



# FAMILY RELATIONSHIPS

Adult Version



**Mary Sample  
Parent**

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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 Mary's responses, the report has selected statements to provide a basis for understanding her behavior. Read each statement and discuss it with other family members. Eliminate any statement which EVERYONE agrees does not apply.*

- You strongly believe in your own decisions and sometimes go out of the way to persuade others to the fact that you are correct.
- Sometimes you appear as being single minded and this may irritate others as they pursue their goals.
- Your strong and self-confident image may sometimes be interpreted by other family members as being arrogant.
- Other family members sometimes get in your way and you often feel you could do things better yourself.
- You produce tension in other family members because they feel threatened by your communication style.
- You prefer difficult tasks and competitive situations on the job and sometimes carry these into the home, often to your detriment.
- You are frustrated often because other family members do not accomplish their jobs efficiently.
- You must realize that some family members cannot stand up to you with verbal aggressiveness and tend to fight you passively. That is, they tend to agree at the time but later will revert to doing it their way.
- You are just as demanding of yourself as you are of others and possibly to the point that you irritate others.
- You are skilled at asking good questions and extracting information from other family members to assist in decision making.
- You have high expectations of your own role and high expectations of other family members' roles.



- Your friends generally see you as a person who is able to attack tough problems and bring them to a satisfactory conclusion.
- You enjoy persuading others to your point of view.
- You may antagonize other family members by your desire to place issues on the table and discuss them. You may have trouble controlling the emotion and lead into heavy confrontation.
- You have a quick-moving mind and usually demand response and action to what you say.
- You need to learn how to use silence as a motivator.
- Sometimes you place a value on efficiency at the expense of other family members' feelings. Thus, in the long run you may gain little from exercising your control and authority.
- You place a high value on efficiency, determination and persistence in both yourself and other family members.
- As a person you sometimes resent direct control; however, as a parent you occasionally use the very control you resent.
- You prefer being an assertive parent and like to do things your own way.
- You have all the characteristics of a winner, but having these characteristics does not guarantee success in dealing with interpersonal relationships.
- Once you have made a decision about a particular matter the family should do, you can be very persuasive and motivating.
- You could increase your parenting effectiveness by being more relaxed and accepting of other family members.
- Sometimes you become so involved with your own projects that you seem aloof and cool to other family members although they feel no hostility.



## CHECKLIST FOR COMMUNICATING

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

- Leave time for relating, socializing.
- Offer special, immediate and extra incentives.
- Support the results, not the person, if you agree.
- Provide ideas for implementing action.
- Read the body language for approval or disapproval.
- Motivate and persuade by referring to objectives and results.
- Ask specific (preferably "what?") questions.
- Read the body language - look for impatience or disapproval.
- Provide a warm and friendly environment.
- Plan interaction that supports her dreams and intentions.
- Support and maintain an environment where she can be efficient.
- Ask for her opinions/ideas regarding people.



## DON'TS ON COMMUNICATING

*This section of the report lists the things NOT to do when communicating with Mary. 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 speculate wildly, or offer guarantees and assurances where a risk exists in meeting them.
- Don't reinforce agreement with "I'm with you."
- Don't be dogmatic.
- Don't spend excessive time on the details, put them in writing, and pin her to modes of action.
- Don't direct or order.
- Don't drive on to facts and figures.
- Don't waste time trying to be impersonal, judgmental, or too task-oriented.
- Don't kid around too much, or "stick to the agenda" too much.
- Don't let disagreement reflect on her personally.
- Don't be redundant.
- Don't talk down to her.
- Don't be curt, cold, or tight-lipped.



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

Dominance	Influencing	Steadiness	Compliance
Demanding Egocentric	Effusive Inspiring	Phlegmatic Relaxed Resistant to Change Nondemonstrative	Evasive Worrisome Careful Dependent Cautious Conventional Exacting Neat
<b>Driving</b> <b>Ambitious</b> <b>Pioneering</b> <b>Strong-Willed</b> <b>Forceful</b> <b>Determined</b> <b>Aggressive</b> <b>Competitive</b> <b>Decisive</b> <b>Venturesome</b>	Magnetic <b>Political</b> <b>Enthusiastic</b> <b>Demonstrative</b> <b>Persuasive</b> <b>Warm</b> <b>Convincing</b> <b>Polished</b> <b>Poised</b> <b>Optimistic</b>	Passive Patient Possessive Predictable Consistent Deliberate Steady Stable	Systematic Diplomatic Accurate Tactful Open-Minded Balanced Judgment
<b>Inquisitive</b> <b>Responsible</b>	<b>Trusting</b> <b>Sociable</b>	<b>Mobile</b> <b>Active</b> <b>Restless</b> <b>Alert</b> <b>Variety-Oriented</b>	<b>Firm</b> <b>Independent</b> <b>Self-Willed</b> <b>Stubborn</b> <b>Obstinate</b> <b>Opinionated</b> <b>Unsystematic</b> <b>Self-Righteous</b> <b>Uninhibited</b> <b>Arbitrary</b> <b>Unbending</b>
Conservative Calculating Cooperative Hesitant Low-Keyed Unsure Undemanding Cautious Mild Agreeable Modest Peaceful Unobtrusive	Reflective Factual Calculating Skeptical Logical Undemonstrative Suspicious Matter-of-Fact Incisive Pessimistic Moody Critical	Demonstrative Impatient Pressure-Oriented Eager Flexible Impulsive Impetuous Hypertense	Careless with Details



To relate more effectively with \_\_\_\_\_, I need to:

- 1.
- 2.
- 3.

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- 1.
- 2.
- 3.

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- 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: \_\_\_\_\_



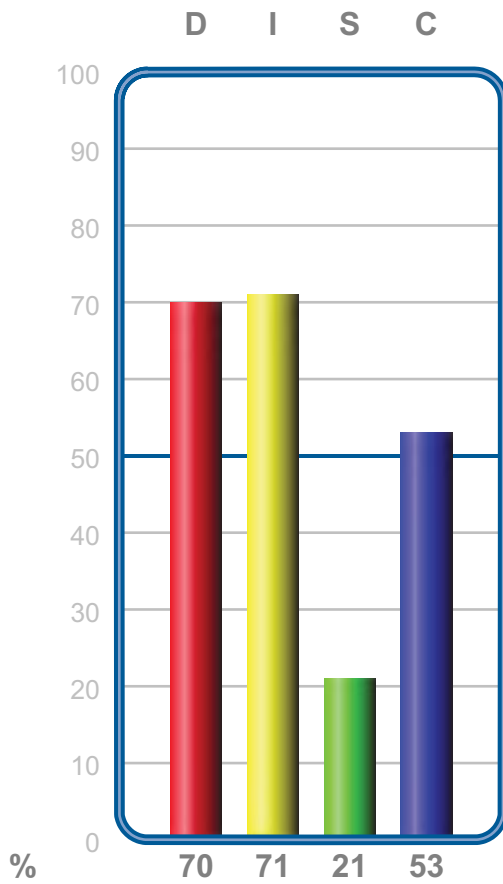


### Mary Sample

#### MOST

Graph I

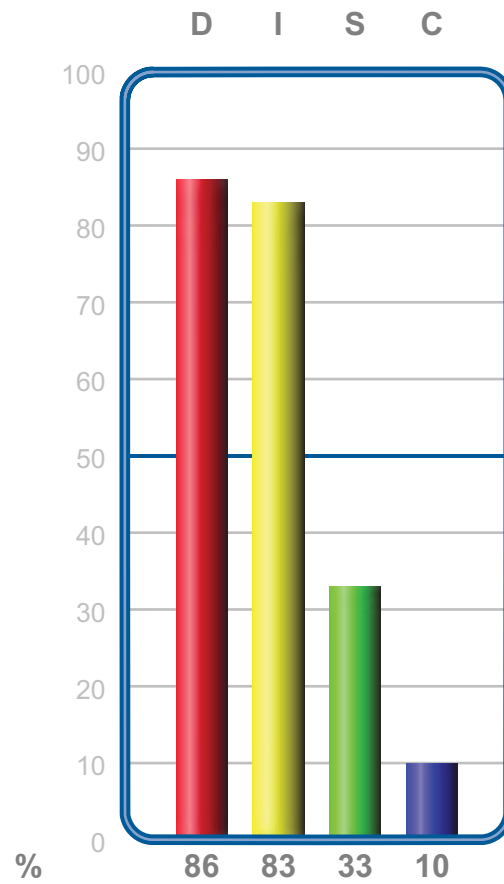
Adapted Style



#### LEAST

Graph II

Natural Style



Norm 2009



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:

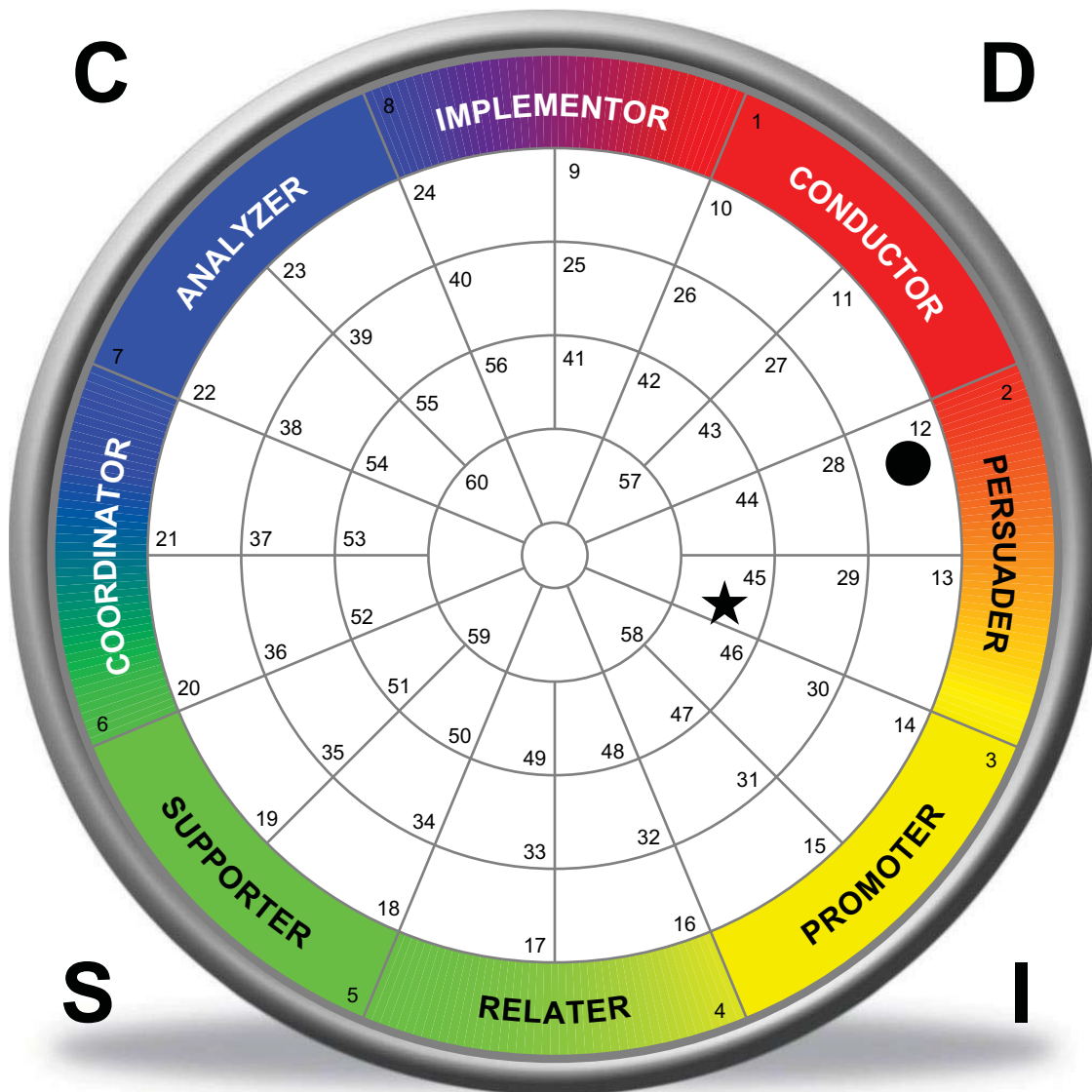
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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.



Mary Sample



Adapted: ★ (45) PROMOTING PERSUADER (ACROSS)  
 Natural: ● (12) CONDUCTING PERSUADER

Norm 2009

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