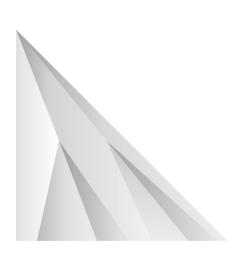




Adult Version

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.

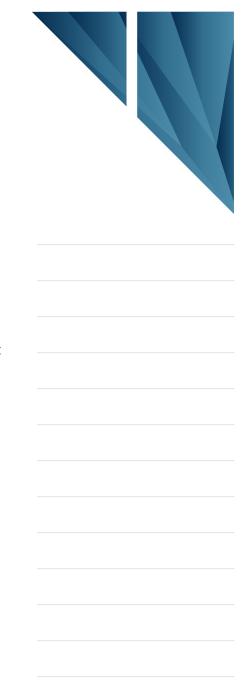
> "All people exhibit all four behavioral factors in varying degrees of intensity."



General Statements

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.

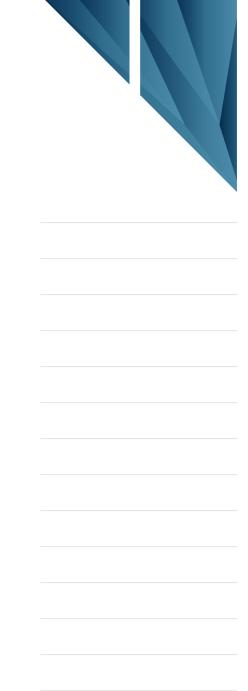
- You may hesitate stating precisely what needs to be said when there is bad news to discuss. Consequently, you find it difficult to create an unfavorable environment.
- Your wild and creative imagination may lead you to hasty conclusions about other family members that may or may not be correct.
- You often select household tasks which can provide an opportunity for making you look good to the rest of the family and friends.
- Your style shows a natural tendency for a quick mind and you should develop a "think, pause and then talk" routine.
- You tend to be overly tolerant and patient with other family members when they have a good reason for not completing a particular task. That is, you may have difficulty putting pressure on other family members to complete their assigned tasks.
- In looking at other family members you often seek a reflection of your own good feelings.
- As a parent you may be too indirect when disciplining the children. That is, they may not get the impression they were actually disciplined because you do not like to deal with negatives.
- You may frustrate other family members when they ask you to do projects for them and you have a choice between being with people or completing their projects. You tend to lean toward being with people as opposed to doing tasks by yourself.
- You generally exhibit good feelings toward other family members and have a strong desire to please others and want, in return, their love.
- You usually impress other family members with your warmth, empathy, and understanding of their problems.
- You can improve your parenting skills by being less impulsive.
- You prefer a casual, informal environment instead of a formal one. You might be uncomfortable in an environment where you could not relax and enjoy a friendly conversation with others.





General Statements

- You have the unique ability to balance a little bit of "self-promoting" and still be supportive of other family members.
- Many see you as a person of good will who rarely would intentionally antagonize others in the family.
- You have a unique ability to work with all family members.
- You sometimes get off course, pursuing some personal interests with other organizations and may tend to shirk family responsibilities for a period of time.
- You usually achieve greater results when other family members pitch in.
- Your sincere concern for family members' feelings and thoughts guide you to include them in your plans and activities.
- At times you may come across so strongly with a particular idea that you actually oversell the idea to other family members.
- You have great intuitive instincts to quickly build interpersonal relationships between yourself and other family members.
- You tend to respond to other family members who give you personal attention and make sincere compliments for your role in the family.
- As a parent you often shy away from a confrontation problem than run the risk of offending a member of the family.
- You tend to be possessive of information, especially if that information is not positive in nature.
- As a parent you are very trusting and sometimes can be taken advantage of by other family members.

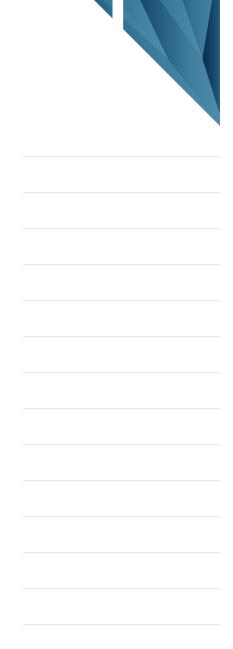




Checklist for Communicating

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.

- Ask for his opinions/ideas regarding people.
- Offer special, immediate and extra incentives.
- Read the body language for approval or disapproval.
- Plan interaction that supports his dreams and intentions.
- Appeal to how he will benefit or be admired.
- Flatter his ego.
- Look for his oversights.
- Use the "carrot approach" when appropriate.
- Understand his defiant nature.
- Confront when in disagreement.
- Use a balanced, objective, and emotional approach.
- Define the problem.
- Expect him to return to fight another day when he has received a no answer.





Don'ts On Communicating

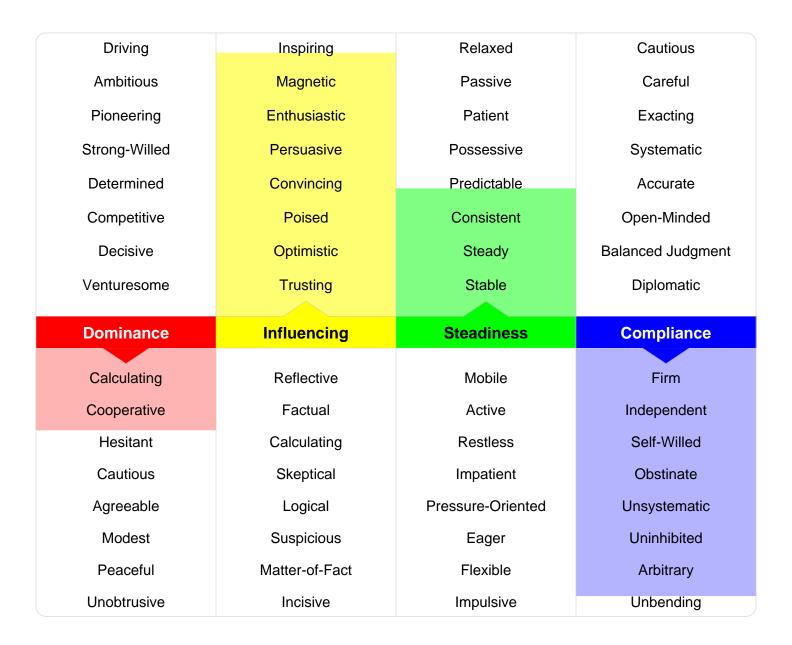
This section of the report lists the things NOT to do when communicating with Joel. Read each statement and identify those that result in frustration or ineffective communication. Share them with all family members so they can refrain from using

these methods. Don't talk down to him. Don't be dogmatic. Don't feel you have changed his opinion without supporting facts. Don't spend excessive time on the details, put them in writing, and pin him to modes of action. Don't kid around too much, or "stick to the agenda" too much. Don't take credit for his ideas. Don't be curt, cold, or tight-lipped. Don't give him your opinion unless asked. Don't be paternalistic. Don't leave decisions hanging in the air. Don't legislate or muffle - don't overcontrol the conversation. Don't waste time trying to be impersonal, judgmental, or too task-oriented. Don't let him overpower you with verbalogy.



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.





Action Plan

the



Style Insights® Graphs

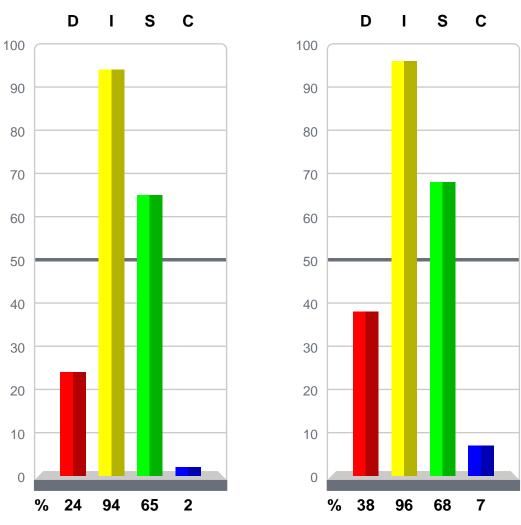


Adapted Style

Graph I

Natural Style

Graph II





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

- 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.

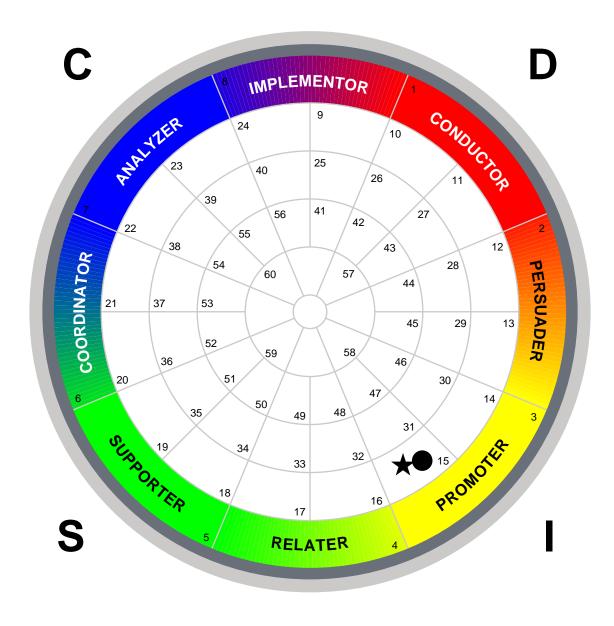
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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