



FAMILY RELATIONSHIPS

Young Adult Version



Tammy Test Taker

11-2-2011



Bringing Awareness
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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 Tammy'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.

- I like to be seen as a winner and like to identify with other winners.
- I sometimes become very cooperative when I want to ask to do something for myself.
- I have many friends because they always have a good time around me.
- I am a big dreamer and sometimes have bigger dreams than I can fulfill.
- I'm good at generating enthusiasm in other people.
- As a baby sitter, I may have trouble disciplining the children.
- I prefer conversation that is stimulating, fun-loving and fast-moving.
- I tend to seek attention both through winning and losing.
- Sometimes I may be so excited about what I have to say that I forget and interrupt people while they are talking.
- I sometimes trust my friends too much and get into trouble because they let me down.
- I like attention and sometimes show off to get this attention.
- I project self confidence.
- I like to be seen as the life of the party.
- I like to gain attention from others by talking.
- I feel I can work better under pressure and tend to postpone certain things so that the pressure mounts.



- I like to do things on the spur of the moment.
- When you are talking I sometimes am thinking about other things and don't always hear exactly what you said.
- I like to win when I play games; however, if I lose I can still see the good side.
- I sometimes laugh and giggle because I am easily excited.
- Although I like to talk a lot, I'm sometimes afraid to talk in front of a large group.
- I like recognition for my achievements. The more people know about my achievements the better.
- I like time to socialize with my friends and family.
- I prefer people to things.
- I can be both a leader and a follower.
- I will seek recognition through achievement whether it is good or bad.



CHECKLIST FOR COMMUNICATING

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

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



DON'TS ON COMMUNICATING

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



Based on Tammy'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 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			



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: _____



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MOST

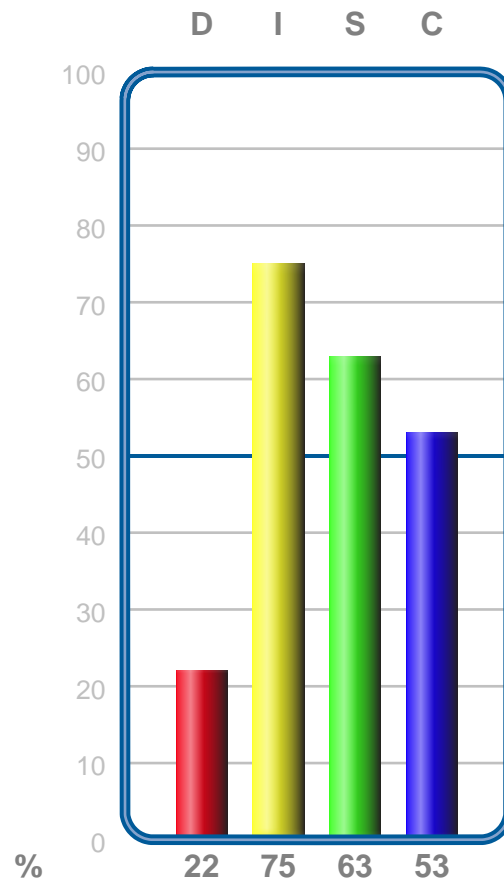
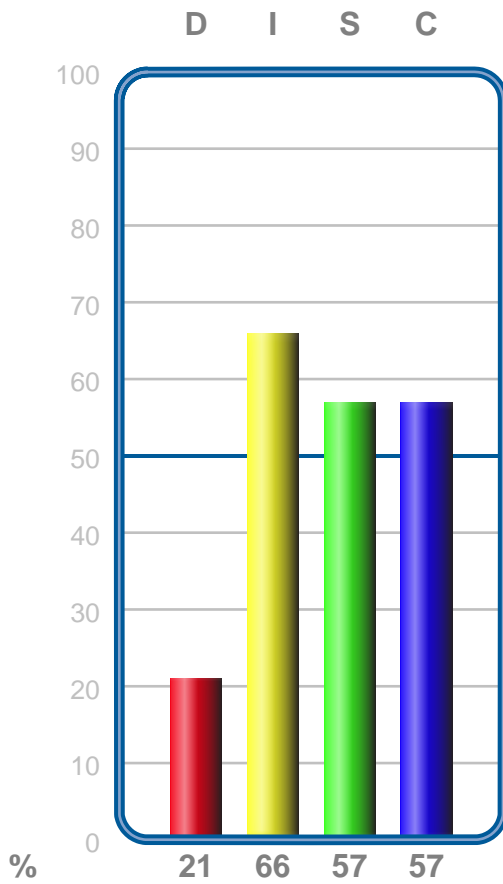
Graph I

Adapted Style

LEAST

Graph II

Natural Style



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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.

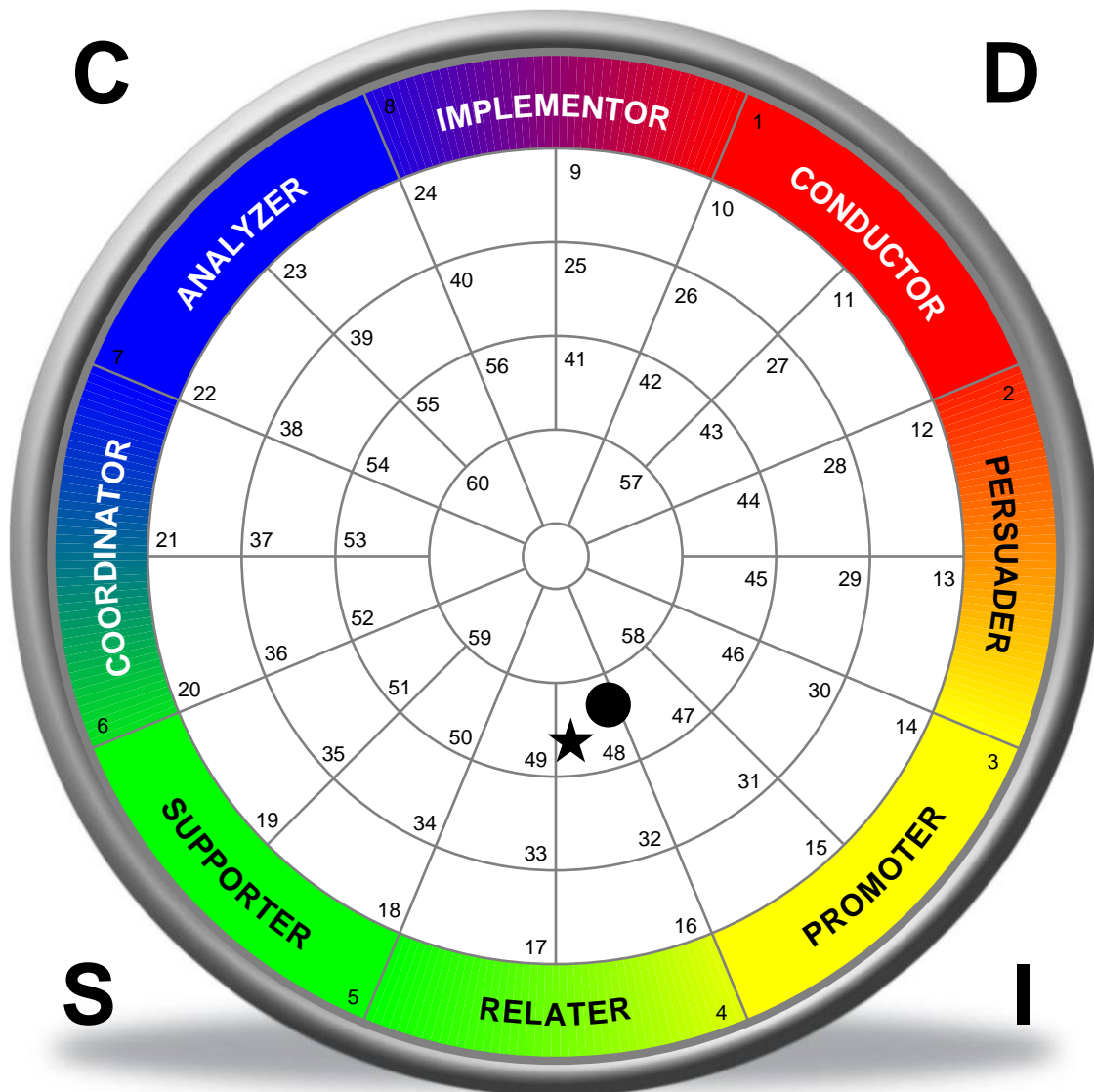
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



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Adapted: ★ (48) PROMOTING RELATER (ACROSS)

Natural: ● (48) PROMOTING RELATER (ACROSS)

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