



Chris Sample
Lumina Spark Portrait
Inspirational and Practical Personal Development

"I do not have to take the advice, support or reassurance that I am offered, but I can listen to it, consider it, and take the part of it that I think may be particularly helpful to me."
Albert Ellis Ph.D.

Welcome

Hi Chris,

Welcome to your Lumina Spark Portrait.

Your Portrait is a personalised psychometric assessment that will aid you in exploring your unique personality and help you to increase your self-awareness.

This will enable you to better adapt your behaviours to improve your personal and professional relationships and teamwork.

Chris, if you have any questions, please contact City CV.

Kind regards,

City CV



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 judgement of who you are; it is simply an aid to guide you towards a better sense of self-awareness to allow you to recognise your strengths and possible areas for development in the near future.



Your Inner Spark

When starting out on any new undertaking you always find yourself asking the big questions. You aren't truly satisfied putting your whole self into a project until you understand the Why. As a naturally abstract thinker you have a large capacity for coping with complexity and ambiguity.

You prefer to view a problem from as many different angles as you can. You find lateral thinking comes easy to you - you prefer thinking through many different options before being asked to give your view. You probably enjoy conducting thought-experiments while you consider radically different concepts before reaching a conclusion. You do not like to be told that any areas of your thinking are out of bounds.



Your Inner Spark

You are often seen as the "deep thinker" of a group. You sometimes have difficulty understanding why others are not drawn to contemplating the conceptual aspects of thought; to you it seems the most engaging aspect of an idea or plan. You are likely to be interested by philosophy and especially the more theoretical aspects of politics.

Others may see you as "lost in thought" or even "impractical". Sometimes this may be because they simply cannot operate at the same theoretical level as you, and sometimes their criticism may be well-founded. Telling the difference between these two responses may be a large part of your development - balancing self-confidence and humility.

Without a leader a team is directionless. A good leader takes charge to turn even the most fragmented group into a single team united under a common purpose. You often find yourself drawn towards the roles that require these competencies.

When being led by another you more often than not feel dissatisfied, and think about all the ways in which you could do better. When you do lead you feel as if you are finally in your element! You enjoy the stakes holding key responsibilities, knowing that both success and failure will ultimately fall on your shoulders.

Your desire to take charge may lead to friction with others, especially those that possess the same desire. When you are in a team-player role you are happy to work with others, but you still tend to take on an informal leadership position. Your view will always be to unite and direct people, and you may find you begin to do this unconsciously even without explicit authority.

In leading from the front you sometimes risk falling out of touch with members of your team. This can lead to some of the less assertive team members being pushed to the side-lines, despite having valuable contributions to make. One criticism that may have been laid against your leadership style is that you do not always bring a personal touch. One role a leader provides is to ensure everybody is contributing at their best, and they can do this by openly engaging with team members on an individual level.

Your Inner Spark

Communication

You are always 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 comprehensively analyse situations before bringing your opinions to the fore. When you do so, you communicate politely and courteously.

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.

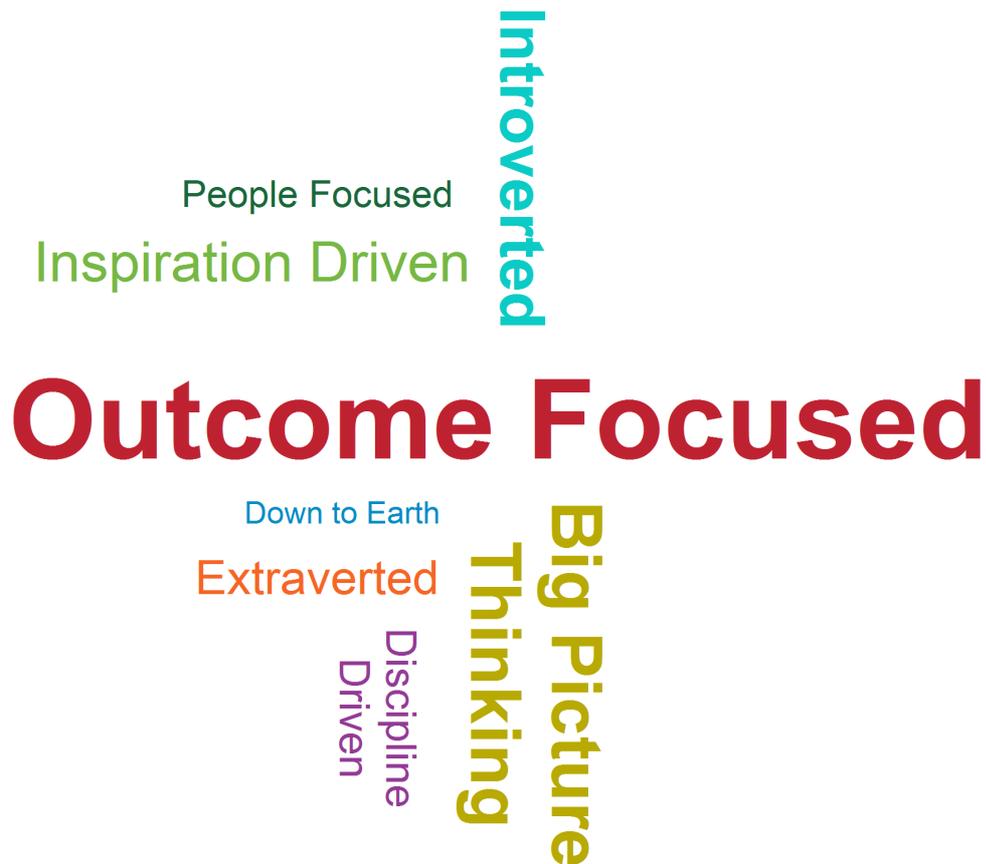
Leadership & Working With Others

Chris, you are a competitive leader. You are constantly looking for ways in which you can lead others to success. You are happy so long as you and those with you are successful. Within your own group you like to encourage a similar sense of competitiveness. You allow your group the freedom to work effectively and you know that by fostering competition you can be assured they will do their best to outperform each other, driving the group forward as a whole.

Your eight aspects on the Spark Mandala

Chris, on your colour Mandala you can see eight aspects of your behaviour:

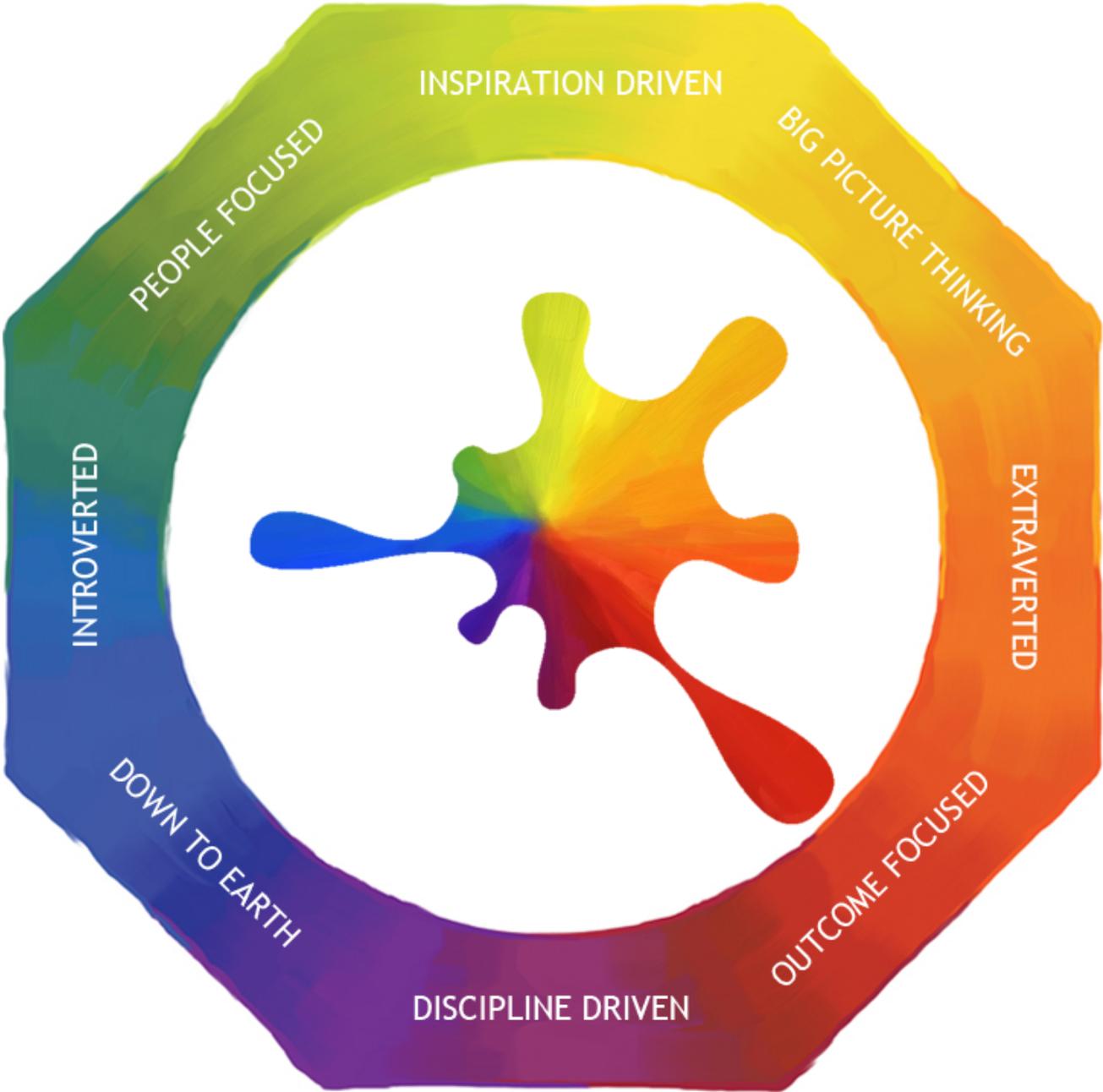
The mandala(1) shows a colourful approach to understanding key differences between individuals. On it you can see your colour scores across the eight aspects of behaviour.



(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".



Chris Sample - Your Spark Mandala



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Your 8 Aspects in order

1. **Outcome Focused** - When you are working on a clear goal you can access your competitive side due to a desire to get things done as well as possible.
2. **Big Picture Thinking** - You can think in terms of abstract concepts and you see things which other people miss. Instead of looking at obvious effects you search for the underlying cause.
3. **Introverted** - You are always in control of your emotions. You have an excellent poker face and you choose when and where you let others see how you truly feel.
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. **Extraverted** - Sometimes you can be a bit reserved when it comes to expressing positive emotions and enthusing others.
6. **Discipline Driven** - You don't always find it easy to push yourself hard to meet goals which stretch you.
7. **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.
8. **Down to Earth** - You occasionally have trouble staying grounded and trusting your senses and experience to give you the information you require.



Your strengths and possible weaknesses

Chris, your natural strengths are:

- You have a talent for finding trends and patterns. You have a knack for uncovering hidden meanings and this allows you to understand what is really going on.
- You are good at keeping your emotions out of the decision making process. You focus on the objective truth at all times and you refuse to allow distractions to impact your judgement.
- You are always looking to improve yourself and achieve new things. You don't like to rest on your past accomplishments. Instead you seek new challenges and use them to allow you to garner more achievements for yourself.

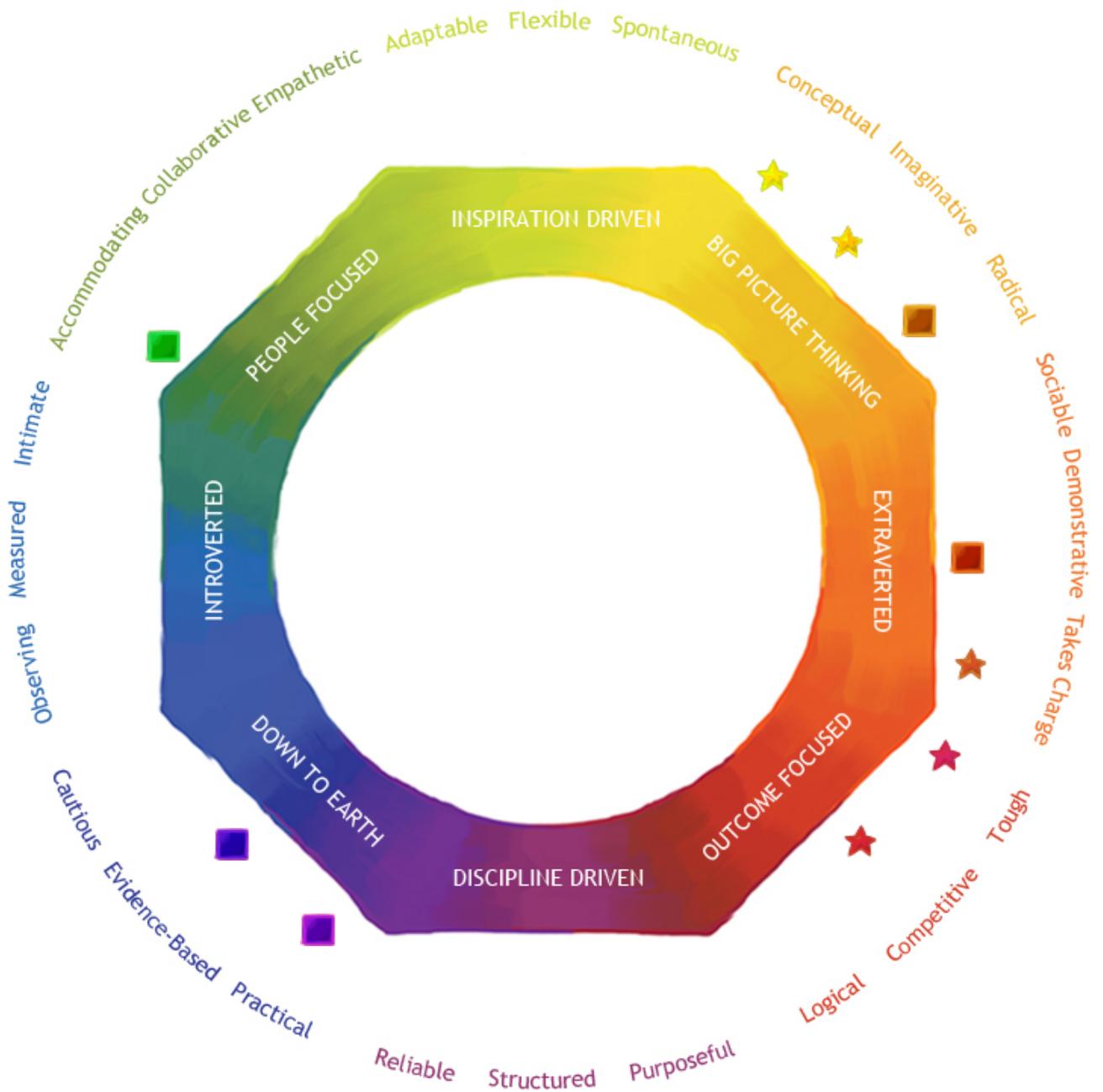
Here are some of your possible weaknesses:

- Your very direct approach has probably created some resentment. Some people find it threatening to be confronted brusquely and not everyone is as open with their thoughts as you can be.
- You can get too caught up in your quest for personal achievement and neglect team needs. This is a common risk and it is tricky to manage both simultaneously. Attempting to do so can upset the balance between personal and team achievement and result in neither being accomplished.

Some suggested methods of development:

- 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.
- 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 criticise you if you have the facts to back up your conclusions.

Qualities Mandala

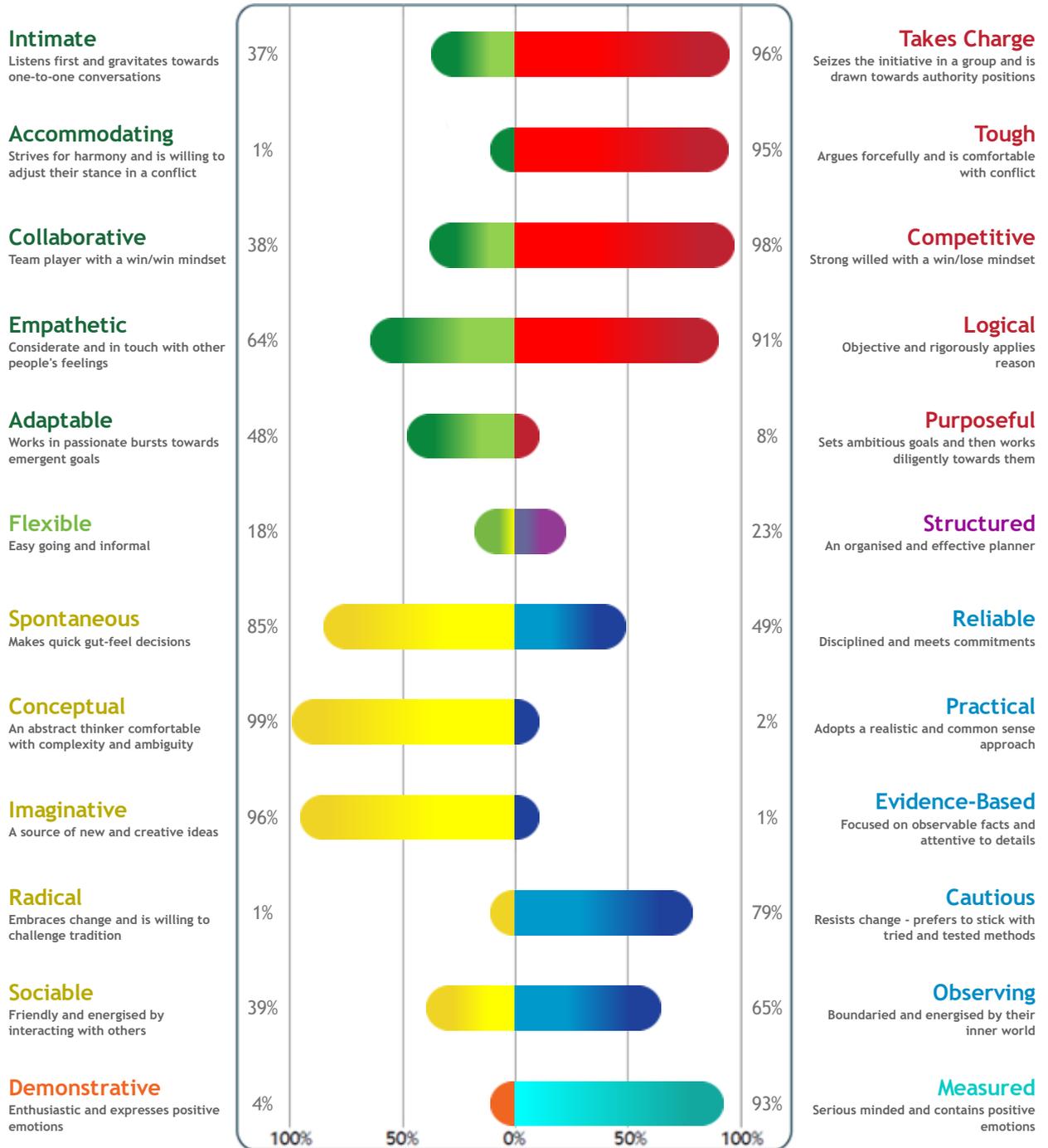


On the questionnaire you 'claimed' many qualities. The  symbol shows your top 5. There are other qualities that you did not claim and the bottom 5 are shown by the  symbol.

Your 24 Qualities in detail

The 24 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.



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 recognise their underlying persona and their everyday persona. This is because you can recognise 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

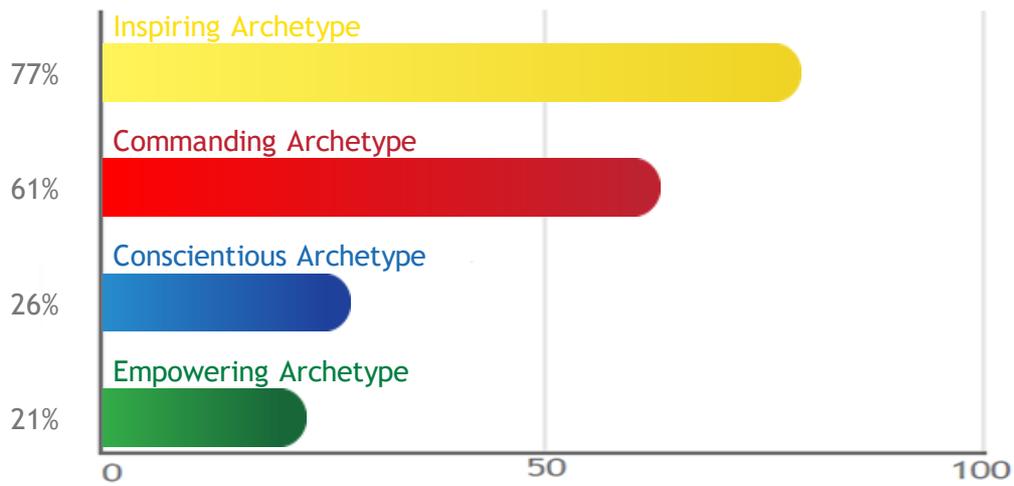


Your Overextended Persona

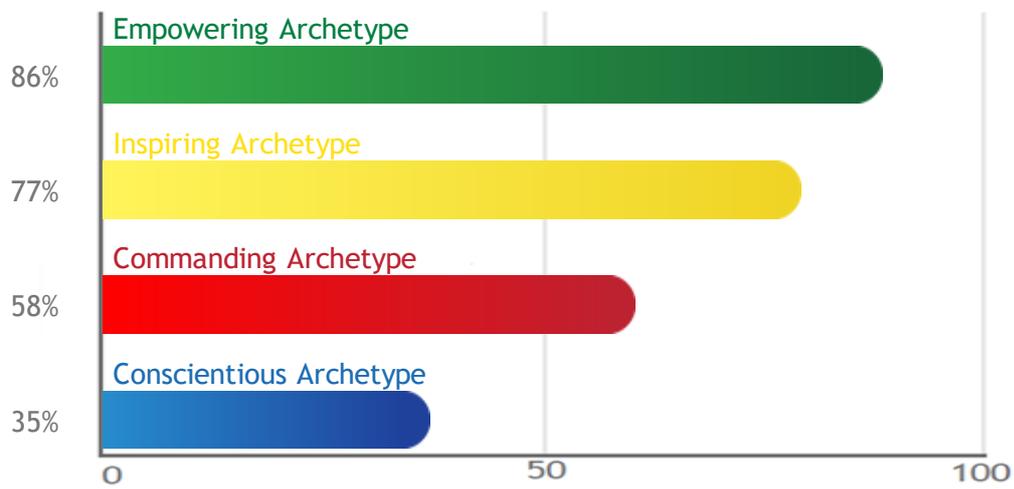
- This is who you are when put under stress
- Or how you react to unexpected events
- This persona can come into effect unconsciously

Archetype by Persona Overview

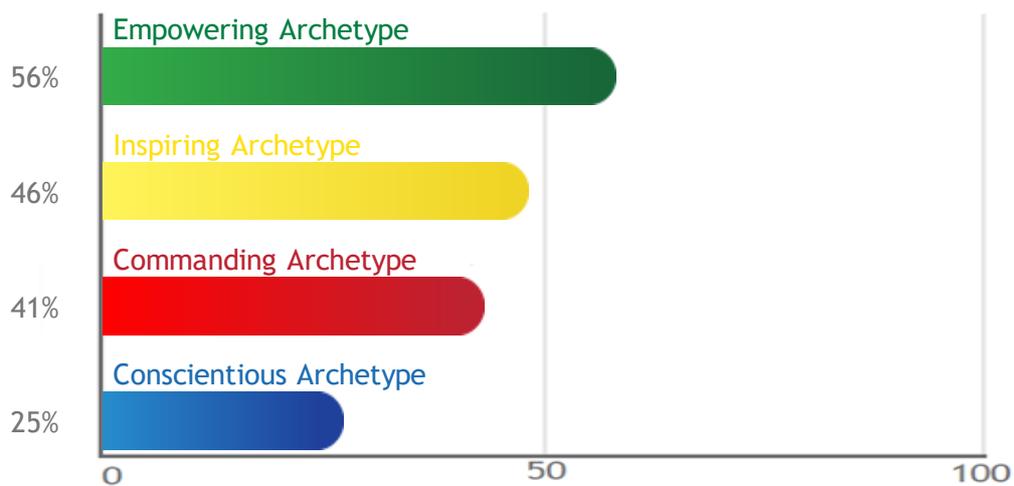
Underlying



Everyday



Overextended



Your Three Personas



Your Underlying Persona

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

Being analytical comes naturally to you and you often find yourself thinking things through in a logical manner. You prefer to take time to go through a rational process of elimination before you accept assertions, whether they are your own or the assertions of others. 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.



Your Everyday Persona

Chris, you most often use Outcome Focused Green blended with Introverted and Big Picture Thinking energy

Making new connections and getting to know people is not your forte. However, there are many occasions when you have to interact with groups and you have nurtured your ability to network effectively. You don't always like the way things are. However you often find that it is better to work with the status quo than to waste time looking for ways around it. Whilst it may not be your personal preference, others see you as a traditional person who is quite resistant to change.



Your Overextended Persona

Chris, when your overextended persona emerges you may notice that you use more Introverted Green blended with Inspiration Driven and Outcome Focused energy

You don't make a personal commitment to complete something very often but when you do it is normally because someone has put you under great pressure. You can then become so obsessed with keeping your word that you ignore everything else. You use your logic a lot of the time to guide your actions and decisions. However, your rational mind seems to short circuit when you find yourself in stressful situations. You start reacting in an emotional and uncontrolled manner. You usually keep your personal life separate from work, but when you are under pressure you find it hard to compartmentalise your feelings.

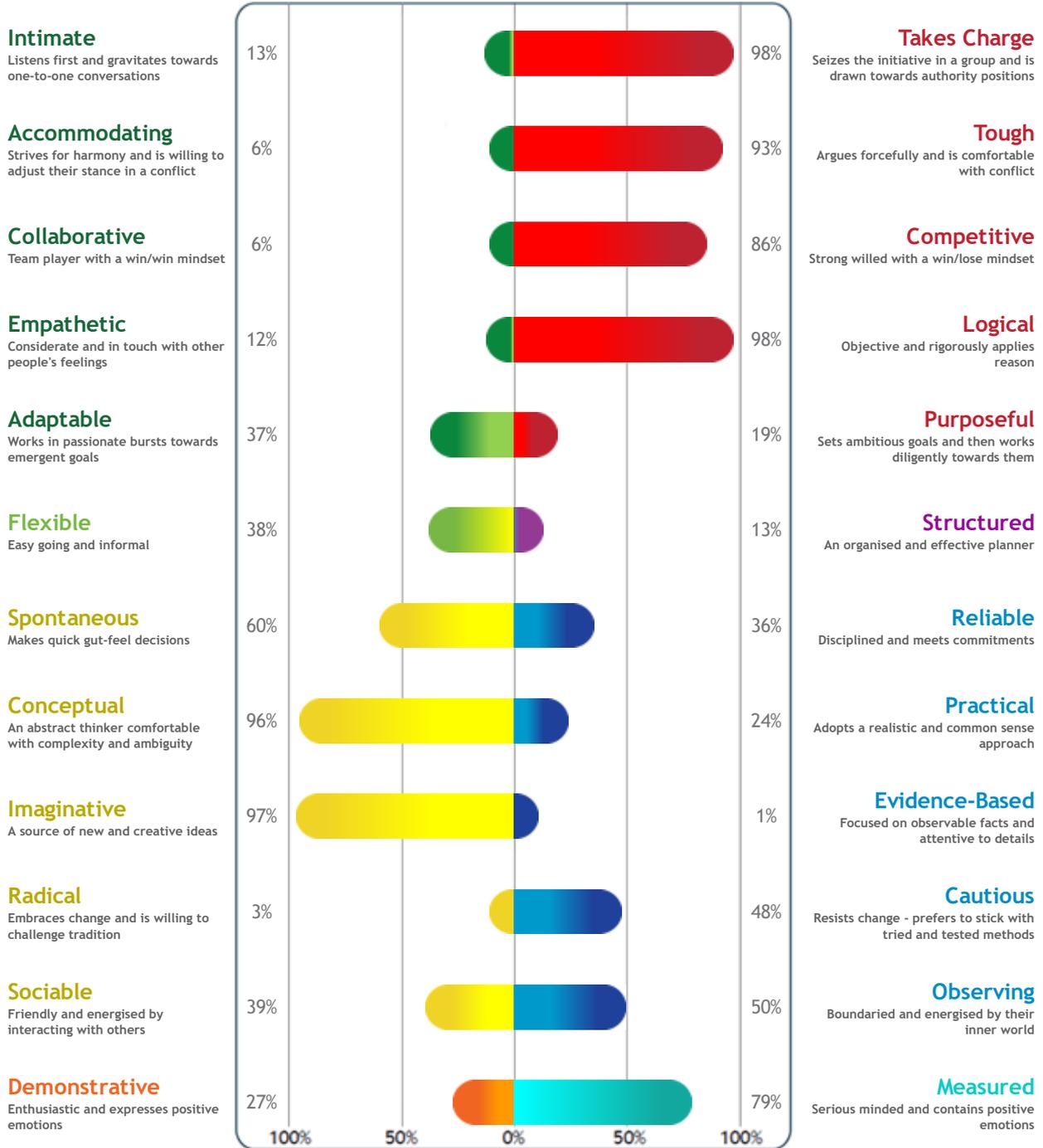
Your Underlying Qualities



The 24 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.



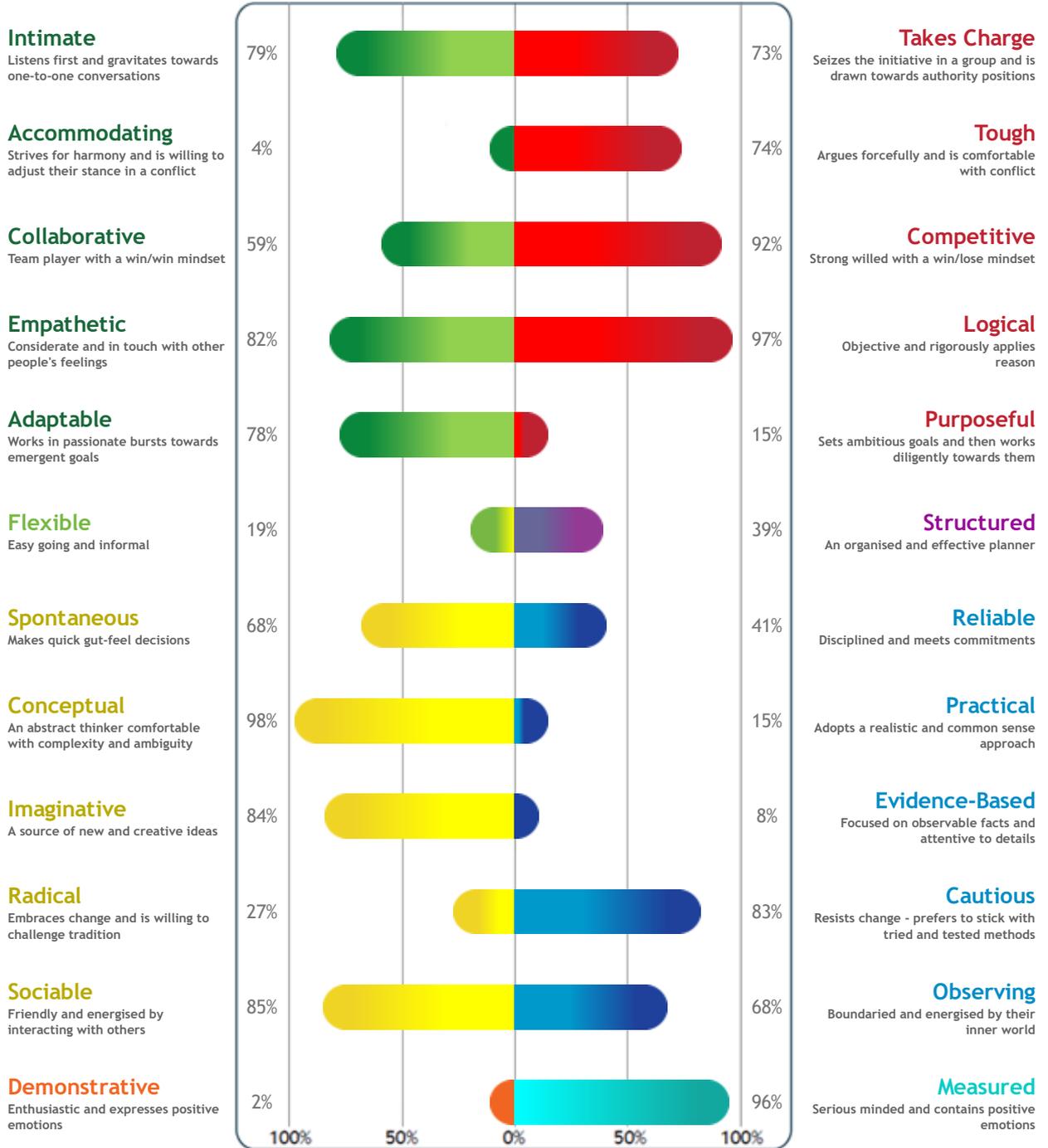
Your Everyday Qualities



The 24 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.



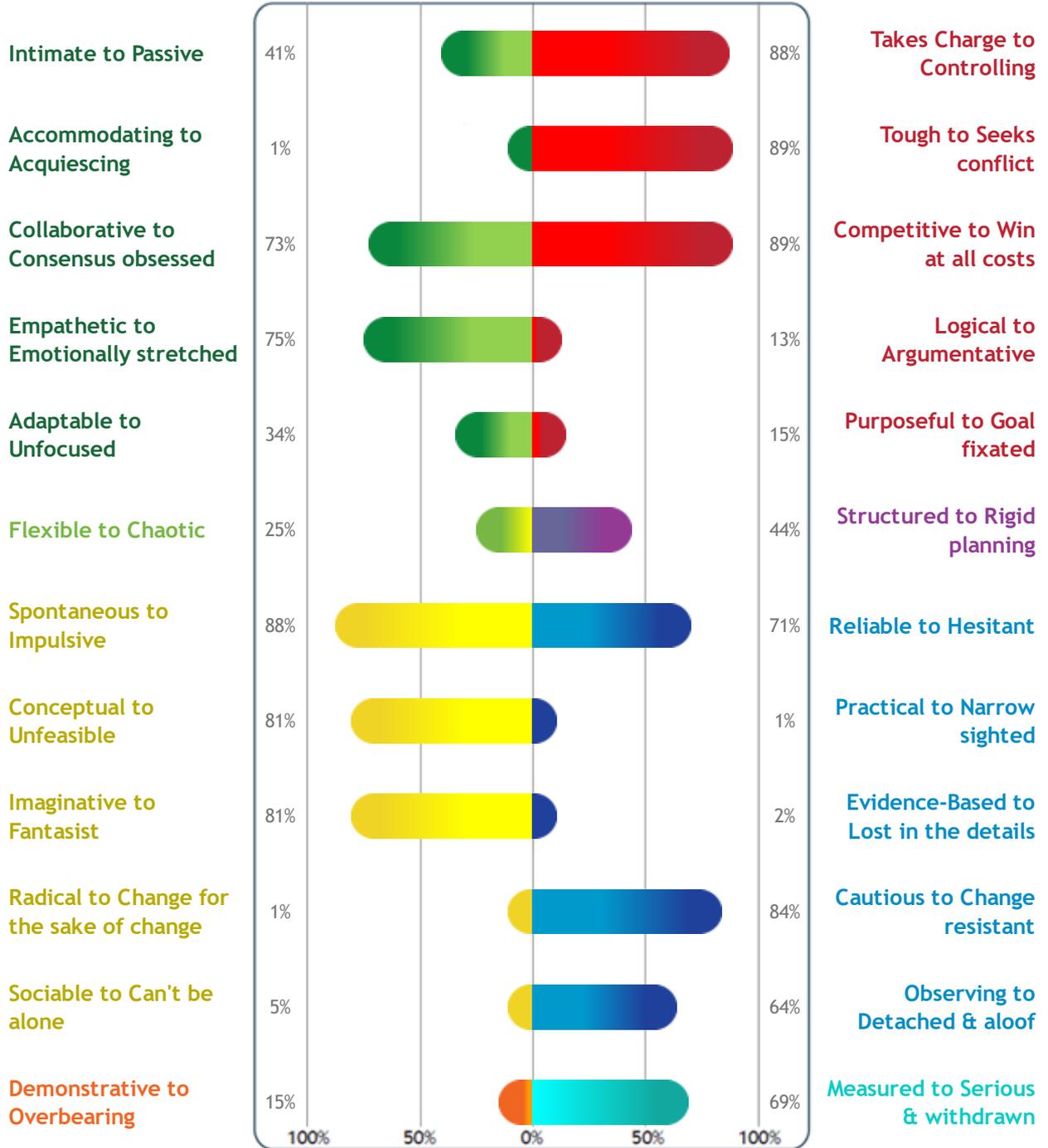
Your Overextended Qualities



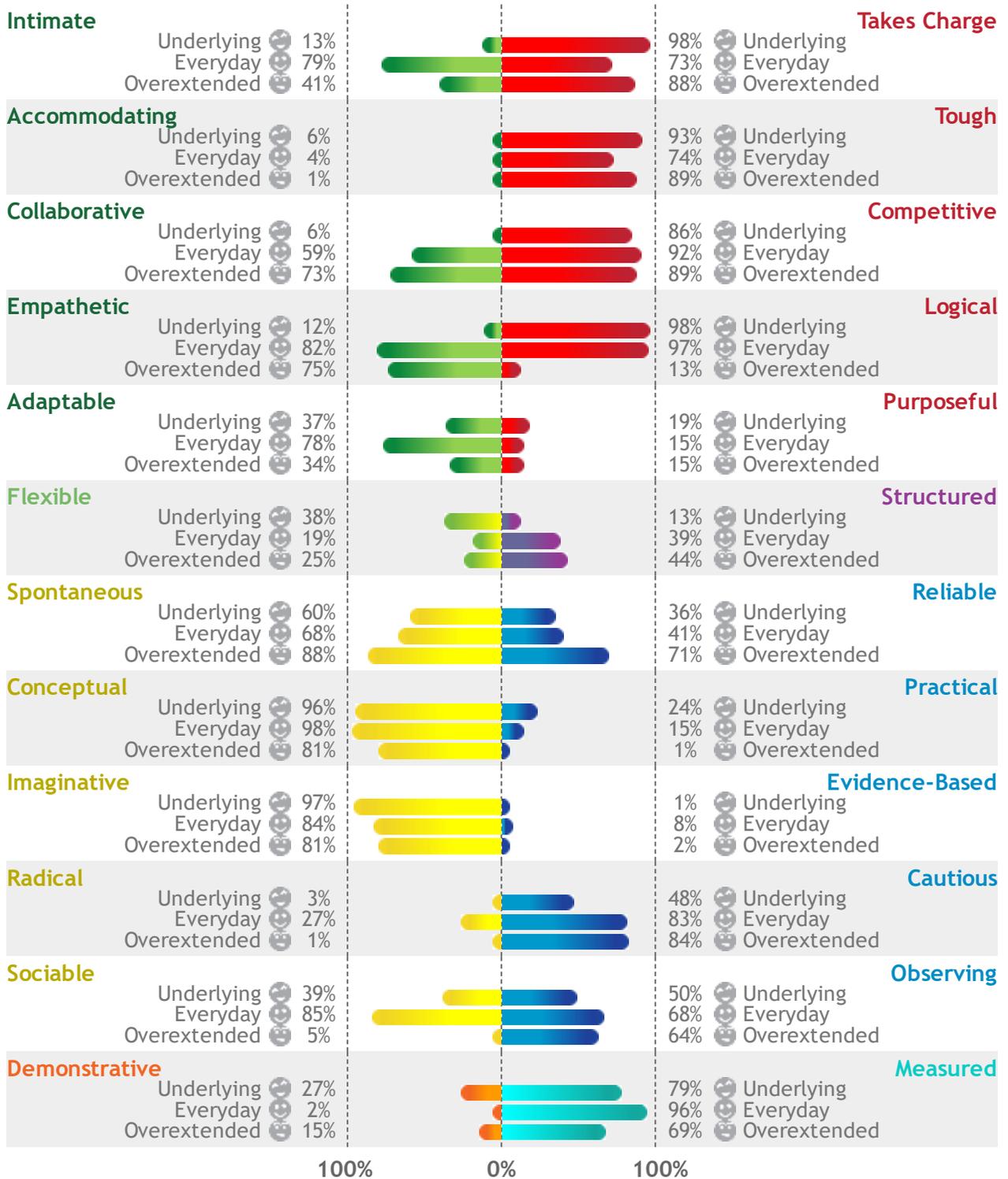
The 24 qualities that make up your overextended persona



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 24 Qualities in detail



Your Communication Preferences

How you prefer to communicate with others:

- You enjoy discussing abstract ideas, because it is in the abstract that you are most comfortable.
- You enjoy sharing your accomplishments with others. It helps them to understand you better and realise you are successful. You feel modesty stands in the way of success as it does not allow you to appreciate yourself.
- You prefer to communicate in writing, as you feel the documentation removes the possibility of being misunderstood.
- When you have an idea, you want to act on it immediately. Your enthusiasm then energises those around you.

How you like others to communicate with you:

- You like people to ask you open-ended questions that give you free-rein in your responses.
- At work you prefer it when people do not try to get to know you on a personal level. You prefer to keep your personal and professional lives separate.
- You appreciate people who take you seriously whilst still allowing you to reflect on situations and report back in your own time.
- You get a lot out of talking to people about things you find interesting and feel enthusiastic about.



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

- When people ask you to explain your ideas in a practical way you are likely to become annoyed. Some people find it hard to understand that you are unable to determine the practicality of your ideas.
- You find people who try to encourage you to take a more team focused approach annoying. You believe that to do well, you must focus on your own needs.
- It annoys you when people dismiss valuable evidence, whether it's data or opinions. You feel that everyone deserves a say in a conversation, so that all information can be considered carefully.
- 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.

Here are some suggestions to improve your communication with others:

- If you are part of a group that is discussing an issue, try to listen to them. Remember that speaking the loudest does not necessarily mean what you say is most important.
- Be more open to forgiving people for past slights. Holding a grudge will make any necessary future relationships with the person difficult.
- Understand the power of compromise. By combining others' needs with your own, you can come up with a better solution that everyone can buy into.
- 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.



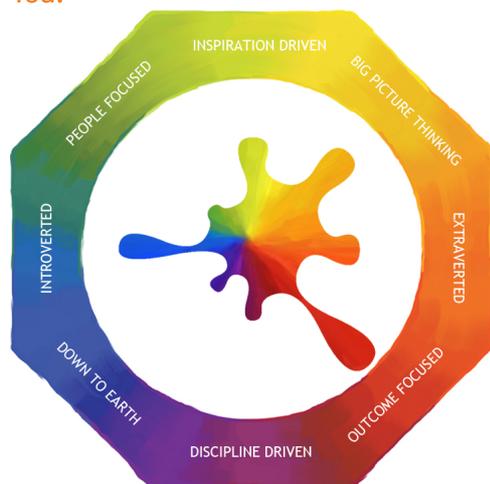
Valuing Diversity

Recognising your psychological opposite

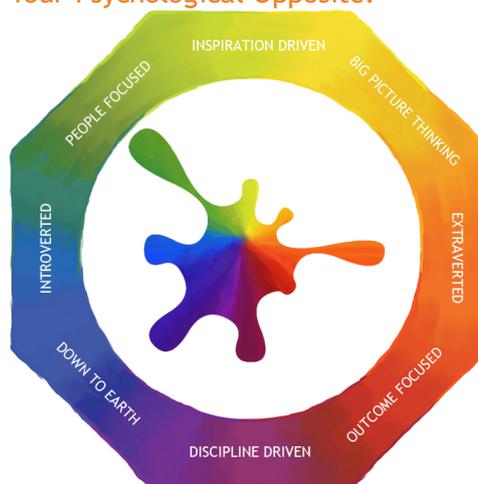
Chris, everyone has encountered people whose personas are the opposite of their own...

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.

You:



Your Psychological Opposite:



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 can get stuck in your ways and your opposite is very quick to pick up on this. They can prompt you to look for positive alternatives to getting stuck in a rut. On the other hand, you and your opposite could encounter problems because you like to discuss things on a philosophical level and you may see your opposite as stuck in the daily grind.

Creating a High Performing Team

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

- Your ability to handle complexity can be put to good use when explaining issues to others. By breaking things down to simpler concepts, you can take the whole team forward.
- Other team members appreciate you for the clarity of your reasoning. When you explain something, you go through it step by step in a logical fashion.
- When part of a team competing with others you thrive on the opposition. You can use this spirit to drive your team to succeed.
- You are good at maintaining focus on the issues at hand. Group work needs this skill, especially where there are a number of people who can take the discussion off in other directions.

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.
- You can be so full of your own achievements that others see you as boastful. This may mean they switch off when you are talking about things that are important for them to hear, and this can damage your team's rapport with one another.
- With your tendency to make decisions quickly, you may exclude others who prefer to make more considered contributions. Your value of existing processes may also cause others to disconnect with you.
- If you take charge of everything you may end up with no one else feeling like they have any accountability or even responsibility.



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 are not always a skilled diplomat and at times you may have caused offence. Although your intention is to say something helpful, it is not always received that way.
- By sticking to your guns over the ways things should be done, others may see you as stubborn.
- Sometimes you avoid using humour in conversations with others, where a little light heartedness would probably help.

Here are some suggestions to improve your teamwork:

- 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.
- When a team completes its remit, it is important that you celebrate the success as a group. Recognise the strengths and achievements of others. It may help you identify potential areas of development for yourself.
- 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.
- As someone who is comfortable speaking, use that skill to bring others into the conversation and listen to their ideas and views.



Two quotes to inspire you

A man is not idle because he is absorbed in thought. There is visible labour and there is invisible labour. - Victor Hugo

Whilst Victor Hugo's words might be food for thought to others, you've been aware of the truth of this statement for some time. Other people might scoff at the time you spend thinking about abstract concepts and new ideas, but you're aware of the importance of devoting time to intellectual pursuits. You know that what others call "daydreaming" can be just as important as more visible efforts. Be assured, without your imagination and creativity, planning processes would often stagnate.

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.



Lumina Spark Portrait



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