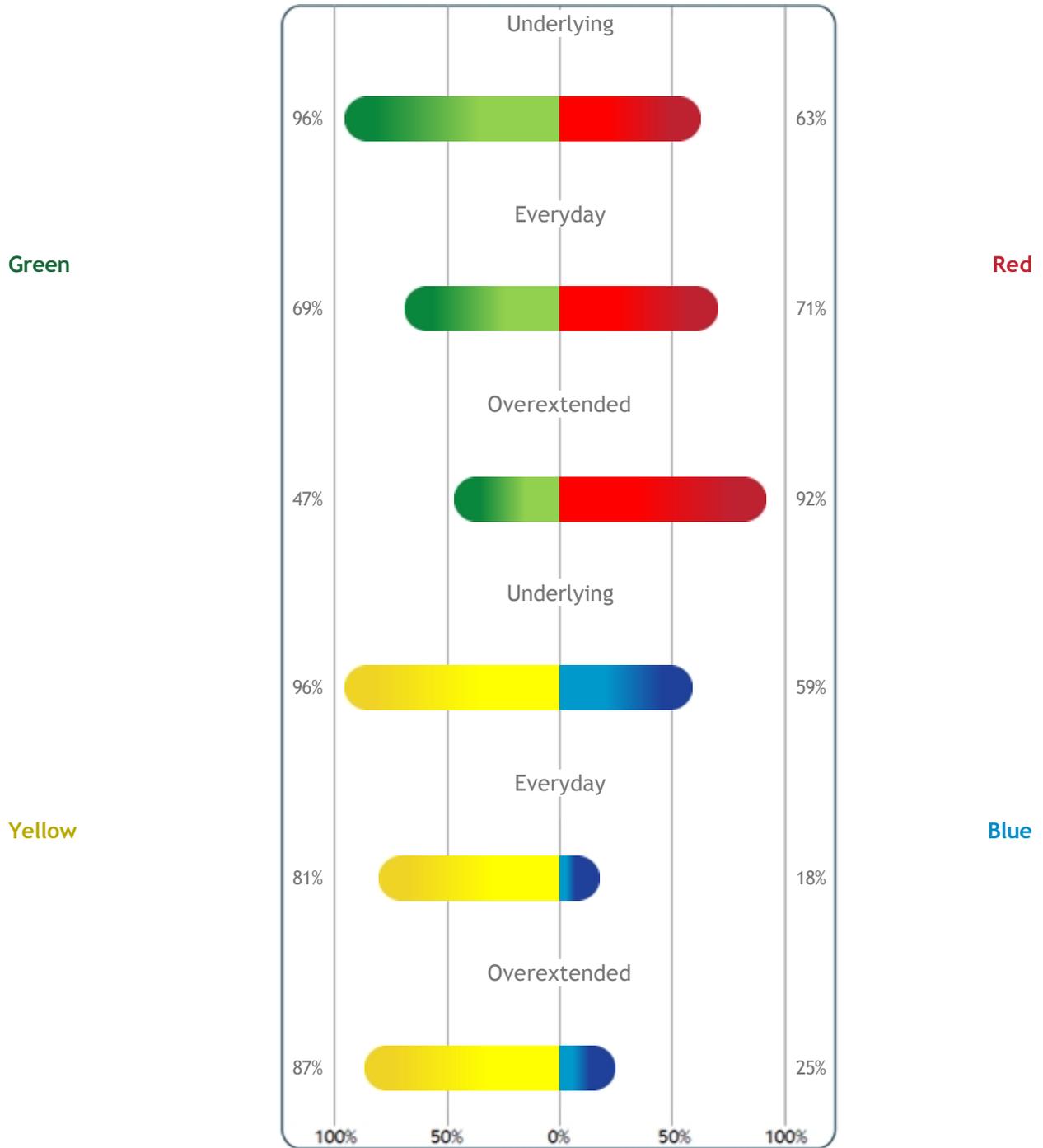
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Your Archetypes split by Persona

Your use of the four archetypes split by persona

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



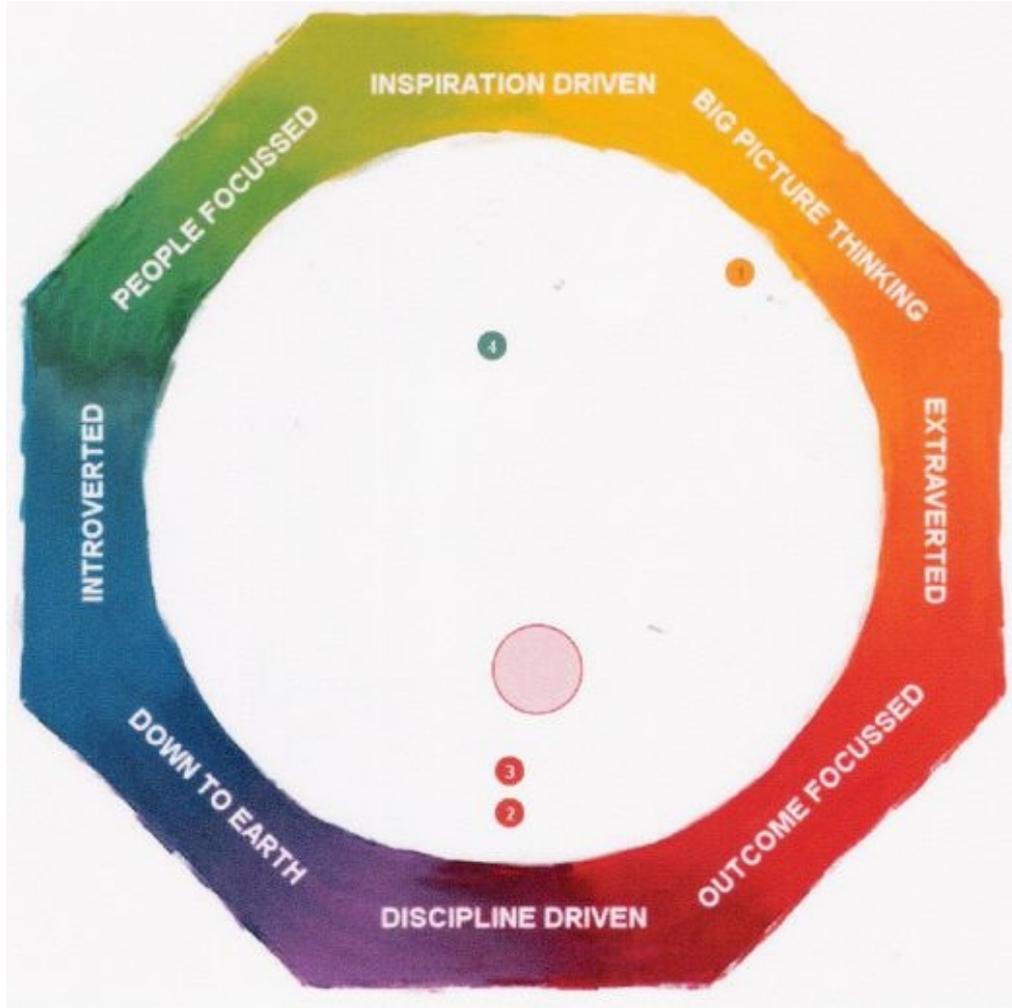
Your Aspects split by Persona

Your use of the eight aspects which underpin the four archetypes, split by persona

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Team Intro (Sample)



Personalized Portrait for Jane Sample - facilitated by Janice Parviainen

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Team Interaction Preferences

Name: _____

My Everyday Four Colour Energies: _____

When communicating with me, I like...(choose one or two statements from your Communication Preferences on page 46, "How you like others to communicate with you")

When communicating with me, I dislike...(choose one or two statements from your Communication Preferences at the top of page 47, "What is likely to irritate you in other people's communication")

What I offer high performing teams: (choose one or two statements from Creating High Performing Teams at the top of page 48, "Here are some ways you can be effective in building high performing teams")



Your Communication Preferences

How you prefer to communicate with others:

- You are usually frank and honest. You do not do this out of a lack of respect, but to convey your meaning clearly and directly without confusion. You are also willing to soften your tone to avoid causing unnecessary conflict.
- You like to talk a process through and let it evolve naturally through discussion, instead of imposing a formal structure.
- In a discussion you will designate tasks to individuals and you then like to talk to each person separately to clarify things.
- You convey a lot of your meaning when communicating through your body language and gestures.

How you like others to communicate with you:

- You prefer frank, genuine conversations, where people are honest about their feelings on the matter at hand.
- You appreciate it when people don't ask you to set artificial deadlines. You enjoy communicating with people who understand you would rather let your targets emerge.
- You like talking to those who energetically get their point across. In addition you see the value in one-to-one conversations after a meeting to ensure a more intimate understanding.
- You like interactions where the other person is optimistic and full of positive energy.

What is likely to irritate you in other people's communication:

- You don't like it when people keep their thoughts to themselves and you often find it difficult to draw things out of them. Yet when people are too outspoken you can see them as undiplomatic.
- You don't like it when people push you to formalize your goals in a conversation. You feel it limits your natural preference for ideas to develop over time.
- You don't like it when people are quiet and introverted in a group situation. You like everyone to contribute and say what they are thinking. You may resent those who appear to be coasting, yet you yourself can be quite reserved at times.
- You do not like formal environments which are governed by strict rules and codes of conduct. You prefer a more relaxed situation which gives you greater freedom to express yourself.

Here are some suggestions to improve your communication with others:

- Be more open to forgiving people for past slights. Holding a grudge will make any necessary future relationships with the person difficult.
- Don't risk alienating your colleagues by arguing too forcefully what you see as the logical approach. At times you need to allow others space to express their creative ideas - the results may surprise you!
- Draw up plans to reflect the needs of your work over time. This helps others to gain an understanding of what needs to be done and also to see how things fit together.
- Appreciate the importance of sifting through the details of a subject to find data that supports your views. This can then be used to support your perspective when discussing your ideas with others.

Creating a High Performing Team

Here are some ways you can be effective in building high performing teams:

- You are known for saying what needs to be said, where others may try and steer away from contentious issues. This can be an important skill when a team is faced with a difficult situation. However you can mellow your attitude in order to maintain team harmony.
- Your passion for evolving goals enables you to successfully tap into the power of a team's collective intelligence and mould them into a successful high performance team.
- Your positive attitude to change can both help a new team to form and be a catalyst for driving it forward with purpose, whilst holding onto the existing processes that made the team strong in the first place.
- You make a natural choice as team leader. You take the initiative and others follow you. Your good interpersonal rapport is an invaluable additional team asset.

However sometimes you may overplay your strengths:

- Your capacity for conflict can mean that you reach an impasse in discussions with no easy way forward. This can be at odds with your preference for harmonious resolution.
- You are happy when following processes and procedures. But you can get so involved in them that the team output suffers. This can also negatively impact the emotions within the team.
- Just because you see the value in spending time thinking, doesn't mean your team members will. They may just think you are daydreaming.
- If there's one thing that exceeds the energy you bring to a group it's your ability to talk for hours. This can make it difficult for others to get their views heard.

Here are some blind spots you might encounter when it comes to working in a team:

- You find it hard to concentrate on work that needs great attention to detail. If your results are incorrect they can affect the conclusions of the whole team.
- You don't like to be tied down by rigid plans or structures. Unfortunately the nature of team-working is to use these formal arrangements to get the best out of a number of people in their time together.
- You like the sound of your own voice and you can find yourself speaking without thinking. This can result in arguments or you upsetting other members of the team.
- You can have innovative ideas that fall down when looked at logically. The impact on the team may be to set them working along a path that leads to a dead end.

Here are some suggestions to improve your teamwork:

- If you know you can be a bit forgetful, take care to write down clearly what you need to do, including when you have to do it by. Keep a checklist to make sure you don't let the team down.
- Often with new problems, any potential solution will be theoretical at first. You sometimes need to understand the theory to establish what can and can't be done in reality.
- Life is about compromise. If you hold up the team's progress because of your unwillingness to change your view, you do neither yourself or them any good. Look for the middle ground where both parties get some of what they want.
- See any problem in the team as an opportunity for everyone to learn. Poor performance should be dealt with so that it isn't repeated, but this can be done in a supportive way.

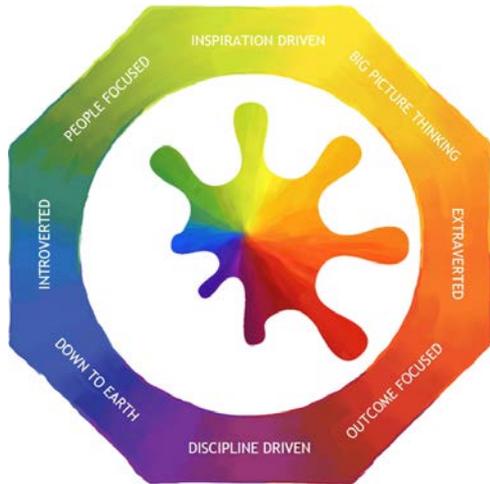
Valuing Diversity

Recognizing your psychological opposite

Jane, everyone has encountered people whose personas are the opposite of their own...

It is likely that you will be able to remember a time, or in fact several times, whilst you have been working, when you have encountered people who appeared absolutely alien in their modes of thinking and in the way they get things done. These people probably had a very different set of persona scores to your own. Have a look at the mandalas below and compare your own to that of your psychological opposite.

Your Persona:



Psychological opposite persona:



No matter who you are, there are many positives and negatives which can be drawn from working with your psychological opposite. One main strength of working with someone so unlike yourself is that you complement each other's weaknesses. Your strengths will be very useful in helping your opposite deal with areas where they have 'blind spots' and vice versa. As long as your communication remains good and you ensure nothing is misinterpreted you can have a very effective working relationship as there will be very few problems that at least one of you cannot handle.

However, it is also possible that you can encounter difficulties when working with your opposite. You may start to see them as the answer to all of your problems and place too great a weight of expectation upon them. Try to develop your weaker qualities yourself. You should also try to aid your psychological opposite's growth in dealing with their own "blind spots". Another problem which often occurs is a breakdown in communication; because you think in very dissimilar ways it is easy for ideas to get lost in translation.

One way you and your psychological opposite could work well together is that you don't always back your views up with evidence. However your opposite can help you with this by suggesting ways you can prop up your arguments. On the other hand, you and your opposite could encounter problems because you are very direct. Your opposite might see you as blunt and tactless when it comes to resolving underlying problems.

Working with your Opposite

What is good about working with your opposite:

- Your opposite feels most comfortable when they have all the facts established and they can back up their claims with solid proof. When working together you can use their skill to provide tangible support for your arguments.
- You normally have trouble asserting order in your work environment but your opposite has a talent for keeping things organized and scheduled. This can help you stay on track and stick to prearranged timetables.
- You don't spend a lot of time building up intense relationships with high levels of sharing. In contrast, your opposite can show you the benefits of having a tight knit circle of friends to support you.

Some problems you might encounter:

- Your opposite's desire to always find an answer to people's problems is very hard for you to stomach. You see it as wishy-washy and a way of avoiding a proper resolution.
- You may find that you keep an emotional distance from your opposite. They can find it hard to work with you if you overlook the way decisions affect them personally.

Some ideas to build your working relationship:

- Try to take a less direct approach to problem solving. Allow your opposite to bring up issues in their own time.
- You will make a positive impression with your opposites if you take time to connect with them on a personal level. They will find it challenging if you consistently keep your feelings locked up and logically analyze everything.

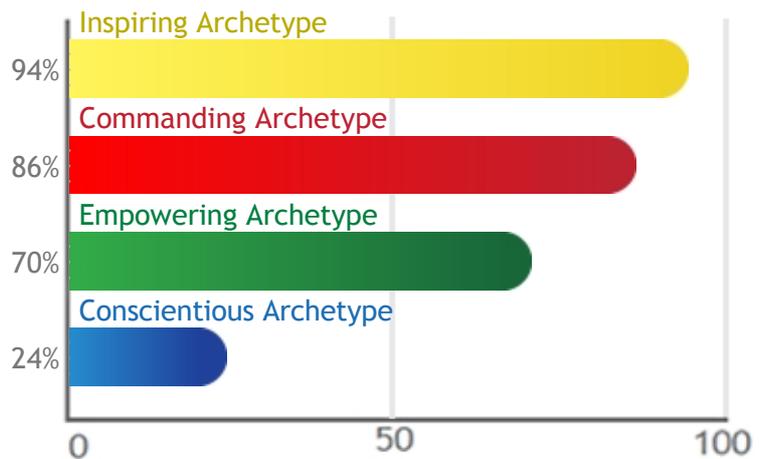
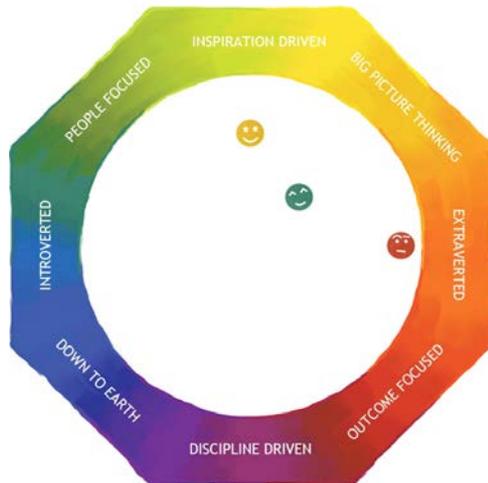
Seeing Yourself in Others

Recognizing your mirrored self

Sometimes your biggest blind spot is in the mirror...

You may find that you instinctively recognize when you are working with people who possess the opposite qualities to your own. Because they are so dissimilar to you they are easier to recognize as you find inconsistencies in the way you tend to work together. However, it may be more difficult for you to recognize when you are having trouble working with someone who is very similar to you.

Remember Your Persona . . .



Once again, there are pros and cons to this working relationship. When you are working with someone who works in a manner akin to your own it can be very successful. Your strengths mesh and you have an intuitive understanding of how you both think things through. You can resolve issues before they arise by accommodating your partner's preferences prior to them being voiced and vice versa.

One example of how you might find working together very easy is that you both highly value directness and honesty, but are also motivated to find compromise in the face of heated conflict. This ensures you continually build your trust with one another just by communicating. Then again, here is an example of how you and your mirrored self might have trouble working together. You both like to take charge and this can lead to you and your partner fighting for control in a group and undermining each other's credibility and influence.

Working with your Mirrored Self

What is good about working with your mirrored self:

- You are both very comfortable with conflict and trust one another to be direct and honest should an argument arise. When an argument ceases to be constructive you usually share a desire to bring it to a peaceful resolution.
- You both possess a strong vision for how things could be and each take a great thrill in bouncing new ideas off each other. When it comes to sharing those ideas, people trust you to think through your ideas carefully before suggesting them.
- You are both very talented at working in ambiguous circumstances and can direct your efforts towards any new goals which arise without fuss.

Some problems you might encounter:

- Your shared desire to bring every conflict to light can become highly time and energy intensive. Though you do this with the intent of eventually establishing harmony, the discussions you have can result in only more passionate debate.
- You are both very analytical by nature and therefore can come off as dismissive of each other's feelings. You try to put this right by taking on an empathetic role but your highly analytical mirrored self can find this to be artificial.

Some ideas to build your working relationship:

- If it looks like an argument is about to erupt between you and your mirrored self, don't simply throw yourself into the fray. Try to defuse the situation before it escalates into something unpleasant.
- Sometimes you and your mirrored self might have more success implementing ideas if you considered other criteria besides logical validity when assessing them. For example the impact it will have on the people involved.

Speed Reading Exercise

Write down two people you currently work or socialize with. Try and guess their colours based upon what you now know about speed reading. In the grey box alongside, write down your reasons for assigning them colours in that order.

Person 1 Name.....

Top colour

2nd colour

3rd colour

Lowest

Person 2 Name.....

Top colour

2nd colour

3rd colour

Lowest



Speed Reading Yellow Energy



Body language

- May enjoy greeting people in a more tactile way
- They will often have their own sense of style
- Energetic and lively

Tone

- The tone of a person with Yellow energy is often animated
- They communicate a lot of information through hand gestures

Workspace

- Sometimes may appear disorganized - they like to have lots of different projects all on the go concurrently
- A personalized filing system. It would probably be challenging for someone else to find something specific on their desk.
- They are often comfortable in social situations and it would be hard to tell that they were the newest person in a group.

Content of the conversation

- They will often touch upon several subjects within the same conversation
- They will take a lot of pleasure in either group or one to one conversations so long as they can explore emergent topics.
- They don't like to stick to just one topic

Speed Reading Red Energy



Body language

- Firm handshake
- They walk with a confident stride and maintain an upright posture
- Will maintain direct eye contact

Tone

- Their tone is assertive and clear
- They speak with a lot of conviction in what they are saying

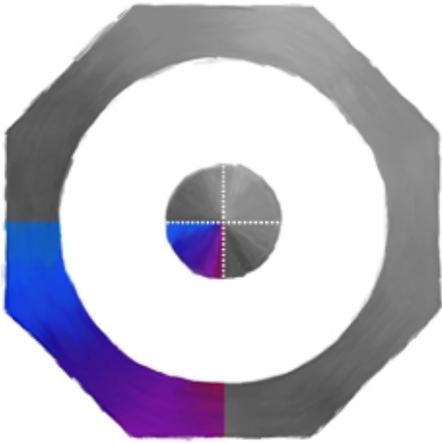
Workspace

- Functional, uncluttered
- Keeps records of past achievements on display for others to see
- They appear comfortable in most environments

Content of the conversation

- focused - no matter what the subject is they will have a clear opinion
- Brief, no waffle
- May speak about contentious issues that challenge other people in the conversation

Speed Reading Blue Energy



Body language

- Brief handshakes, may be uncomfortable with hugs and physical contact with new people
- They will often like to dress formally
- Reserved, they will often keep their thoughts and their emotions to themselves until they have had time to consider them

Tone

- Their tone is measured and their words are precise. They might come across as very deliberate in the way they speak
- They often come across as formal

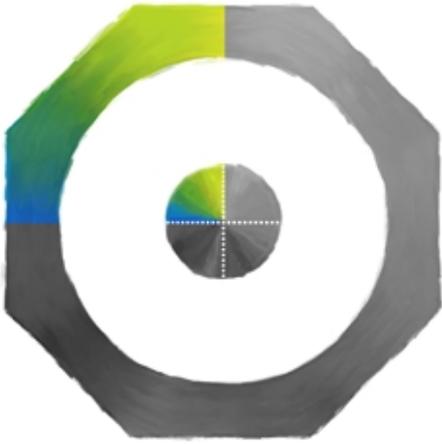
Workspace

- Tidy and well organized
- They might have several sources for reference close to hand
- They will probably have a detailed calendar and day planner on their desk or on their computer

Content of the conversation

- Concentrate on the facts and details of a situation or argument
- Will try to make notes and keep records to ensure that they can refer back to points made at this time once they have had some time to think things over.

Speed Reading Green Energy



Body language

- Likes to make people feel at home, may well make coffee or offer snacks around
- They will usually have an attentive listening style and will nod and otherwise show their interest
- Will make a connection with others through sincere eye contact

Tone

- Their tone is quite soft and sincere in their desire to hear more from you
- Sometimes their tone can be conciliatory if they are engaged in dispute

Workspace

- Personal items placed here and there around the desk to remind them of family or friends
- They feel most at home in their own workspace because they will have made it comfortable to accommodate their preferences

Content of the conversation

- They don't always dictate the content of a conversation and they will often follow up on points that you make
- They are willing to engage with you on a personal level, even if it is slightly tangential to the work being discussed.

Building rapport with Yellow energy



THINGS TO TUNE UP

- When you are with someone who enjoys abstract discussions, you can find yourself losing track of the conversation.
- Try to remain open to the possibilities they suggest, as they see things in a very broad sense. To connect with them you could try suggesting new topics or steering the conversation.

THINGS TO TONE DOWN

- When you are in large social gatherings people can see you as a 'social butterfly'.
- Try to ensure that you give each conversation your full attention and don't get distracted by new people or a sudden desire to change topics. This will help people feel that you are acknowledging them.

QUALITIES YOU ALREADY POSSESS

- You like working with others to find new ways of doing traditional things.
- You really bond well with people who like to challenge the way things have always been done and think in new ways.

Building rapport with Red energy



THINGS TO TUNE UP

- People who focus on things from a rational perspective sometimes disconcert you.
- When you have discussions with someone more rational than you, it might be helpful to present your arguments in a step-by-step fashion that they can accept more easily.

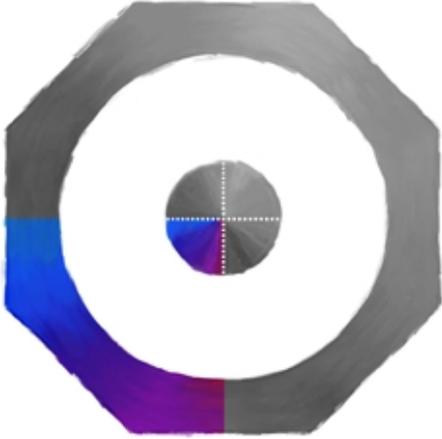
THINGS TO TONE DOWN

- Your direct approach can put off certain people who prefer to avoid confrontations.
- Remember to cater to the needs of those around you. Be open to compromise or you risk alienating people quieter than yourself.

QUALITIES YOU ALREADY POSSESS

- You have a talent for arguing strongly for your point of view.
- This doesn't mean that you enjoy arguments. You are simply willing to stand up for what you believe to be right.

Building rapport with Blue energy



THINGS TO TUNE UP

- You can feel limited when interacting with people who prefer to trust first hand data.
- If you acknowledge the importance of sensory data for immediacy of information gathering, you will find it a lot easier to work with these people.

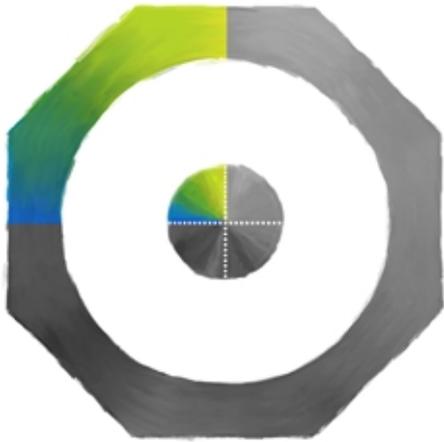
THINGS TO TONE DOWN

- Your focus on time management can put off your less time conscious colleagues.
- Remember that sometimes unforeseen events cause plans to be rearranged. When this happens, talk it through with other people to ensure that no one feels frustrated by a lack of communication.

QUALITIES YOU ALREADY POSSESS

- You are good at simplifying things into practical realities. Other people can see this in you and will respect your pragmatism.
- When working with others, you can quickly move on with getting things done. The best way to get on your good side is to keep things simple and achievable.

Building rapport with Green energy



THINGS TO TUNE UP

- You can have trouble resolving conflicts peacefully. Sometimes you allow your own desires to get in the way of team harmony.
- Consider the validity of other people's opinions and don't dismiss them out of hand. This can improve your ability to maintain good relationships with others.

THINGS TO TONE DOWN

- Your focus on teamwork can stifle the independent people around you.
- Try to allow some leeway as some people will respond positively to being given free rein to do things in their own way.

QUALITIES YOU ALREADY POSSESS

- You like people who are open to revising original goals in the light of new circumstances.
- You know that sometimes original plans have to be changed in the face of new events and you interact well with people who understand this as well.

How to relate to the following colours

Remember that someone with a lot of green energy likes it when you take the people side of things into account

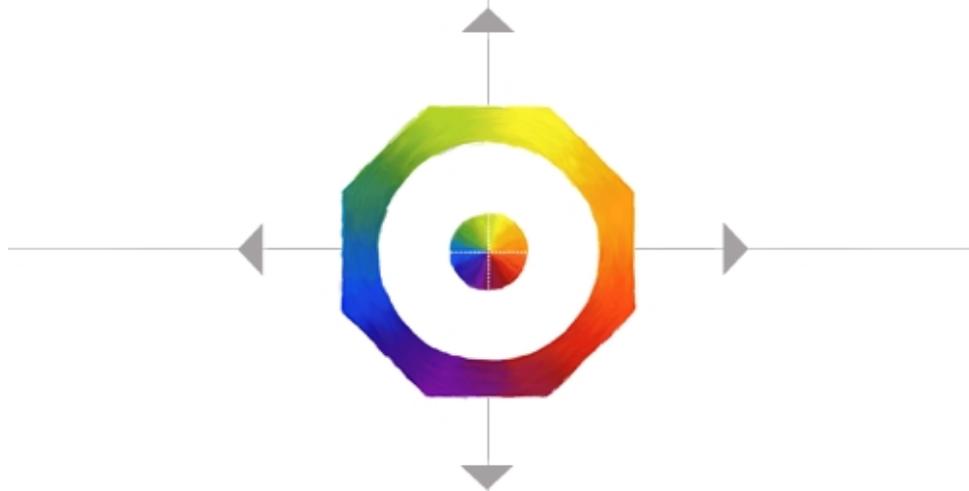
Don't abuse the fact that they are a good listener - do give them time to speak

Be willing to talk about these things from a personal perspective

Be willing to have a wide ranging and conceptual discussion

Engage with them when they are showing a lot of energy and let your own enthusiasm show

Be open to new perspectives and try to engage in group discussions



Give facts and details

Be formal and respect their personal boundaries

Give them time to think instead of pushing too early for their opinion

Be direct and to the point

Be willing to stand your ground and present your argument in a logical manner

Be prepared to take action on things very quickly, once they're decided

Lumina Learning Offerings



ignites highly interactive and profound experiences in which learners explore how their personality changes in three situations being underlying, everyday and overextended. This diverse awareness of self and others aids a team to regain composure when overextended and leads to enhanced relationships, communication and results.



equips leaders with the full awareness of their leadership style consisting of strategies they are choosing often, strategies they are omitting, overextensions and their unique journey to composure. Strengths are leveraged while weaknesses and overextensions are mitigated.



is a pragmatic and powerful tool for sales professionals and sales leaders. Speed reading, building rapport, motivating and inspiring others is handled masterfully along with the six stages of a sales cycle. Each participant understands which stages they focus on and which they exclude along with the effect of overextensions on their sales results. Sales professionals leave with a balanced action plan.



can be described as the ability or capacity to perceive, assess and manage the emotions of one's self and of others. It can directly influence how a person reacts to stressful situations as well as interpersonal relations. This portrait brings the awareness of strengths, challenges, overextensions and how to be emotionally agile.



provides positive language and impactful visuals to highlight the traits and behaviours within a team. Patterns emerge in the team mandalas that reveal under-utilized team strengths, development opportunities, blind spots and areas that are not being covered by the team. This enables each player to identify the part they need to play to create a high performing team.



defines health as the ability of the individual or organization to manage and deal with challenges in a resilient fashion whether these are emotional, social, contextual or physical. At the organizational level an anonymous and confidential report is presented with recommendations for a healthier and more vital workplace.



brings clarity and agreement on the critical qualities needed for a particular role. Our portraits evaluate your short listed candidates against the critical qualities to assess fit and provide specific interview questions for candidates and previous employers. This portrait is then used for the professional development of your new hire.



analyzes and identifies current culture at the organizational level and compares to the ideal culture. The gap is then strategized with a focus on the innate strengths within the existing culture and directed toward the ideal culture. Strategies are developed for the organization and the individuals to ensure that each member is fully engaging their strengths toward the ideal culture.

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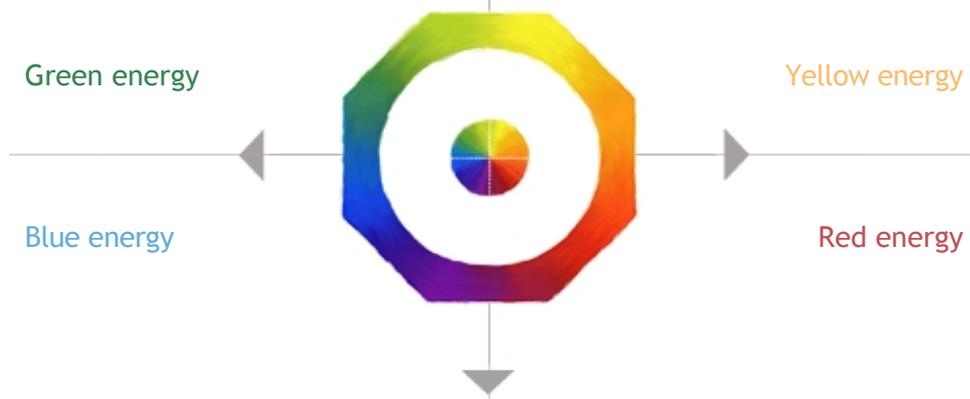


GROWS - Co-Creating Results

Step 1: Articulate Your Goal:

Step 5: Support - Who can you enrol to help you?

Step 3: Options - Write down all your ideas



Step 2: Reality - What are the facts?

Step 4: Will - What will you do? What action will you take?

Lumina Spark Portrait



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