



Trinity Health

Insights Into Personal Effectiveness

Emerge Mentee Quarterly Connection

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Talent Development

Reflection

“That’s just the way I am” is a missed opportunity for growth. Personality is not your destiny—it’s your tendency.

No one is limited to a single way of thinking, feeling, or acting. Who you become is not about the traits you have; it's what you decide to do with them.

~Adam Grant

Our Trinity Health Culture



Our Mission

We, Trinity Health, serve together in the spirit of the Gospel, as a compassionate and transforming healing presence within our communities.



Our Core Values

- Reverence
- Commitment to Those Experiencing Poverty
- Safety
- Justice
- Stewardship
- Integrity



Our Vision

We will be the most trusted health partner for life.



Our Actions

As a Trinity Health colleague, I will:

- Listen to understand.
- Learn continuously.
- Keep it simple.
- Create Solutions.
- Deliver outstanding service.
- Own and speak up for safety.
- Expect, embrace and initiate change.
- Demonstrate exceptional teamwork.
- Trust and assume goodness of intentions.
- Hold myself and others accountable for results.
- Communicate directly with respect and honesty.
- Serve every person with empathy, dignity and compassion.
- Champion diversity, equity and inclusion.



Our Promise

We Listen.
We Partner.
We Make it Easy.

GROUND RULES

- Safe zone (openness and confidentiality)
- No rank in the room
- Keep an open mind
- Participation
- Active listening
- Agree only if it makes sense to do so
- Have fun!
- Anything else?

Keep in Mind

- There is no “right” or “wrong” or “good” or “bad” color preference or profile interpretation
- There is room for differing views and opinions
- The information in your Discovery Profile is yours-you decide how and when to share it.
- Organizations, boards, committees, and the leaders within them, benefit greatly when this information is put into practice – orientation, team-building, development, succession planning, etc...
- The profile is never used for hiring or placement in a role as it measures ***preference*** not capability

First Impressions!



- What is one word (or emoji!) that describes your reaction to your profile?

Perception

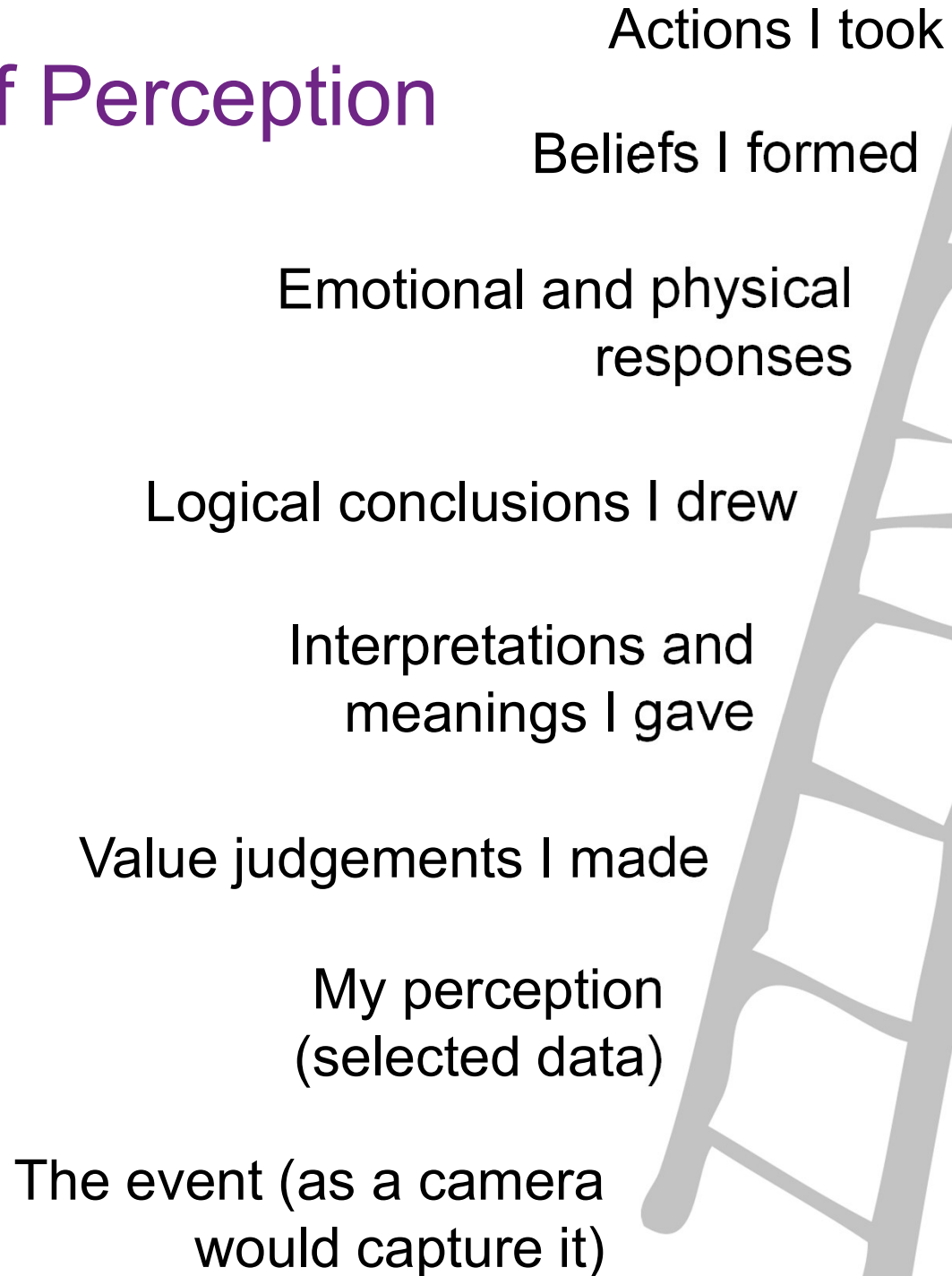
“Two people see the same object, but they never see it in such a way that the images they receive are absolutely identical.”

C. G. Jung,
'Psychological Types'

Carl Gustav Jung, Ortsmuseum Zollikon, n.d. Upload by Adrian Michael.
Accessed 29 August 2017,
https://commons.wikimedia.org/wiki/Carl_Gustav_Jung#/media/File:CGJung.jpg



The Ladder of Perception



Slide 9

AR1

Amy Rhode, 7/18/2022

Color Energies

Color Energies

What is Energy?



- What comes to mind when you hear the word “Energy?”
- What is the value in having different energy sources?
- Dynamic..flowing..changing..force.. Fuel?
- The four color energies are ebbing and flowing, always changing, and we all have all four of these energies.
- They make us who we are and “fuel” our personalities.

Your Color Energy Mix– Good Day



Color Energy Mix– Under Stress / Bad Day



Jungian Preferences

Your Attitude

Introversion

Quiet

Observant

Inwardly focused

Depth focused

Intimate

Reserved

Reflective

Thoughtful

Cautious



Extraversion

Talkative

Involved

Outwardly focused

Breadth focused

Gregarious

Flamboyant

Action oriented

Outspoken

Bold

Your Decision-Making Functions

Thinking

Formal

Impersonal

Analytical

Detached

Objective

Strong minded

Competitive

Particular

Task focused



Feeling

Informal

Personal

Illogical

Involved

Subjective

Flexible

Accommodating

Ambivalent

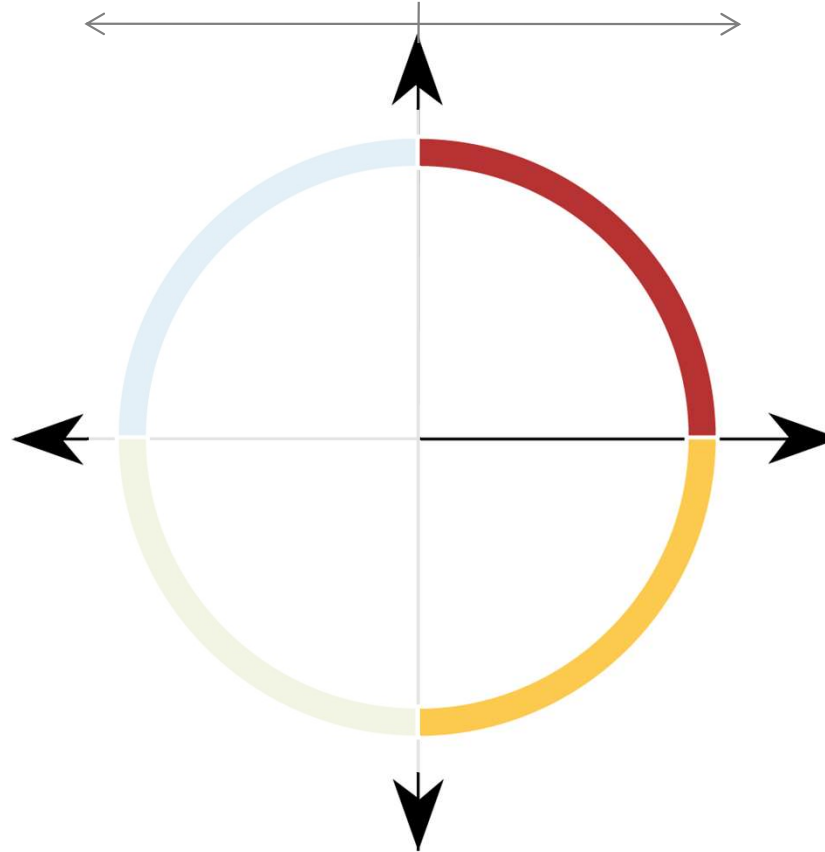
Relationship focused

Jungian Preferences and the Color Energies

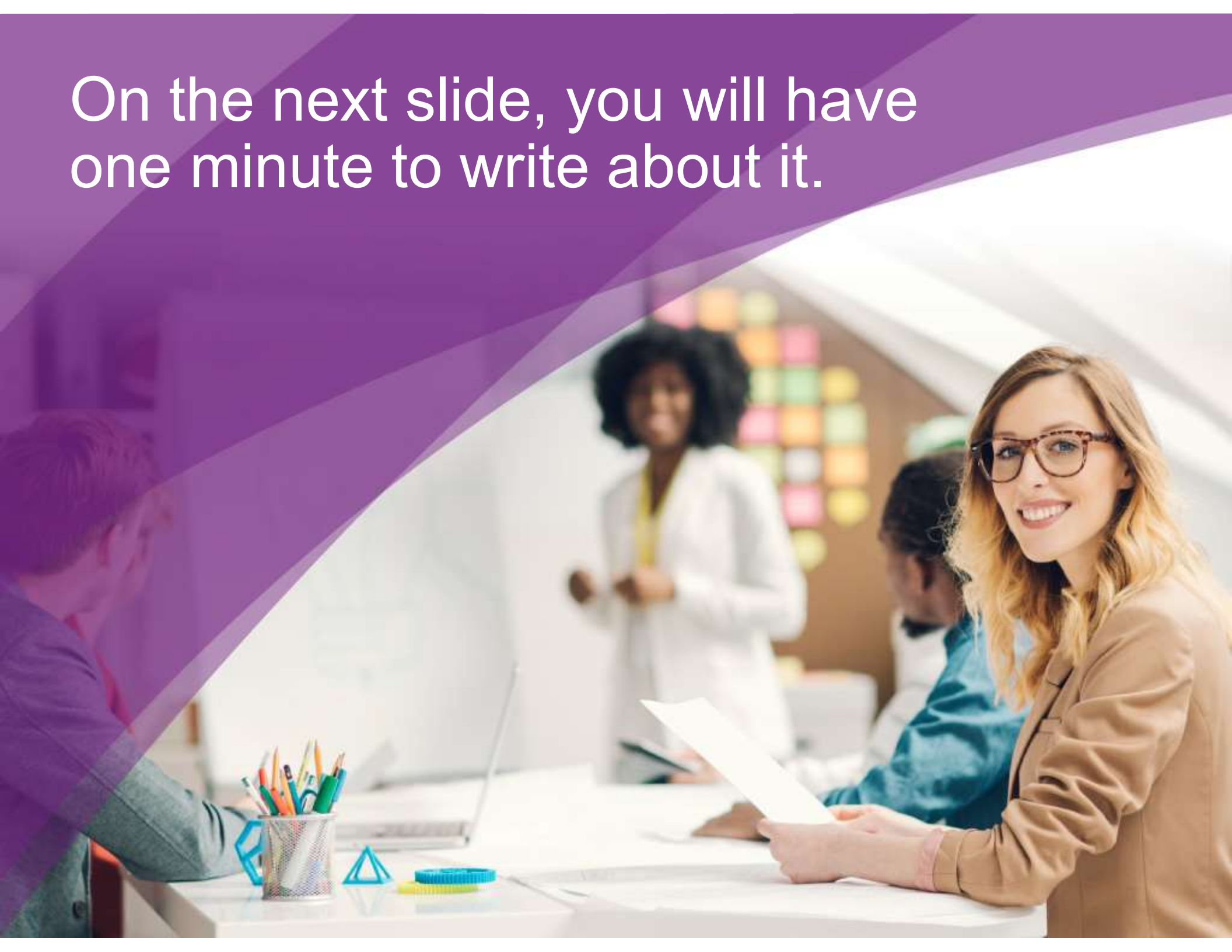
Introversion
Thinking



Extraversion
Feeling



On the next slide, you will have one minute to write about it.





Your Perceiving Functions

Sensation

Specific



Present-oriented



Realistic



Consistent



Down-to-earth



Practical



Precise



Factual



Step-by-step



Intuition

Global

Future-oriented

Imaginative

Unpredictable

Blue-sky

Conceptual

General

Abstract

Spontaneous

A combination of
Fiery Red with
Sensation

A combination of
Cool Blue with
Intuition

A combination of Earth
Green with Sensation



A combination of Sunshine
Yellow with Intuition

A combination of
Cool Blue with
Sensation

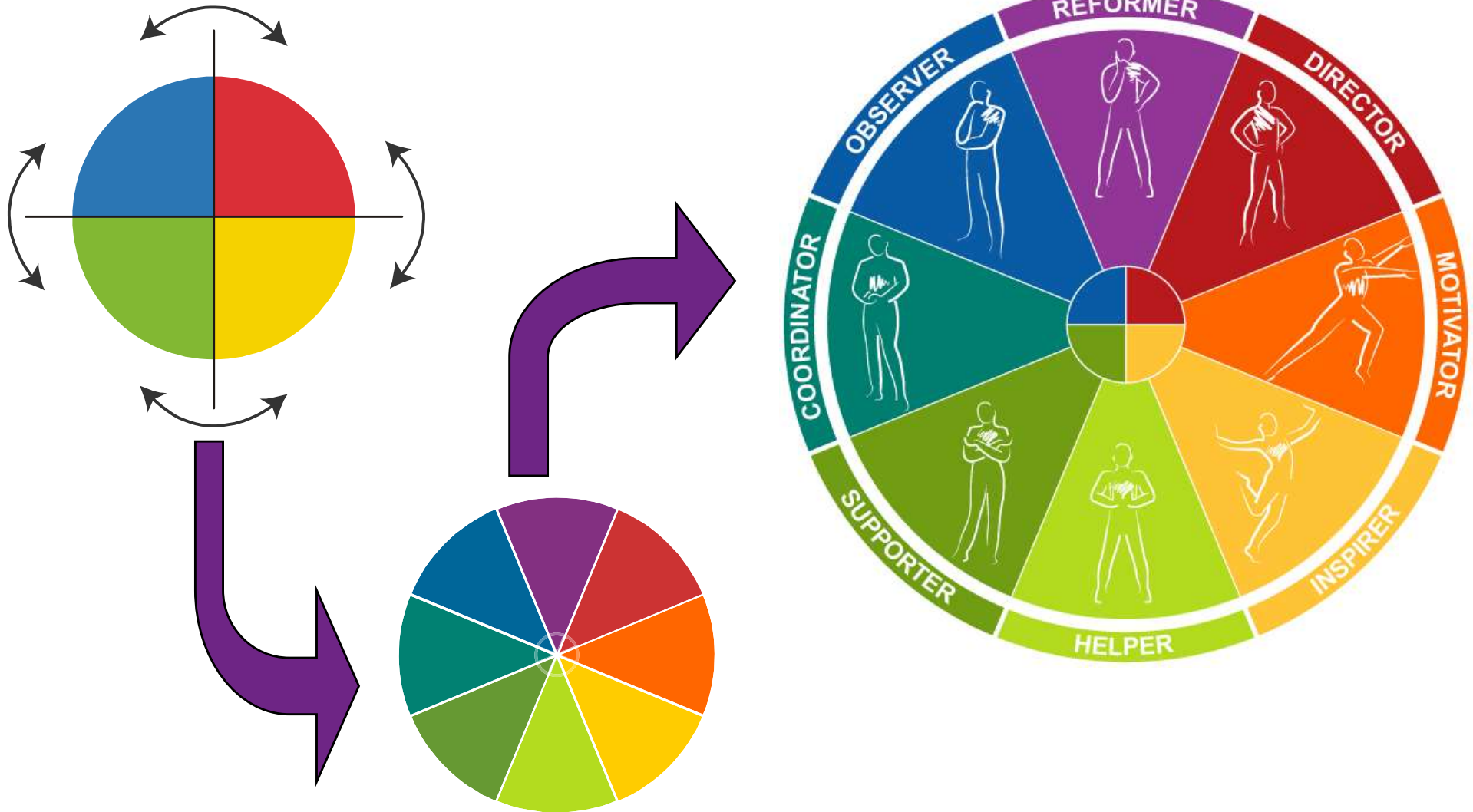
A combination of
Fiery Red with
Intuition

Sensation and Intuition in every color energy

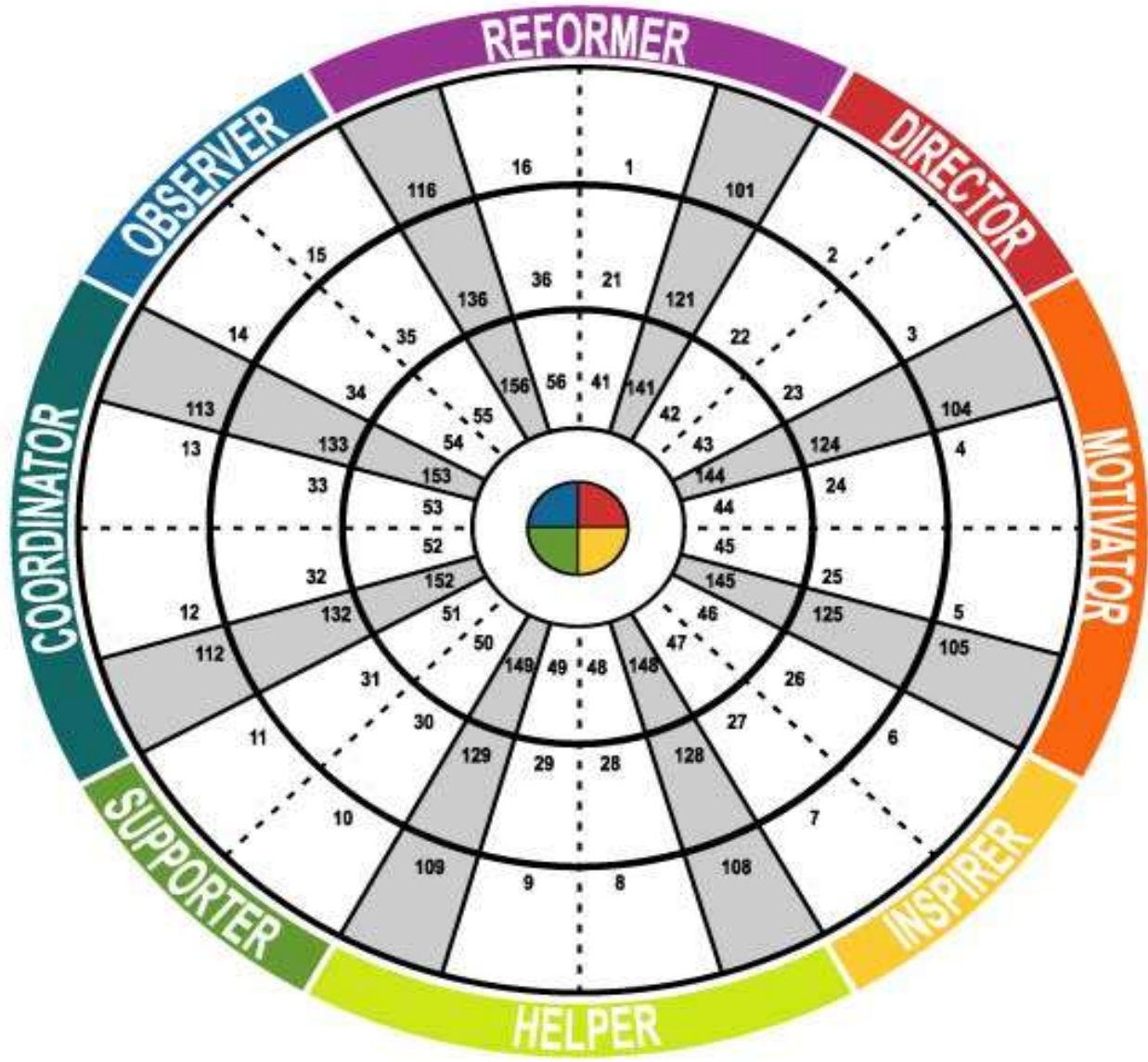
A combination of
Sunshine Yellow
with Sensation

A combination of
Earth Green with
Intuition

From Four Colors to Eight Types



The Insights Graphs and Wheel



Graph I – Conscious Persona Your ‘Consciously Claimed’ Color Energies

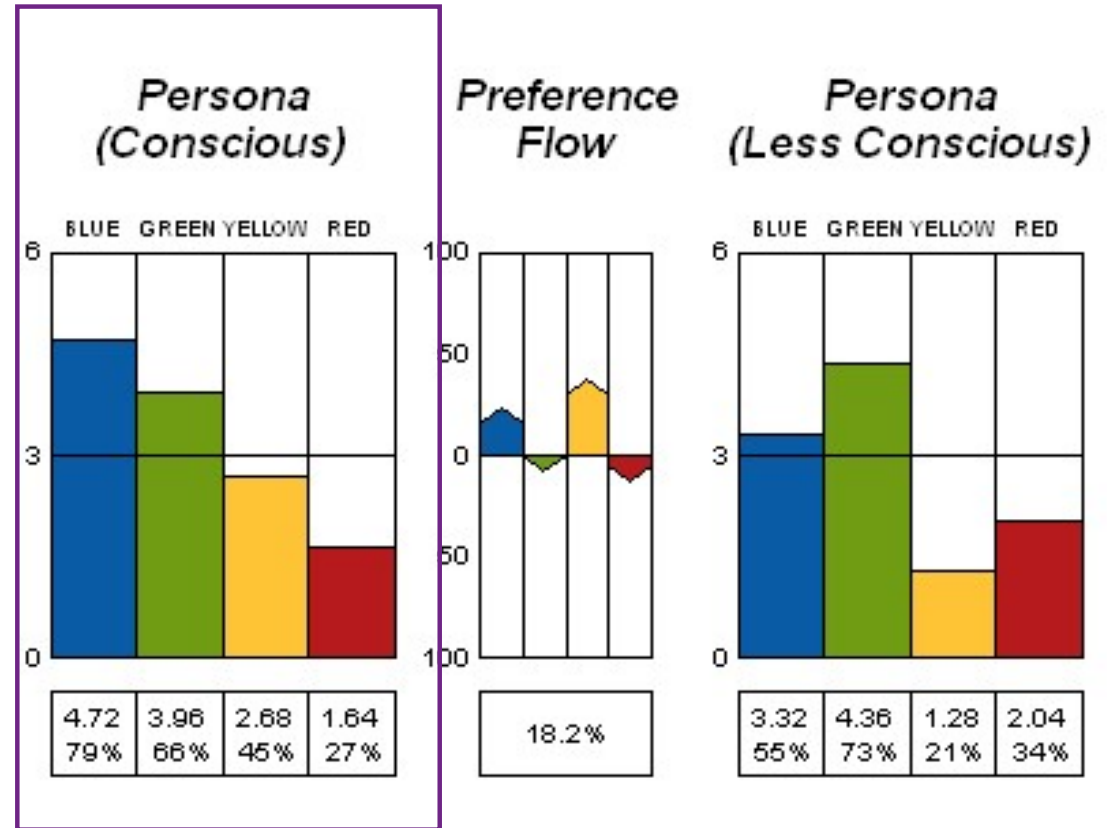
A combination of:

- who we think we are
- who we want to be
- who we believe we are expected to be

Colors above the midline: Summary of the color energies we are inclined to use comfortably

Insights Colour Dynamics

Andrew Forestell
9/10/2007



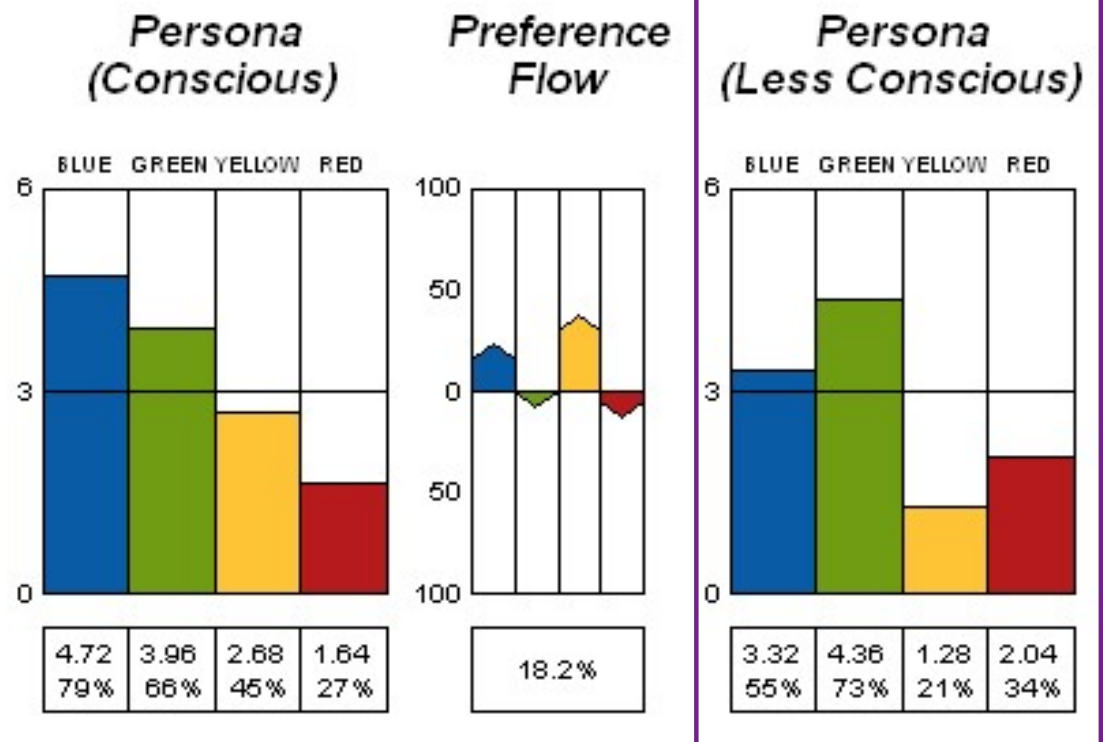
Graph II – Less Conscious Persona A Second Reading on Your Persona

A combination of:

- How we appear when we are not consciously 'making an effort' to express ourselves
- More reactive/instinctive self
- The 'shoes off' Self

Insights Colour Dynamics

Andrew Forestell
9/10/2007

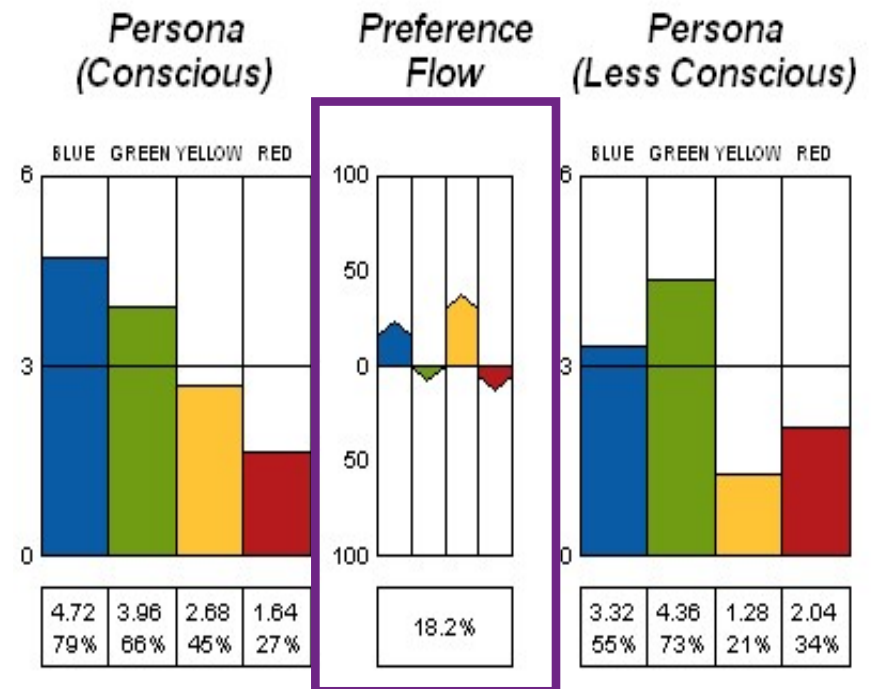


The Preference Flow

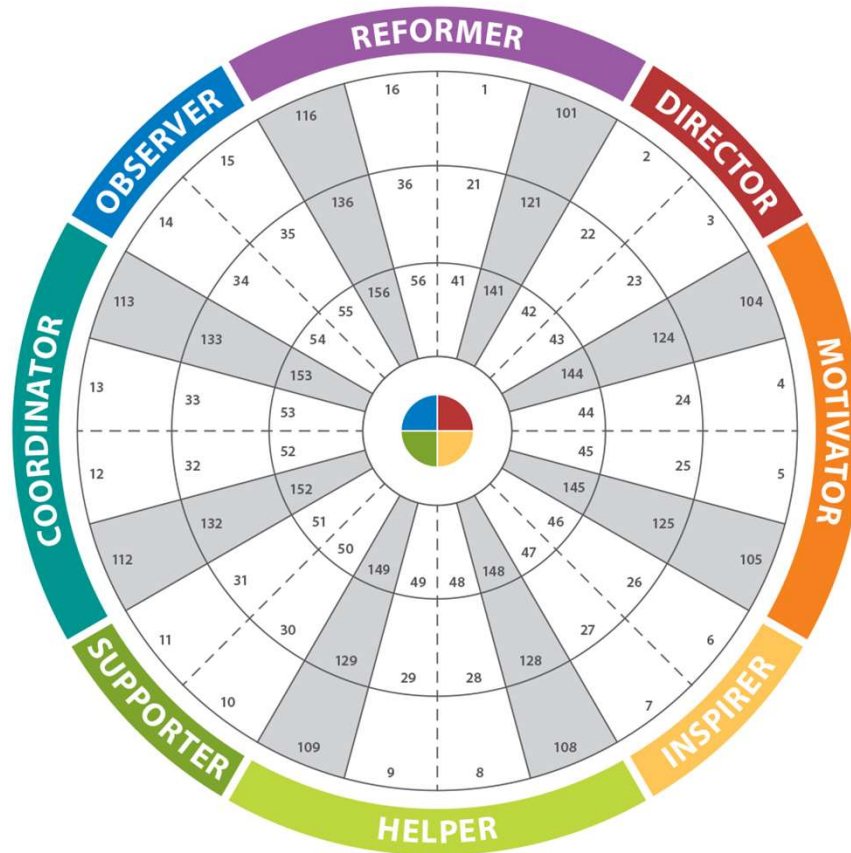
- Relationship between Conscious and Less Conscious graph
- Plus (+) flow “turn up the volume” on a particular color
- Minus (-) flow: energy available to draw on, reluctant use
- We turn the volume up or down to respond to needs in our environment

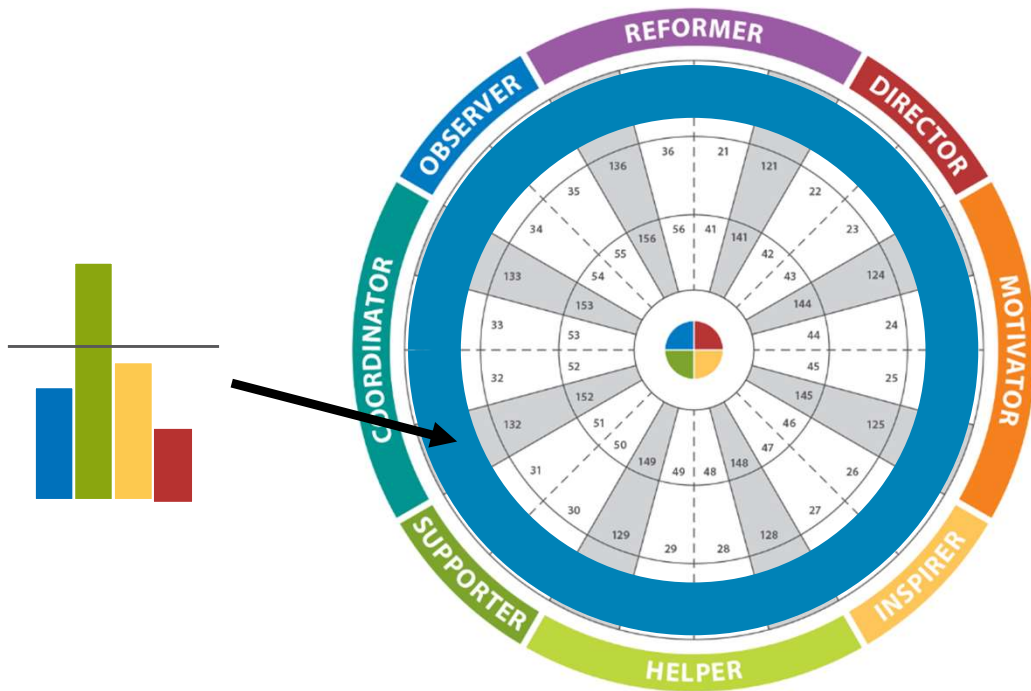
Insights Colour Dynamics

Andrew Forestell
9/10/2007

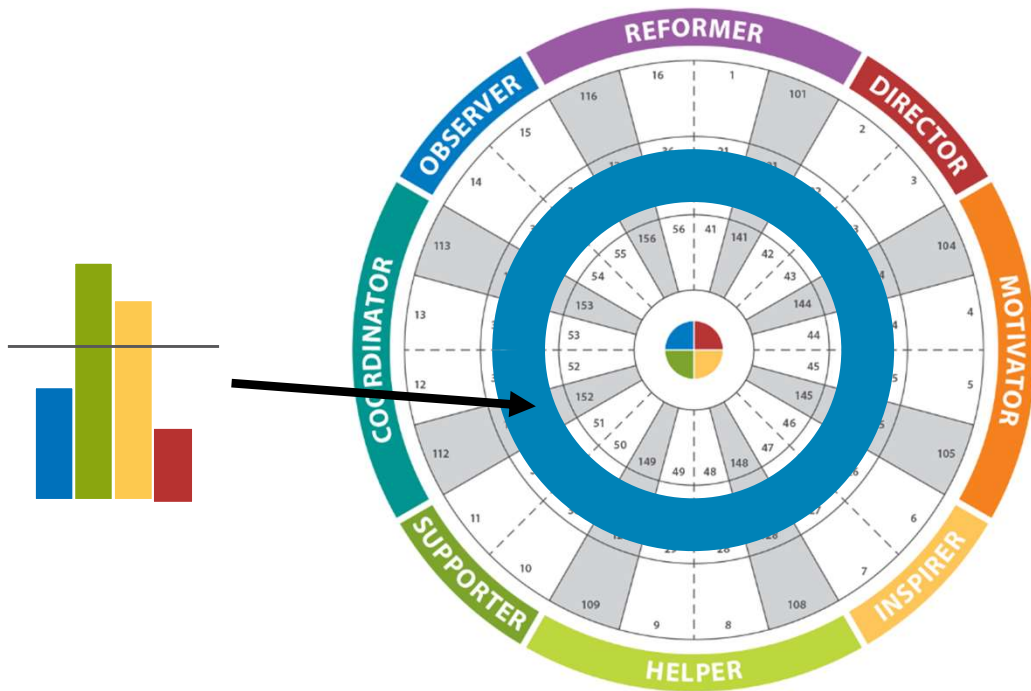


The Insights Discovery 72-Type wheel

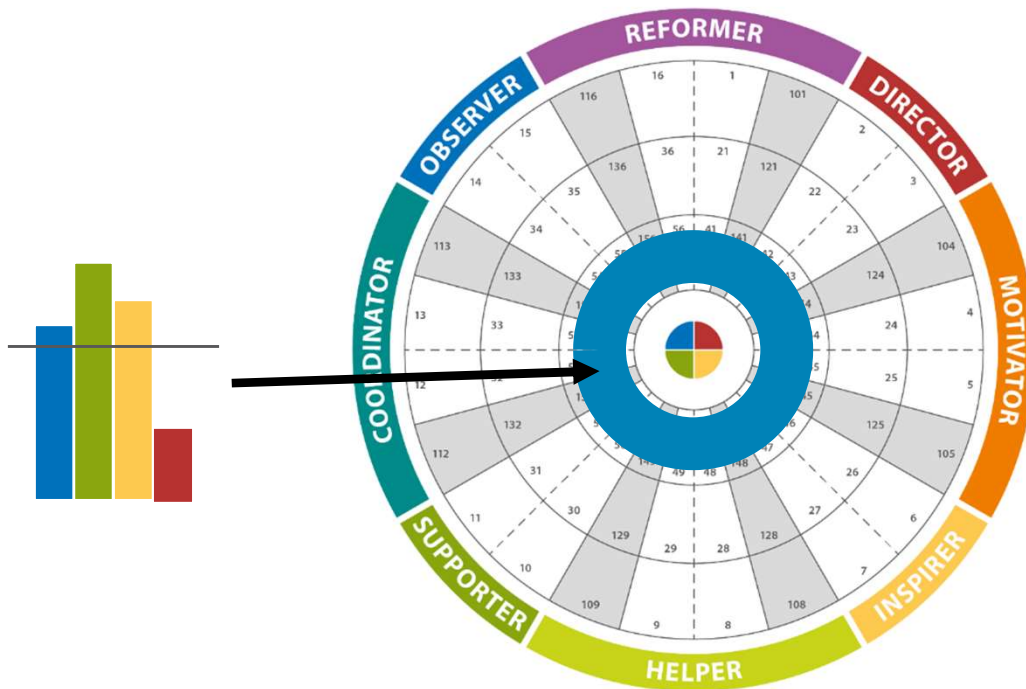




Focused ring =
3% of
population

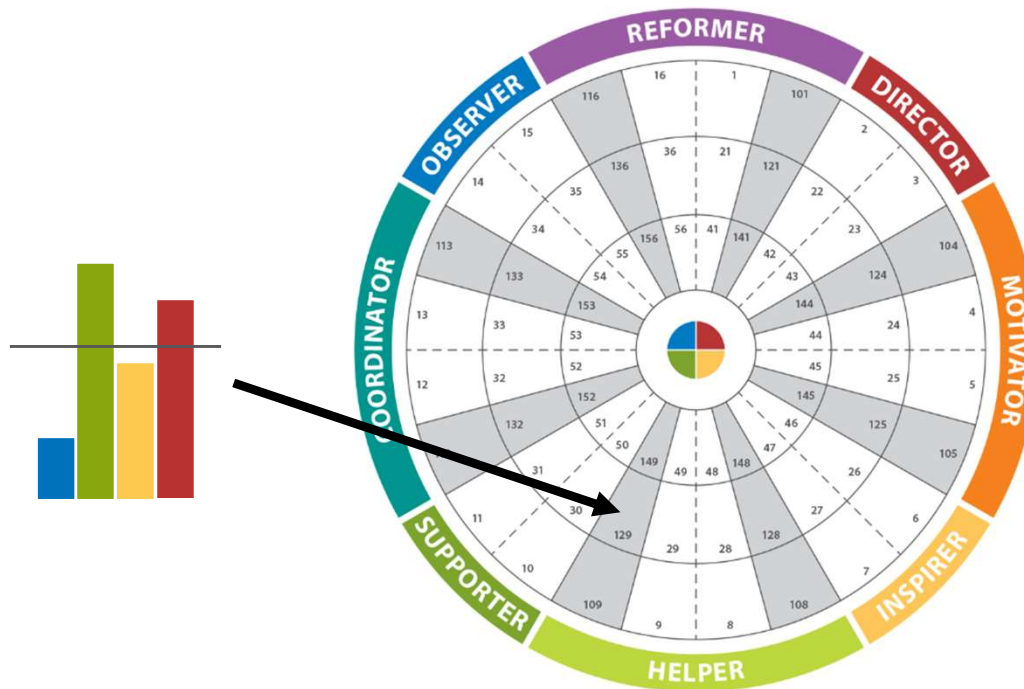


Classic ring =
54% of
population



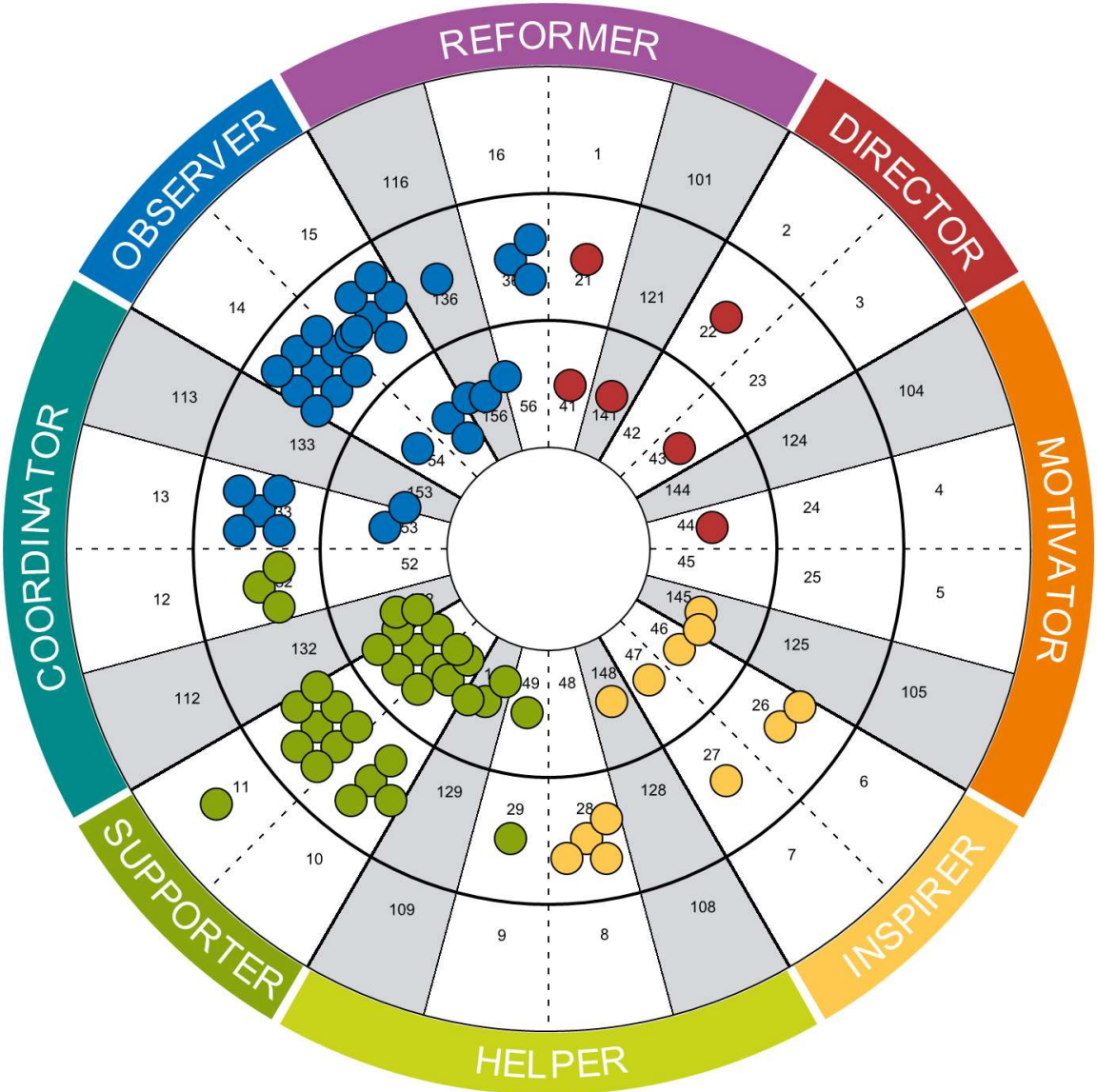
Accommodating ring = 43% of population

Creative types pull on two opposing energies



Creative positions = 9% of population

Emerge Mentees Team Wheel



Using Your Energy....

What questions do you still have?
What are you curious about?

What actions do you plan to take?
What goals would you like to achieve?



With whom do you want to share this information?
What additional support could you use?

What excites you about what you heard today?
How will you influence others?



CAUTION

Do Not Use Energy Preferences:

- ⊘ To excuse your own or others' behaviors
- ⊘ To label anyone
- ⊘ To judge anyone