



FAMILY RELATIONSHIPS

Adult Version

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

John Sample Sr.

7-6-2007



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*



GENERAL STATEMENTS

Understanding yourself and others is the first step toward developing effective communication. Based on John'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.

- You are skilled at asking good questions and extracting information from other family members to assist in decision making.
- Other family members sometimes get in your way and you often feel you could do things better yourself.
- 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.
- As a person you sometimes resent direct control; however, as a parent you occasionally use the very control you resent.
- You are capable of being very efficient and businesslike on the job and sometimes take that same behavior into the home.
- You are good at thinking of projects and getting them done faster than anyone in the neighborhood.
- You are frustrated often because other family members do not accomplish their jobs efficiently.
- You strongly believe in your own decisions and sometimes go out of the way to persuade others to the fact that you are correct.
- You need to realize that you cannot basically change your need for control, but you can mask that when appropriate.
- You could increase your parenting effectiveness by being more relaxed and accepting of other family members.
- Sometimes you are very competitive in the family just for the sake of dealing with the challenge.



GENERAL STATEMENTS

- You usually possess more persuasive powers than many other parents.
- Sometimes you become so involved in family activities that you actually take charge of a project without realizing your action.
- 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.
- In the business world you could be described as a "take charge," assertive, competitive and resourceful type person; however, you may need to assess if this is how you wish to be viewed in the home.
- You can be very warm, close and friendly when people are talking to you about the things you value.
- Sometimes you appear as being single minded and this may irritate others as they pursue their goals.
- You can discipline yourself as well as discipline other family members.
- You place a high value on efficiency, determination and persistence in both yourself and other family members.
- You must work on your patience and practice listening before you respond.
- You like to be seen as the leader of the family and have a tendency to control and dominate. You can become frustrated when others attack this power and authority issue.
- You obviously prefer being very individualistic and independent in making decisions.
- You prefer being an assertive parent and like to do things your own way.
- You should strive to make sure that all family members fully understand what it is that you want them to do.
- When others fail, you take over and do many things yourself.



CHECKLIST FOR COMMUNICATING

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

- Provide facts and figures about the probability of success, or the effectiveness of options.
- Provide ideas for implementing action.
- Plan interaction that supports his dreams and intentions.
- Provide questions, alternatives, and choices for making his own decisions.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Ask for his opinions/ideas regarding people.
- Read the body language for approval or disapproval.
- Motivate and persuade by referring to objectives and results.
- Leave time for relating, socializing.
- Take issue with facts, not the person, if you disagree.
- Read the body language - look for impatience or disapproval.
- Support and maintain an environment where he can be efficient.
- Ask specific (preferably "what"?) questions.



DON'TS ON COMMUNICATING

This section of the report lists the things NOT to do when communicating with John. 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 kid around too much, or "stick to the agenda" too much.
- Don't be redundant.
- Don't come with a ready-made decision, and don't make it for him.
- Don't direct or order.
- Don't try to convince by "personal" means.
- Don't ask rhetorical questions, or useless ones.
- Don't be dogmatic.
- Don't reinforce agreement with "I'm with you."
- Don't talk down to him.
- Don't speculate wildly, or offer guarantees and assurances where a risk exists in meeting them.
- Don't drive on to facts and figures.
- Don't let disagreement reflect on him personally.



DESCRIPTORS

Based on John'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.

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



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.

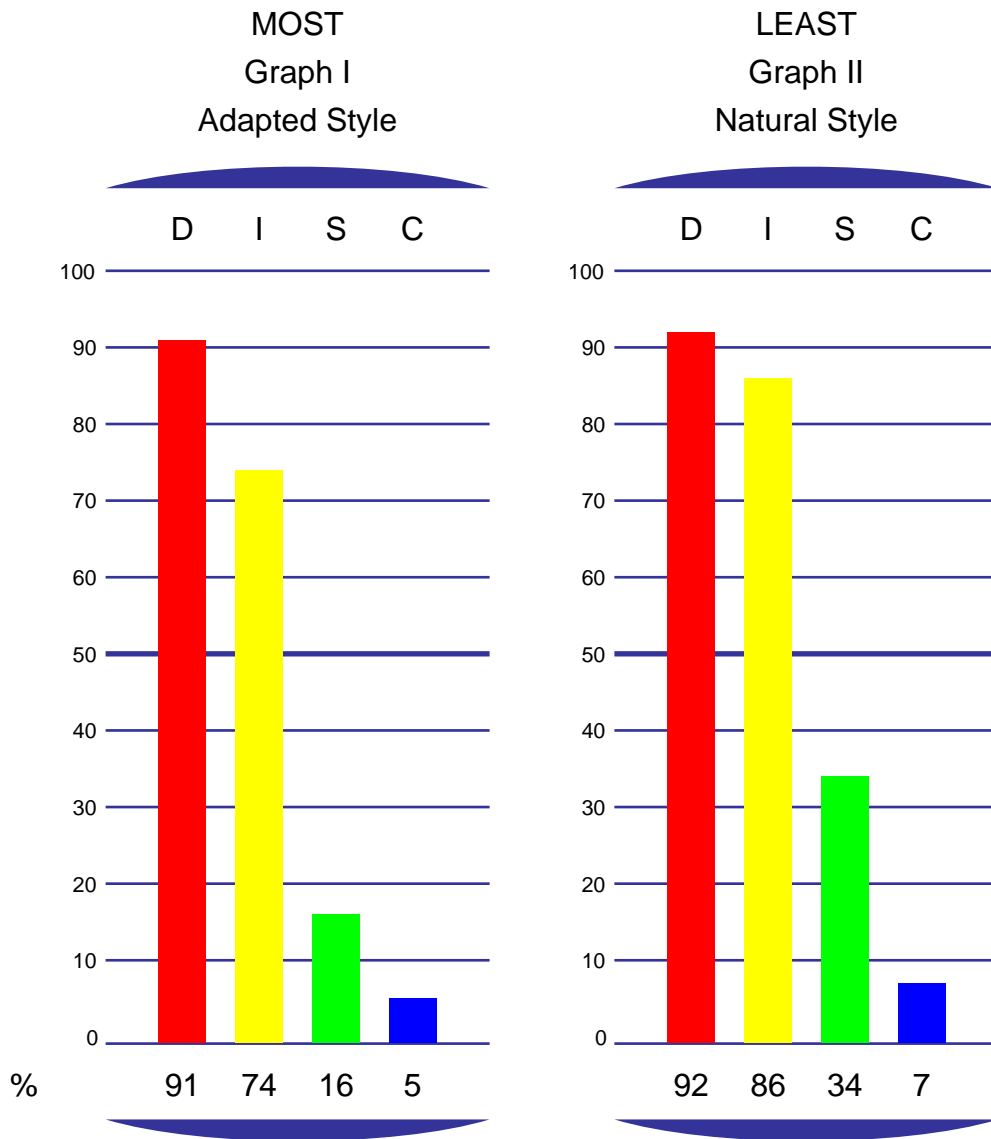
I agree to practice the listed communication techniques and develop communication skills in the areas indicated.

Signed: _____ Date: _____



STYLE INSIGHTS® GRAPHS

7-6-2007



Norm 2003



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.

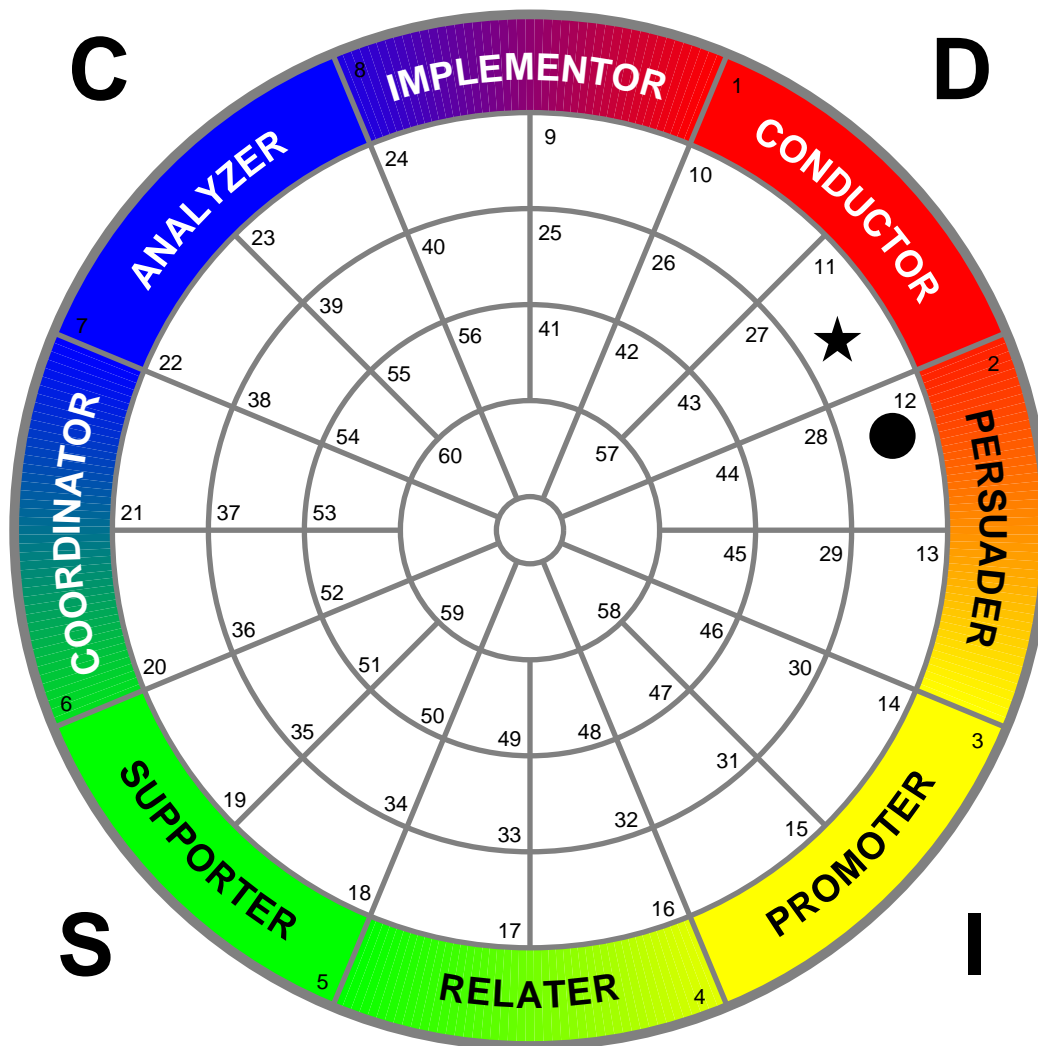
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

7-6-2007



Adapted: ★ (11) PERSUADING CONDUCTOR
Natural: ● (12) CONDUCTING PERSUADER
Norm 2003