



FAMILY RELATIONSHIPS

Young Adult Version



John Doe

4-5-2011

"Building relationships with a solid foundation"

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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*



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.

- When confronted with the results of my actions, I will defend my position. That is, I will object if the other person does not see my point of view.
- I like the way I am and resist others' trying to change me.
- If you have loopholes in your rules and regulations, expect me to discover them. I like the risk of discovering a loophole or cloudy issue.
- I desire an opportunity to verbalize my position and ideas.
- I tend to like individual activities so I can compete against myself.
- I am very competitive and challenge-oriented. That is, I will challenge many rules and regulations and want to know "why."
- I sometimes interrupt others because of my strong desire to be heard and seen.
- Some people see me as being aggressive, but this is because of my strong desire to be considered a winner.
- When we play games I like to win and can become really frustrated when I lose.
- I like to be seen as different from my friends and family.
- I like to be in the spotlight. I may even sulk if I cannot have the center stage.
- Each day is a new challenge to me and I prefer to do many different activities.
- I sometimes have trouble forgiving family and friends when they let me down.

NOTES



GENERAL STATEMENTS

NOTES

- I have strong ego strengths and tend to think quite highly of myself.
- I become angry when I don't get my way or when I lose at some activity.
- I am very inquisitive and may ask questions that frustrate other members of my family; however, I really want to know the answers to my many questions.
- I dislike rules and regulations and am challenged by any cloudy rules.
- I need to know all of the rules and regulations because if not, I will set my own rules.
- I am the type of individual who likes people to go directly to the point. People spending much time talking about extraneous things bothers me.
- I tend to be responsive to flattery which strokes my ego.
- I like to be recognized for what I know.
- Once I have my mind made up, others find changing me to be difficult.
- Sometimes I argue just for the sake of arguing.
- I want to be seen as my own person and will challenge the status quo. That is, I wish to be treated as an individual and not necessarily like other members of the family.
- I place a high value on my time and therefore should be communicated to in a direct manner.



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.

- Be clear, specific and to the point. Remember his sense of urgency.
- Plan interaction that supports his dreams and goals. Lead conversation to a plan that will result in achieving his dreams or goals.
- Plan your important discussions with efficiency. Leave the socializing for later.
- Prepare your information in logical order. If you don't, his mind will wander and he consequently won't hear what you said.
- Plan time for relating and socializing.
- Provide ideas for the action needed to achieve his goals.
- Keep your opinions to yourself - unless asked.
- Ask specific questions (preferably "what"?). This allows him to share his opinion or ideas.
- Read his body language. Look for impatience or disapproval.
- Encourage him to write down his goals and the action needed to achieve them.
- Be prepared when you have an important message to share.
- Give recognition and praise for superior performance.
- If you disagree with him, take issue with the facts, not the person. If you take issue, he will defend his position and the real issue will be lost.

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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 overcontrol. Remember his need to control his own destiny. Negotiate.
- Don't make all his decisions for him. This erodes the very responsibility he seeks.
- Don't try to convince by saying "that's the way I did it and the way you are going to do it."
- Don't talk down to him.
- Don't be cool and distant. He prefers a warm, friendly environment.
- Don't solve his problems. Discuss his options and let him decide.
- Don't take credit for his ideas.
- Don't overcontrol the conversation. Remember, he likes to talk.
- Don't leave loopholes in the rules. He is motivated to test the rules.
- Don't ask for his ideas if you already have your mind made up.
- Don't leave decisions hanging in the air.

NOTES



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 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 Mobile Active Restless Alert Variety-Oriented Demonstrative Impatient Pressure-Oriented Eager Flexible Impulsive Impetuous	Evasive Worrisome Careful Dependent Cautious Conventional Exacting Neat Systematic Diplomatic Accurate Tactful Open-Minded Balanced Judgment Firm Independent Self-Willed Stubborn Obstinate Opinionated Unsystematic Self-Righteous Uninhibited Arbitrary Unbending Careless with Details
Conservative Calculating Cooperative Hesitant Low-Keyed Unsure Undemanding Cautious Mild Agreeable Modest Peaceful Unobtrusive	Reflective Factual Calculating Skeptical Logical Undemonstrative Suspicious Matter-of-Fact Incisive Pessimistic Moody Critical	Hypertense	



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: _____



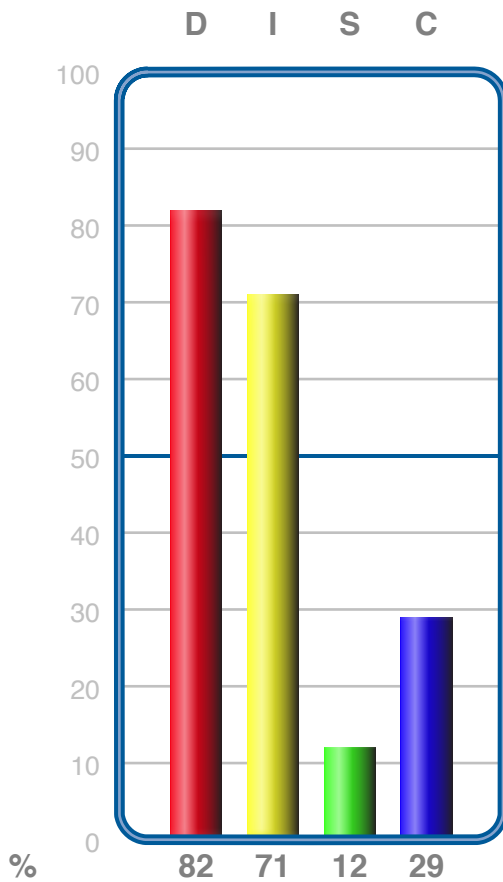
John Doe

4-5-2011

MOST

Graph I

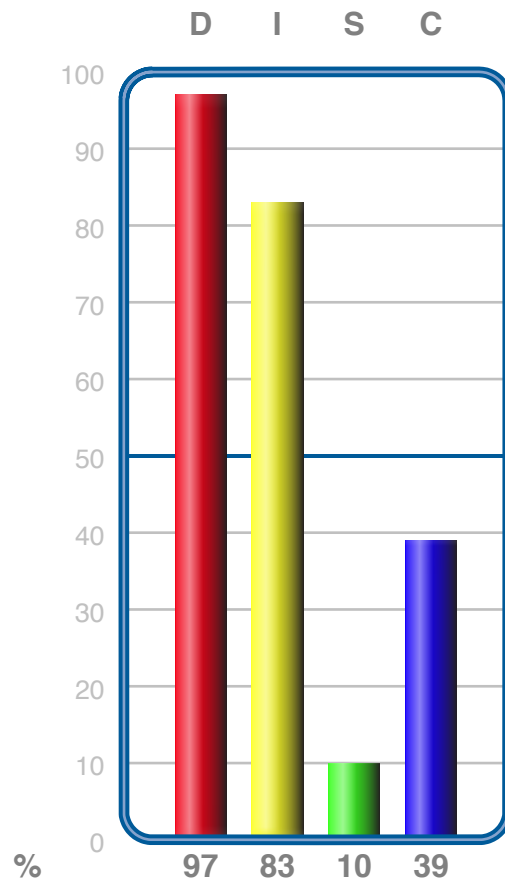
Adapted Style



LEAST

Graph II

Natural Style



Norm 2009



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.

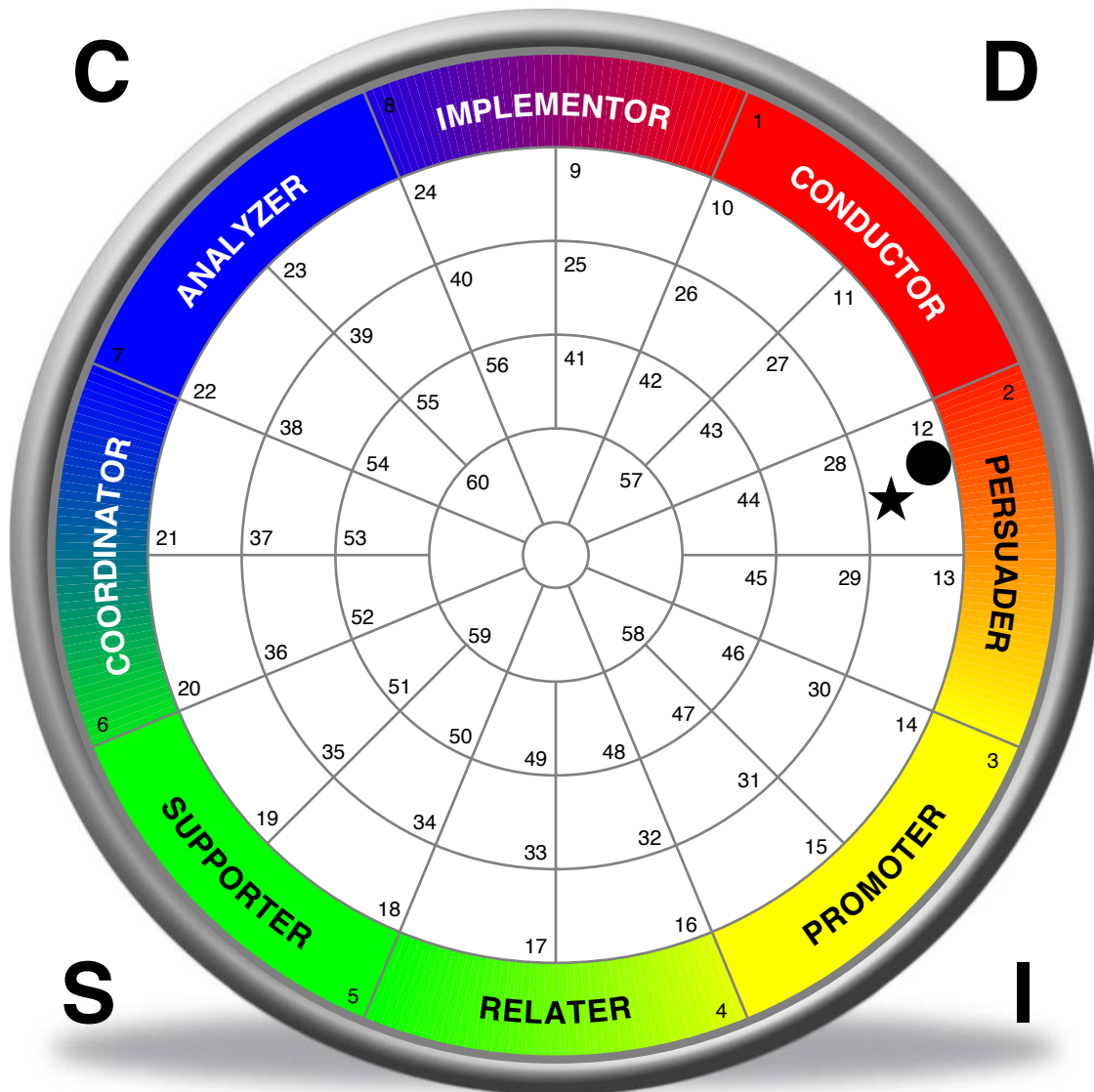
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



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Adapted: ★ (12) CONDUCTING PERSUADER

Natural: ● (12) CONDUCTING PERSUADER

Norm 2009

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