



TARGET
Personalities



Target Dynamics
Coaching Guide

Each of the 4 preferences in the previous page can be recognised by looking at the approach and behaviour of a person. Here are some details of the characteristics of the Jungian preferences:

Introversion

- **Preference for Solitude:** Introverts often prefer solitary activities or spending time in small groups rather than large social gatherings.
- **Internal Processing:** They tend to think things through internally before sharing their thoughts and feelings with others.
- **Energy Recharge:** Introverts recharge their energy by spending time alone, as social interactions can be draining for them.
- **Depth Over Breadth:** They usually prefer deep, meaningful conversations to small talk and may have a close circle of friends.

Extraversion

- **Social Engagement:** Extraverts enjoy being around people and are often perceived as outgoing or talkative.
- **External Processing:** They prefer to talk through their thoughts and ideas with others as a way of processing.
- **Energy Gain:** Social interactions energise extraverts, and they often seek out company and activities involving others.
- **Broad Interests:** Extraverts are often interested in various activities and enjoy variety and spontaneity.

Thinking

- **Objective Decision Making:** Thinkers make decisions based on logic and objective criteria rather than personal or emotional considerations.
- **Analytical:** They analyse situations and information thoroughly before coming to a conclusion.
- **Critical Thinking:** Thinkers are likely to critically evaluate ideas and arguments, focusing on consistency and logical structure.
- **Problem-Solving:** They are generally good at solving problems in a systematic and logical way.

Feeling

- **Empathetic Decisions:** Feelers make decisions based on personal values and consider the emotional impact on themselves and others.
- **Value Harmony:** They strive for harmony and positive interactions, often going out of their way to avoid conflict.
- **Emotionally Expressive:** Feelers are more likely to express their emotions and can read the emotional states of others well.
- **Considerate:** They are often very considerate of others' feelings and seek to understand and support those around them.

Coaching Notes:

Before fully introducing the Dynamics , ask the person to look at some of the statements below.

You can use one from each section (this narrows down the preference and makes it a little easier) or more than one from each section.

Ask them to identify which statement(s) they are drawn to and not drawn to:

Blue

1. Detail-oriented and analytical, I approach problems methodically, ensuring accuracy and efficiency in solutions.
2. I value logic and objectivity, basing my decisions on data and thorough analysis rather than on emotions.
3. Planning and organisation are my strengths, allowing me to manage projects and tasks effectively and predictably.
4. In communication, I prefer clarity and precision, ensuring that all information is accurate and useful.

Green

1. I place a high value on understanding and empathy, always striving to maintain harmony and support within my relationships.
2. I take the time to ensure everyone's needs are met and voices are heard.
3. I believe in the power of collaboration and shared decision-making to achieve the best outcomes.
4. Creating a calm, stable environment is important to me, where people feel valued and respected.

Red

1. I see obstacles as challenges to overcome and I'm driven by achieving goals and results efficiently.
2. I take charge of situations to ensure progress and resolution.
3. I value independence and decisiveness, preferring to lead rather than follow in team settings.
4. My clear, straightforward communication ensures that my expectations and objectives are understood.

Yellow

1. I'm energised by social interactions, bringing enthusiasm and a positive outlook to every situation.
2. Creative and spontaneous, I enjoy exploring new ideas and inspiring others with my vision.
3. Building strong, collaborative relationships is at the heart of what I do, fostering a sense of community and togetherness.
4. I prefer a dynamic and flexible approach to work, thriving in environments that are lively and full of potential.

Coaching Notes:

Here are some coaching questions you can use to help them explore this further:

Questions for Statements Most Aligned With

- 1. Why are you drawn to that statement in particular? What resonates with you about it?** (Encourages individuals to articulate what specifically about the statement reflects their self-perception or aspirations.)
- 2. Tell me about an example from your life or work where this statement played out in your behaviour or decision-making?** (Asks for concrete examples where the aligned statement has influenced their actions or choices.)
- 3. How does embracing this aspect of your personality impact your interactions with others?** (Explores the effect of their preferences on relationships and teamwork.)
- 4. What situations do you find this attribute to be your greatest strength? Can it sometimes be a challenge?** (Discusses the dual nature of strengths and how they can also present challenges in certain contexts.)

Questions for Statements Least Aligned With

- 1. What about this statement is least aligned with your view of yourself? Is it the behaviour, the value, or something else?** (Invites reflection on the disconnect between the statement and the individual's self-concept or values.)
- 2. Tell me about some times when adopting a trait or behaviour from this statement would have been beneficial? What held you back?** (Considers the potential utility of less aligned traits in specific scenarios and barriers to adopting those behaviours.)
- 3. What value do you see in developing aspects related to this statement? How might you go about it?** (Challenges the individual to think constructively about growth opportunities related to less aligned traits.)
- 4. How do you compensate for the qualities or behaviours in this statement that you find less natural to you?** (Looks at adaptive strategies and how the individual navigates situations that might require qualities they identify with less.)

These initial questions are a good way to understand why they are drawn to or pushed away/repelled by some and explore why this is the case.

On the next page are some deep-dive or probing questions you can use around each set.

The Green Dynamic

An in-depth overview of the Green Dynamic



Overview

The Green Dynamic is characterised by a strong preference for harmony, understanding, and supportive relationships.

Individuals with a dominant Green Dynamic are often deeply caring, patient, and focused on creating a cooperative and inclusive environment.

They value stability and consistency in their personal and professional lives and are driven by a deep sense of loyalty and responsibility towards others.

Key Characteristics and Behaviours That You Will See Everyday

- **Empathetic Interaction:** Individuals with a strong Green Dynamic are naturally empathetic, showing a genuine concern for the well-being of others.
- **Relational Communication:** They prioritize open and honest communication, building deep, meaningful relationships based on trust and mutual respect.
- **Consensus-Building:** They seek consensus and are inclined towards decision-making processes that involve and consider the input of all parties.
- **Calm and Steadfast:** In high-pressure activities, their calm demeanour provides a stabilizing influence, especially in situations of conflict or stress.
- **Supportive Nature:** The Green Dynamic is known for a supportive approach, often acting as a mediator or counsellor within groups to ensure harmony and understanding.

Key Strengths

- **Team Cohesion:** Their ability to empathise and build relationships contributes significantly to team unity and cohesion.
- **Conflict Resolution:** They excel in resolving conflicts by finding common ground and fostering a sense of mutual understanding among disputing parties.
- **Dependability:** Individuals with a Green Dynamic are incredibly reliable, often going above and beyond to meet their commitments to others.
- **Listening Skills:** They are exceptional listeners, providing a safe space for others to share their thoughts and feelings without judgment.

The Dynamics Report

An overview of the Dynamics Report



It's time to look through the Dynamics Report and the results contained in it.

Here's an overview of the sections of the report and what is contained in each:

The Dynamics Stack

4 blocks stacked in the order of the strength of the scores with the strongest at the top of the stack. Based in this methodology, there are 24 potential combinations (or stacks) a person could be.

It should be noted that the report is not based solely on the stack (meaning there are only 24 variations of the report). The report is more granular based on the percentages and scores. Just now, we have around 2500 variations of the report.

Your Type

Each stack has a name and a brief description of it.

Your Group

Stacks are also collated into one of 8 different groups (more on this later in the guide) and this is the group this stack belongs to with a brief description.

Your Dynamics

A series of graphs that present the results from the questionnaire the person being coached completed. These are broken down into:

Focused Mindset

- **Purpose:** Represents how an individual adjusts their natural tendencies to fit into their current environment, often reflecting the behaviour they believe is expected of them in their professional role or social settings.
- **Features:** This graph shows the traits that a person consciously emphasises or diminishes in their interactions with others, based on their perception of what is most appropriate or effective in the given context.
- **Use:** Helpful in understanding how adaptable and flexible an individual is, and in identifying potential areas of stress that may arise from prolonged behavioural adaptation.