

RELATIONSHIP INSIGHTS™

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

John Doe

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Focusing on ROP...Return on People
Accelerating Team Performance to Maximize Client Relationships
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INTRODUCTION

Our ability to interact effectively with people may be the difference between success or failure. Effective interaction starts with an accurate perception of ourselves. Over the years you have built your self-perception on information received from others. This report was designed to quantify information on how you see yourself. How you use this information will be directly related to your success in significantly improving your personal relationships.

This report identifies key areas for improving interpersonal relationships. Star those statements which are most important to you and if possible share why you feel they are important with someone. Remember, effective communication requires commitment.

"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston

GENERAL STATEMENTS

Based on your responses, the report has selected general statements to provide you with a broad understanding of your behavioral style. The statements identify the natural sensual behavior you bring to an interpersonal relationship. After reading the information, eliminate or modify any statement that you feel is not totally true.

You love challenges and competition. At the same time, you must realize and appreciate that others may not share your zest for challenges and competition. You have a high interest in the new, the unusual and the adventurous. You may also be curious and have a wide range of interests, preferring an ever-changing environment. In social situations, you prefer variety, adventure and the unusual. You may lose interest if you feel a situation is becoming routine. As a result, you must be kept busy and involved with making things happen. You like being in the front and having the spotlight. As a result, if not on center stage, you may sulk.

You are usually direct, positive, straightforward and "bottom line" when dealing with people. You say what you think, are blunt and perhaps even sarcastic--although not one to hold a grudge. Because of your need for quick results, others may perceive your activity planning as somewhat rushed. They might encourage you to take a more logical approach to activities. You occasionally take charge too soon and may make decisions without consulting others. You may lose interest in a relationship once the challenge is gone. You may sometimes need new and innovative activities to keep the desire alive.

You have a natural competitive style. It is important for you to feed that competitive spirit, while also showing more patience with those who choose not to be so competitive. Your high ego traits coupled with impatience may have others read you as arrogant at times. This is only appreciated by others when they understand that you need quick results, challenges and

GENERAL STATEMENTS

competition. Not having a climate of challenges and competition may cause you to create such a climate. You perform best under pressure, and may assume that others want the same...your assumption is not always true. You are active in the things you do and in your communication. Your rapid mental activity becomes apparent when, rather than listening to others, you will be thinking of what you might say next.

CURRENT WANTS

This section of the report was produced by analyzing your wants. People are motivated and influenced by the things that they want. Wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants" for you. Periodically review this section to identify new wants and delete satisfied wants.

You may want:

- A friendly, favorable social environment.
- Activities involving contact with many people.
- Freedom from detail.
- Freedom from many controls and limitations of creativity.
- Support of your ideas and dreams.
- Recognition of skills and ability.
- A social environment spiced with change.
- As much travel as possible: short trips, long trips and excursions.
- Social recognition of your accomplishments.
- Others to behave with the same sense of urgency.
- Many and varied activities.

RELATIONSHIP STRENGTHS

This section identifies specific talents and behavior that you bring to a personal relationship. Socially, we need people who have different strengths to offer. Use this information to share your thoughts, ideas and feelings about your relationship strengths.

- Forward looking.
- Enthusiastic about activities and involvement.
- Creative problem-solver.
- Results-oriented. Keep on target.
- "Life-of-the-Party" involvement with others.
- Like games of competition and skill.
- Socially poised and people-oriented.
- Very optimistic; make others feel good about themselves.
- Challenge the status quo--exciting to be around.
- Excellent sense of humor; see humor in events spontaneously.
- Innovative ideas.
- Easy to meet new people, and make them feel welcome.

KEYS TO COMMUNICATION

This section of the report describes how you like others to communicate with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage others to practice using these items in their everyday communication with you.

- Provide options, rather than opinions.
- Ask for opinions and ideas.
- Plan interactions which support dreams and goals.
- Offer immediate rewards for accomplishments.
- Prepare for demanding questions, and perhaps objections.
- Present ideas logically--be efficient.
- Share specific ideas to carry out an action.
- Take issue with the facts, not the person, if you disagree.
- Talk about new ideas, innovations and activities.
- Motivate and persuade by referring to objectives and RESULTS.
- Talk about expectations.

BARRIERS TO COMMUNICATION

This section of the report describes what NOT to do when relating with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage others to ELIMINATE using them in their everyday communication with you. And, if others have a report, you are encouraged to share this page of information with each other, as well as sharing information from the entire report.

- Don't talk down.
- Don't say it unless you mean it.
- Don't plan on a brief encounter, or a dull one.
- Don't be vague, or leave cloudy issues.
- Don't ramble on, or waste time.
- Don't direct or order things to be done.
- Don't be cool, aloof or tight-lipped.
- Don't be boring or inactive.
- Don't plan on covering many facts.
- Don't let it reflect on the other person if you disagree.

HINDERING FACTORS

The list below is an analysis of possible hindering factors with regard to relationships. Not all of the limitations may apply, so cross out those limitations. Circle or highlight 1 to 3 limitations that may be hindering social interaction, and develop an action plan to reduce the effects of those limitations.

- You are a one-way communicator--you don't listen to the whole story before introducing an opinion.
- You are critical if others don't measure up to your standards.
- Unless seen as a leader, you may resist participation.
- You have difficulty telling others what to do--you are too impatient to wait.
- You solve problems for others; but before acting you should ask, "Whose problem is it?"
- You are impatient when not in the spotlight.
- You dislike routine people.

ACTION PLAN

John Doe

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:

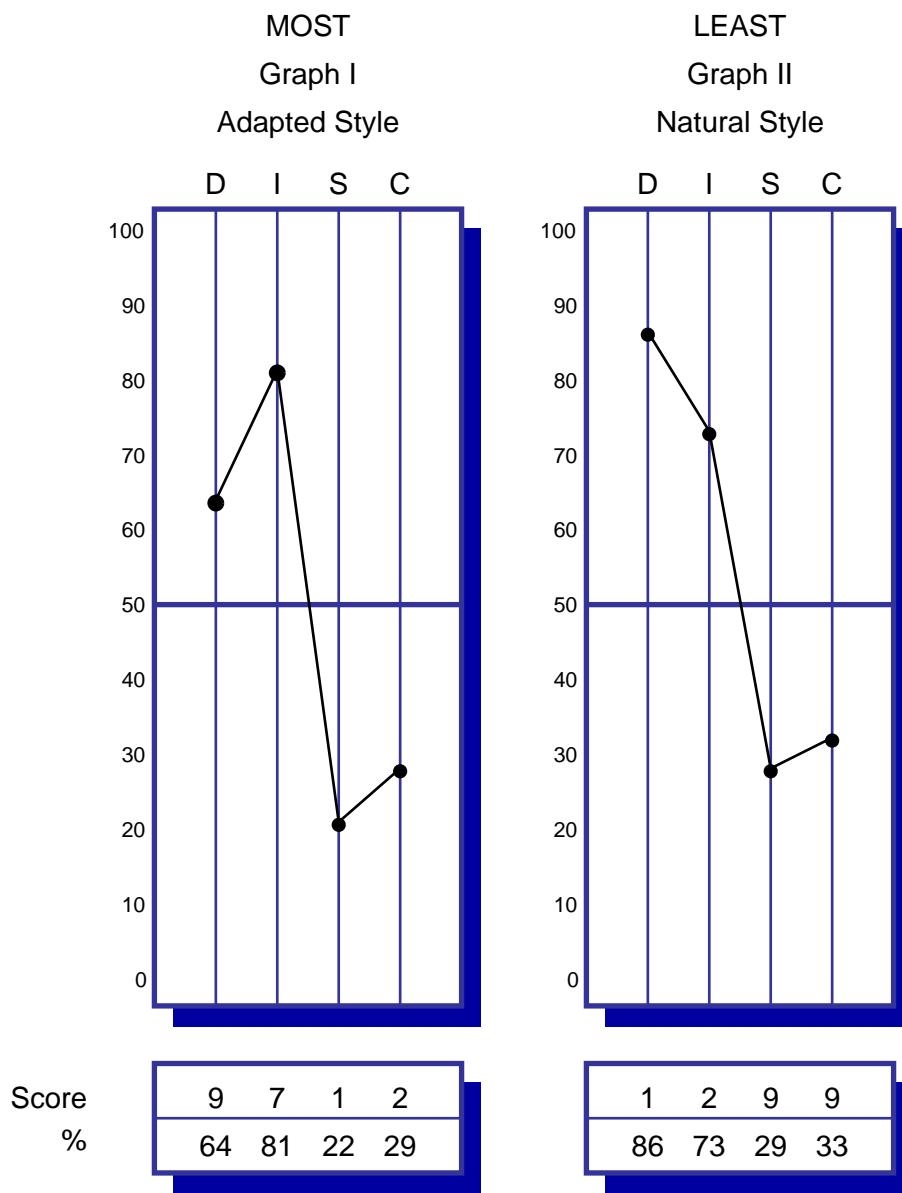
- 1.
- 2.
- 3.
- 4.

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

Signed: _____ Date: _____

STYLE ANALYSIS™ GRAPHS

John Doe



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:

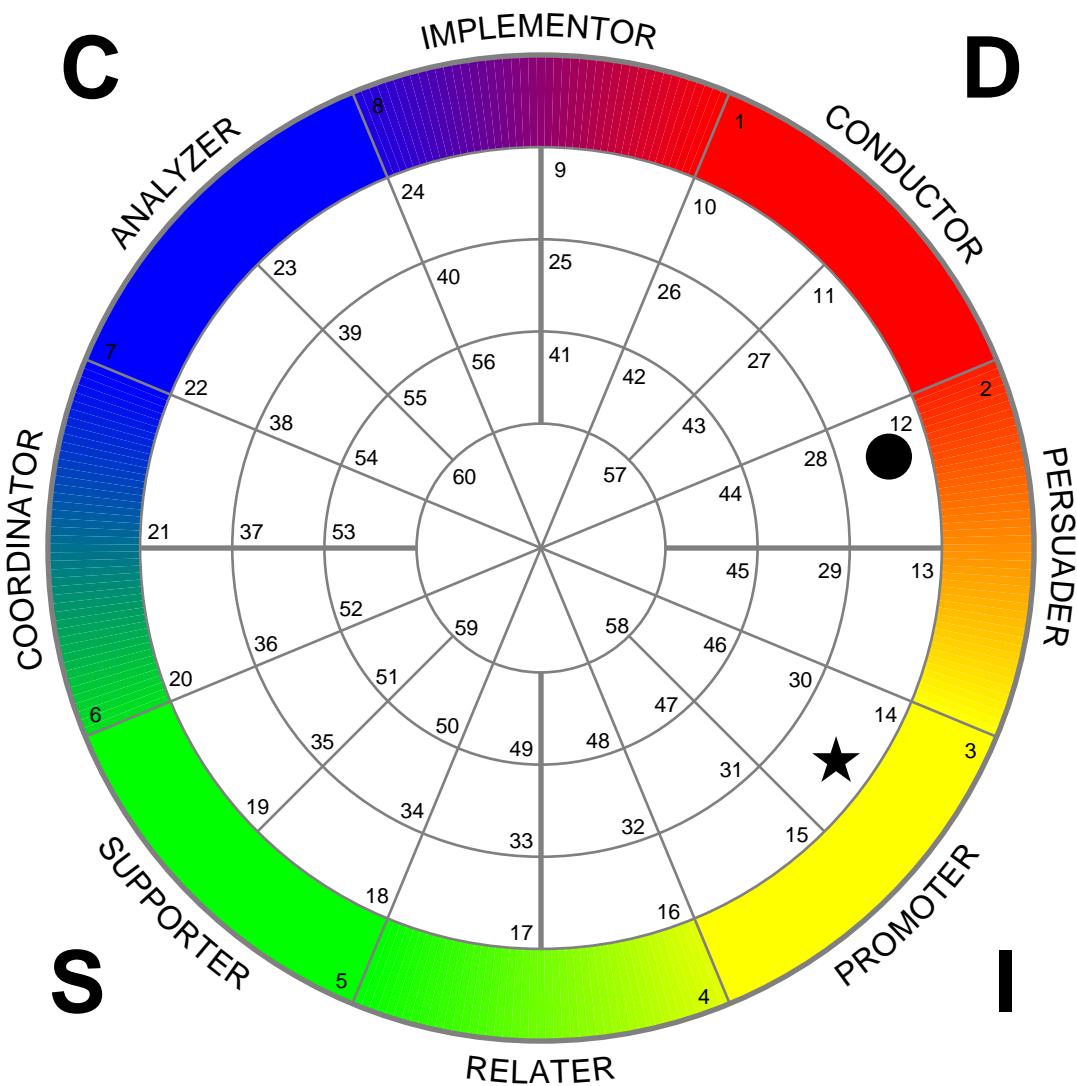
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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

John Doe



Adapted: ★ (14) PERSUADING PROMOTER

Natural: ● (12) CONDUCTING PERSUADER