

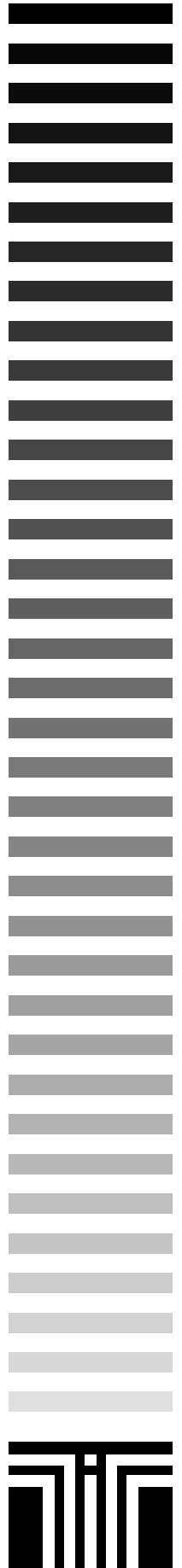
Interactive Insights™

Relationships Version

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

John Doe

1-17-2003



INTRODUCTION

This Interactive Insights™ Relationships Version report is the result of the online assessment you have completed. It contains specific and comprehensive information on your behavioral style. Use this report as a reference point in conjunction with your Blueprint For Success™ that contains your personalized responses to the online self-development questions.

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 CHARACTERISTICS

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.

You tend to be loyal to others. Your loyalty shows in a variety of ways including your "staying power" with relationships and activities. Socially, you tend to be a "homebody" preferring your house and yard to faraway places with strange sounding names. This may cause stress if others want to see the world. Because of your lenient and complacent nature, others with fewer scruples may take advantage of you. You could, perhaps, benefit from greater assertiveness. You prefer a warm, friendly environment free of conflict and hostility. In that environment, you prefer reassurance of your involvement and self-worth.

You excel at concentrating on specific activities which must be completed. You will not complain much and you do not like to make waves and cause hostility. If you are involved in a variety of tedious activities, you will probably demonstrate a great amount of patience. You will be steady and systematic until you are finished. You need time to adjust to new ideas and activities. You must think things over before becoming committed and acting on new ideas. When confronted with a problem, you will try to solve it by working closely with others. You like to know what others have done in the past to solve a similar problem.

You usually hesitate about speaking in front of groups, preferring to talk with individuals. You tend to internalize conflict. As a result, if something about another is bothering you, you may bottle-up feelings and keep them inside. In your group, you may support the group leader rather than vie for a leadership position yourself. As a result, the group leader will usually appreciate the support you bring. You have a trait of hiding or concealing your true feelings, especially if

GENERAL CHARACTERISTICS

negative, so as not to cause hostility. On occasion, you become a "grudge-holder."

PERSONAL REQUIREMENTS

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:

- Peace and harmony.
- Activities which you can start and finish.
- Tried, established ways of doing things.
- Opportunity for privacy and to be alone occasionally.
- No sudden or abrupt changes in the situation.
- To feel important, but not be the leader.
- Status quo.
- A feeling of security.
- Scheduled activities with no haphazard or unplanned activity.
- Time and opportunity to weigh pros and cons of decisions.
- An environment free from conflict or hostility.
- Sincerity offered from others.

KEYS TO COMMUNICATING WITH YOU

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.

- Work to achieve mutual satisfaction.
- Prepare your "case" in advance--do your homework.
- Ask "How" questions to draw out opinions.
- If you disagree, organize your thoughts before confronting your partner.
- Present ideas softly, nonthreateningly.
- Support principles.
- Be responsive toward ideas and commitments.
- Use a thoughtful approach.
- Listen sincerely.
- Patiently draw out personal interests.
- If you agree, follow through with your end of the agreement.
- Minimize risks by providing assurances for participation.

BARRIERS TO COMMUNICATING WITH YOU

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 threaten.
- Don't be disorganized.
- Don't manipulate or bully into agreement.
- Don't keep deciding; give time to make decisions.
- Don't rush the facts or hurry the decision-making process.
- Don't stick coldly or harshly to plans.
- Don't force a response quickly.
- Don't be rude, abrupt or rushed in your conversation.
- Don't be unrealistic with deadlines and quick expectations.
- Don't be vague or offer strong opinions.
- Don't push too hard.
- Don't fail to follow through with the commitment.

RELATIONSHIP STRENGTHS

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.

- Being a good citizen.
- Make certain small details are taken care of before starting things.
- "The anchor of reality" in highly emotional situations.
- Bring things back to earth when too much dreaming is going on.
- Work hard for everyone's satisfaction.
- Objective, careful evaluator of all things before an activity is started.
- Very patient with others.
- Sincere in what you say and do.
- Good at reconciling.
- Loyal team player.
- Set standards for others to live up to.
- An excellent listener to the concerns and ideas of others.

HINDERING FACTORS

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 passive-aggressive if you don't like what's happening (passive resistance), rather than being assertive and confronting the issues.
- You show indecision often regarding ideas or activities.
- You resist change to new ideas or activities; support the status quo.
- You do not project a high sense of urgency in getting things done.
- You resist new and innovative activities.
- You wait for directions before acting.
- You need encouragement in meeting new people, or starting new activities.
- You hold a grudge if feeling slighted, or unappreciated.