



FAMILY RELATIONSHIPS

Young Adult Version

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

Johnny Sample jr.

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 Johnny'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 an environment where I am free to talk.
- I like to be seen as the life of the party.
- I always look for the good in people and things.
- I'm good at generating enthusiasm in other people.
- Sometimes I may be so excited about what I have to say that I forget and interrupt people while they are talking.
- I project self confidence.
- I like to tell wild stories about myself and others.
- I can be influenced greatly by people I respect.
- I can be motivated by status.
- I'm willing to accept others for what they are.
- I like to play with other people.
- I like to gain attention from others by talking.
- I can be very sensitive if others say anything negative about me to my friends or family.
- I need to be liked and want to like others.
- I tend to seek attention both through winning and losing.
- I am very talkative and optimistic.



GENERAL STATEMENTS

- Sometimes I will clean my room just for the recognition.
- I like recognition for my achievements. The more people know about my achievements the better.
- I prefer people to things.
- I'm very good at working with other people.
- I not only like to explain what I have been doing, but how I've been doing it.
- I like others to listen to me when I am talking.
- As a baby sitter, I may have trouble disciplining the children.
- I can't wait for tomorrow because tomorrow will be a great day.
- I have a very positive sense of humor which others may not always appreciate.
- I sometimes laugh and giggle because I am easily excited.



CHECKLIST FOR COMMUNICATING

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

- Be careful you don't intimidate with your size, position or tone of voice. When intimidated he will not feel free to share what you need to hear.
- Plan interaction that supports his dreams and goals. Lead conversation to a plan that will result in achieving his dreams or goals.
- Take your time and be persistent.
- Plan time for relating and socializing.
- Provide ideas for the action needed to achieve his goals.
- Talk about his goals and opinions.
- Encourage him to write down his goals and the action needed to achieve them.
- Provide a warm, friendly environment.
- Be sincere.
- Give a time table for the completion of projects. Be realistic.
- Allow him time to think.



DON'TS ON COMMUNICATING

This section of the report lists the things NOT to do when communicating with Johnny. 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 decisions hanging in the air.
- Don't talk down to him.
- Don't overcontrol the conversation. Remember, he likes to talk.
- Don't leave instructions open for interpretation. Remember, he will take the risk to show you the loopholes.
- Don't be cool and distant. He prefers a warm, friendly environment.
- Don't make promises you cannot deliver or have no intention of delivering.
- Don't force him to make a quick decision. He needs time to think it through.
- Don't speak when your thoughts are not organized.
- Don't be unrealistic with deadlines.



DESCRIPTORS

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

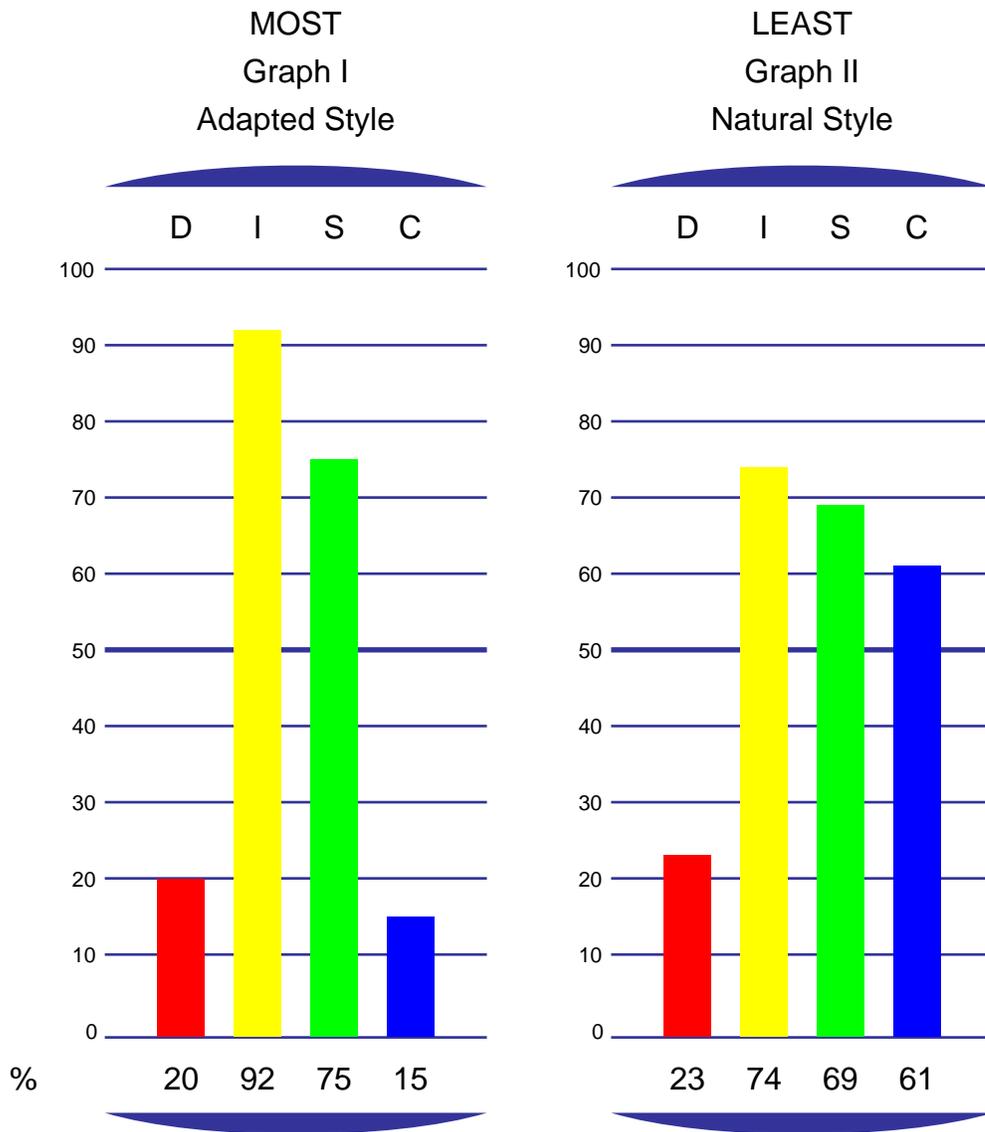
I agree to practice the listed communication techniques and develop communication skills in the areas indicated.

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.

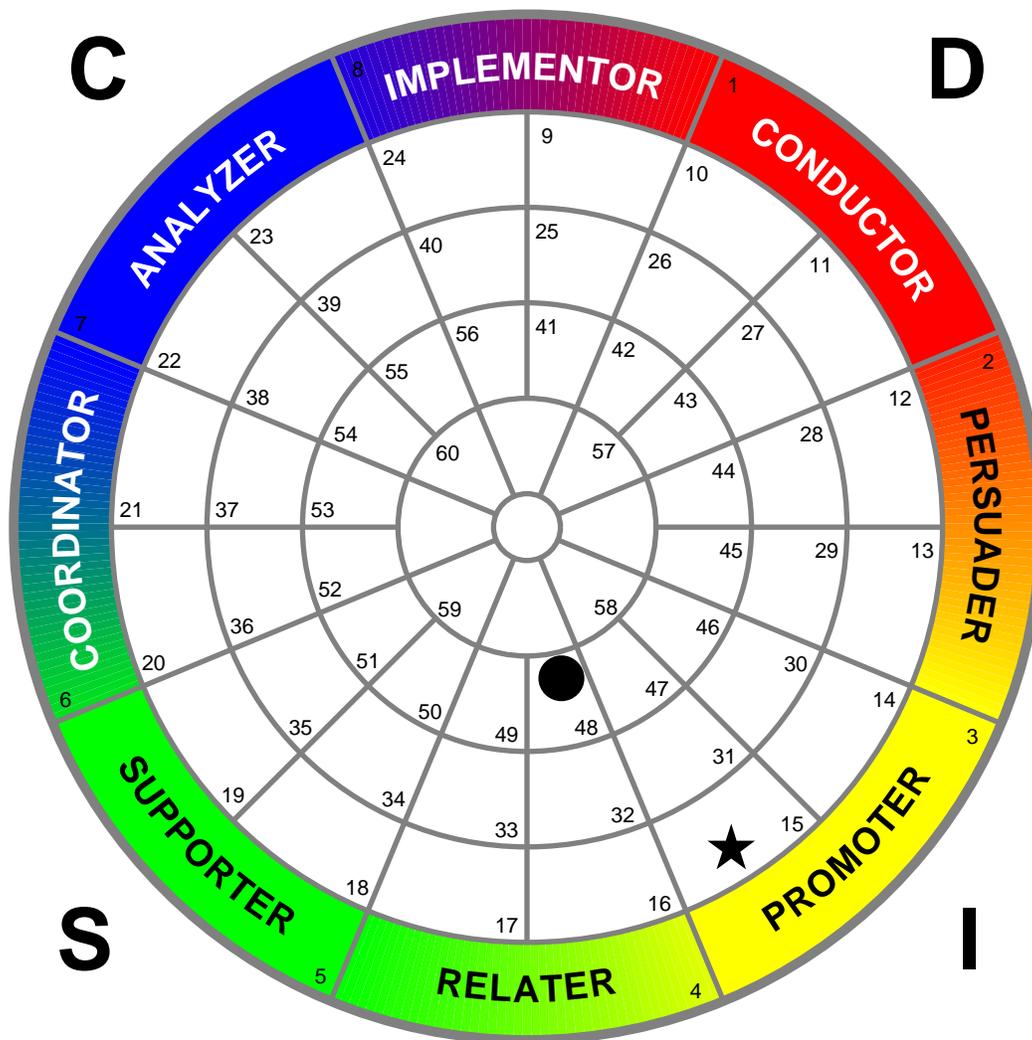
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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: ★ (15) RELATING PROMOTER
Natural: ● (48) PROMOTING RELATER (ACROSS)
Norm 2003