



FAMILY RELATIONSHIPS

Young Adult Version

Joel Sample
Department Manager
ABC Corp
10-25-2016



Introduction

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston



Understanding yourself and others is the first step toward developing effective communication. Based on Joel's responses, the report has selected statements to provide a basis for understanding his behavior. Read each statement and discuss it with other family members. Eliminate any statement which EVERYONE agrees does not apply.

- I like to make up my own activities.
- I prefer people to things.
- I'm good at generating enthusiasm in other people.
- I am a big dreamer and sometimes have bigger dreams than I can fulfill.
- I want my friends and family to see me as being very popular.
- I can be both a leader and a follower.
- I like to do things my own way.
- I can be called a talker.
- I can be influenced greatly by people I respect.
- I'm willing to accept others for what they are.
- I can be very sensitive if others say anything negative about me to my friends or family.
- My friends see me as being very sociable.
- When you are talking I sometimes am thinking about other things and don't always hear exactly what you said.
- I like time to socialize with my friends and family.
- I may not always hear everything you say because I was trying to figure out what I was going to say when it was my turn to talk.
- I get frustrated when people tell me they are going to do something but don't do it.
- Sometimes I will clean my room just for the recognition.
- I like an environment where I am free to talk.





This section of the report provides methods for communicating with Joel. Read and discuss each statement. Identify those statements which are most important to Joel. Share these statements with other family members. Make a list and practice using them in your daily communication with Joel.

- Talk about his goals and opinions.
- Provide a warm, friendly environment.
- Give recognition and praise for superior performance.
- Plan interaction that supports his dreams and goals. Lead conversation to a plan that will result in achieving his dreams or goals.
- Understand his defiant nature toward excessive rules.
- Flatter his ego.
- Spell out rules very specifically.
- Negotiate his commitment to rules.
- Expect him to discover ways around vague rules.
- Confront when in disagreement with him.
- Provide solutions to problems and discuss the risk involved with each.
- Put important rules in writing.



This section of the report lists the things NOT to do when communicating with Joel. Read each statement and identify those that result in frustration or ineffective communication. Share them with all family members so they can refrain from using these methods.

- Don't leave instructions open for interpretation. Remember, he will take the risk to show you the loopholes.
- Don't let him overpower you with his fast talk.
- Don't get upset by his cockiness.
- Don't try to change his mind without supporting facts.
- Don't act timid if he confronts you.
- Don't be cool and distant. He prefers a warm, friendly environment.
- Don't ramble on about things that bore him.
- Don't take credit for his ideas.
- Don't leave decisions hanging in the air.
- Don't overcontrol the conversation. Remember, he likes to talk.
- Don't talk down to him.



Descriptors

Based on Joel's responses, the report has marked those words that describe his personal behavior. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment and how he responds to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influencing	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending



Action Plan

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

The Communication skills I need to develop are:

- 1.
- 2.
- 3.
- 4.

I agree to practice the listed communication techniques and develop communication skills in the areas indicated.

Signed: _____ Date: _____

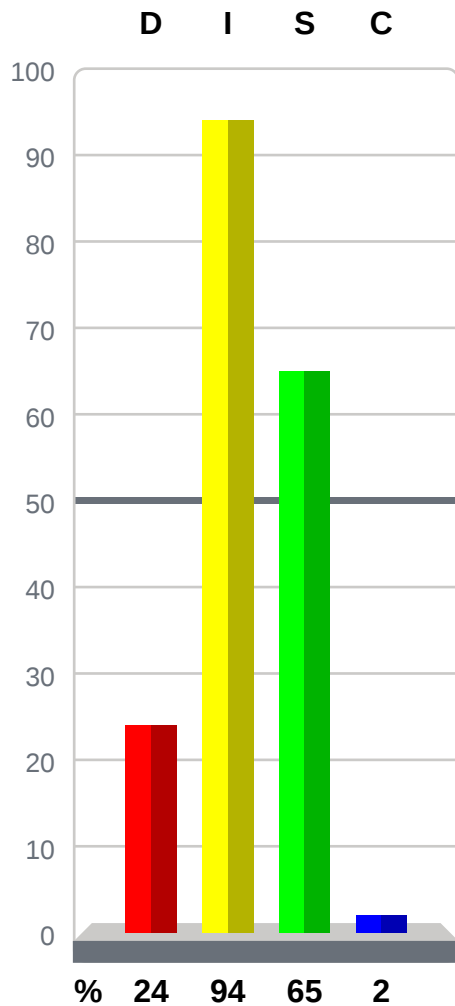


Style Insights® Graphs

10-25-2016

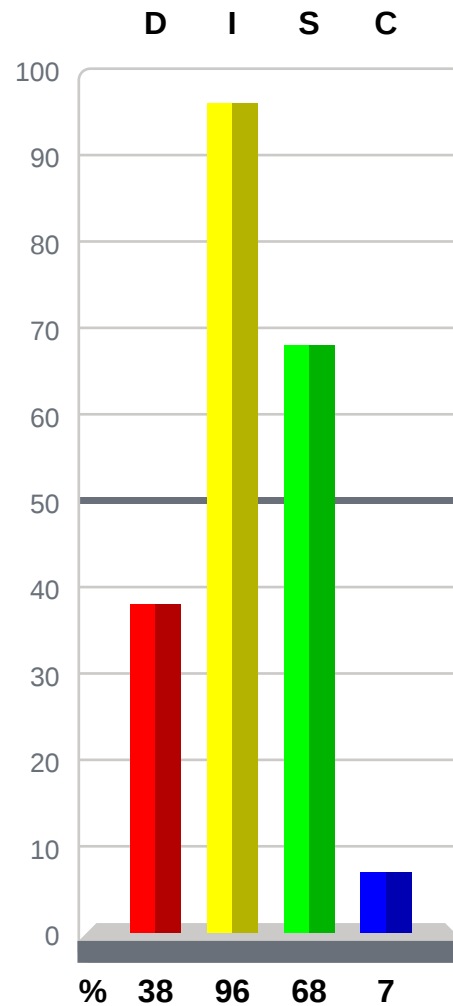
Adapted Style

Graph I



Natural Style

Graph II



Norm 2012 R4



The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

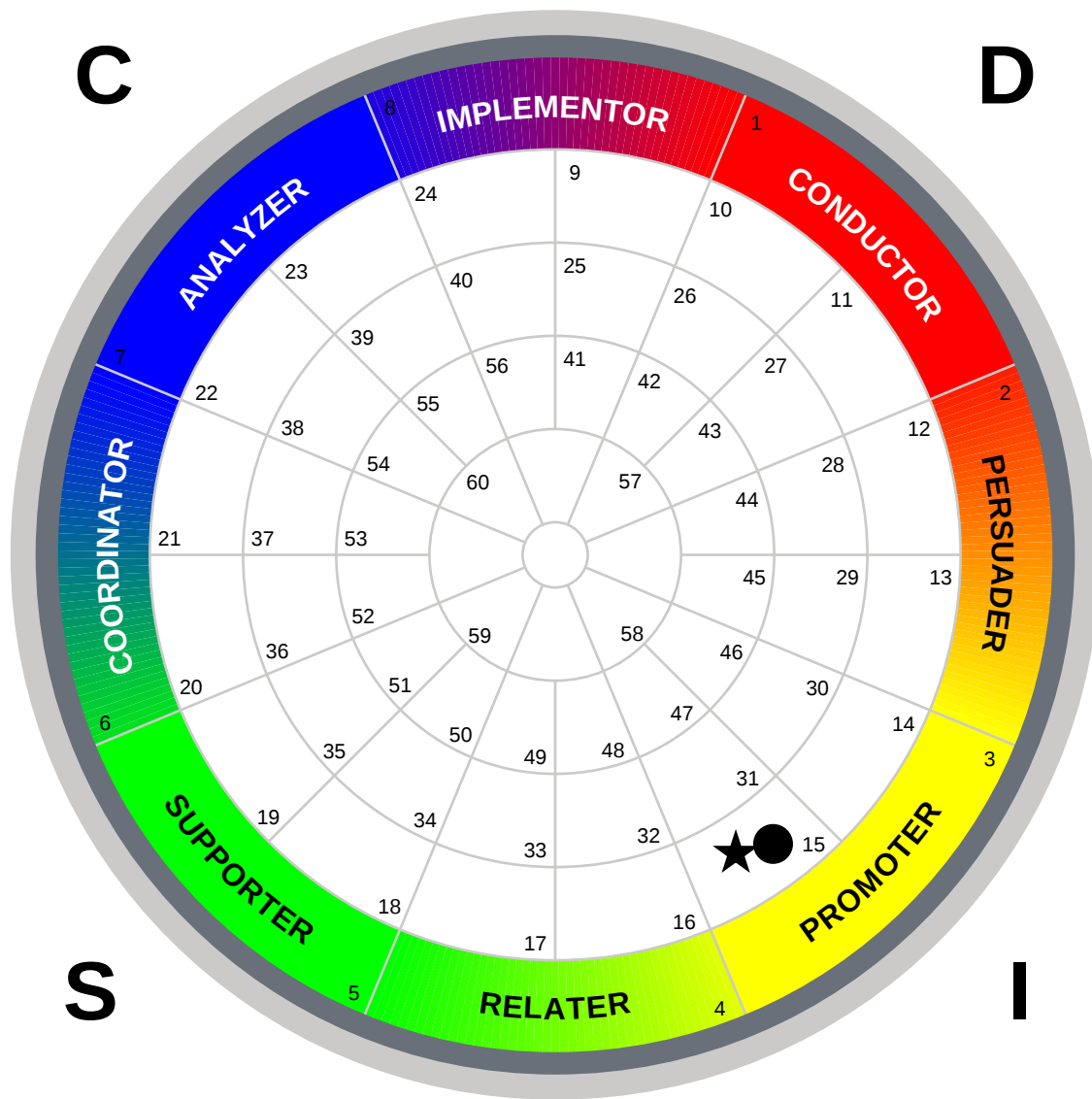
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



The Success Insights® Wheel

10-25-2016



Adapted: ★ (15) RELATING PROMOTER
Natural: ● (15) RELATING PROMOTER

Norm 2012 R4

T: 0:37