



FAMILY RELATIONSHIPS

Adult Version

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Elizabeth Schultz

8-18-2008



INTRODUCTION

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 Elizabeth'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.

- Many see you as a person of good will who rarely would intentionally antagonize others in the family.
- You tend to respond to other family members who give you personal attention and make sincere compliments for your role in the family.
- While you are not always aggressive, you will stand up for your beliefs and values when others are presenting a case that contradicts.
- As a parent you are good at relieving tension in the family and very good at promoting family members as well as the projects that they're involved in.
- 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.
- As a parent you may be too indirect when disciplining the children. That is, they may not get the impression they were actually disciplined because you do not like to deal with negatives.
- As a parent you often shy away from a confrontation problem than run the risk of offending a member of the family.
- You tend to see the good in other family members and sometimes overlook some of the weaknesses.
- You basically need a warm and rewarding family environment. When confronted with the dissatisfaction of this basic need, you will experience difficulty in helping others meet some of their needs.
- You have great intuitive instincts to quickly build interpersonal relationships between yourself and other family members.
- As a parent you are very trusting and sometimes can be taken advantage of by other family members.



GENERAL STATEMENTS

- One of your strengths is keeping the family members happy and satisfied from a human relations standpoint.
- You relate quite naturally to other family members and need the good will from all members.
- You have a very high trust level and may be taken advantage of by family members who make you strongly believe they will fulfill their promises.
- You develop friendships easily and can be a great asset to other family members when they need a supportive person involved with their activities.
- You have the ability to promote yourself and at the same time be supportive of other family members.
- 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 are sensitive to the interpersonal relationships of family members and you do not like family members engaged in conflict. Because of your skills in solving conflicts, you probably are called upon by the family to assist in negotiating conflict.
- You can be a very good host, as most people feel very comfortable with your informal and relaxed manner.
- You generally exhibit good feelings toward other family members and have a strong desire to please others and want, in return, their love.
- You are very optimistic about the potential of family members to achieve results in many arenas. Sometimes it will motivate them to achieve beyond their abilities. Other times they may give up before trying because you oversold them on their abilities.
- You are skilled at making favorable first impressions when meeting friends of other family members.
- 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 Elizabeth. Read and discuss each statement. Identify those statements which are most important to Elizabeth. Share these statements with other family members. Make a list and practice using them in your daily communication with Elizabeth.

- Give her time to ask questions.
- Leave time for relating, socializing.
- Be prepared.
- Talk about her, her goals and opinions she finds stimulating.
- Plan interaction that supports her dreams and intentions.
- Read the body language for approval or disapproval.
- Use a scheduled time table when implementing new action.
- Provide solid, tangible, practical evidence.
- Be sincere and use a tone of voice that shows sincerity.
- Ask for her opinions/ideas regarding people.
- Limit your use of gestures.



DON'TS ON COMMUNICATING

This section of the report lists the things NOT to do when communicating with Elizabeth. 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 legislate or muffle - don't overcontrol the conversation.
- Don't take credit for her ideas.
- Don't talk down to her.
- Don't push too hard, or be unrealistic with deadlines.
- Don't give your presentation in random order.
- Don't be curt, cold, or tight-lipped.
- Don't make promises you cannot deliver.
- Don't talk in a loud voice or use confrontation.
- Don't be haphazard.
- Don't be dogmatic.
- Don't kid around too much, or "stick to the agenda" too much.
- Don't rush her in the decision-making process.
- Don't waste time trying to be impersonal, judgmental, or too task-oriented.



DESCRIPTORS

Based on Elizabeth'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	Evasive Worrisome Careful Dependent Cautious Conventional Exacting Neat Systematic Diplomatic Accurate Tactful Open-Minded Balanced Judgment
Conservative Calculating Cooperative Hesitant Low-Keyed Unsure Undemanding Cautious Mild Agreeable Modest Peaceful	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
Unobtrusive			



ACTION PLAN

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: _____

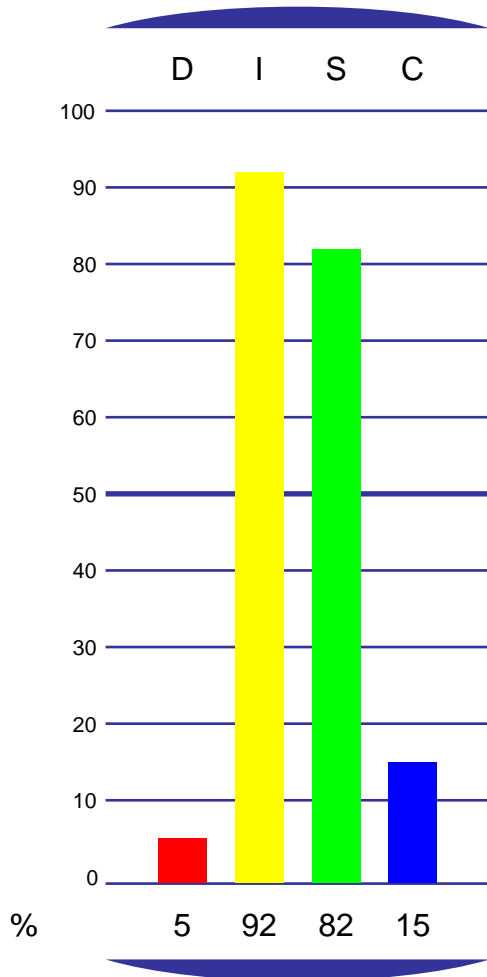


STYLE INSIGHTS® GRAPHS

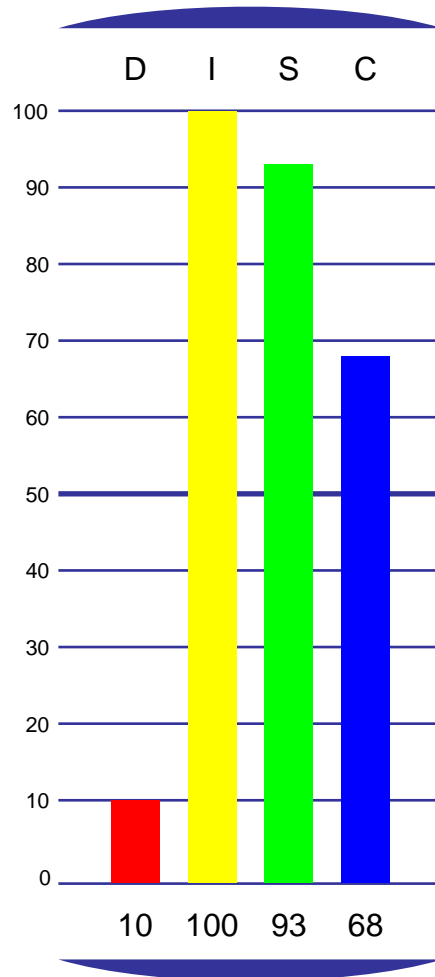
Elizabeth Schultz

8-18-2008

MOST
Graph I
Adapted Style



LEAST
Graph II
Natural Style



Norm 2003



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.

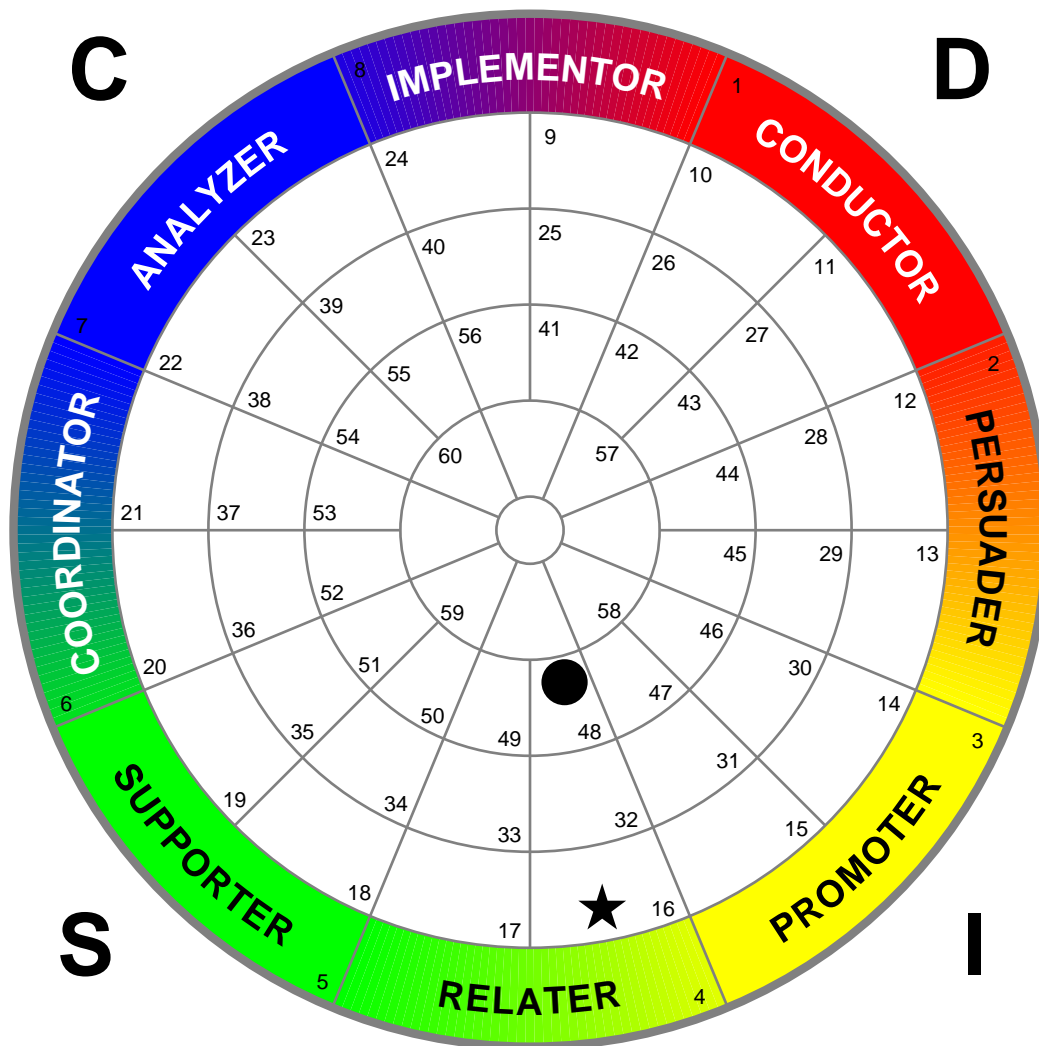
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



THE SUCCESS INSIGHTS® WHEEL

Elizabeth Schultz

8-18-2008



Adapted: ★ (16) PROMOTING RELATER
 Natural: ● (48) PROMOTING RELATER (ACROSS)
 Norm 2003