



Joe Alves  
**Lumina Spark Portrait**  
Inspirational and Practical Personal Development

"In between stimulus and response there is a space, in that space lies our power to choose our response, in our response lies our growth and our freedom."

-Victor Frankl

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# Welcome



Hello Joe,

I am delighted to be able to share with you your Lumina Spark Portrait. This report is personal to you and reflects your responses to the Lumina Spark questionnaire at a number of different levels. It does so by introducing some alternative perspectives using four colors, eight aspects and twenty-four qualities to map out your behavioral preferences. This will give you an opportunity to explore deeper levels of self awareness and your innate talents. What I hope you will find interesting, is how your unique pattern of colors will relate and respond to others under different circumstances. This allows for a new understanding of how your relationships are working and, potentially, creating further opportunities for you to achieve even bigger outcomes. In summary, I hope that you find your portrait insightful, inspiring and thought provoking.

Lumina Learning USA Qualifications



# 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 behaviors. 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 behavior. 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 behaviors that you rarely display. It will also make distinctions between your behavior 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

You are brilliant at generating new and creative ideas. At your best you are a visionary, seen by your colleagues as an "idea machine". You love thinking about the big picture, sharing your ideas with others and the discussion that ensues. For you the big idea comes first; you believe without long-term and creative thinking we are bound to get lost in the details and progress only towards limited goals.

Others come to you when they want to be stimulated or benefit from your creative thinking skills. You are very excitable when it comes to conversations about ideas that intrigue you. When people talk to you, some of your enthusiasm may rub off on them!



## Your Inner Spark

When plans fail, you find yourself rapidly thinking of new and better ways to achieve the objective. Whatever the problem, you can always see possibilities and a way forward. This makes you invaluable as a catalyst and source of good ideas within a team. You may agree with Einstein when he said, "If the facts don't fit the theory, change the facts."

You love big picture thinking and will always want to take a holistic view. Colleagues who cannot see your vision frustrate you. You should be aware that they in turn, might be thinking "Why do you always have your head in the clouds?" Conveying all your ideas to those less imaginative than you may be an ongoing challenge - they just do not have the same capacity for this as yourself.

You have always been quick to embrace change; in fact, your favorite role is as the instigator of change! You pride yourself on your radical thinking and enjoy challenging your more traditional colleagues with your best ideas. When other people present uninspired ideas you feel the need to highlight what is missing.

It frustrates you when people are unwilling to challenge the status quo, and you may see these change-resistant people as lazy thinkers. You are drawn to the idea of change rather than repelled by it. You do not find it easy to accept something cannot be changed, and you take this as a challenge to find a way. You are good at playing devil's advocate - not for the sake of petty conflict, but to encourage healthy debate.

Some consider you one of the "movers and shakers" of your organization, and you enjoy this reputation. After all, only by challenging the most deeply held ideas and aims can an organization move with the times and avoid stagnation.

The status quo can bore you, giving you the drive to change things for the better. That same drive may lead you to seek out change for change's sake however, and this may lead some to see you as reckless. It may also be difficult for you to accept that some change is gradual, if only because other people take longer than you to accept it. You see no value in always taking the safe, unambitious choice. You believe that being extremely careful all the time is only a guarantee that nothing good or bad will ever happen to you.

# Your Inner Spark

## Communication

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.

In a discussion you will delegate and designate tasks to individuals. You enjoy everyone having clear roles in order to avoid ambiguity. This also makes it easier for you to know who to communicate with.

Your flexible approach means you like to consider other people's views and integrate them with your own ideas.

## Leadership & Working With Others

Joe, you have a very energetic and enthusiastic leadership style. When it comes to getting others invested into your ideas you have a strong talent for doing so in an engaging and genuine manner. People know that you are being open with your feelings and not counterfeiting them, and this allows you to create a lot of camaraderie with those around you. Another one of your key leadership skills is that you can be very persuasive and this can help you garner a lot of support for your ideas.



# Your strengths and possible weaknesses

## Joe, your natural strengths are:

- You have an open-minded approach to task management. You don't write off any possibilities, meaning you keep a lot more options open for yourself and your team.
- You are good at using humor to break the ice. You understand that sometimes things can become too serious at work and people need a little levity to relax and be themselves.
- 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 ideas display great vision and scope as well as the potential to be revolutionary if successfully applied. However you need to remember to ground them in reality. Sometimes you lose your head in all the possibilities and ignore your immediate situation.
- You have a wide social network but be careful that you don't allow it to take up too much of your time. There are so many people in your life that it can be easy to lose track of your priorities.

## 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.
- If you want to avoid troublesome situations, take more time to think things through before you make firm commitments. Otherwise you may find yourself under unnecessary stress.

## Your eight aspects on the Spark Mandala

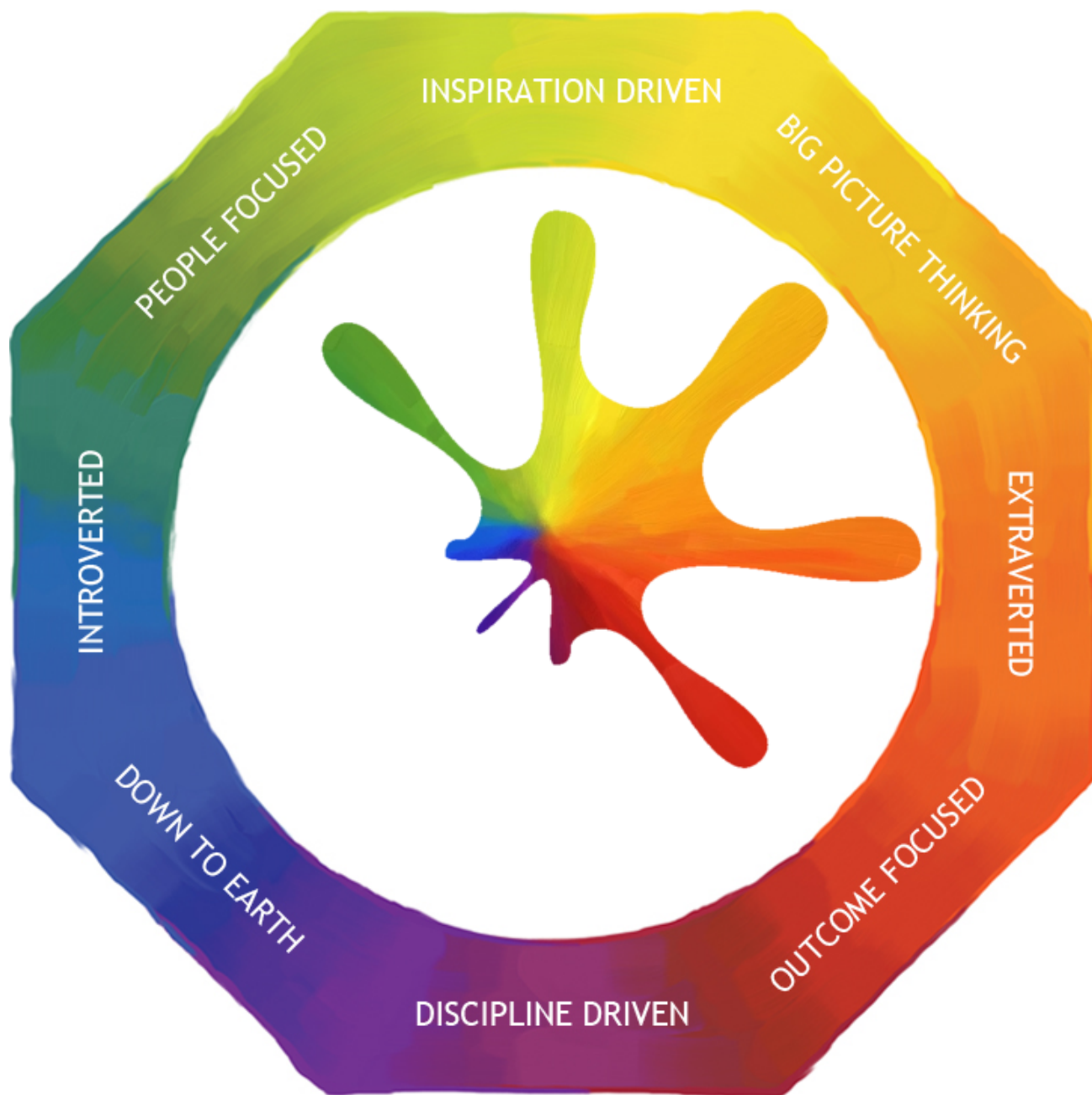
Joe, on your Color Mandala you can see eight aspects of your behavior:

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



(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".

# Joe Alves - Your Spark Mandala



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



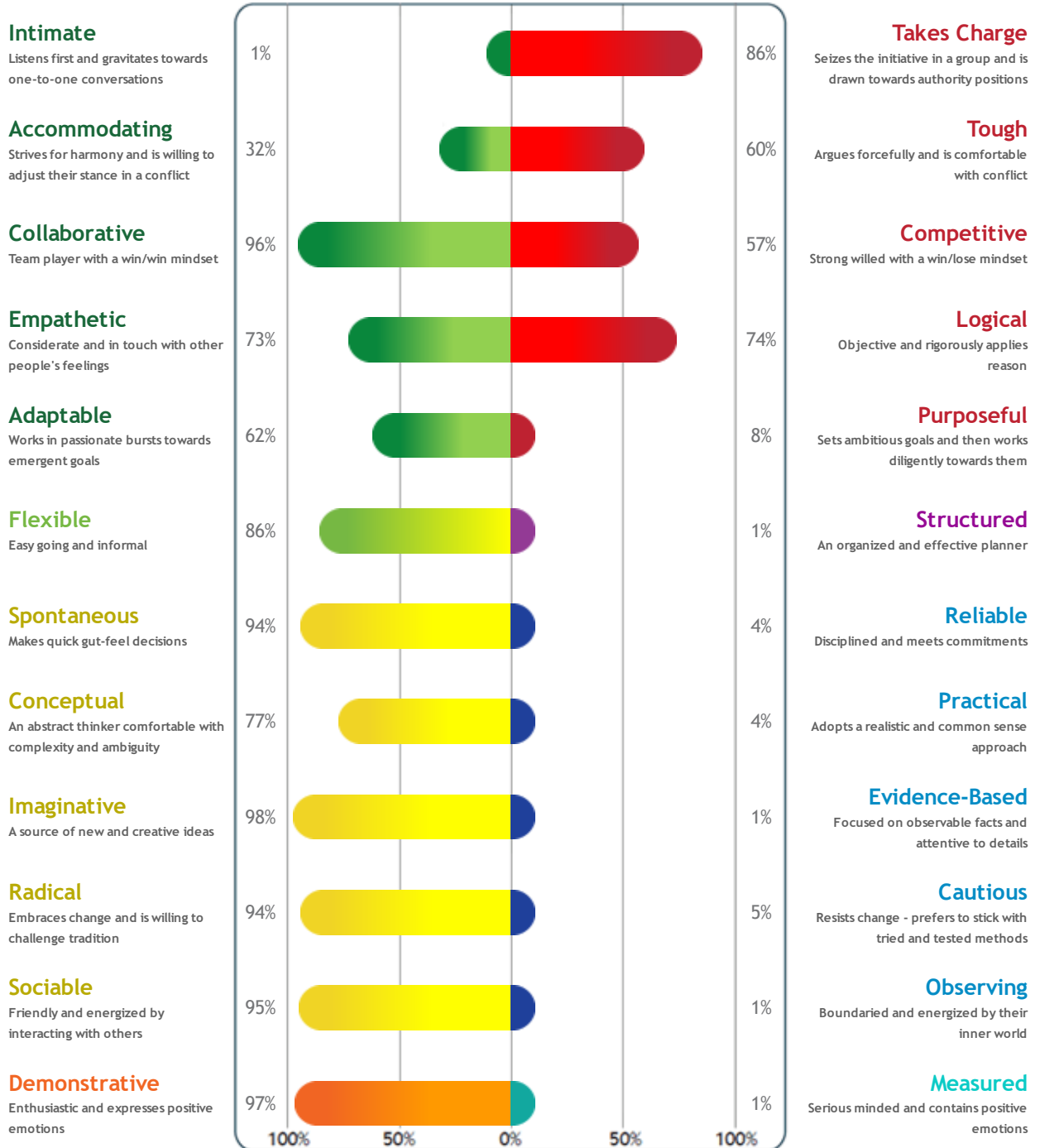
Q Lumina Splash



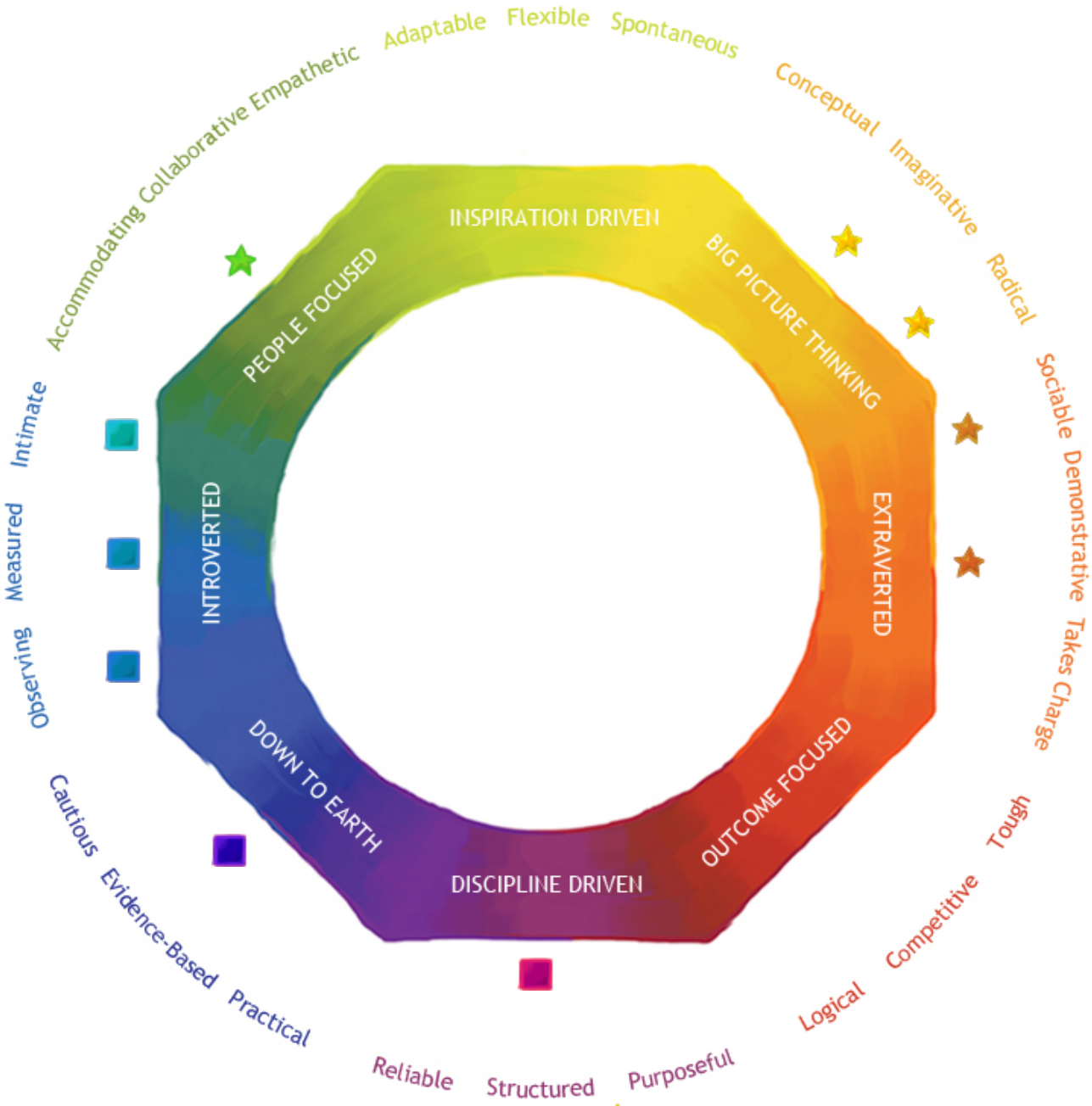
# Your Twenty Four Qualities in detail

## 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.



# 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.

# 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 behavior 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



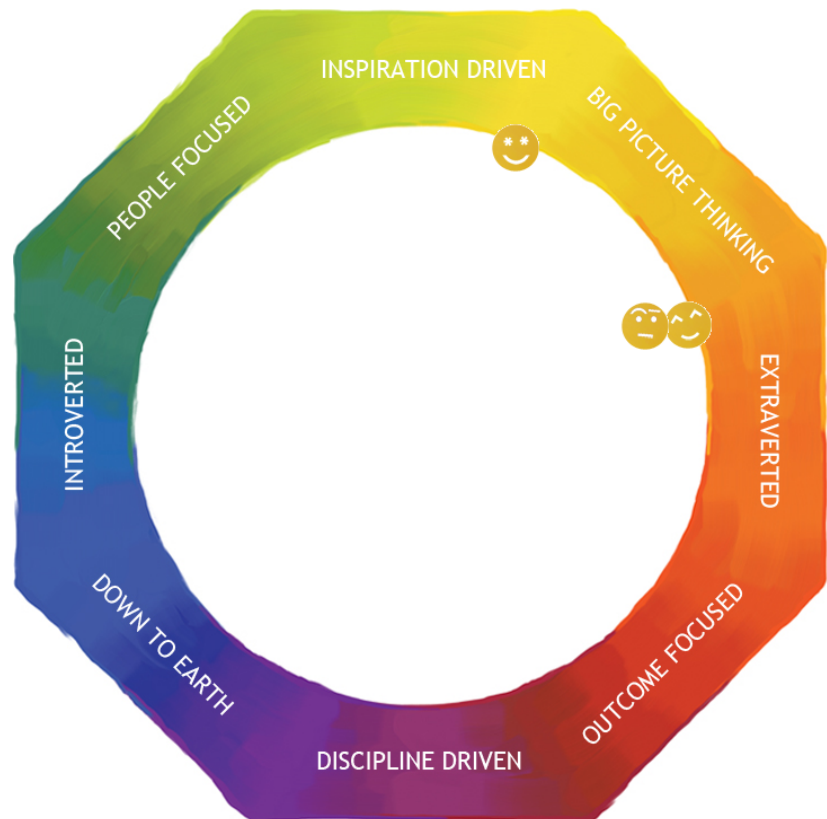
### Your Overextended Persona

- 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

- Joe, you have a preference for using Extraverted Yellow blended with Outcome Focused and Big Picture Thinking energy
- Joe, you most often use Inspiration Driven Yellow blended with Big Picture Thinking and Extraverted energy
- Joe, when your overextended persona emerges you may notice that you use more Extraverted Yellow blended with Big Picture Thinking and People Focused energy



- Your Underlying Persona
- Your Everyday Persona
- Your Overextended Persona

# Your Three Personas



## Your Underlying Persona

Joe, you have a preference for using Extraverted Yellow blended with Outcome Focused and Big Picture Thinking energy

You enjoy taking a public role when influencing groups. You find that you naturally look for ways in which to get your point across through other people and you can be very persuasive. You enjoy looking for new ways to do old things and you have a natural talent for finding ways to shake up the established order. You don't always like following tradition and this can be seen in your passion for pursuing change.



## Your Everyday Persona

Joe, you most often use Inspiration Driven Yellow blended with Big Picture Thinking and Extraverted energy

You don't like it when people put you under pressure to make quick decisions, but you hide this reluctance at work. In fact, you might even have a reputation as someone who can deal well with high pressure situations and short term deadlines. You like supporting others and playing the role of the 'unsung hero'. However sometimes people ask you to take a more public role with more attention directed towards you.



## Your Overextended Persona

Joe, when your overextended persona emerges you may notice that you use more Extraverted Yellow blended with Big Picture Thinking and People Focused energy

When you are under a lot of pressure you go against your nature and try to get a lot of people involved to lessen the burden. This may well backfire as you continue to bring in new people until it becomes impossible to maintain clarity of purpose. You tend to work well in teams. However when it comes to the end of a long sequence of stressful projects, you may find that you place less value on your own achievements than they deserve. Everyone within a team deserves to be given credit for their efforts and that includes you as well.



# Your Aspects split by Persona

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

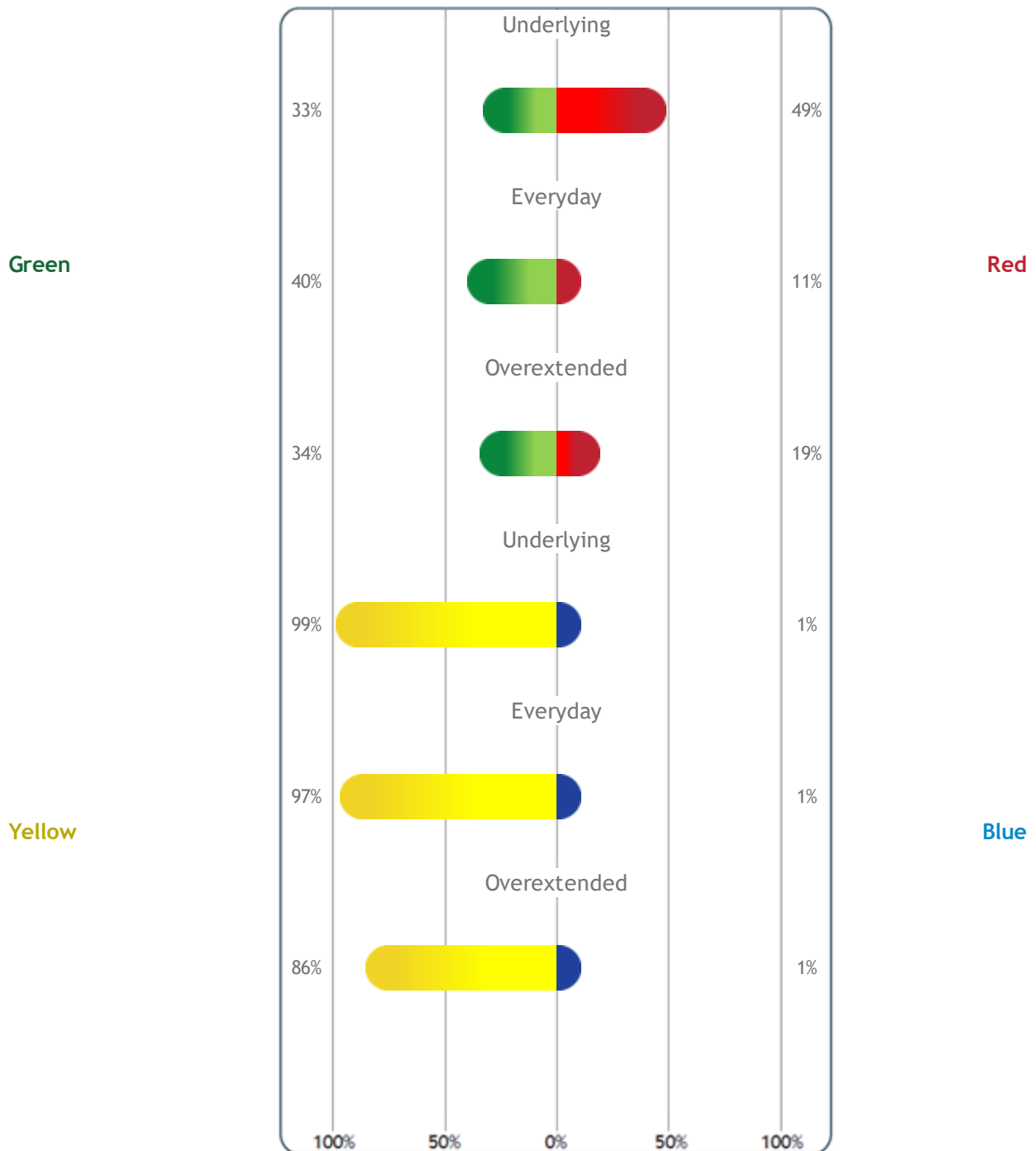
The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



# 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 Underlying Qualities



## The twenty four qualities that make up your Underlying Persona

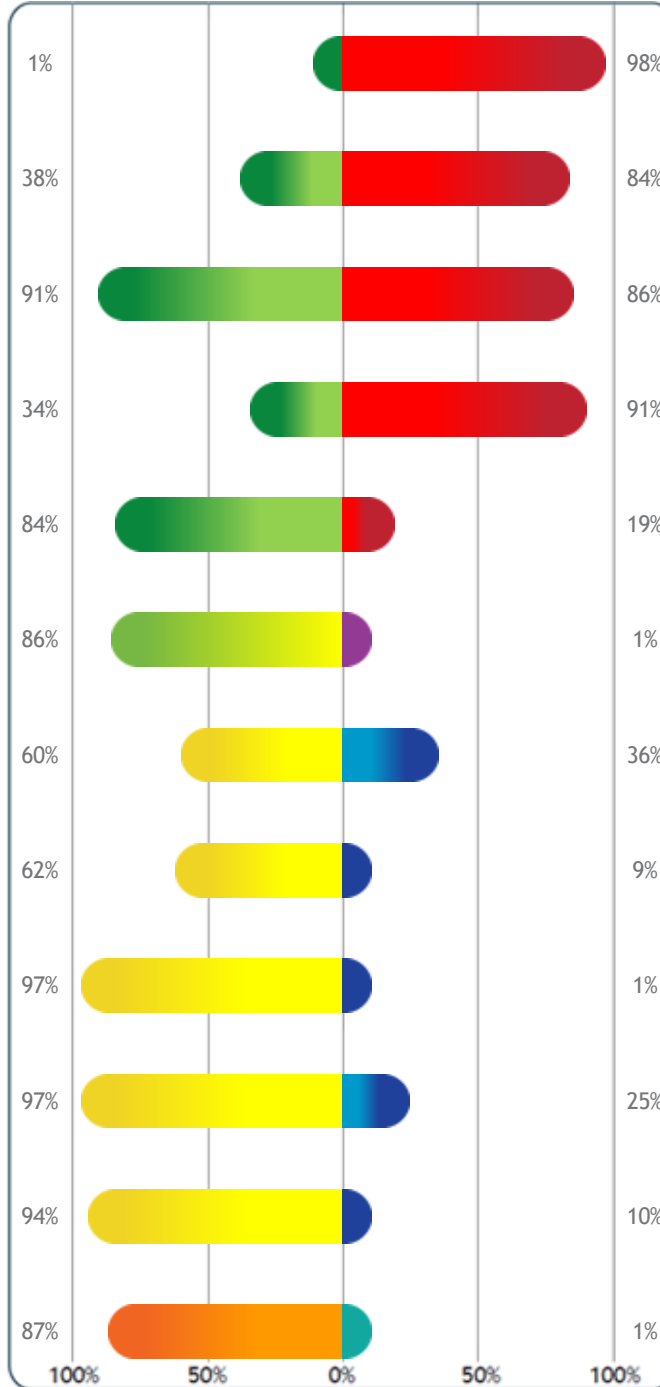


The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

### Intimate

Listens first and gravitates towards one-to-one conversations

1%



### Takes Charge

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

98%

### Tough

Argues forcefully and is comfortable with conflict

84%

### Competitive

Strong willed with a win/lose mindset

86%

### Logical

Objective and rigorously applies reason

91%

### Purposeful

Sets ambitious goals and then works diligently towards them

19%

### Structured

An organized and effective planner

1%

### Reliable

Disciplined and meets commitments

36%

### Practical

Adopts a realistic and common sense approach

9%

### Evidence-Based

Focused on observable facts and attentive to details

1%

### Cautious

Resists change - prefers to stick with tried and tested methods

25%

### Observing

Boundaried and energized by their inner world

10%

### Measured

Serious minded and contains positive emotions

1%

# Your Everyday Qualities



## The twenty four qualities that make up your Everyday Persona

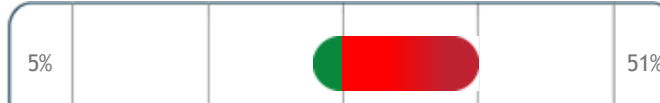


The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

### Intimate

Listens first and gravitates towards one-to-one conversations

5%



51%

### Accommodating

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

46%



10%

### Collaborative

Team player with a win/win mindset

59%

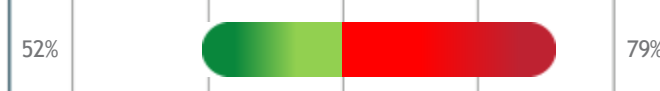


10%

### Empathetic

Considerate and in touch with other people's feelings

52%



79%

### Adaptable

Works in passionate bursts towards emergent goals

51%



15%

### Flexible

Easy going and informal

99%



1%

### Spontaneous

Makes quick gut-feel decisions

97%



12%

### Conceptual

An abstract thinker comfortable with complexity and ambiguity

91%



34%

### Imaginative

A source of new and creative ideas

84%



1%

### Radical

Embraces change and is willing to challenge tradition

69%



1%

### Sociable

Friendly and energized by interacting with others

63%

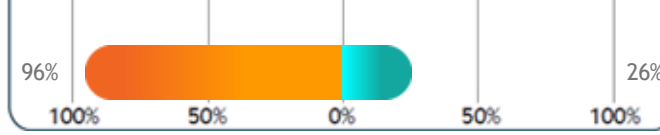


1%

### Demonstrative

Enthusiastic and expresses positive emotions

96%



26%

### Takes Charge

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

### Tough

Argues forcefully and is comfortable with conflict

### Competitive

Strong willed with a win/lose mindset

### Logical

Objective and rigorously applies reason

### Purposeful

Sets ambitious goals and then works diligently towards them

### Structured

An organized and effective planner

### Reliable

Disciplined and meets commitments

### Practical

Adopts a realistic and common sense approach

### Evidence-Based

Focused on observable facts and attentive to details

### Cautious

Resists change - prefers to stick with tried and tested methods

### Observing

Boundaried and energized by their inner world

### Measured

Serious minded and contains positive emotions

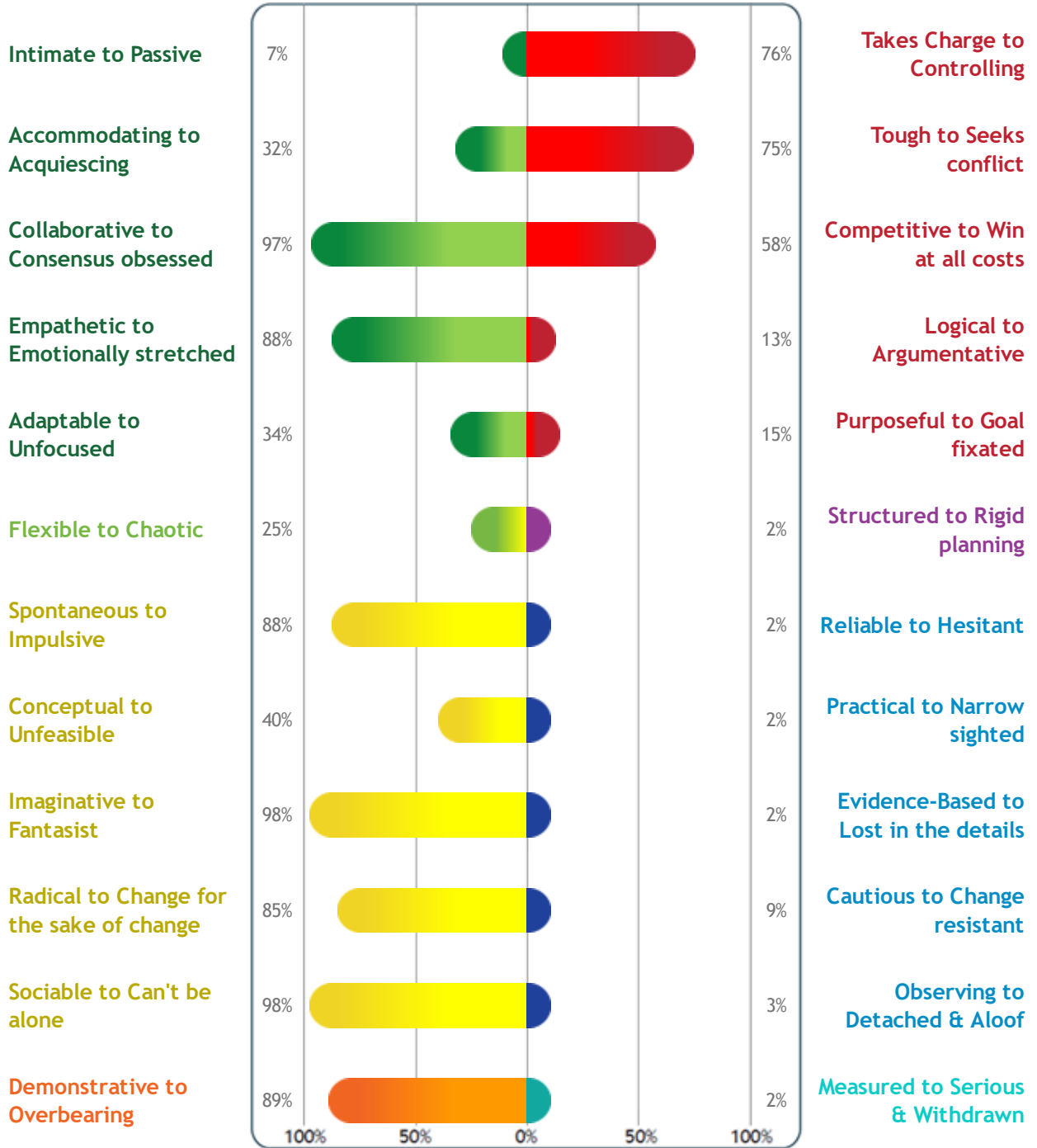
# Your Overextended Qualities



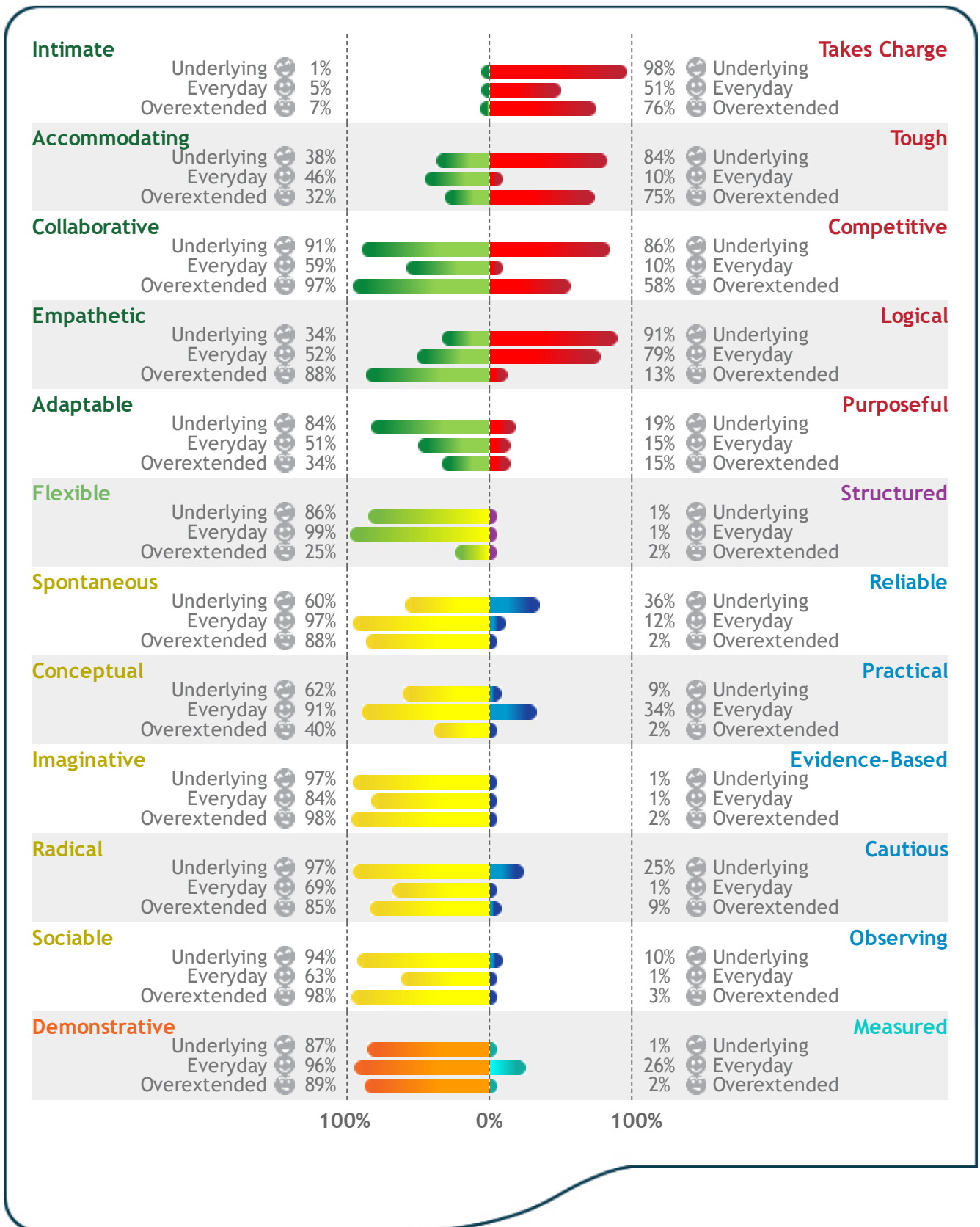
## The twenty four qualities that make up your Overextended Persona



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.



# Your Twenty Four Qualities in detail



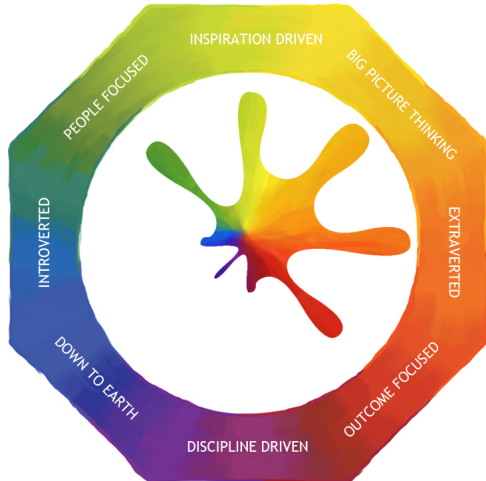
# Valuing Diversity

## Recognizing your psychological opposite

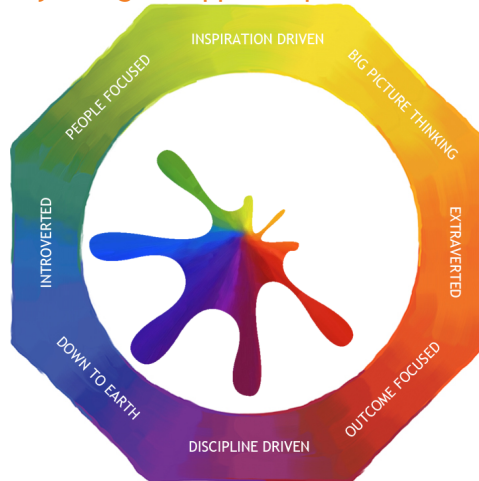
Joe, everyone has encountered people whose personas are the opposite of their own...

It is likely that you will be able to remember a time, or in fact several times, while 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, while you have difficulty planning things out in detail, your opposite has a real knack for it. They can help you put some order back into your life. On the other hand, you and your opposite could encounter problems because you find it very easy to come up with new ideas. You get frustrated when your opposite can't keep up with your creative flow.

## Working with your Opposite

### What is good about working with your opposite:

- 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.
- Your psychological opposite can help you keep a record of the progress you have made by prompting you to keep things in writing. This allows you to keep an eye on how things have developed over time so you can stay informed when planning your future actions.
- 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.

### Some problems you might encounter:

- Your opposite can get frustrated when you allow your social network to take up so much of your time that it adversely impacts the project.
- There are times when your desire to look to the future will force your opposite to remind you, stridently, of the importance of dealing with the demands of the present first.

### Some ideas to build your working relationship:

- To avoid clashing with your opposite over how much time you dedicate to your social network, you should work on your time management to make sure that it doesn't come back to haunt you later in the project.
- Share your ideas with your opposite to see if you can come up with realistic deadlines and deliverables. To your opposite it is very important that a good idea is always followed up by action to turn it into reality.



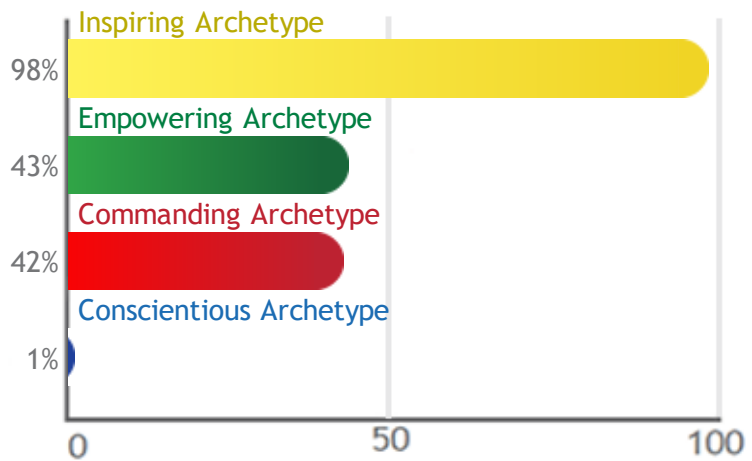
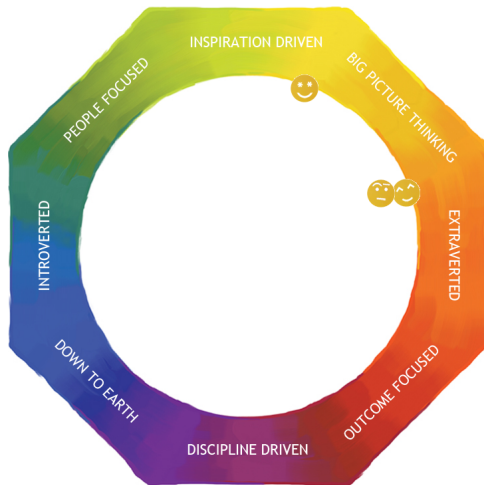
# Seeing Yourself in Others

## 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 similar 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 are both very creative and you like to bounce ideas off other people. Together, the pair of you make a very powerful 'ideas machine'. You will very rarely find yourself slowed down due to a lack of creativity. Then again, here is an example of how you and your mirrored self might have trouble working together. Your enthusiasm and optimism can be too much, sometimes even for each other and definitely for any others you are with who are more reserved by nature.

## Working with your Mirrored Self

### What is good about working with your mirrored self:

- Neither of you like adhering to any single method of working. This means you can have a very fluid and interchangeable working relationship where you swap roles easily.
- Humor is a key part of both of your conversation styles and you may find yourselves laughing along within minutes of meeting. You are both very relaxed in other people's company and give off lots of positive vibes.
- Neither of you will let things remain unchanged for long if you believe the old methods are not working. This means that you are free to bounce new ideas off each other and not worry about criticism at the thought of an upheaval.

### Some problems you might encounter:

- You both enjoy engaging with large groups of people, but the amount of time you spend keeping track of everyone can be excessive. If one of you is on the phone, the other one will be on face book, and it all adds up to a very large amount of time spent not working.
- You can both get caught up in flights of fancy. In fact you encourage each other's creativity which can sometimes lead to a disconnection from reality.

### Some ideas to build your working relationship:

- You and your mirrored self may have more time to get things done if you limit your communication to group members who are working in areas directly related to yours. Leave general information to be brought up in team meetings.
- You and your mirrored self should ask your colleagues what they would like you to include in your plans. Otherwise there might be a breakdown in communication when it comes to turning your vision into reality.

# Your Communication Preferences

## How you prefer to communicate with others:

- You convey a lot of your meaning when communicating through your body language and gestures.
- You are forthright in your beliefs and you do not allow fear of derision prevent you from speaking out.
- When you have an idea, you want to act on it immediately. Your enthusiasm then energizes those around you.
- In a discussion you will only contribute after analyzing the situation. You will have fully considered your point before sharing it.

## How you like others to communicate with you:

- You like interactions where the other person is optimistic and full of positive energy.
- You enjoy it when people challenge your ideas. You are aware that nothing is perfect and that a healthy debate encourages progress and change.
- You get a lot out of talking to people about things you find interesting and feel enthusiastic about.
- You like it when people can support their arguments rationally.



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

- 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.
- You get frustrated when people refuse to change their views even when you present them with a very convincing argument.
- You don't like it when people challenge the practicality of your ideas. You are a visionary - you view it as your job to create the ideas and someone else's to make them happen.
- You find yourself irritated by people who expect you to accept their arguments and decisions without solid analysis.

### Here are some suggestions to improve your communication with others:

- Try not to dominate the conversation - make sure everyone has the chance to share their views.
- Your creativity is invaluable, but don't let it distract from practical matters at hand. Others will communicate with you better if you can control your creativity and let it flow only when needed.
- 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.
- 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.

# Creating a High Performing Team

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

- Your easy going nature can be a real asset to teambuilding. As you are not fazed by unexpected problems you can help the team cope with change without losing momentum towards your collective goals.
- Your passion and enthusiasm can be vital for both getting a team going and for keeping it focused over time.
- Your positive attitude to change can both help a new team to form and be a catalyst for driving it forward with purpose.
- Exercises like brainstorming and 'blue sky thinking' really play to your strengths and others appreciate you for your creativity.

However sometimes you may overplay your strengths:

- 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.
- You may be so concerned with equality of contribution that individual talents are either overlooked or not developed sufficiently to strengthen the team. This can also hold back your own development.
- Your expressiveness may be overwhelming to quieter members of a group with the result that they are less forthcoming with their valuable input.

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

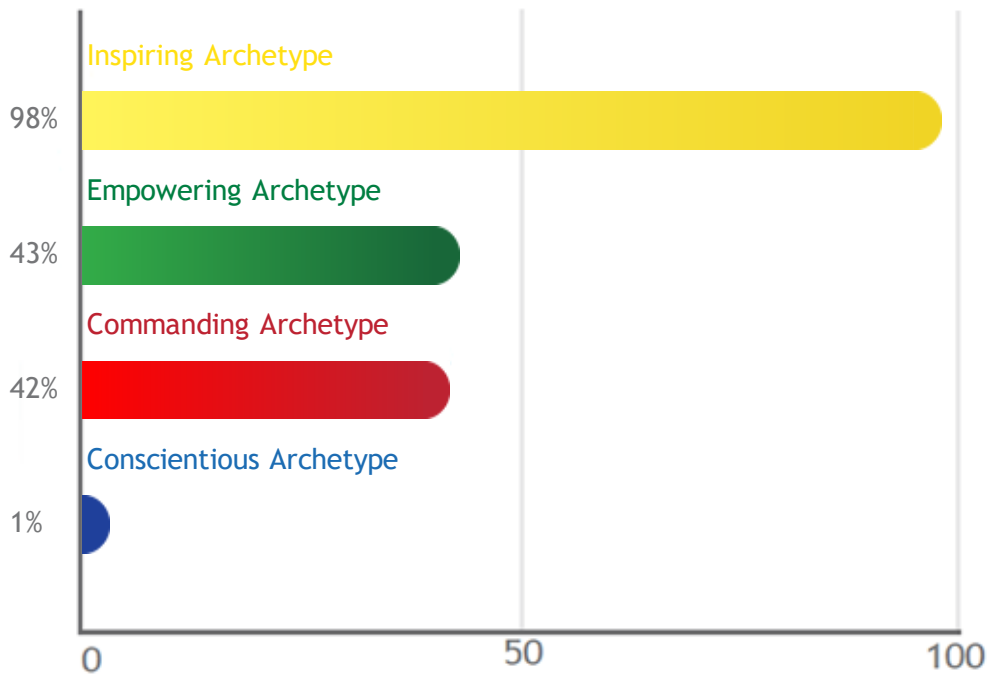
- You don't like to be tied down by rigid plans or structures. Unfortunately the nature of team-working is to use these formal arrangements to get the best out of a number of people in their time together.
- You find it hard to concentrate on work that needs great attention to detail. If your results are incorrect they can affect the conclusions of the whole team.
- When given individual tasks to do you often become bored, distracted or disinterested.
- You can be so enthusiastic about what you want to say that you forget to consider the impact of your words on other people.

Here are some suggestions to improve your teamwork:

- If you feel you need thinking time, plan it in so that it doesn't impact other people in the team. Then the results of your thinking can be better received.
- To get people to 'buy in' to new ideas, it is important that everyone has a chance to contribute. You can use your energy to involve quieter members of the team.
- Don't be afraid to oppose other people's views if you strongly believe they are wrong. Only by discussing differences can the whole team come to a consensus view for the good of the group or the organization.
- By creating a listening environment you generate new thinking. Not only will this create new ideas, it will encouraged the team to be more innovative in the way it works.

## How you use the four archetypes

Your four archetypes:

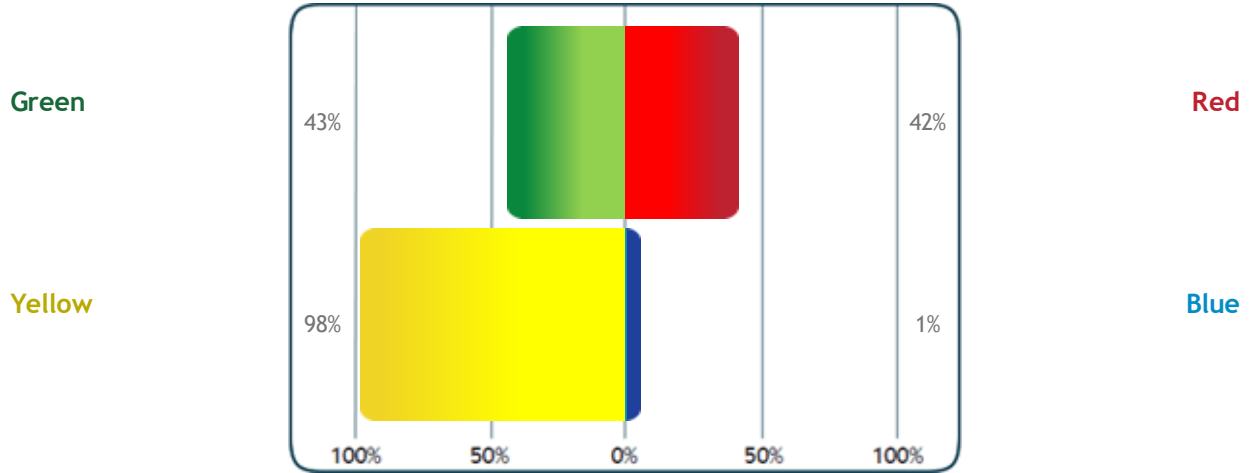


You almost always use your Inspiring Yellow energy. You have no problems working around red tape in order to achieve your goals. You see that every cloud has a silver lining. Problems contain new possibilities and ideas to be explored. Your second color is Empowering Green and this is quite evident, both in who you are and how you tend to behave. You find that the people you meet tend to bring out either your deep trusting side or your strong competitive side. You strongly prefer working in a dynamic and unstructured way, without timescales to follow. Your third color archetype is Commanding Red. You make a point of meeting in person whenever you have to discuss something new. You are a rational person and you often access your Red energy to make objective judgments of the situation. There is very little evidence of Conscientious Blue energy in your behavior. One way in which your lower preference for blue energy can be seen is that you don't enjoy working on your own.

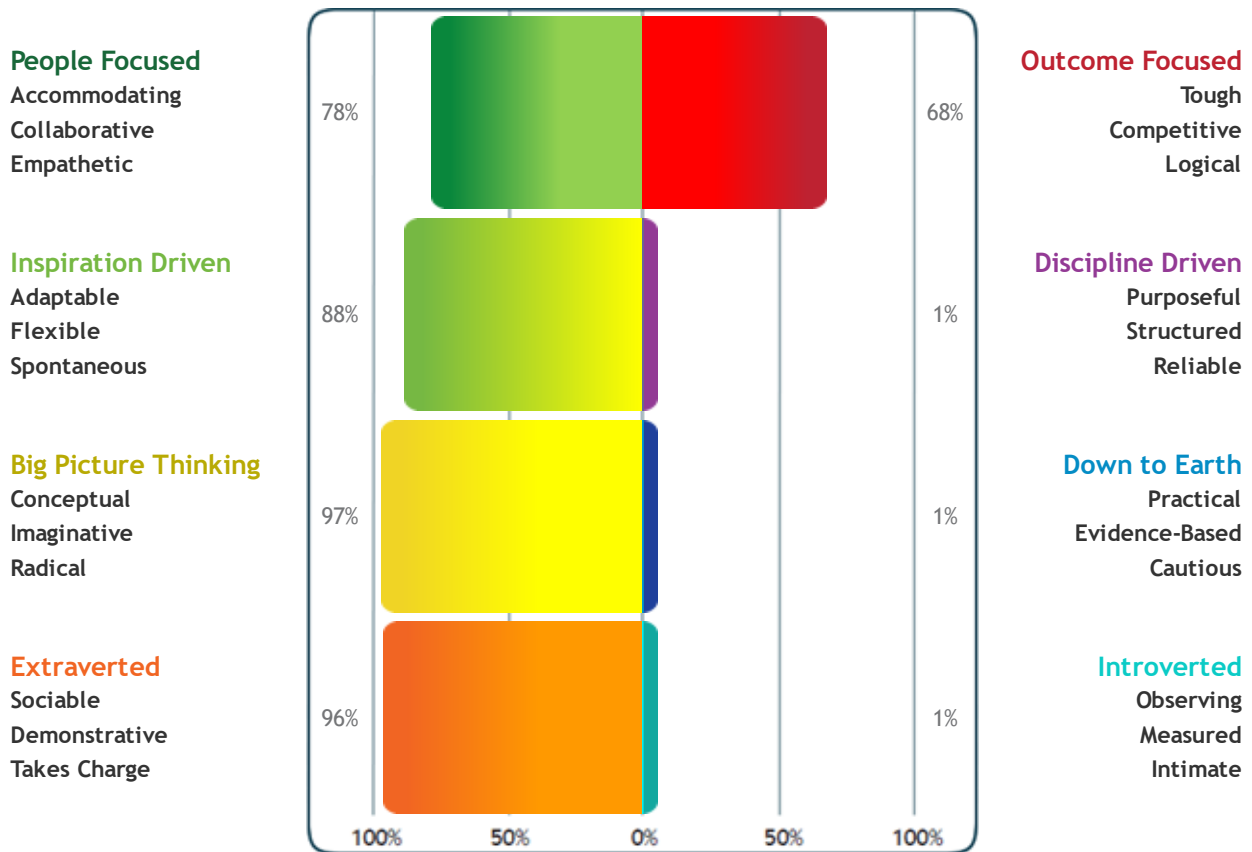
# Your Archetype and Aspect Bars

## 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.



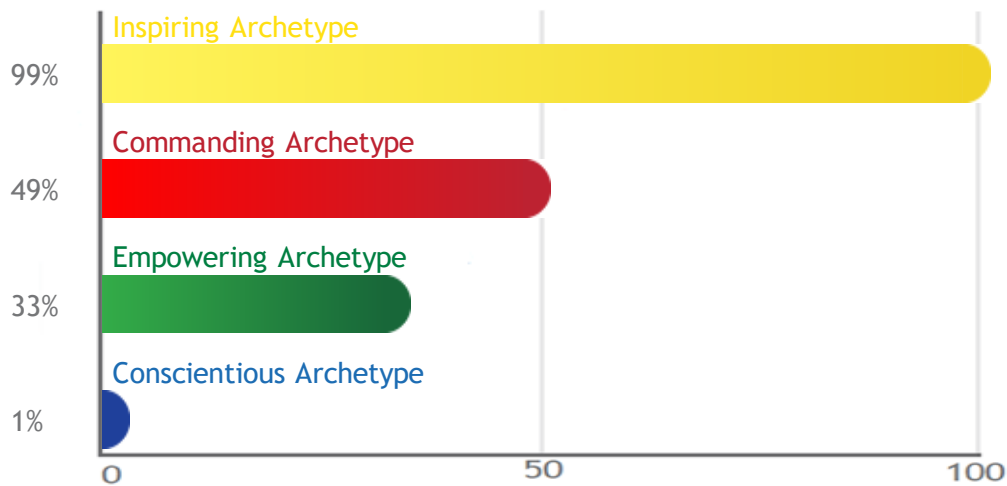
## Your use of the Eight Aspects which underpin the Four Archetypes



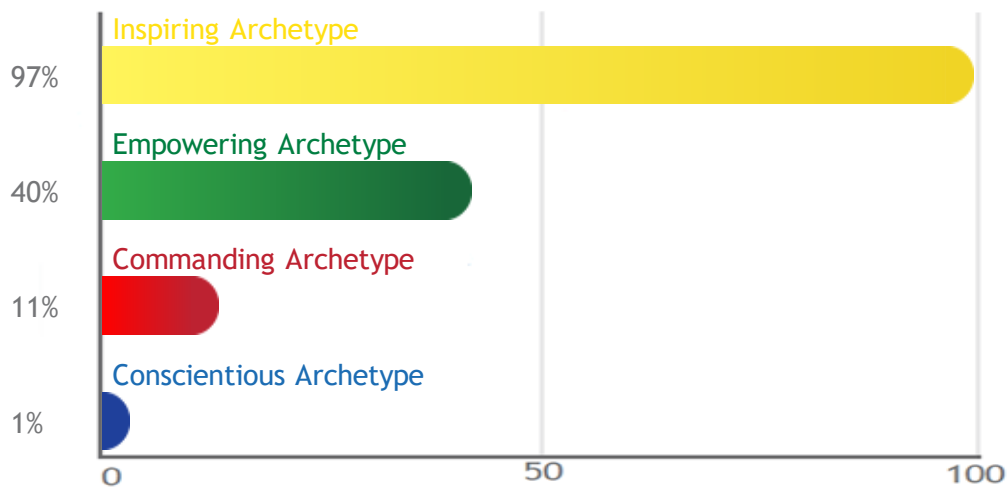


# Archetype by persona overview

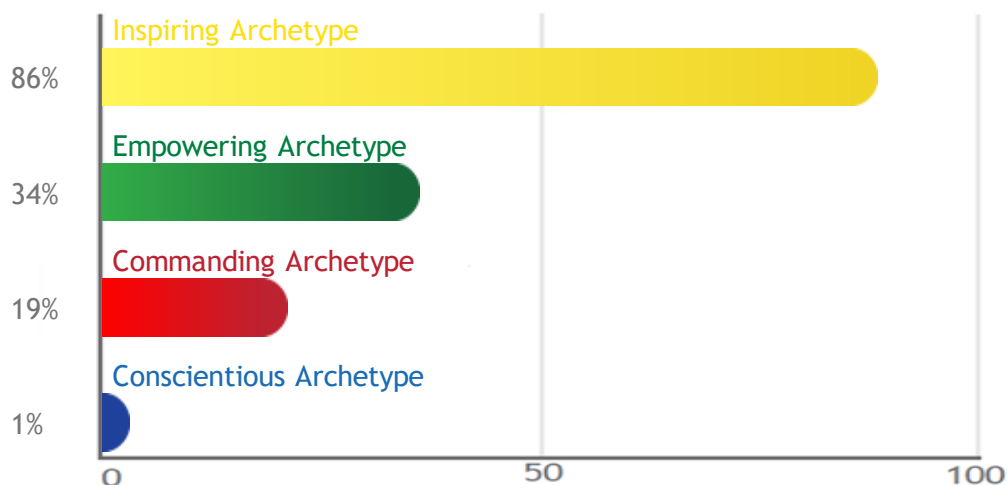
## Underlying



## Everyday



## Overextended



# You primarily use your Yellow Archetype



Your key Yellow Strengths are:

- You thrive in a relaxed, informal environment
- You enjoy thinking outside the box
- You are very comfortable with change and the opportunities it brings

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:

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

More on your Yellow Archetype:

You make new friends very easily and probably enjoy the process. You may find it easy to talk to strangers and then end up dominating the conversation! Talking to new and different people energizes you and this is why you find it so natural.

Your influencing strategy is based on the strength of your interpersonal relationships and you love working in this way. The only downside is it takes a lot of your time. You are probably on the phone more than most and might find it hard to create time for reflection, away from the distractions of everyone you know.

You tend to be talkative in groups. In fact, if someone is slow to answer your question, you have a gift for finishing their sentence for them. Your natural approach is to think out loud. Although this can be frustrating for more introverted people, it is actually a very helpful trait when you need to brainstorm and bounce ideas around.

## Your Second Archetype is Green



Your key Green Strengths are:

- You encourage others to share their honest views, yet you are also unafraid to challenge them with constructive criticism
- You are naturally informal and laid back

Sometimes you may use too much Green:

- You sometimes find yourself being too trusting of some, and unfairly suspicious of others
- You find it hard to say no and this can become quite draining

Sometimes you may underuse your Green:

- In teamwork, you are not always as considerate of others as you could be
- You are not naturally inclined to shift your stance in a conflict

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.

## Your Third Archetype is Red



Your key Red Strengths are:

- You use your positive energy to influence people
- You can be the objective and rational voice of reason
- You enjoy influencing a group

Sometimes you may use too much Red:

- Some people find it hard to keep up with your pace when you are in full flow
- You can get fixated on controlling everything in the group

Sometimes you may underuse your Red:

- You can be overly concerned about how others see you
- You don't always follow through on the targets you set yourself

More on your Red Archetype:

Others see you as a happy person and may be surprised to know that inside, there are a number of things you're dissatisfied with. You know that expressing positive emotions encourages those around you to work to their best and to reach the expected results.

This high energy approach is likely to give you great powers of persuasion. You can put this to good use by inspiring a greater level of productivity in the workplace. However, a small minority of more contained people may be put off by how you communicate. You should make an effort to notice this and be sensitive to their communication needs.

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.

## The Archetype you use least is Blue



Your key Blue Strengths are:

- In the questionnaire you consistently did not claim any Blue strengths

### Sometimes you may use too much Blue:

When you filled in the questionnaire, you did not report any overuse of blue

### Sometimes you may underuse your Blue:

- You are more comfortable thinking about a problem than taking practical action
- You are not naturally self-disciplined - others may think you don't take responsibility seriously

### More on your Blue Archetype:

On occasion, when putting together and implementing a plan, a healthy dose of caution and skepticism should not be thought of as a bad thing. This might involve pausing before getting carried away with new ideas and contemplating what could go awry (or even conducting a formal risk analysis).

There are times when you might have noticed that nobody values caution until everything goes wrong, at which point people ask why more care was not taken in the first place. You should look within yourself and find a way to pause and think things through before making any sort of decision. Take time to weigh the consequences. If time is not readily available and pressure is being put on you, then make time anyway. Remember, it is better to take time at the start of a process to make the right decision than to stop halfway through to correct hasty mistakes.

# Recommendations to increase your 4 archetypes

## Inspiring Yellow

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

## Empowering Green

- Remember JFKs words - "Ask not what your country can do for you - ask what you can do for your country" and every morning ask yourself "who can I help today?"
- Work on your diplomacy skills so that you are less likely to offend people

## Commanding Red

- There are times when you need to cut to the chase and say what needs to be said
- When you set yourself a goal, push yourself hard to achieve it

## Conscientious Blue

- Having discussed an issue, make sure you follow up with practical action to implement the recommendations
- Discipline yourself to write down and keep all your commitments

## Recommendations to temper your 4 colors

### Inspiring Yellow

- Understand most people's discomfort with change
- You may be surprised how a little time management can improve your decisions

### Empowering Green

- Being willing to assertively say 'no' will build your credibility - it will also give you more energy to focus on those things you consciously say 'yes' to.
- You are known as somebody who gives a lot of support to others. However you must also ensure you seek support yourself and attend to your own needs.

### Commanding Red

- Balance talk of your own success with praise for the success of others
- Consider other people's feelings when delivering difficult messages

### Conscientious Blue

Based on how you filled in the questionnaire, there does not seem to be a need to temper or use less of your blue archetype.

# 4 Quadrant Questions

How might you benefit from today?

In three words, how would you describe yourself?

Green energy

Yellow energy

Blue energy

Red energy

What are your fears and concerns?

What is happening in your life at the moment?





## Two quotes to inspire you

The quantity of civilization is measured by the quality of imagination. -  
Victor Hugo, *Les Miserables*

Victor Hugo's sweeping statement demonstrates the importance he placed on imagination. Imagination, creativity, the expression of free-thought; these were the true measures of a civilization and everything else was mere trappings and ornamentation. What was true then is no less true now. Don't deny your free-thinking spirit; embrace it for it has value beyond compare. Without it no civilization would flourish and no business would prosper.

Good fortune is what happens when opportunity meets with planning. -  
Thomas Edison

You often have good ideas but they don't always come to fruition. If you follow Edison's advice you may well find you have a lot more success in the future. Visions don't automatically become a reality. Someone has to take the idea and translate it into a well thought out and detailed plan. Only when you know what actions are required can you really get to work on making it happen.

# Lumina Spark Portrait



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Date Portrait most recently regenerated: 12/01/24 11:37:36