



LORETTA STAGNITTO
LEADERSHIP ASSOCIATES



Lumina Learner
Lumina Spark Portrait
Inspirational and Practical Personal Development

Welcome to your Lumina Spark personal portrait. We hope you find this assessment about yourself to be insightful and inspirational. We look forward to supporting you on your learning journey.

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Welcome

Notes



Loretta Stagnitto

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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 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.

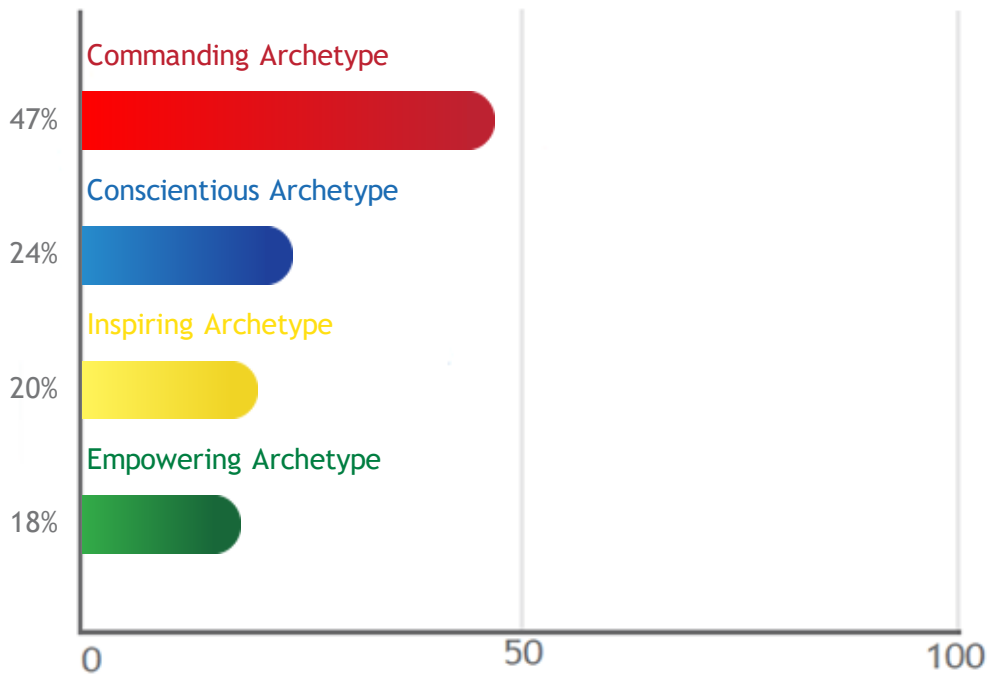
Focus on the observations in this portrait that you think can really help you develop. View this as an opportunity to work on improving yourself.

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.

Notes

How you use the four archetypes

Your four archetypes:



Your preferred color is Commanding Red. You like using your logic to analyze problems in a rational manner. You prefer to deal with issues in a very direct, head on manner. You also use a significant amount of your Conscientious Archetype. You tend to stay grounded and realistic, but recognize the value in studying the trends and patterns hidden within facts and figures. You can manage your time efficiently to ensure you meet your deadlines. Your third color archetype is Inspiring Yellow. You see that every cloud has a silver lining. Problems contain new possibilities and ideas to be explored. You are good at working around bureaucratic obstacles to progress. Your potential for using Empowering Green energy is very rarely actualized. An example of your lower preference for green energy is that you don't enjoy working in an unstructured way. This is especially the case if you haven't got clear time scales to follow.

Notes

Your eight aspects on the Spark Mandala

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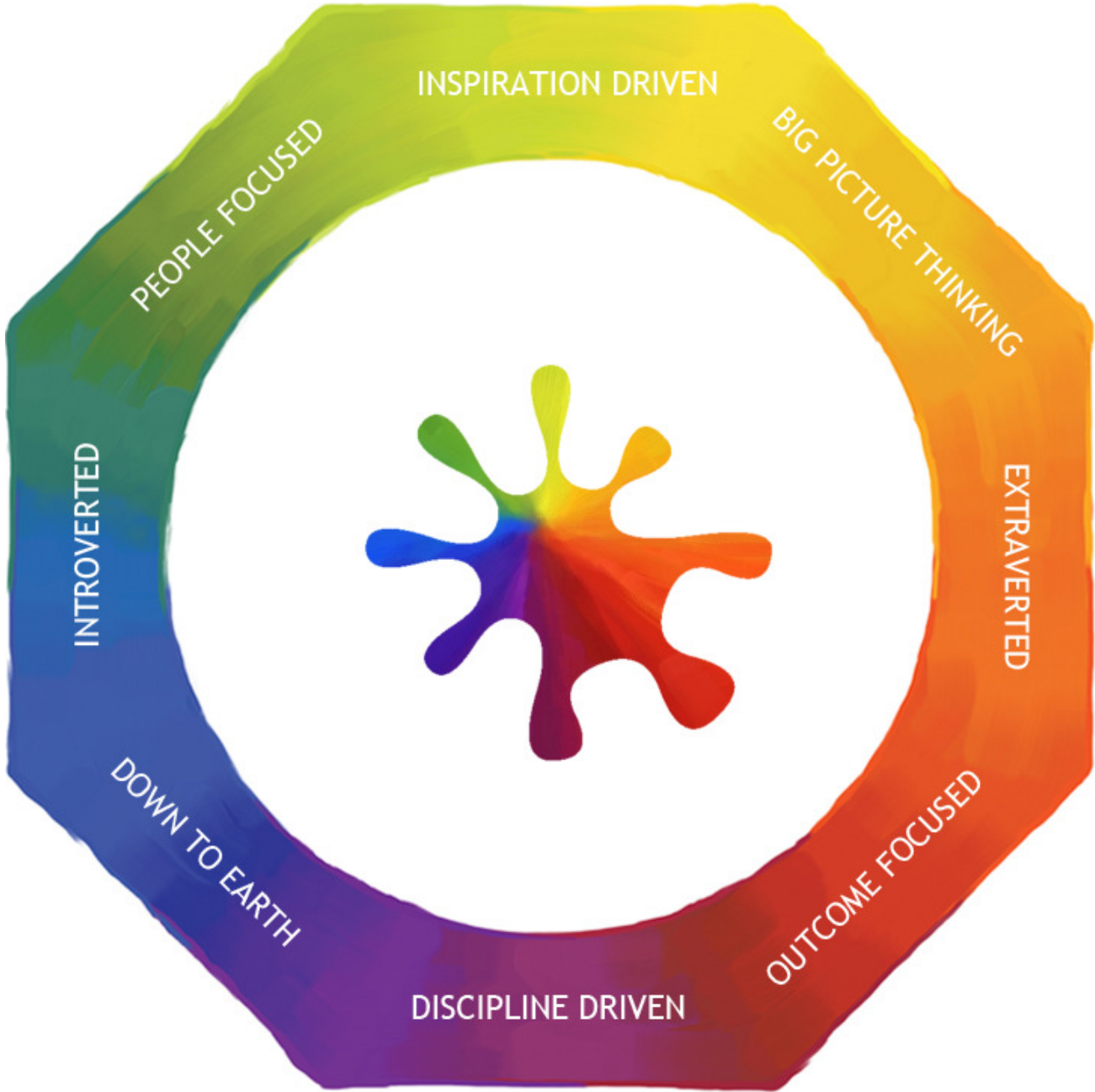
Lumina , on your Color Mandala you can see eight aspects of your behavior:

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.

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

(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".

Lumina Learner - Your Spark Mandala



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Your strengths and possible weaknesses

Lumina , your natural strengths are:

- You know that every problem is a new possibility in waiting. The potential for new ideas is limitless and temporary problems are just one more way of guiding your thinking in new directions.
- You are a very pragmatic person and you like to focus on the key practical elements of any project. This allows you to focus your efforts where they will be most effective when it comes to planning and implementation.
- You try to keep an open mind and discuss alternative courses of action when unexpected events derail your plans. You might not always find a solution to your problems, but the fact that you stay open-minded allows you to seize the opportunity when it does arise.

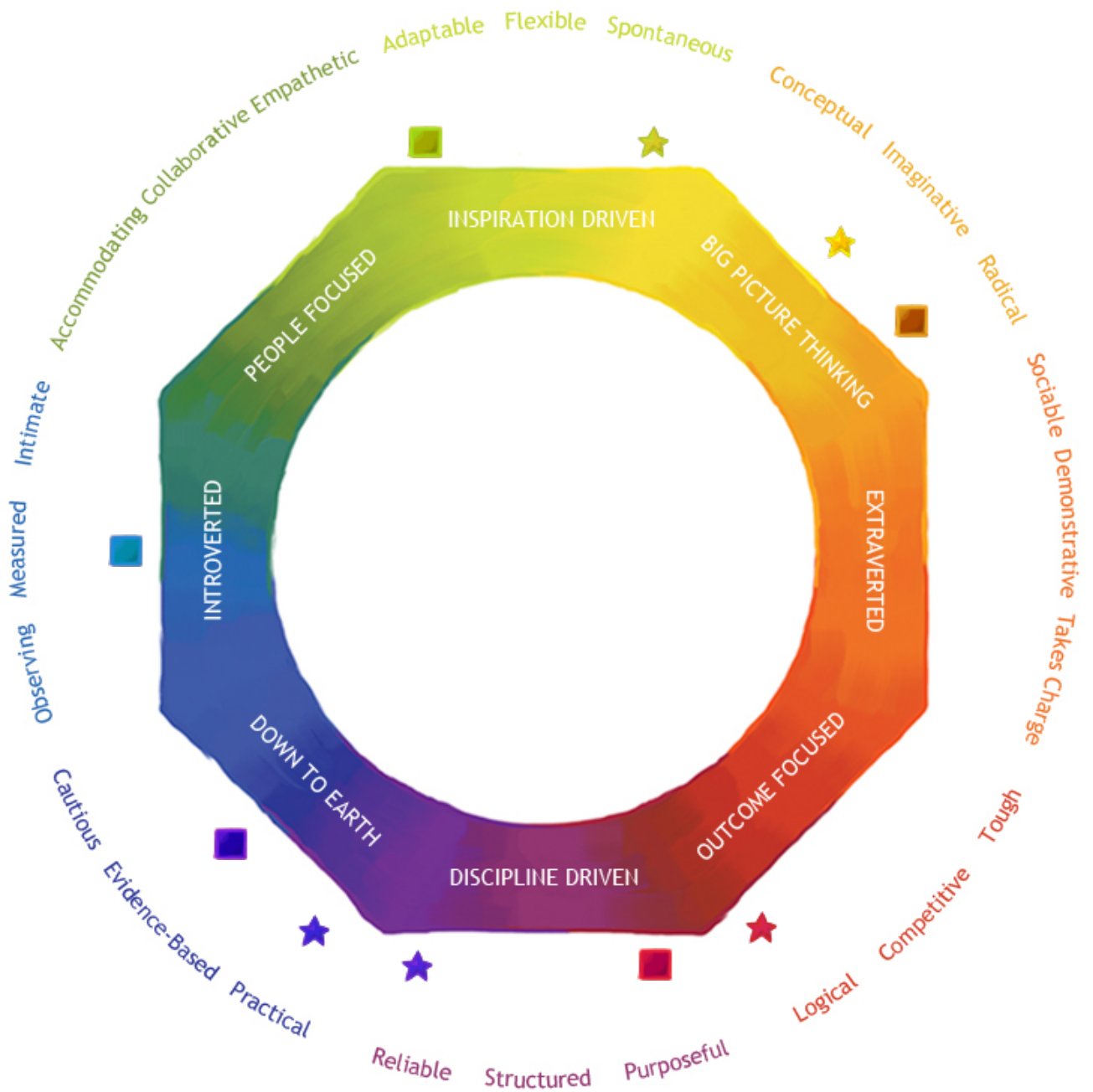
Here are some of your possible weaknesses:



- You can be very decisive when the situation calls for it. However once the decision is made you do not always display the self-discipline required to successfully follow through and complete your objectives.
- 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.

Some suggested methods of development:

- If your original plans leave you unable to deal with the pressures of unexpected problems, you need to find alternative ways of achieving your goals. If your objectives are unrealistic, accept the fact and move on to more achievable ones.
- Even if you are certain that you are right and that your opponent is wrong, there is no harm in taking a step back and leaving the debate for another day. The ability to accommodate another person's point of view is important if you wish to work together effectively.

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.

Two quotes to inspire you

Notes

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.

A love of tradition has never weakened a nation, indeed it has strengthened nations in their hour of peril; but the new view must come, the world must roll forward. - Sir Winston Churchill, speech in the House of Commons, November 29, 1944

As Sir Winston Churchill said, there is nothing wrong with tradition but you ought to be mindful of his words concerning new views. Be open to the possibility of change and embrace your imaginative side. The world cannot move forward without originality and innovation. Allow yourself the freedom to think creatively and explore your thoughts, you might be surprised at what you come up with.

You primarily use your Red Archetype



Your key Red Strengths are:

- You like using your analytical skills to prove your point
- You aren't afraid to say what needs to be said
- You have confidence in your own abilities

Sometimes you may use too much Red:

- Your empathy can get submerged under the weight of your logic
- Your desire for influence can become manipulative if left unchecked. This is an example of using too much red energy.

Sometimes you may underuse your Red:

- You can be too forgiving of people who don't try hard enough
- You don't always follow through on the targets you set yourself

More on your Red Archetype:

You enjoy applying your logical mind to work issues, often starting with the desired outcome and working backwards to see how to get there. You strive to be objective in your approach to problem solving and will see the feelings of other people as of secondary importance, compared to the need to achieve your goals.

Lumina , you enjoy engaging in a well articulated, thought-through argument and see this as a way of extending your understanding of the issues. This can mean others are less likely to see your altruistic side. Instead they may see you as rather shrewd, even precocious. You are known for your objective and dispassionate approach, which helps you when you need to work your way through a logical process or line of argument. You like to test for flaws and find weaknesses.

Your Second Archetype is Blue



Your key Blue Strengths are:

- You are good at creating practical steps and you combine this with an understanding of the bigger picture to give them context
- When you make commitments you work hard to deliver on them in a timely fashion

Sometimes you may use too much Blue:

- You can be too rigid in your adherence to rules and procedures
- Others may accuse you of spending more time planning work than actually doing it

Sometimes you may underuse your Blue:

- You prefer to work with others even if the task doesn't require it
- Others may judge you as haphazard in your working methods

More on your Blue Archetype:

You like to see yourself as a reliable person and do not give your commitment lightly. However, when you do commit, you expect to be taken seriously. This is because you understand that, when you make a commitment, you will be expected and relied upon to keep your word. It is important to you to maintain your reputation as someone who is reliable.

When a request is made on your time, you will normally consider what you are committing to and make a conscious choice to accept it or enter into further dialogue. When you reach the point where you feel able to give your commitment, you will do all you can to meet it.

You like to take time management seriously and may have evolved your own process for managing this. Good time management is fundamental to ensuring you are in a position to deliver. You try to think carefully about the likely impact on your schedule before taking any action.

Your Third Archetype is Yellow



Your key Yellow Strengths are:

- You enjoy thinking outside the box
- It takes a lot to fluster you
- You can generate in-depth arguments but know how to boil them down to their most essential and accessible form

Sometimes you may use too much Yellow:

- You find it difficult to work within the bureaucratic process
- You might notice that you use too much yellow energy when you allow your social life to interfere with your timetable.

Sometimes you may underuse your Yellow:

- Your strict adherence to time management can limit your flexibility
- You are threatened by ideas that disrupt your routine

More on your Yellow Archetype:

You know there are times when your gut instincts are telling you something, and in hindsight you recognize a lot of value in these subconscious feelings. There is nothing wrong with trusting your instincts to guide you through a tricky situation; it is just another way of having confidence in yourself.

When it comes to making tough decisions, and you don't have anything else to go on, you should go with the choice you feel is right. There is a lot of merit in nurturing your ability to work decisively and commit fully to your decisions. You can meet tough deadlines by prioritizing your time and using the pressure as added motivation, instead of something to worry about.

You might also want to engage this side of yourself when it comes to the planning stage of a project. There is a lot of value in following your intuition to help you create a meaningful vision. Be willing to engage your spontaneous side in support of an inspirational vision, even if this takes you in a different direction in terms of the original plan!

The Archetype you use least is Green



Your key Green Strengths are:

- You take time to listen to your team without letting it impinge on your ability to direct them

Sometimes you may use too much Green:

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

Sometimes you may underuse your Green:

- You do not always enjoy cooperating with others
- In teamwork, you are not always as considerate of others as you could be

More on your Green Archetype:

While you prefer to listen and understand, when the time comes you are ready to step up and provide leadership and direction for a group. You find that you rise to this position when a group clearly lacks direction. It is as if you have two modes that both come naturally to you depending on context: you can be both counselor and commander.

Recommendations to increase your 4 archetypes

Commanding Red

- When you set yourself a goal, push yourself hard to achieve it
- Deal with non-performing team members

Conscientious Blue

- Notice when you are doing too much 'thinking out loud' and disturbing the focus of those around you
- Spending more time on planning activities up front will save you time in the long run

Inspiring Yellow

- Avoid getting too attached to the official process, follow your instincts every once in a while
- Try a fresh approach when looking for solutions

Empowering Green

- Be more acknowledging of the contributions and strengths of others
- Remember JFK's 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?"

Recommendations to temper your 4 colors

Commanding Red

- Try to temper your need for order by being sensitive to the needs of others
- Focus on the goal as well as how to get there

Conscientious Blue

- Make sure you maintain a balance between planning and doing. Do not use planning as a way of procrastinating
- Accept that last minute events can disrupt even the best laid plans - let others know you are willing to be flexible when this happens

Inspiring Yellow

- Sometimes taking time over an action can save a lot of time in the long run
- You may be surprised how a little time management can improve your decisions

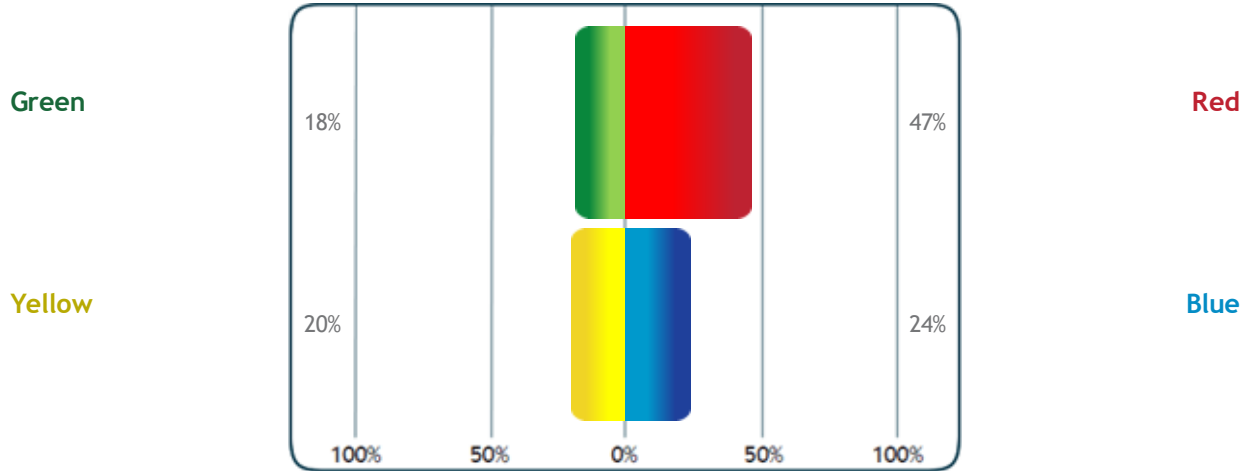
Empowering Green

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

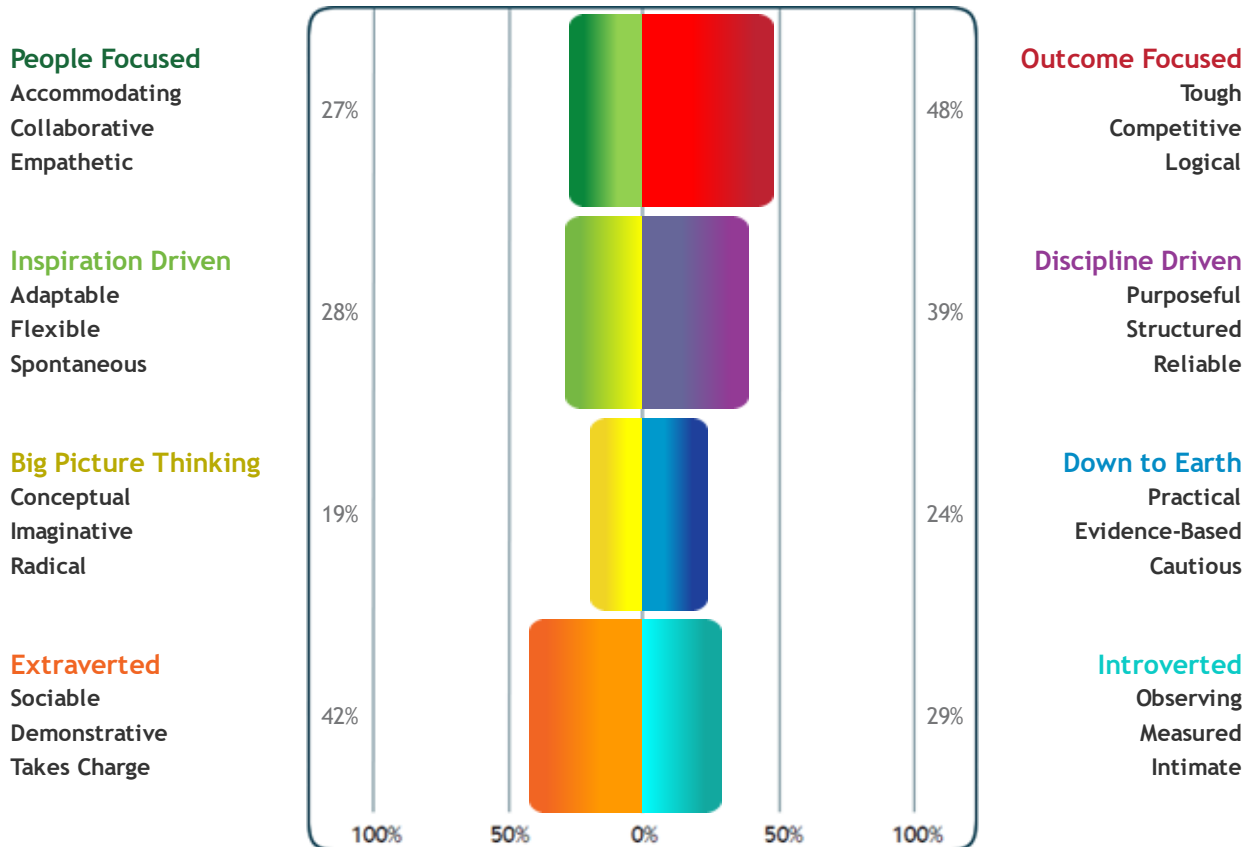
Your Archetype and Aspect Bars

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.



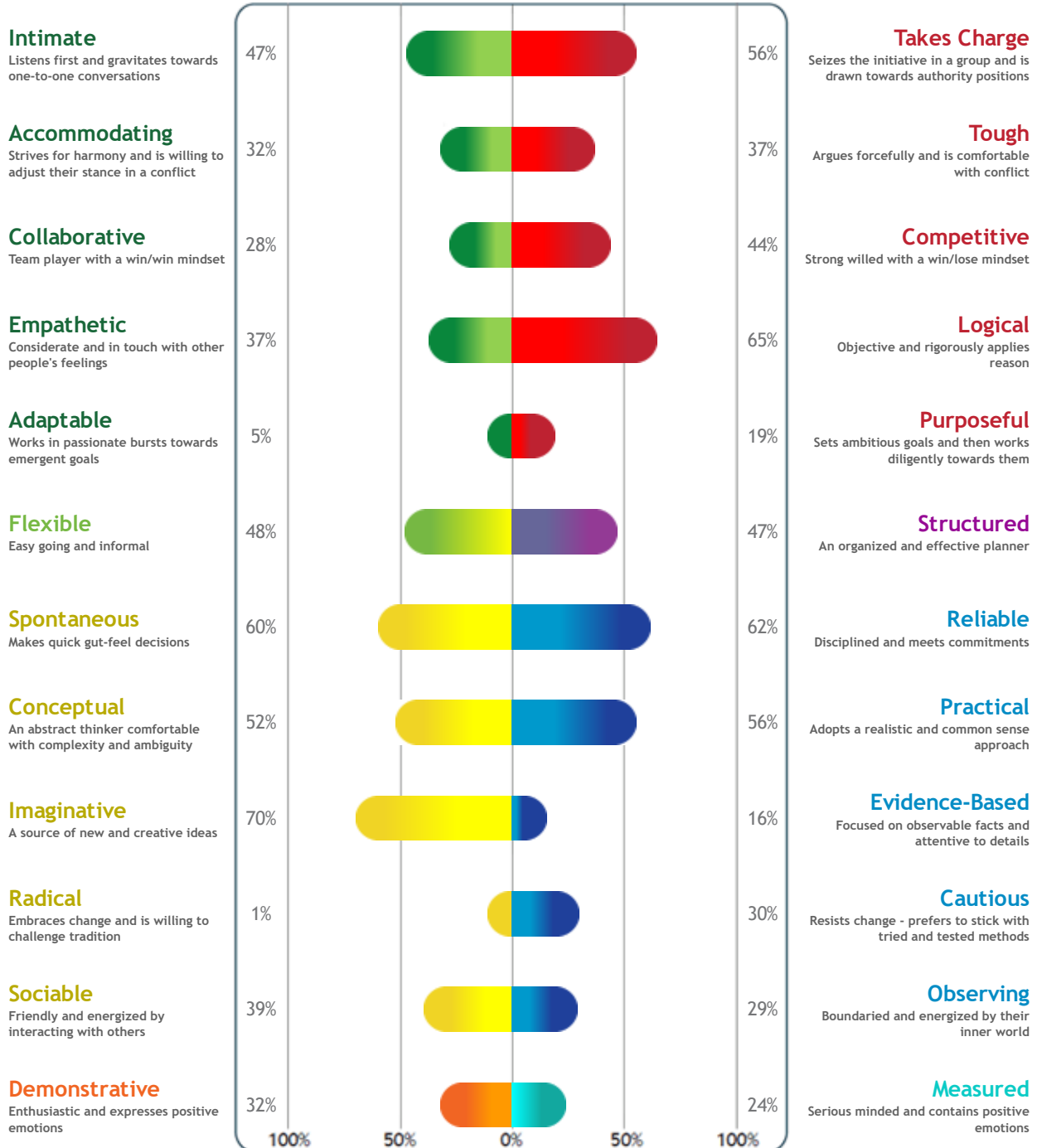
Your use of the Eight Aspects which underpin the Four Archetypes



Your 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.



Your Communication Preferences

Notes

How you prefer to communicate with others:

- When you have an idea, you want to act on it immediately. Your enthusiasm then energizes those around you.
- You like to turn theoretical ideas into practice, and are particularly good at doing so due to your practical comprehension of abstract concepts.
- You like to work one-on-one and enjoy small group conversations. Nevertheless, you do not shy away from taking the reins when it is imperative to do so, and you ensure group roles are allocated appropriately.
- When talking about responsibility and other similar topics you tend to have a very serious demeanor.

How you like others to communicate with you:

- You get a lot out of talking to people about things you find interesting and feel enthusiastic about.
- You like people to put emphasis on the practical side of the project, having established a solid conceptual base on which to work.
- You like people who enjoy talking to you in a small group or alone, then convey their ideas succinctly and to the point.
- You like others to show they are as reliable as you by keeping their word and meeting commitments. You find working with these people easy and fruitful.

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

- 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.
- When people ask you to explain your ideas in a way that is focused too much on only the theoretical side of things, or else only the practicalities you are likely to become annoyed.
- You hate being put in the position of having to compete with others for attention in groups. Yet you don't like it when others expect your time in lengthy one-to-one conversations.
- You like firm commitments to the time and place for a meeting. You are irritated by those who take a flexible approach to time management.

Here are some suggestions to improve your communication with others:

- Think more before speaking so you won't regret anything later. A slip of the tongue can damage valuable working relationships.
- Not everyone is as consistent as you when it comes to applying logic. Try to encourage others to explain things to you in a logical fashion, but be patient and don't dismiss them if they can't.
- Sometimes the best approach is an evolving one. Accept that, while you may prefer a definitive goal and plan, your environment may dictate that a more fluid set up is needed. Know what will firm up the goal and be prepared to focus when key decisions are taken.
- Don't be afraid to challenge a process just because it has always been done that way. If done constructively, it need not upset your colleagues and can involve them in coming up with a better solution.

Lumina Spark Portrait



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