



*This time we had a chance to meet up with renowned author, Patrick Handley, creator of the Insight Inventory, an industry leading personality profile. The Insight Inventory is an easy-to-use, self-scoring personality profile test that helps people gain in-depth knowledge about their personality strengths, understand others better, and improve communication skills.*

*Dr. Handley, where did the concept for the Insight Inventory come from?*

Well, I started out as a math teacher, and then turned into a psychologist.

I began to teach courses in leadership and team development. I was using other assessments, but found that groups of adults felt boxed in when they were told that they had been coded as a particular "personality type." These labels often blocked communication versus enhance it. These traditional personality tests were getting in the way of helping teams cut to the chase and get started on improving communication and efficacy.

That is why I began to create the Insight Inventory. It looks at how people behave within a particular environment, since all we really know about someone is how we observe them. That is, we see others' behaviors, but not their intentions. And this goes both ways. So we can get judged so easily! I decided that we need to assess people's versions of themselves within an environment. That is why the Insight Inventory asks how you are, in two major environments; work and home.

*How are the results of the Insight Inventory utilized differently than other tools?*

That's a good question. As I stated, we look at how people change from one setting to another. What makes the Insight Inventory different is that we use this as a conversation opener for how they may change around others, or on a team, or within a taskforce. We want to get beyond thinking that we know who people are, simply by looking at a code, color or title. Ultimately, we want to look at each other's strengths and how we can work together.

*Tell me how you identify primary behavioral traits.*

We isolated the traits that make sense for assessing people in work teams. For example, how do you assert yourself? If we know that about someone, we can escape judgment. As you know, as soon as we fall into judgment, we are not focusing on each others' strengths.

In the short term, we can overlook each other's differences to get something done. However, the teams that work together on complex tasks over a long time – where the relationships and communication are critical – they need to build on each other's strengths in order to bring out the best in each other.

*Thank you so much for your time, Dr. Handley. When Dr. Handley is not teaching or training, you can find him spending time with his family in Kansas City, Missouri.*