



FAMILY RELATIONSHIPS

Young Adult version



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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 Lauren'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 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 become frustrated if identified as the "baby in the family."
- I have an inherent dislike for tight controls and supervisions; therefore, my tasks should be negotiated on a one-to-one basis.
- I am usually very creative and often ask questions that are difficult to answer. I sometimes have visions beyond other people's expectations.
- Some people may see me as a troublemaker; however, I just want to be involved in solving problems or creative activities.
- I become very frustrated when confronted with an excessive number of rules and regulations.
- I sometimes daydream about new and exciting challenges.
- Sometimes I have difficulty selling my ideas; they come across as being demanding.
- I need to know all of the rules and regulations because if not, I will set my own rules.
- I like to be seen as a leader by my friends and family.
- I become angry when I don't get my way or when I lose at some activity.
- I play to win. If I have to take a risk to win, I usually will take that risk.
- I like to know why a rule exists. Telling me that "it's just the way it is" will not change my mind.



- I dislike rules and regulations and am challenged by any cloudy rules.
- I like to do challenging work from time to time.
- I do not enjoy others telling me what to do. I prefer that they give me options and let me decide what to do.
- I love confrontation and will take issue with many things. I respect those who stand up for their rights.
- I do not like to be referred to as "just like my brother or sister."
- Once I have my mind made up, others find changing me to be difficult.
- I like the attention given me when I win.
- 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 tend to mask my true feelings and may not always let people know when they frustrate me.
- Sometimes I say things just to see how my friends or family will respond.
- I like to work and play with people who want things done quickly.



CHECKLIST FOR COMMUNICATING

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

- Be prepared when you have an important message to share.
- Provide a warm, friendly environment.
- Provide ideas for the action needed to achieve her goals.
- Plan interaction that supports her dreams and goals. Lead conversation to a plan that will result in achieving her dreams or goals.
- Be stimulating, fun-loving and fast-moving.
- Read her body language. Look for impatience or disapproval.
- Ask specific questions (preferably "what"?). This allows her to share her opinion or ideas.
- Give recognition and praise for superior performance.
- If you disagree with her, take issue with the facts, not the person. If you take issue, she will defend her position and the real issue will be lost.
- Plan time for relating and socializing.
- Keep your opinions to yourself - unless asked.



DON'TS ON COMMUNICATING

This section of the report lists the things NOT to do when communicating with Lauren. 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 leave decisions hanging in the air.
- Don't solve her problems. Discuss her options and let her decide.
- Don't make all her decisions for her. This erodes the very responsibility she seeks.
- Don't be cool and distant. She prefers a warm, friendly environment.
- Don't leave loopholes in the rules. She is motivated to test the rules.
- Don't take credit for her ideas.
- Don't talk down to her.
- Don't overcontrol. Remember her need to control her own destiny. Negotiate.
- Don't overcontrol the conversation. Remember, she likes to talk.
- 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 ask for her ideas if you already have your mind made up.



Based on Lauren'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 Mobile Active Restless Alert Variety-Oriented Demonstrative Impatient Pressure-Oriented Eager Flexible Impulsive Impetuous Hypertense	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		



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: _____

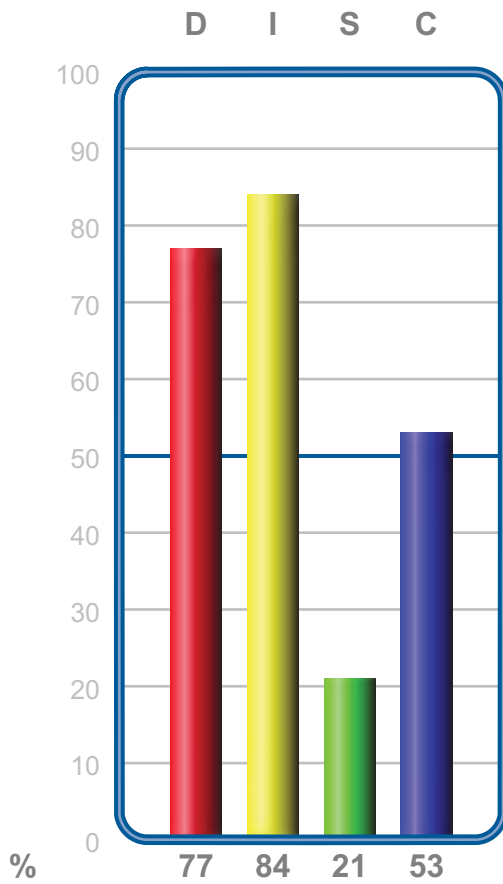


Lauren Child

MOST

Graph I

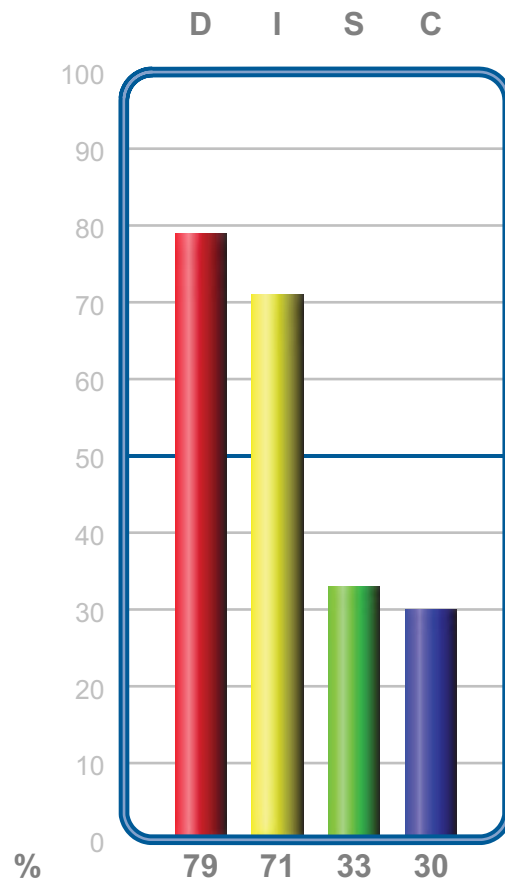
Adapted Style



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:

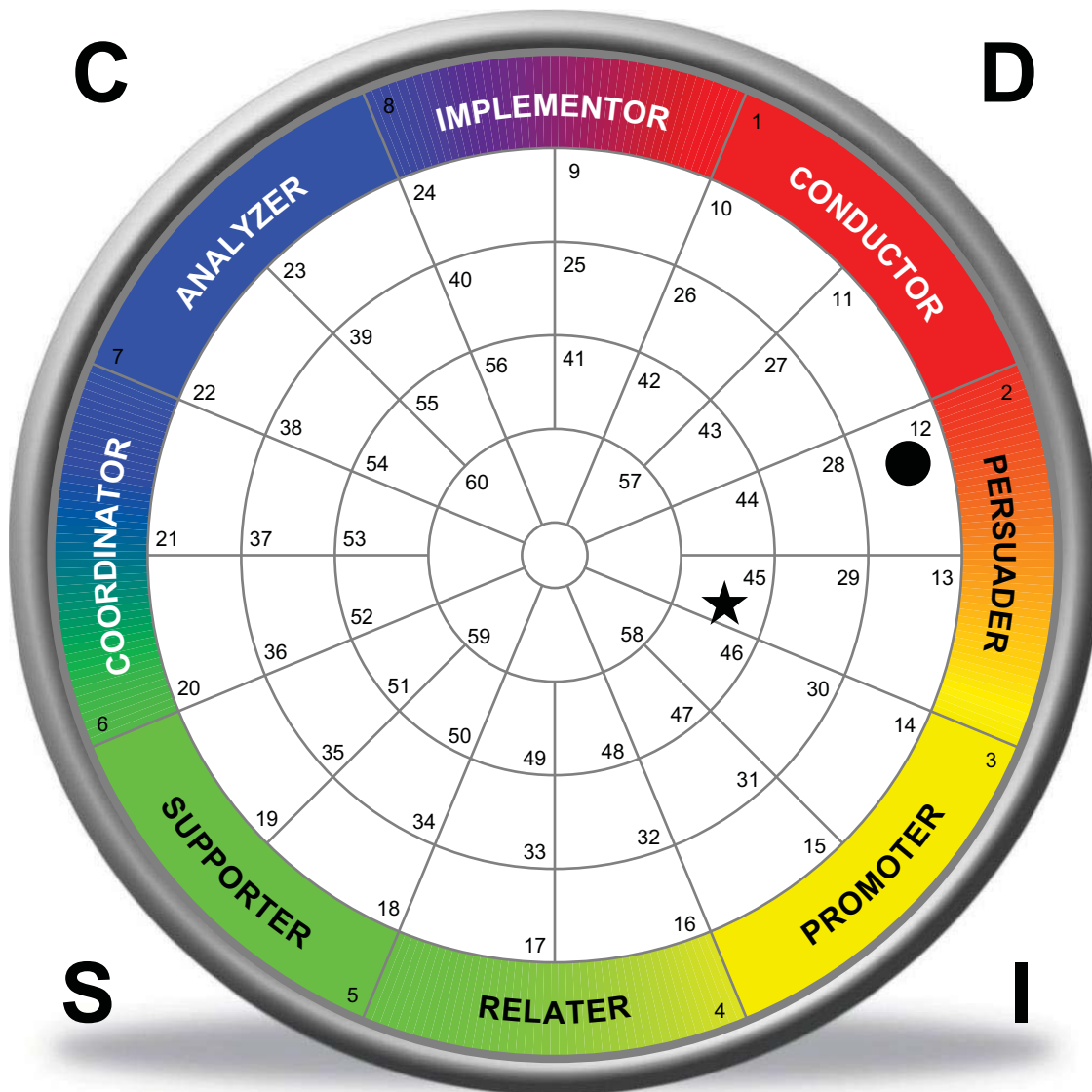
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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.



Lauren Child



Adapted: ★ (45) PROMOTING PERSUADER (ACROSS)
 Natural: ● (12) CONDUCTING PERSUADER

Norm 2009

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