



Tammy Test Taker

11-2-2011



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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*

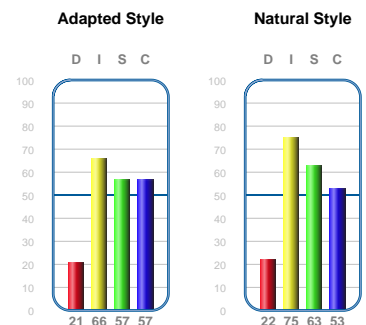


Based on your responses, the report has selected general statements to provide you with a broad understanding of your behavioral style. The statements identify the natural sensual behavior you bring to an interpersonal relationship. After reading the information, eliminate or modify any statement that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

When treated fairly, you can be sound and stable and seen as a dedicated and devoted individual. You hesitate to say no and will seldom, if ever, attack. When meeting new people, you may be rather unassuming and mild mannered. You will be cooperative and easygoing in social groups and family events, because of an inherent need not to make waves or cause hostility. You tend to be a follower rather than the leader. You will sense security from a strong, decisive person who provides direction and activity. You are rather quiet and modest. You tend not to show assertiveness and are never domineering or egocentric. You prefer others to be in the spotlight rather than yourself.

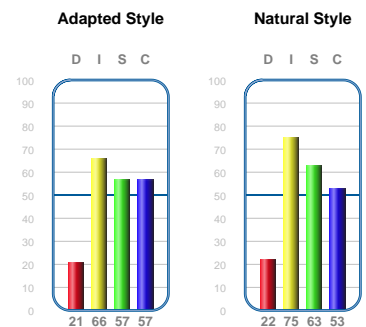
At times, you may be rather hesitant in making decisions. This may occur because you have a need to obtain and evaluate information before making a decision. You may not attempt to commit yourself or declare intentions initially, but will win in situations where you can weigh the pros and cons of various ideas or activities. In a major or minor crisis, you may appear as quite patient, calm, and thoughtful. You demonstrate your ability to calm excited people because of your mild nature. You are usually careful and cautious in most social and family situations. You may be conscientious about rules and procedures. You will probably not go over the speed limits, or disobey written or unwritten rules in the community.

You generally communicate with others in a mild-mannered way. You do not like to make waves and create disharmony. As a result, you may defer your own ideas to those of others. Because of a need to avoid confrontation, you may not express an opinion. As a result,





you may go along with others, even if you disagree with the activity, sacrificing your own self-interests to accommodate others. You would most likely not consider yourself an extremist on various issues, or in socializing with others. You do not need to be the center of attention like others, and in fact may feel rather uncomfortable when in the limelight. In some new situations you may become somewhat unsure because of your need to feel secure in most activities. You will warm up to the new people or event in your own time.

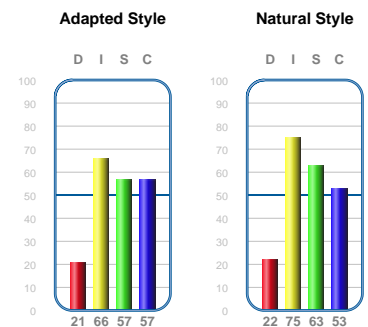




This section of the report was produced by analyzing your wants. People are motivated and influenced by the things that they want. Wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants" for you. Periodically review this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

You may want:

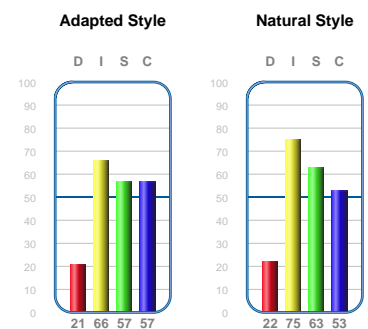
- Support of your ideas and dreams.
- Activities involving contact with many people.
- Social recognition of your accomplishments.
- An audience to perform to and entertain.
- An environment free from conflict or hostility.
- Popularity.
- Time to react to new ideas and sudden change.
- Sound relationships which form naturally, and are not contriving or scheming.
- Acceptance in a variety of groups.
- Recognition of skills and ability.
- Equal relations with others.
- Security for now, and in the future.





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.

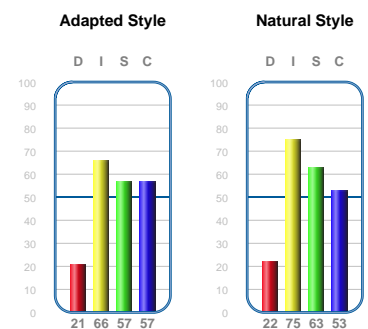
- Socially poised and people-oriented.
- Never a dull moment.
- Bring a feeling of security and stability.
- Calm excited people.
- Respect the property of others.
- Excellent sense of humor; see humor in events spontaneously.
- An excellent listener.
- An excellent "win-win" type of negotiator.
- Very optimistic; make others feel good about themselves.
- Enthusiastic about activities and involvement.
- Will gather facts before offering an opinion.





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.

- Offer opinions and ideas that are stimulating.
- Take time during explanations.
- Support ideas for change with facts, figures and logic.
- Be prepared to listen to many stories.
- Provide solid, tangible, practical ideas and evidence.
- Ask for opinions and ideas.
- Leave plenty of time for socializing and relating.
- Allow time to ask questions.
- Be sincere and use a tone of voice that shows sincerity.
- Offer immediate rewards for accomplishments.
- Talk about expectations.
- Be stimulating, fun-loving, and fast-moving.

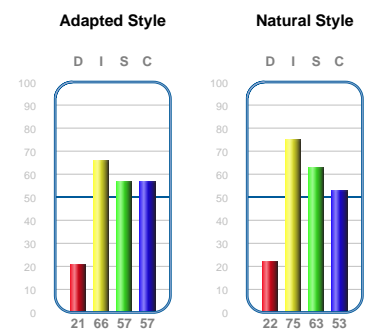




BARRIERS TO COMMUNICATION

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.

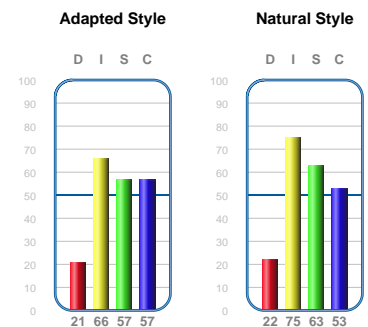
- Don't talk down.
- Don't push too hard, or be unrealistic with expectations.
- Don't rush into the decision-making process.
- Don't be cool, aloof or tight-lipped.
- Don't make promises.
- Don't "stick to the agenda" too much.
- Don't hide your emotions or feelings.
- Don't be dogmatic.
- Don't be random, rambling or haphazard in the presentation of ideas for activities or events.
- Don't "dream" too much or you'll lose time.





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 become evasive if not sure of a position, or the position of others.
- You yield position to avoid controversy--attempt to avoid an antagonistic environment.
- You like the status quo too much and avoid much that is new.
- You become defensive when involving risk--preferring to keep things the same.
- You hesitate to act on a problem unless a solution is clear, or the risk is small.





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: _____



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MOST

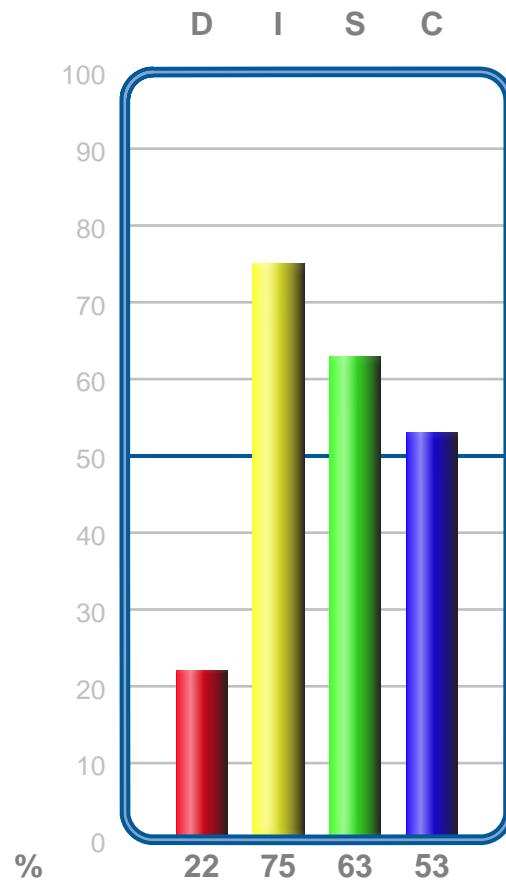
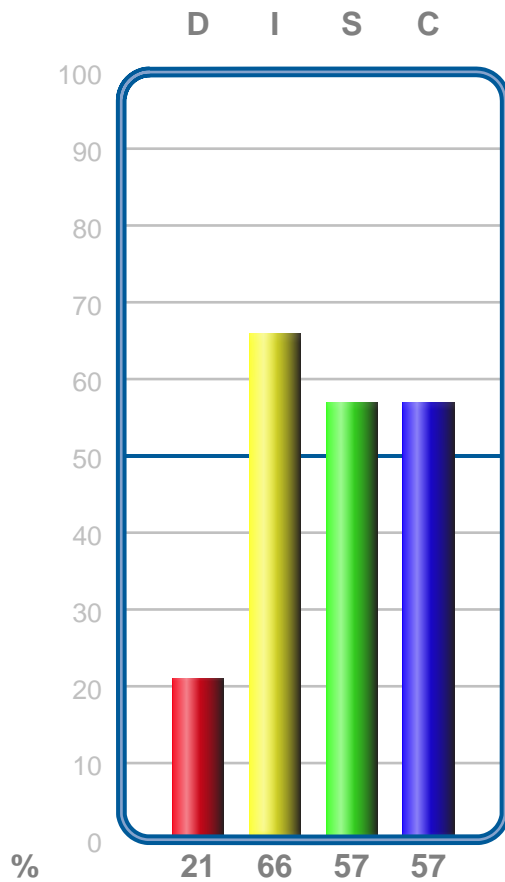
Graph I

Adapted Style

LEAST

Graph II

Natural Style



Norm 2011 R4



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.

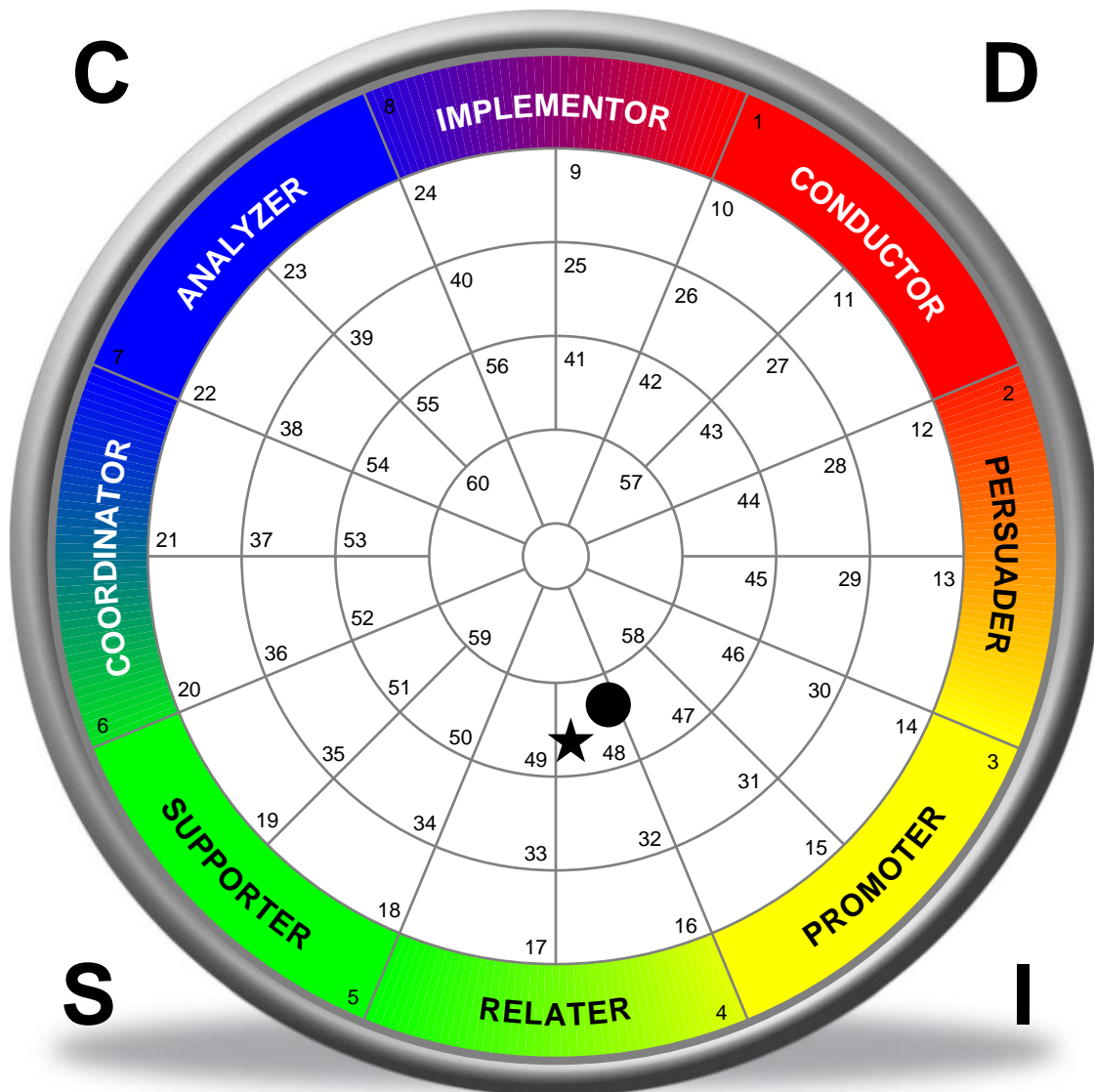
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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)

Norm 2011 R4