



Your Name  
**Lumina Spark Portrait**  
Inspirational and Practical Personal Development

Welcome to the Lumina Spark Portrait. We hope that it guides you towards a better understanding of yourself so you can find your strengths and areas for growth to be a successful working person in the global market.

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# Welcome

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We welcome you to the Lumina Spark Portrait, a practical and inspiring personalized stimulus for you to expand your view while understanding yourself deeply.

The Lumina Spark Portrait aims at giving a deeper lever of self-awareness to enable more effective communication and stronger relationships with people all over the world. The colorful and memorable feedback will provide a valuable resource for you to gain insightful and far-reaching learning for personal and professional growth.

We hope that your Portrait inspires you to take an active role in the global environment.

Akie Mimori  
President of GREEN Co., Ltd.

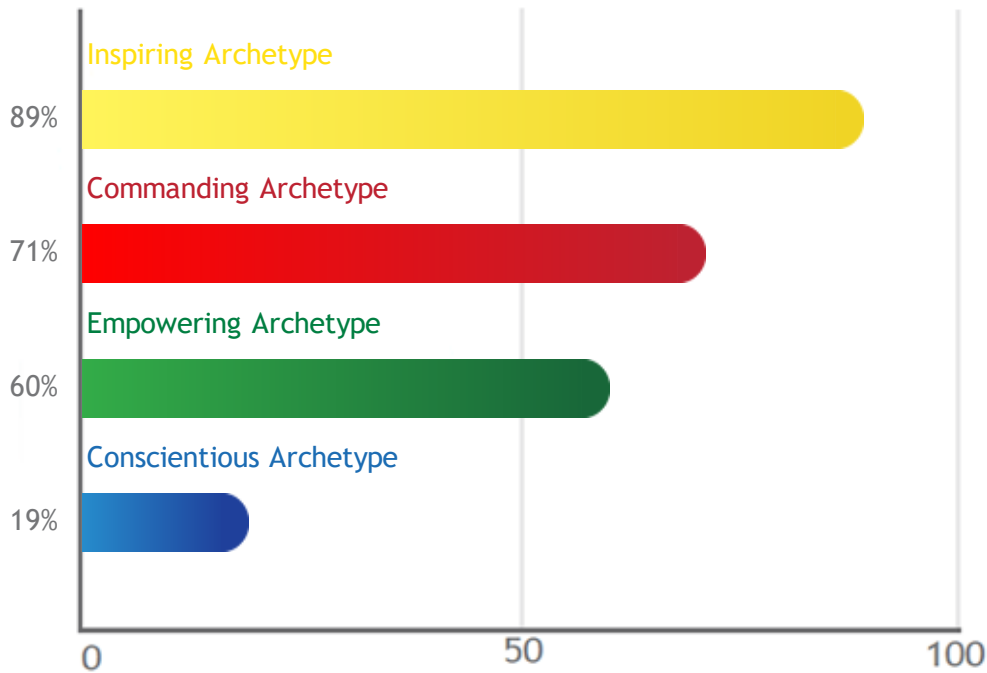
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Akie Mimori



# How you use the four archetypes

Your four archetypes:



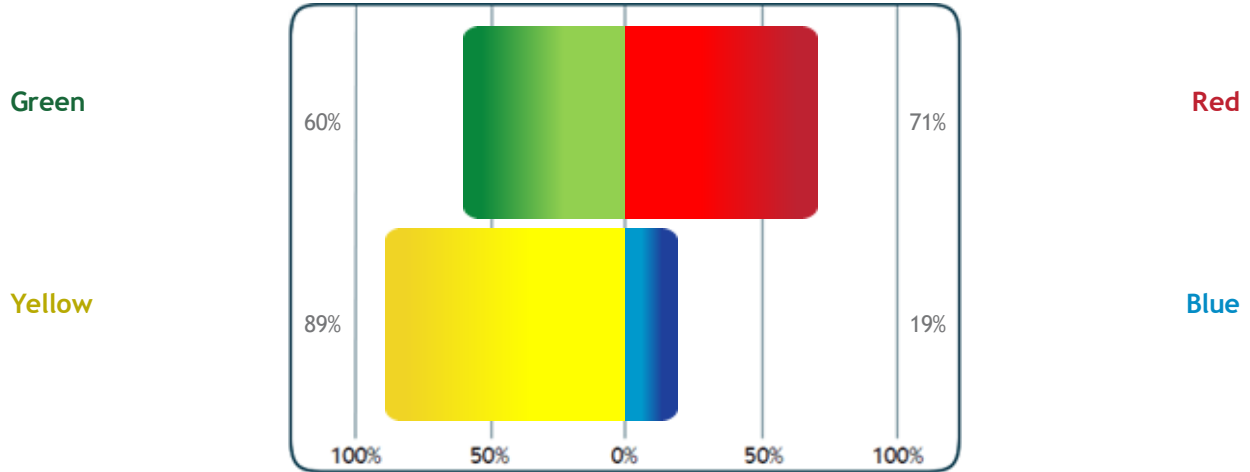
You often use the colour Inspiring Yellow. You see that every cloud has a silver lining. Problems contain new possibilities and ideas to be explored. You like to think of yourself as the catalyst for change within your organisation. Your second colour energy is Commanding Red and it is not far behind your first. You make a point of meeting in person whenever you have to discuss something new. You are always ready to back up your point and you won't allow naysayers to force you to back down. Your third colour archetype is Empowering Green. You recognise that, by working together towards common goals, the team can achieve more than working individually. You enjoy working in a dynamic and unstructured way, but know when a strict timescale can be a good motivator. You can't give many examples of times when you have used your Conscientious Blue energy.



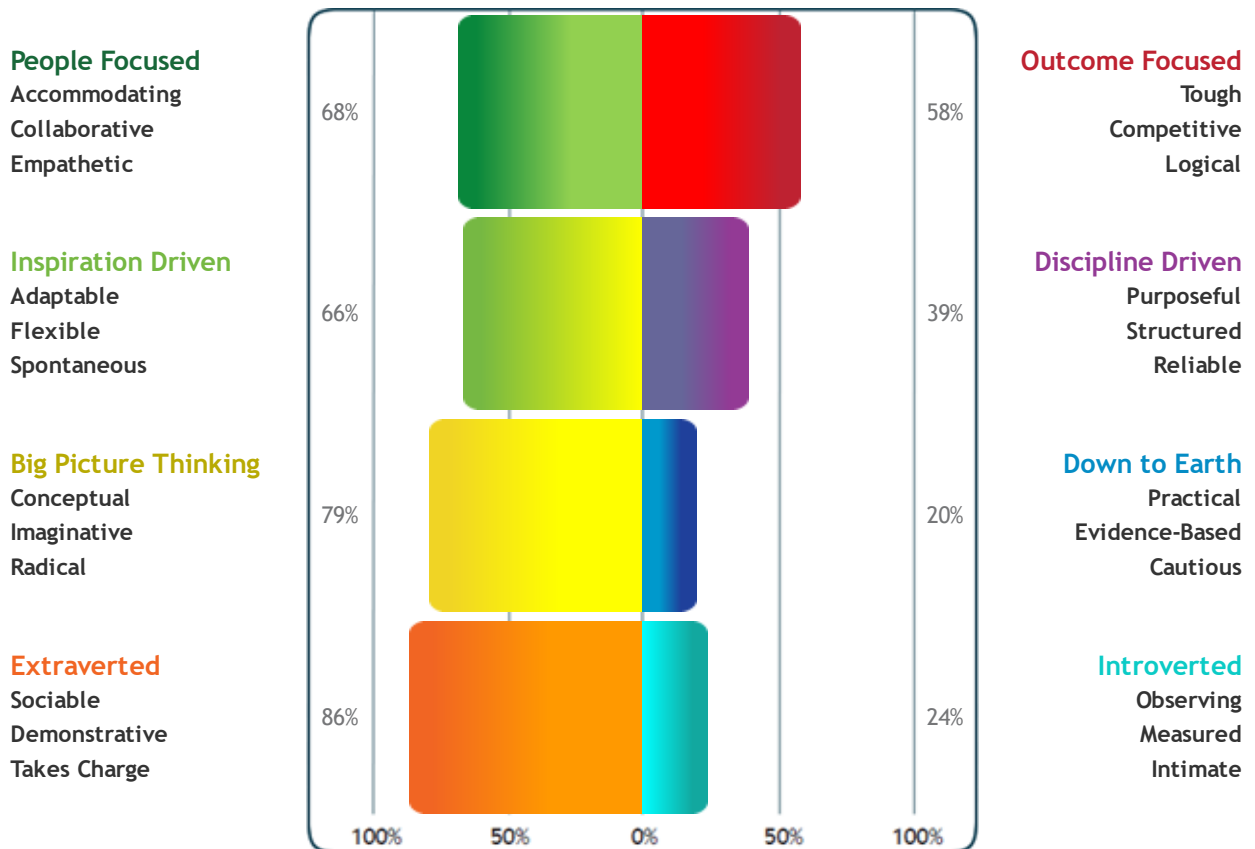
# Your Archetype and Aspect Bars

## 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.

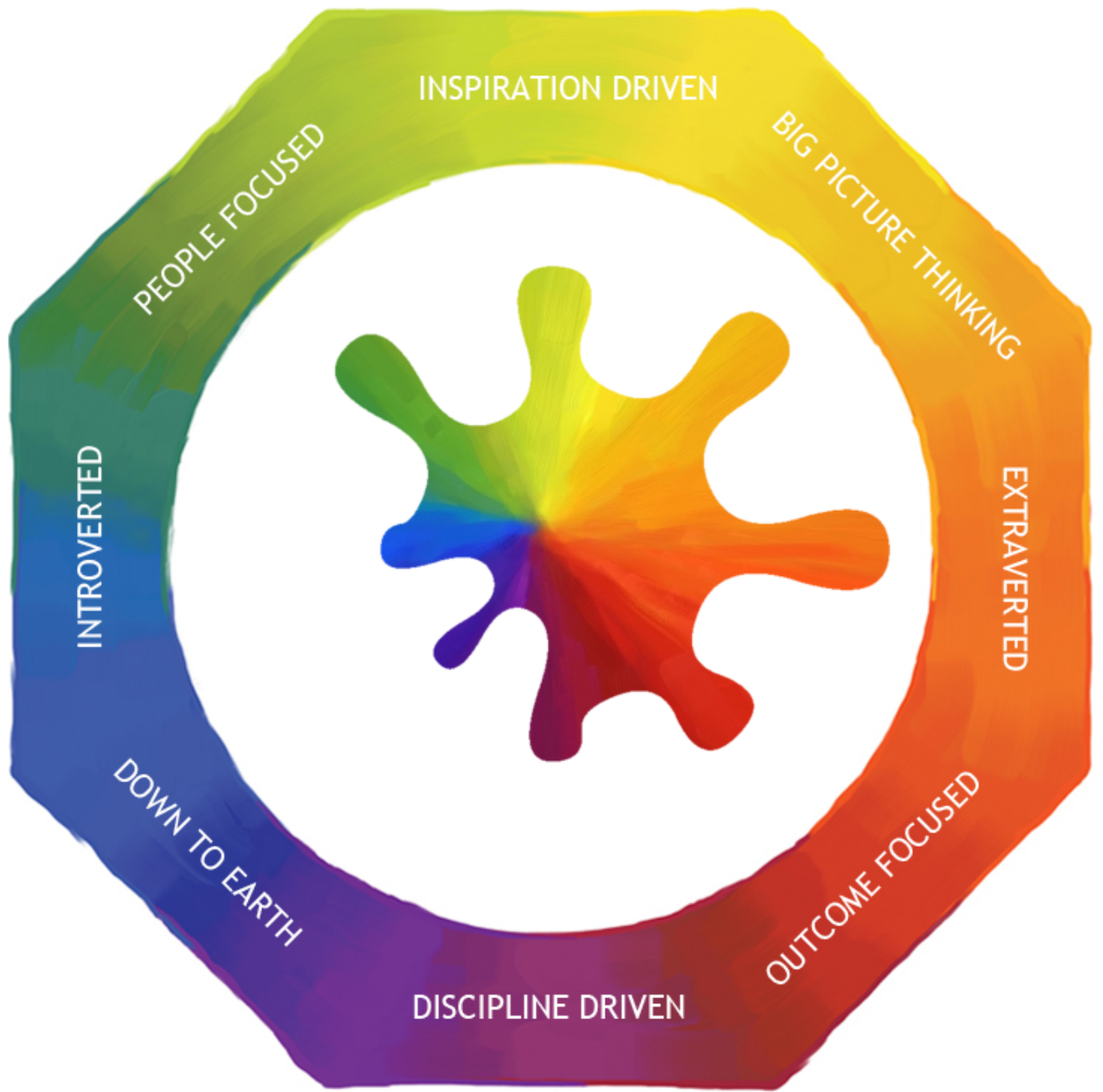


## Your use of the eight aspects which underpin the four archetypes



# Your Name - Your Spark Mandala

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# Your eight aspects on the Spark Mandala

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

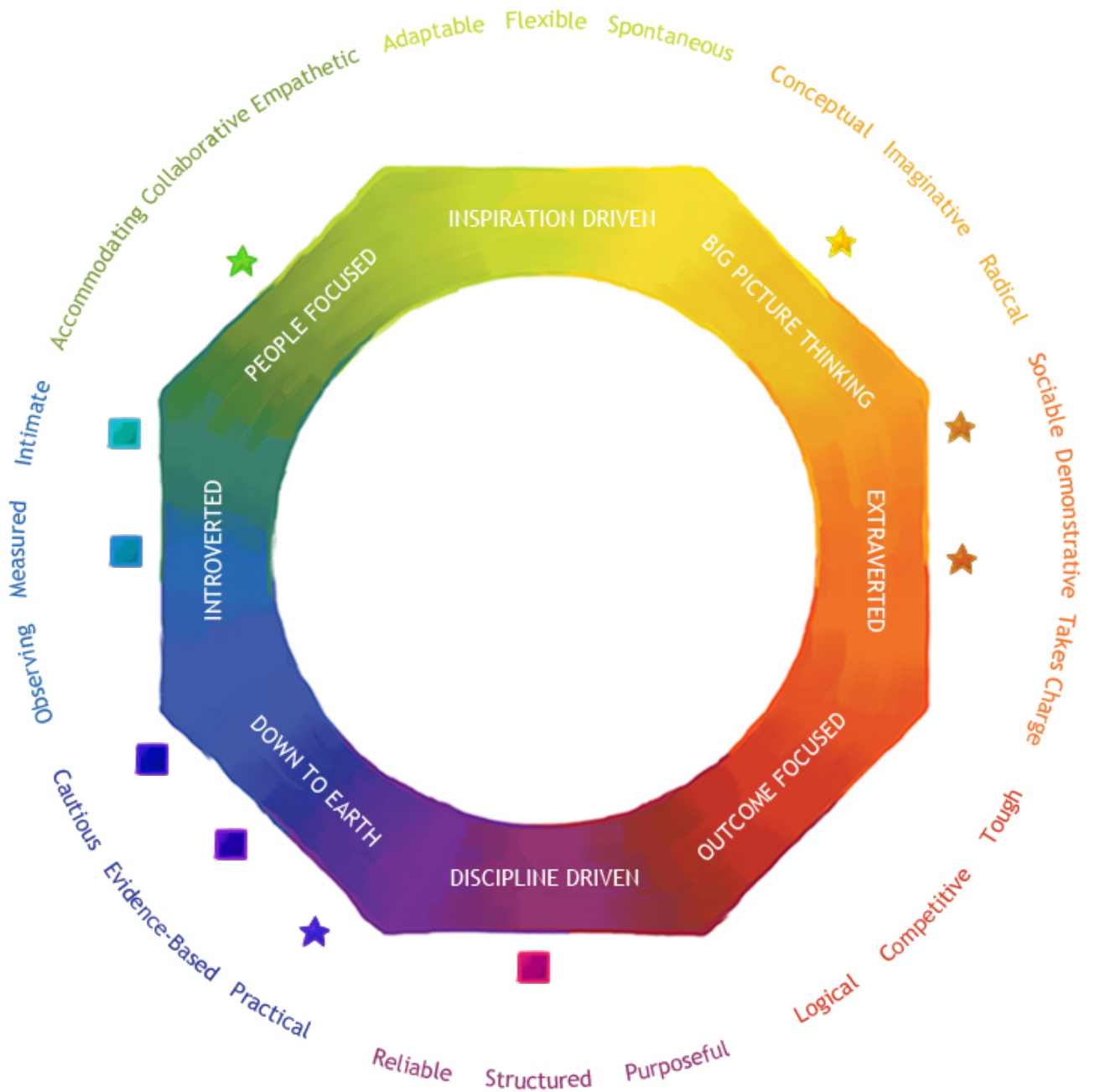
The mandala(1) shows a colourful approach to understanding key differences between individuals. On it you can see your colour scores across the eight aspects of behaviour.



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

(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".



# Qualities Mandala



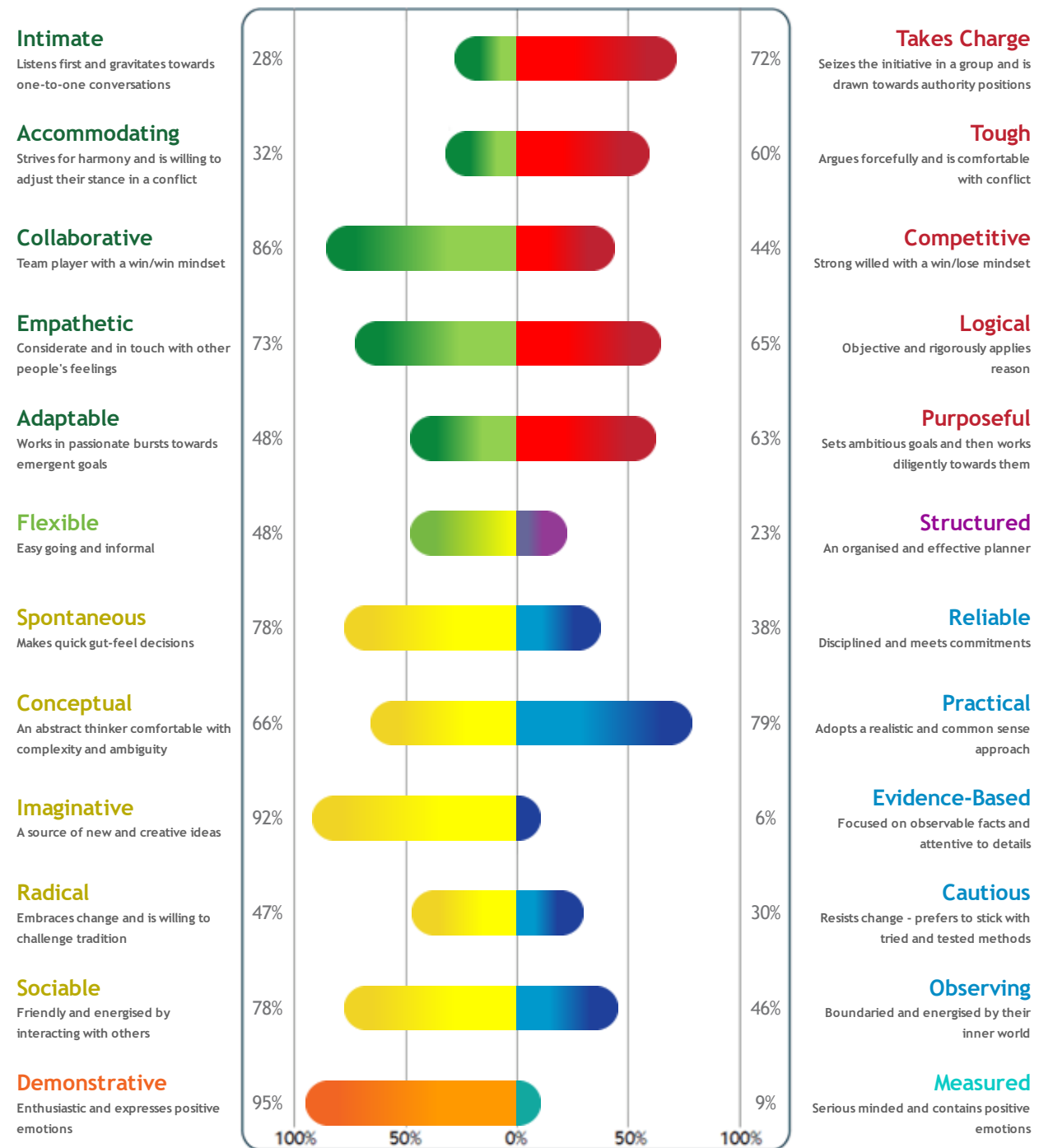
On the questionnaire you 'claimed' many qualities. The  symbol shows your top 5. There are other qualities that you did not claim and the bottom 5 are shown by the  symbol.



# 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.



# Your Inner Spark

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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.

You have a fast moving and focused lifestyle. You like to be direct and active in what you do. There will be occasions when you will want some free time to relax, but on the whole you will have a busy schedule full of meetings, activities and a good dose of hard work.



# Your Inner Spark

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Others see you as a happy person (at least this is the image you present) and may be surprised to know that inside, there are a number of things that could bring you discontent. That said, most of the emotions you express in the workplace will be positive ones, communicating them not just with your words but also your body language and tone of voice. You know that expressing positive emotions will encourage those around you to work to their best and be better able to reach expected results.

Colleagues will find you quite convincing, just with the sheer power of your communication style. You can put this to good use by inspiring a greater level of productivity in the workplace. However, some more contained introverted people may be overwhelmed by your communication style. You should make an effort to notice others reactions and be sensitive to their needs in order to keep them engaged and motivated.

You make new friends easily and very much enjoy the process! Talking to new and different people energises you. You sometimes find yourself dominating the conversation. There is an excitement involved in making new contacts and you are in your element exchanging information and ideas with them.

Your ability to connect rapidly with people in a friendly and warm style is an invaluable skill for networking. In a work context gathering a large network of contacts pays you back constantly. People will do favours for you just because it is you!

Sometimes you can spend a very significant portion of your day socializing, but you see this as time well spent. The ability to easily connect with people allows you to maintain interests in an ever-increasing variety of things, ensuring your curiosity is always piqued.

Your natural approach is to think out loud. Although this can frustrate more introverted people, who prefer to think things through first, it is actually a very helpful trait when you need to brainstorm and bounce ideas around. Other people may see your high-energy social approach as lacking boundaries. The sheer amount of contacts you have may make it difficult for you to spend much time alone. This may occasionally be an issue for you, but most of the time you will happily fill your diary with social gatherings and other excuses to spend time with people.

# Your Inner Spark

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## 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.

You always talk to others in a polite, respectful manner. Your responses are measured and show you have logically considered the situation.

You enjoy discussing abstract ideas, but you also have the ability to bring in the practical side of things into the conversation as well.

## Leadership & Working With Others

People think of you as something of a visionary leader. You have a lot of innovative ideas and you see possibilities that your team can work with that others might have missed. Those who work alongside you will never be short of ideas and they know they can rely on you for a constant source of creativity. If your team gets stuck you encourage them to think of inventive solutions to resolve the issues at hand.

## Two quotes to inspire you

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He is so outgoing and positive. He's been a very important part of this. His personality is a great asset in this effort. - Charlie McConnell

Charlie McConnell's quote concerning an unknown third party might as well be a description of you. Your friendly and gregarious nature endears you to those around you and provides much of the energy for your group's endeavours. Your enthusiasm inspires those around you. When things aren't going so well you are doubly important; you keep other people's spirits up and help them see the positives in any situation.

A wise man proportions his belief to the evidence - David Hume

People will find it harder to refute your claims if you can back them up with sufficient data. The research required to uncover the facts also provides evidence of your dedication to the project. If you make unsubstantiated claims people may start to dismiss your ideas as fantasies. This is why you should put more effort into gathering information to support your position.



# Three perspectives on who you are

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## 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

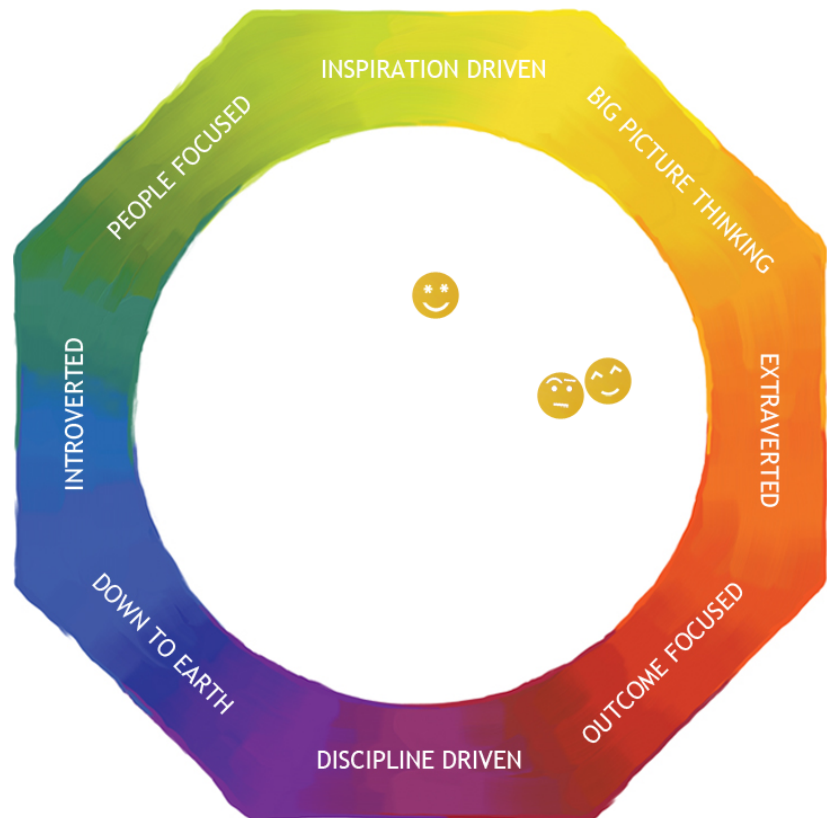





# Your three persona positions

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## Your Three Personas on the Lumina Mandala

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



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

# Your Three Personas

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## Your Underlying Persona

Your name, you have a preference for using Extraverted Yellow blended with Big Picture Thinking and People Focused energy

You are a natural team player who believes in working with others to achieve shared goals. You enjoy reaching win/win targets that benefit everyone involved. You are naturally a very energetic and dynamic person to be around. Others will feel enthused simply by being near you and you enjoy getting the opportunity to spread the positive energy around.



## Your Everyday Persona

Your name, you most often use Inspiration Driven Yellow blended with Big Picture Thinking and People Focused energy

You might prefer to avoid pushing yourself too hard but that is not the impression that many people have of you. Instead they see you as someone who sets themselves very tough targets and then works hard to achieve them. You don't enjoy competing but you have found that it is sometimes unavoidable. Instead of shying away from this, you embraced it and you can now work well in a challenging environment and feel confident in your ability to come out on top.



## Your Overextended Persona

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

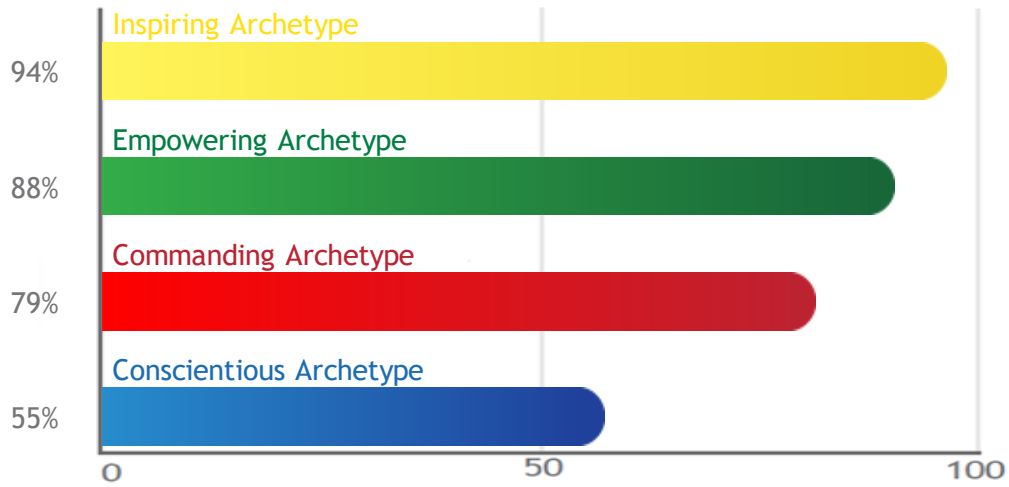
When you are under a lot of pressure you go against your nature and try to get a lot of people involved to lessen the burden. This may well backfire as you continue to bring in new people until it becomes impossible to maintain clarity of purpose. You don't often go much into the emotional side of things, but when you have to deal with a stressful situation you can get too caught up in other people's feelings. This can leave you drained and unable to tend to your own emotional needs.



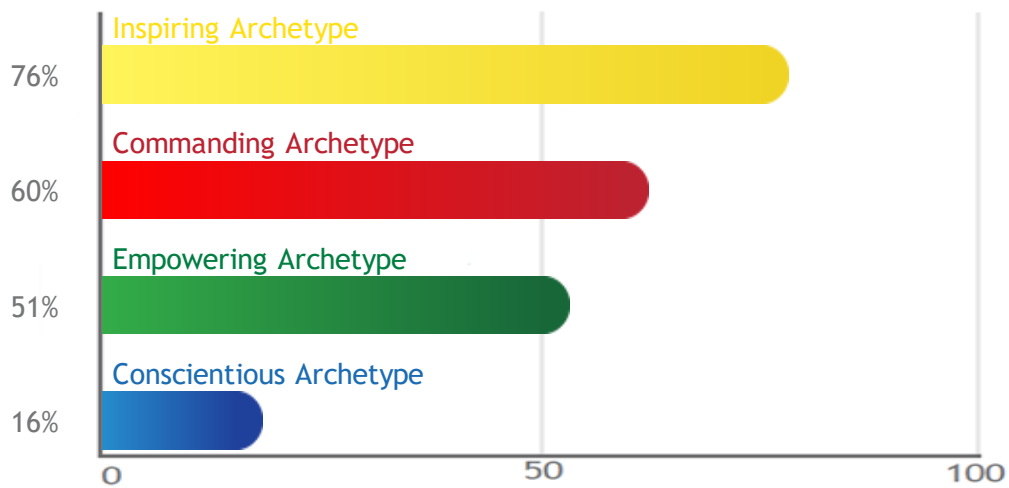


# Archetype by Persona Overview

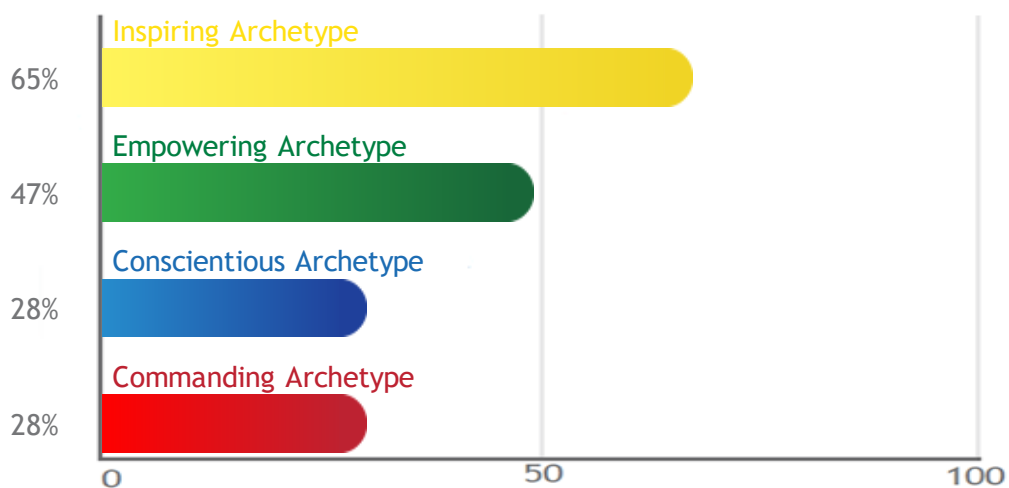
## Underlying



## Everyday



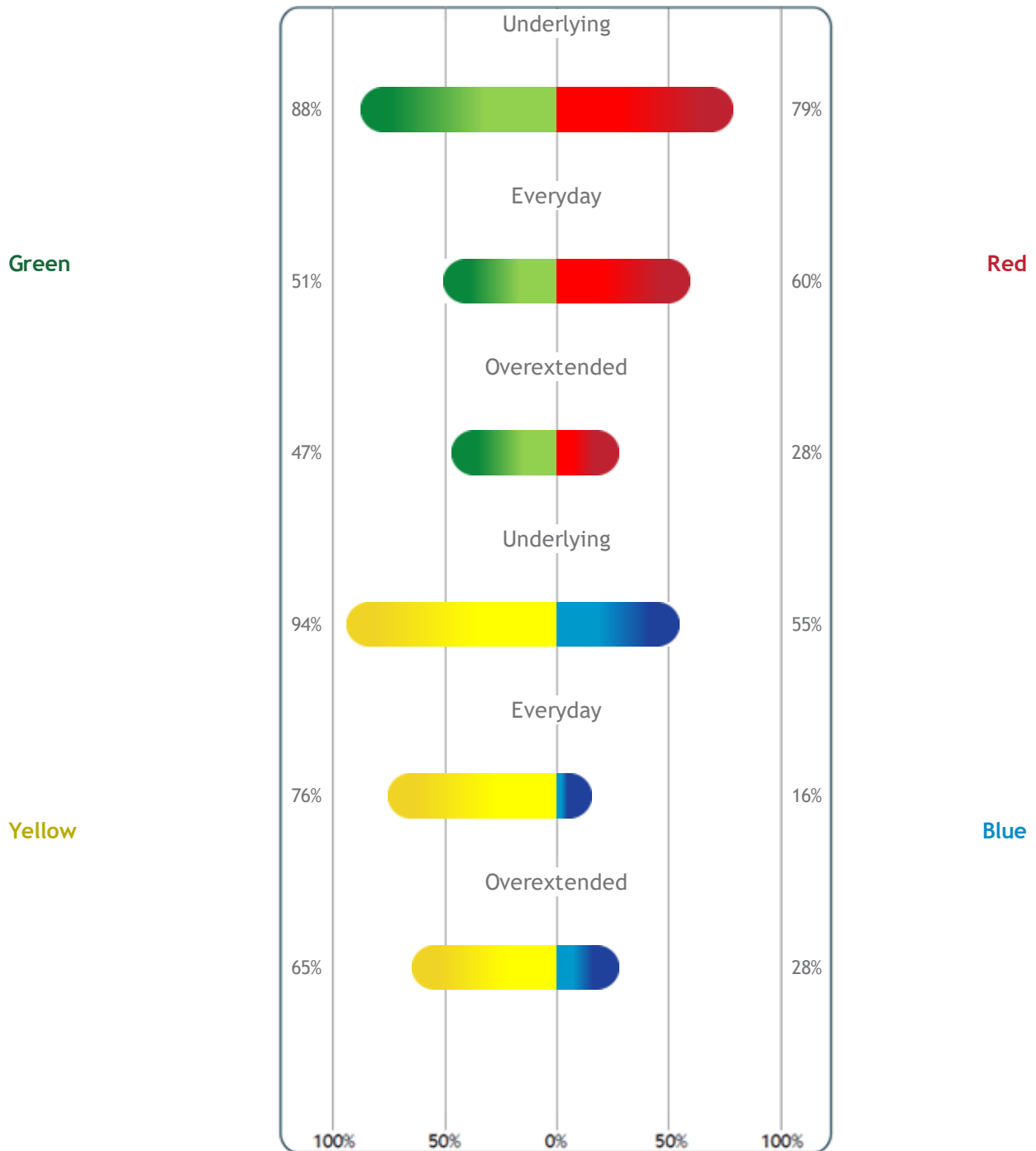
## Overextended



# Your Archetypes split by Persona

## Your use of the four archetypes split by persona

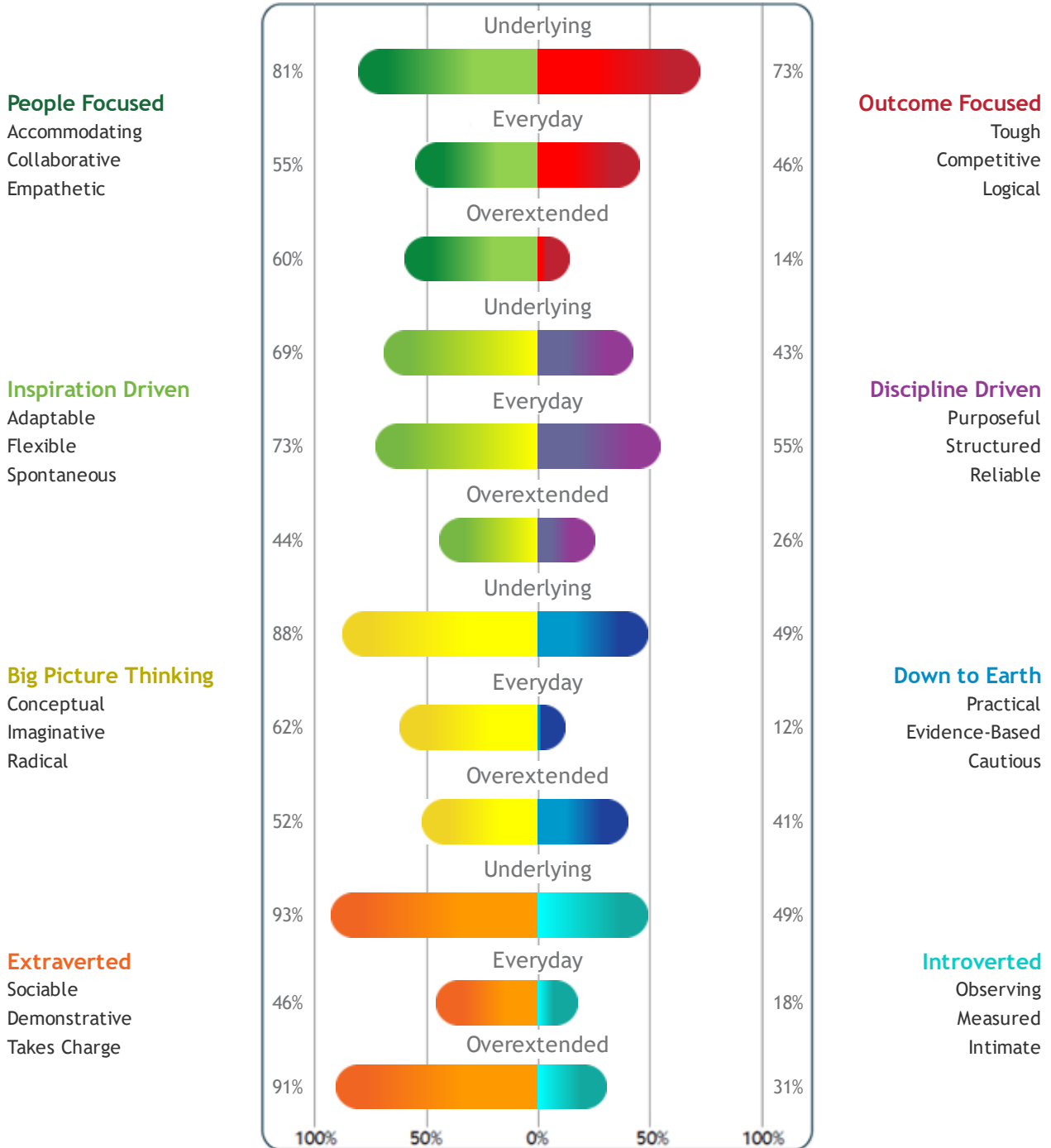
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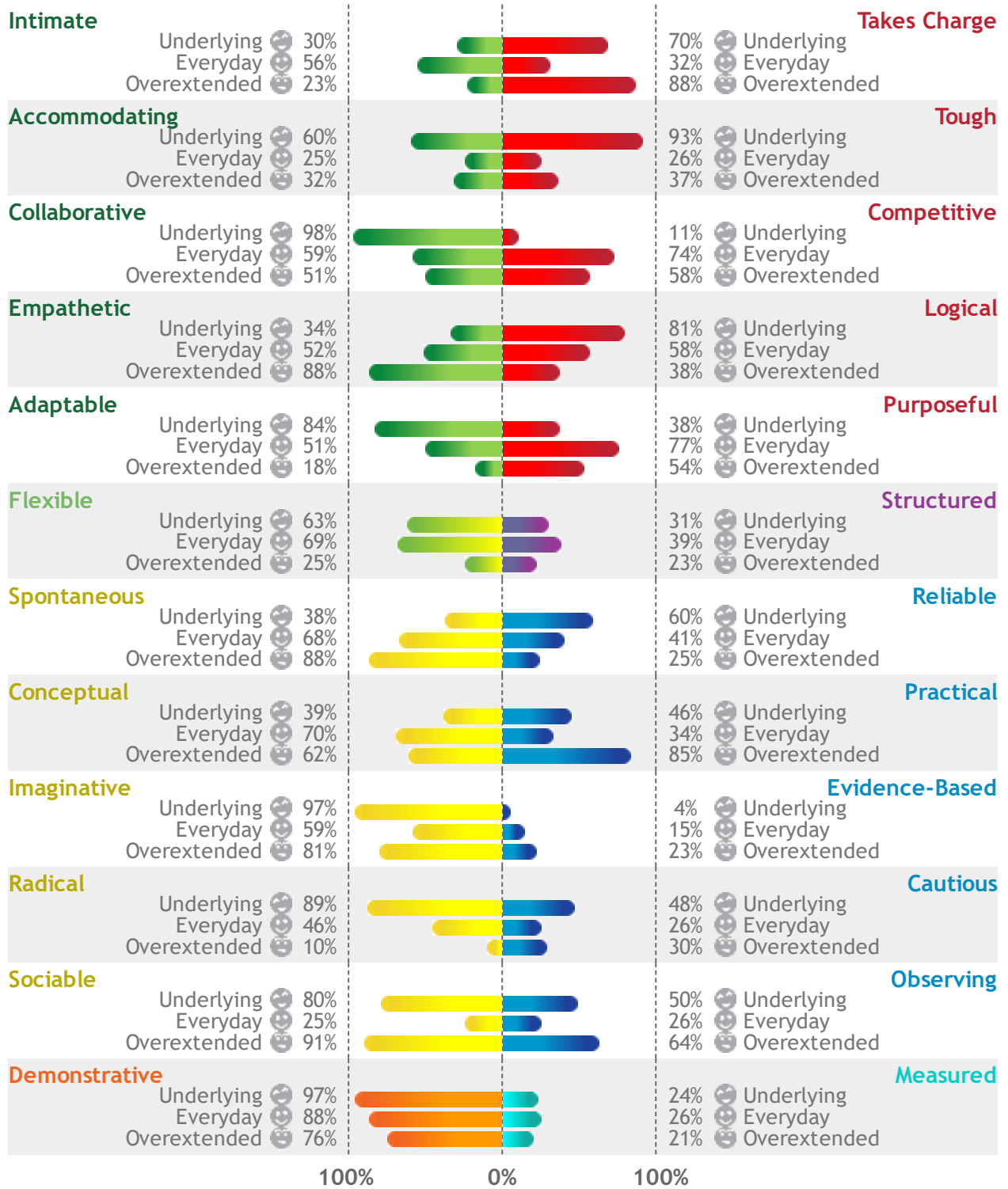
# Your Aspects split by Persona

## 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 24 Qualities in detail



# Your strengths and possible weaknesses

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## Your name, your natural strengths are:

- You are good at using humour 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 are a great 'team-player' and you advocate the overall importance of good teamwork when it comes to achieving your targets. By working together people can achieve much more than they would individually.
- 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.

## Here are some of your possible weaknesses:

- Occasionally you find yourself unable to work effectively outside of a particular situation. Your preference for working within a team can become so pronounced that you simply cannot adjust and work on your own. Then again, when you do switch to working independently it can be difficult for you to make the transition back to teamwork.
- You can find yourself exhausted after attempting to help other people and ending up with little emotional energy left for yourself. You can become a contradiction of warm and compassionate with others but cold and empty when left on your own.

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

# Your Communication Preferences

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## How you prefer to communicate with others:

- You convey a lot of your meaning when communicating through your body language and gestures.
- You enjoy recognising and applauding the accomplishments of others. When it comes to your own role, you tend to deflect attention and give credit to the team as a whole.
- When you have an idea, you want to act on it immediately. Your enthusiasm then energises those around you.
- You like to talk a process through and let it evolve naturally through discussion, while getting a clear idea of the final resolution as you go along.

## How you like others to communicate with you:

- You like interactions where the other person is optimistic and full of positive energy.
- You like it when everyone contributes their ideas to a discussion you are holding.
- You get a lot out of talking to people about things you find interesting and feel enthusiastic about.
- You enjoy communicating with people who understand that even though you value clear goals, you would rather let your targets emerge.



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### 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 don't like people who do not take into account other people's views. You find their communication style to be selfish and uncaring toward the team.
- 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 don't like people who push you to formalise your goals in a conversation. You feel it conflicts with your natural preference to let ideas develop over time.

### 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.
- In general, you would be better off dealing quickly and directly with some people. They will not appreciate your polite enquiries about their personal lives as they will view it as a distraction from the task at hand.
- Some communications are best put into writing. This serves to keep a formal record of discussions held and also as a useful checklist to ensure you cover everything you want to.
- 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.



# Creating a High Performing Team

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

- Your passion and enthusiasm can be vital for both getting a team going and for keeping it focused over time.
- You involve all members of a team in strategy and decision-making. This allows everyone to fully engage in the process, feel responsible for its success and be accountable. It leads to a strong team identity and high performance.
- Exercises like brainstorming and 'blue sky thinking' really play to your strengths and others appreciate you for your creativity.
- Your passion for evolving yet clear goals enables you to successfully tap into the power of a team's collective intelligence and mould them into a successful high-performance team.

However sometimes you may overplay your strengths:

- 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 and you can end up disconnecting from the people closest to you.
- Your tendency to say 'yes' to everything before consulting your colleagues means you may overstretch yourself and risk compromising your colleagues.
- If you take charge of everything you may end up with no one else feeling like they have any accountability or even responsibility.
- With your tendency to make decisions quickly, you may exclude others who prefer to make more considered contributions.





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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 can be so enthusiastic about what you want to say that you forget to consider the impact of your words on other people.
- You are excited by change and run the risk of rushing ahead without thinking of the consequences. This can mean a lot of wasted effort if the team ends up on the wrong path.
- You like the sound of your own voice and you can find yourself speaking without thinking. This can result in arguments or you upsetting other members of the team.

Here are some suggestions to improve your teamwork:

- 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.
- Learning to say 'no' is as important to teamwork as it is to your own time management. Although initial reaction to your 'no' may be negative, you will find people will respect you more for it over time.
- Be assertive when delegating to others. Explain why someone else is the best person to do the job. Try to divide the work consistently with people's time allocated to the team.
- By all means take time to discuss issues and concepts. Then develop a plan to deal with them and ensure that the plan is fully implemented.



# Lumina Spark Portrait

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