



# FAMILY RELATIONSHIPS

Adult Version



**Tammy Test Taker**

11-2-2011



## CommunicationWorks

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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.*

- You are a little "soft" at times and a pushover for some family members who are more aggressive in meeting their needs.
- You tend to be very optimistic and overestimate the ability of other family members to perform tasks up to your standards. You feel that because you can do the task very easily that they should be able to accomplish the same task with ease.
- Your style shows a natural tendency for a quick mind and you should develop a "think, pause and then talk" routine.
- You develop friendships easily and can be a great asset to other family members when they need a supportive person involved with their activities.
- While you are not always aggressive, you will stand up for your beliefs and values when others are presenting a case that contradicts.
- You relate quite naturally to other family members and need the good will from all members.
- You are skilled at making favorable first impressions when meeting friends of other family members.
- You have great intuitive instincts to quickly build interpersonal relationships between yourself and other family members.
- As a parent you must realize that others may try to manipulate you and lead you into areas of their own interest.
- As a parent, you are a good listener and display much empathy while listening to problems affecting other family members.
- In looking at other family members you often seek a reflection of your own good feelings.



- As a parent you are very trusting and sometimes can be taken advantage of by other family members.
- You have a strong need for personal interaction and involvement with other family members and find this far more rewarding than doing routine household chores.
- You have a unique ability to balance feelings and logic of the situation.
- You can improve your parenting skills by becoming more results-oriented and not so much people oriented.
- You tend to see the good in other family members and sometimes overlook some of the weaknesses.
- You may hesitate stating precisely what needs to be said when there is bad news to discuss. Consequently, you find it difficult to create an unfavorable environment.
- You should guard against being led astray by other family members who may be leaning on you too much for support.
- You have a need for love and good will of family members.
- You tend to be overly tolerant and patient with other family members when they have a good reason for not completing a particular task. That is, you may have difficulty putting pressure on other family members to complete their assigned tasks.
- You have the unique ability to balance a little bit of "self-promoting" and still be supportive of other family members.
- You usually receive criticism from other family members as a personal attack, because you like to be affectionate and understanding and want other family members to return these same feelings.
- As a parent you are generally too indirect when giving orders or making demands of other family members.



## 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.*

- Take time to be sure that she is in agreement and understands what you said.
- Plan interaction that supports her dreams and intentions.
- Give her time to verify reliability of your comments - be accurate and realistic.
- Provide ideas for implementing action.
- Keep conversation at a discussion level.
- Be sincere and use a tone of voice that shows sincerity.
- Leave time for relating, socializing.
- Give her time to ask questions.
- Ask for her opinions/ideas regarding people.
- Be prepared.
- Offer special, immediate and extra incentives.



*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 haphazard.
- Don't drive on to facts and figures.
- Don't make promises you cannot deliver.
- Don't waste time trying to be impersonal, judgmental, or too task-oriented.
- Don't take credit for her ideas.
- Don't talk down to her.
- Don't legislate or muffle - don't overcontrol the conversation.
- Don't push too hard, or be unrealistic with deadlines.
- Don't be curt, cold, or tight-lipped.
- Don't leave decisions hanging in the air.
- Don't spend excessive time on the details, put them in writing, and pin her to modes of action.
- Don't rush her in the decision-making process.



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 <b>Persuasive</b> <b>Warm</b> <b>Convincing</b> <b>Polished</b> <b>Poised</b> <b>Optimistic</b> Trusting <b>Sociable</b>	Phlegmatic Relaxed Resistant to Change Nondemonstrative Passive Patient Possessive <b>Predictable</b> <b>Consistent</b> <b>Deliberate</b> <b>Steady</b> <b>Stable</b>	Evasive Worrisome Careful Dependent Cautious Conventional Exacting Neat Systematic Diplomatic Accurate Tactful <b>Open-Minded</b> <b>Balanced Judgment</b>
<b>Conservative</b> <b>Calculating</b> <b>Cooperative</b> <b>Hesitant</b> <b>Low-Keyed</b> <b>Unsure</b> <b>Undemanding</b> <b>Cautious</b> Mild Agreeable Modest Peaceful Unobtrusive	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



To relate more effectively with \_\_\_\_\_, I need to:

- 1.
- 2.
- 3.

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- 1.
- 2.
- 3.

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- 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

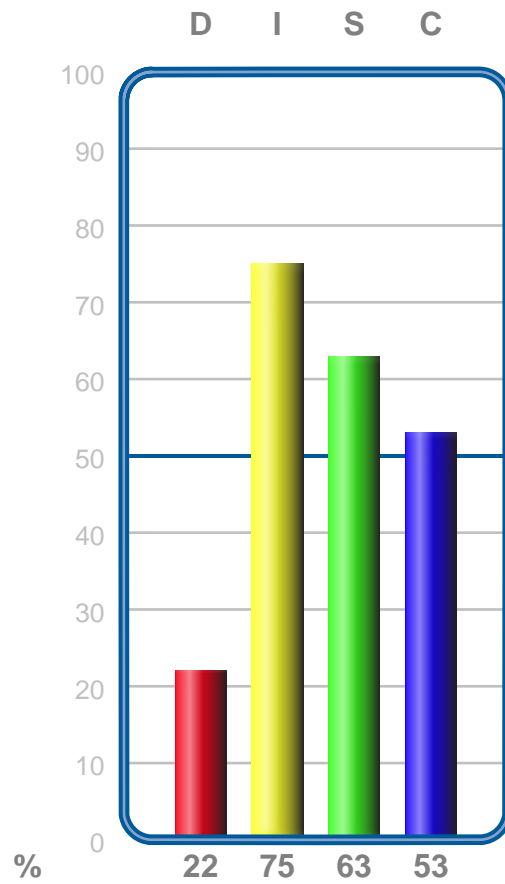
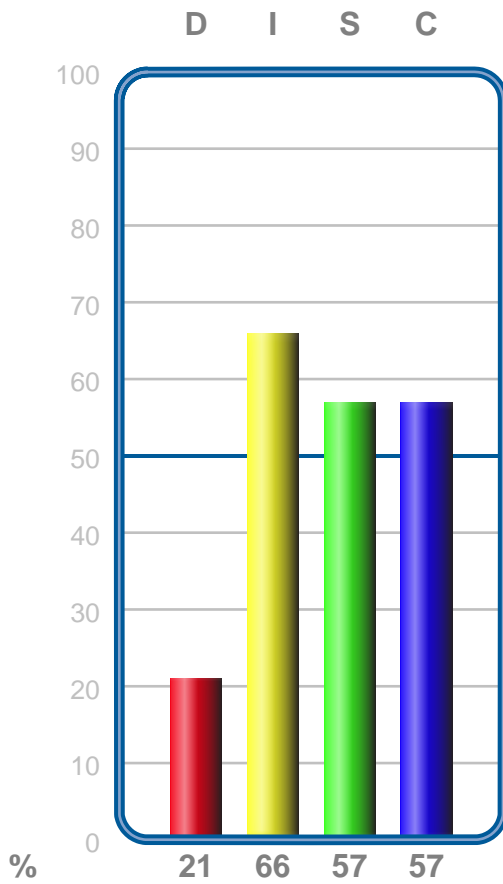
Graph I

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.

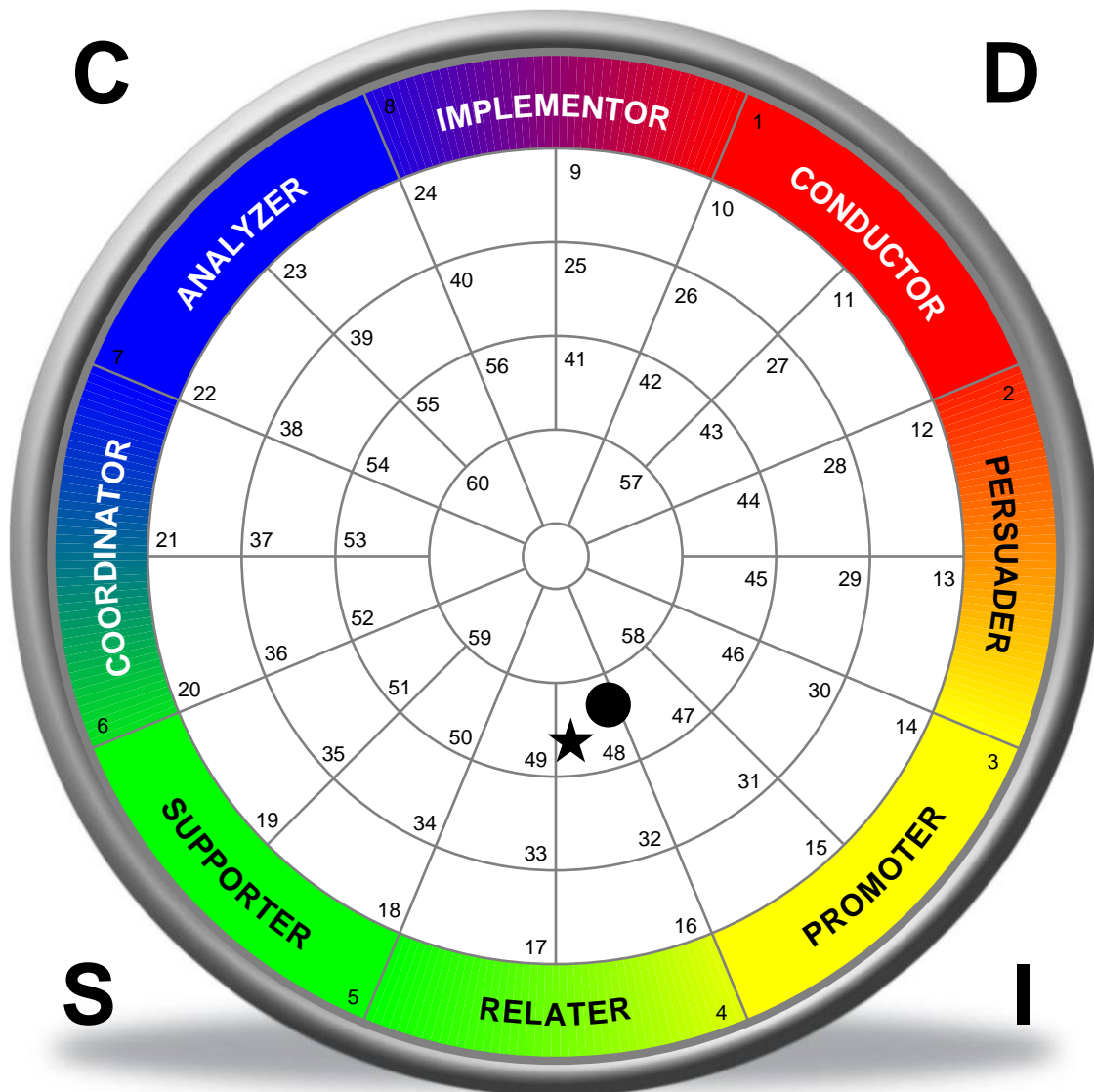
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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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