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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*

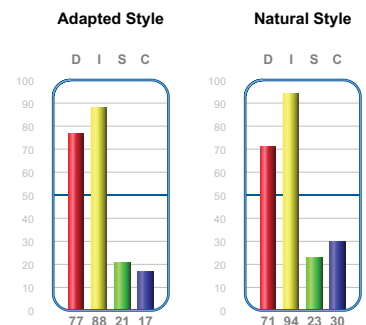


Based on your responses, the report has selected general statements to provide you with a broad understanding of your behavioral style. The statements identify the natural sensual behavior you bring to an interpersonal relationship. After reading the information, eliminate or modify any statement that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

The "life of the party" might characterize you when at parties or entertaining friends. You generally become involved with whatever social activities are taking place. You usually participate in whatever social group you belong. You're not a "wallflower"--you like to meet people, generate group enthusiasm and provide an open environment for communicating. You have a high trust level for others. Occasionally you may have trusted too much and was "stung" in the process. Your natural optimism, however, tends to pull you out of such slumps. You show a tendency to be tardy or late; your natural interest in people causes this. You are so busy with others that you lose track of time.

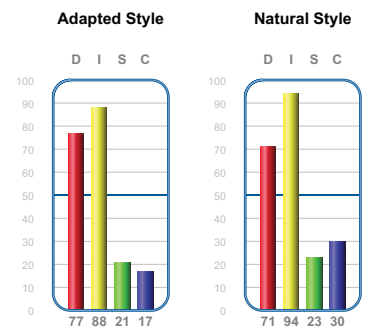
To be more effective, you should be more organized. Don't let things pile up; handle matters and get them out of the way. You tend to be emotional in the decision-making process; you become involved in making each decision. Others need to understand that this is a part of your style, and it may add energy and excitement to activities. You mean well in starting numerous activities, but your involvement with so many usually forces some aside. As a result, some things go unfinished. When working on plans for activities, you must feel that you are "in on things." You will generally offer creative ideas or suggest activities.

One of your great strengths is your ability to communicate and talk readily. Since all strengths may be overused at times, you may sometimes talk too much. You tend to be fluent and verbal. You like to verbalize and to participate with many people. You can generate enthusiasm in yourself and in other people. Your enthusiasm, often





contagious, involves many people in a social activity who might not ordinarily become involved. As the group size increases, you may become louder. You want to make sure everyone has a good time and enjoys themselves. As a result, you may appoint yourself entertainment chairperson.

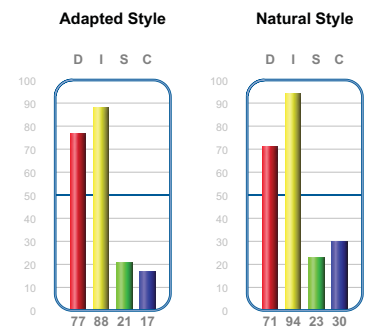




This section of the report was produced by analyzing your wants. People are motivated and influenced by the things that they want. Wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants" for you. Periodically review this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

You may want:

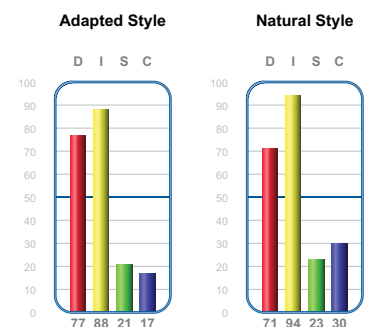
- New and innovative things to do.
- Popularity.
- To be seen as one with "authority."
- Recognition for your achievements.
- Opportunity to talk about your ideas and prove your skills.
- Equal relations with others.
- Partners who practice listening and participation.
- Support of your ideas and dreams.
- Many and varied activities.
- Very few details in planning activities and events--you want only the "bottom line" of plans.
- Activities involving contact with many people.





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.

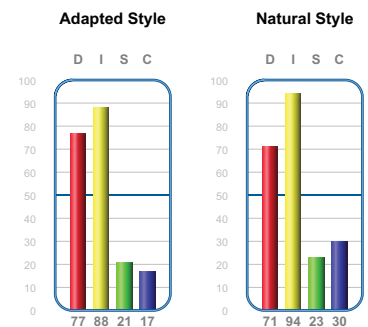
- Challenge the status quo--exciting to be around.
- Initiate new activities.
- Motivate others toward positive goals.
- "Life-of-the-Party" involvement with others.
- Self-starter--won't wait until told to do something.
- Results-oriented. Keep on target.
- Challenge-oriented.
- Forward looking.
- Never a dull moment.
- Easy to meet new people, and make them feel welcome.
- Cause action--make sure things get done.





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.

- Be ready at the exact time.
- Talk about new ideas, innovations and activities.
- Leave plenty of time for socializing and relating.
- Be prepared to listen to many stories.
- Be stimulating, fun-loving, and fast-moving.
- Plan interactions which support dreams and goals.
- Offer immediate rewards for accomplishments.
- Present ideas logically--be efficient.
- Provide questions and choices for making decisions.
- Plan sufficient time to talk and listen.
- Omit the details and get to the "bottom line."

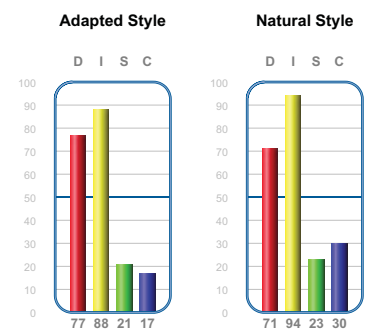




BARRIERS TO COMMUNICATION

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.

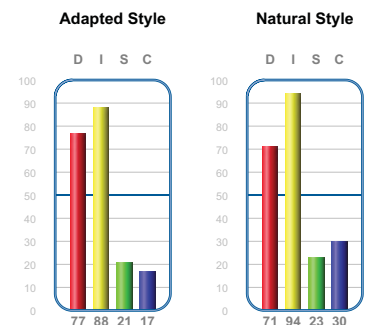
- Don't plan on a brief encounter, or a dull one.
- Don't be cool, aloof or tight-lipped.
- Don't let it reflect on the other person if you disagree.
- Don't talk down.
- Don't be boring or inactive.
- Don't dwell on facts regarding activities or plans.
- Don't talk down.
- Don't say it unless you mean it.
- Don't direct or order things to be done.
- Don't be dogmatic.





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 lose track of time when keeping dates and appointments; as a result, you may show up late or tardy.
- You are a situational listener if not given an opportunity to share ideas.
- You make decisions based on surface analysis only.
- You become so enthusiastic that you are impulsive in activities.
- You are not attentive to detail; as a result, some small details might be ignored or forgotten.
- You do temporary repair work on situational problems, rather than permanent solutions.
- You spend money impulsively rather than evaluating affordability.
- You are somewhat disorganized.





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: _____

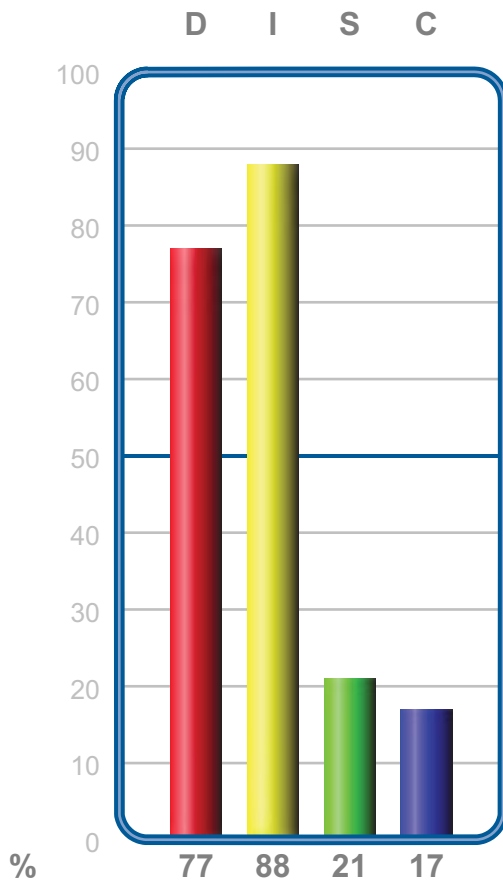


Frank Sample

MOST

Graph I

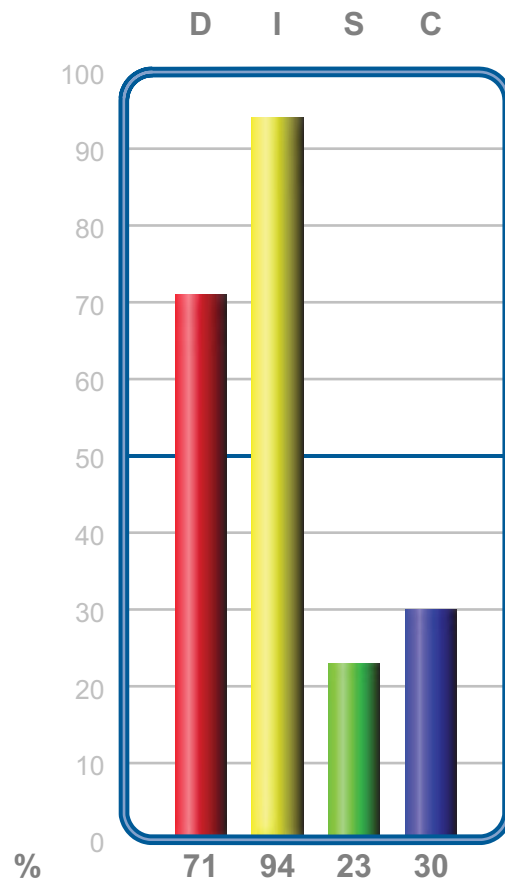
Adapted Style



LEAST

Graph II

Natural Style



Norm 2009



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:

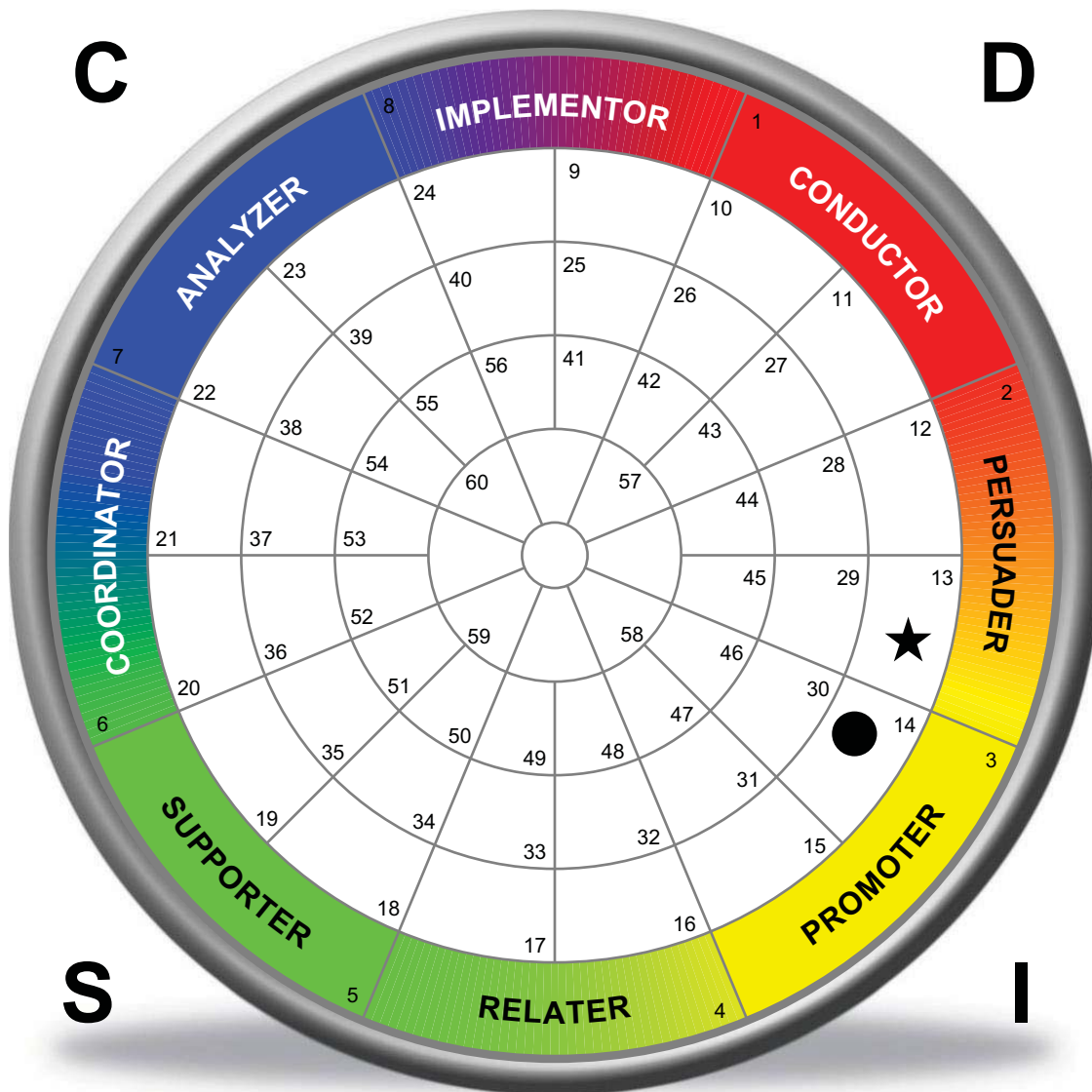
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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.



Frank Sample



Adapted: ★ (13) PROMOTING PERSUADER
 Natural: ● (14) PERSUADING PROMOTER

Norm 2009

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