

Our **Evolved** Evaluator

FAQs

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What's changing?

Insights Discovery evaluator

Insights recently launched the evolved Insights Discovery Personal Evaluator (IDPE).

The evolved evaluator is only available on our new customer platform. Our new customer platform will enable an enhanced practitioner and learner experience as well as providing increased automation to reduce administrative effort.

Why are we changing the Insights Discovery evaluator?

An enhanced new experience

Following extensive research and testing, we've developed our evolved statement-based evaluator to enhance the learner experience.

The new evaluator will still produce the same Insights Discovery Personal Profile that we all know and love, but with the added feature of using statements instead of word-pairs. We have also changed the number of questions to allow us to gain a deeper understanding. These statements use simpler, more accessible and inclusive language and have the added benefit of being easier to translate to ensure global reliability.

Why has the evaluator changed from word-pairs to statements?

Supporting the learner

Our research shows that moving from word-pairs to statements supports the learner to contextualise their responses.

Statements are easier to relate to our preferences. This also removes the issue experienced by some learners when trying to relate to the word-pairs in the IDPE, for example:

- When reading the word-pair **Active and Controlling** a learner may respond "I relate to the word active, but not when it is coupled with controlling, as I don't view my style as controlling."
- The evolved evaluator asks people to rank statements like, "**I can be head-strong when defending my own perspective.**"

What's not changing?

Profile statements and experiences

Profile statements and the way they are selected once the evaluator is completed remain the same. People will still receive an Insights Discovery profile that reports on Fiery Red, Sunshine Yellow, Earth Green and Cool Blue.

Insights Discovery experiences and delivery materials will look and feel the same.

All workshop journals, mats, blocks, and other accompanying materials will also remain the same.

What if a learner's wheel position changes following the completion of the evolved evaluator?

Changes in wheel position often happen when retaking a profile

There are many reasons why a person's wheel position changes. At Insights, we like to reinforce that evolving wheel positions are to be expected.

Examples include:

- **Time between completion:** People who complete the evaluator more regularly are more likely to experience gradual changes in their development, than those who complete the evaluator less often.
- **We all experience change.** We all go through change in our lives, whether it's role changes at work or bigger life events. This may impact how we work today, and how our preferences manifest.

People are just as likely to see their wheel position change when re-completing the Insights Discovery Personal Evaluator as they are when they complete the evolved evaluator.