

RELATIONSHIP INSIGHTS™

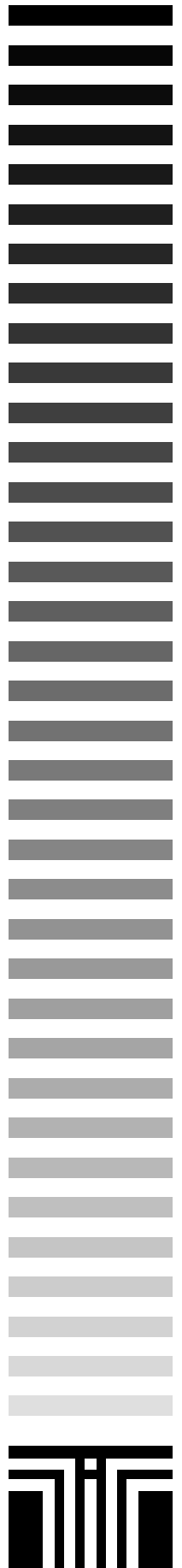
*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Dave Neely

4-3-2000

Getting People to Invest Emotionally in the Organization

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INTRODUCTION

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 Behavioural factors in varying degrees of intensity."
-W.M. Marston*

GENERAL STATEMENTS

Based on your responses, the report has selected general statements to provide you with a broad understanding of your Behavioural 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 like being in the front and having the spotlight. As a result, if not on center stage, you may sulk. You have a high interest in the new, the unusual and the adventurous. You may also be curious and have a wide range of interests, preferring an ever-changing environment. You love challenges and competition. At the same time, you must realize and appreciate that others may not share your zest for challenges and competition. You love challenges and competition. Those who know you may consider you to be a high risk-taker.

You are usually direct, positive, straightforward and "bottom line" when dealing with people. You say what you think, are blunt and perhaps even sarcastic--although not one to hold a grudge. When confronted with the results of your decisions, you will defend your position. If the other person doesn't see your point of view, you will object. You occasionally take charge too soon and may make decisions without consulting others. Your approach toward events or activities may be one prefaced by the word "Charge!" This method may be too strong for some less assertive and less active relationships.

Your high ego traits coupled with impatience may have others read you as arrogant at times. This is only appreciated by others when they understand that you need quick results, challenges and competition. Having a variety of results at stake brings out the best in you. Your great strength is in directing yourself and others toward specific activities results. You have a natural competitive

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GENERAL STATEMENTS

style. It is important for you to feed that competitive spirit, while also showing more patience with those who choose not to be so competitive. Your style may be one of the least accurate listeners. From time to time, this trait may be troublesome to deal with.

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CURRENT WANTS

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:

- Partners who practice listening and participation.
- Support of your ideas and dreams.
- A social environment spiced with change.
- More time in the day for both work and play.
- Freedom from boredom and routine.
- A variety of activities.
- Equal relations with others.
- Freedom from many controls and limitations of creativity.
- As much travel as possible: short trips, long trips and excursions.
- Acceptance in a variety of groups.

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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.

- Forward looking.
- Spontaneous ideas for new activities and things to do.
- Self-starter--won't wait until told to do something.
- Tenacious--show perseverance--stick to it until it's done.
- Sense of urgency in getting things off and running quickly.
- Results-oriented. Keep on target.
- Quick wit and sense of humor.
- Place a high value on time--don't beat around the bush.
- Initiate new activities.
- Challenge-oriented.
- Challenge the status quo--exciting to be around.

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KEYS TO COMMUNICATION

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.

- Be brief, clear and to the point.
- Provide questions and choices for making decisions.
- Expect acceptance without many questions or objections.
- Omit the details and get to the "bottom line."
- Support results, not the person, if you agree.
- Be on time.
- Verify that the message is understood.
- Give strokes for involvement.
- Take issue with the facts, not the person, if you disagree.
- Motivate and persuade by referring to objectives and RESULTS.

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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 drop your end of the plans or activities.
- Don't get off the topic until finished.
- Don't say it unless you mean it.
- Don't let it reflect on the other person if you disagree.
- Don't forget to follow up on what is agreed on regarding plans or follow through.
- Don't be disorganized, messy or forget things.
- Don't direct or order things to be done.
- Don't ramble on, or waste time.
- Don't be put off by cockiness or impatience--it is not meant maliciously.
- Don't assume others hear what is said.
- Don't dictate.

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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 have difficulty telling others what to do--you are too impatient to wait.
- You are critical if others don't measure up to your standards.
- Unless seen as a leader, you may resist participation.
- You are argumentative--taking the devil's advocate position.
- You are a one-way communicator--you don't listen to the whole story before introducing an opinion.
- You set standards so high they become difficult to meet.
- You dislike routine people.
- You are impatient when not in the spotlight.

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ACTION PLAN

Name: Dave Neely

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.

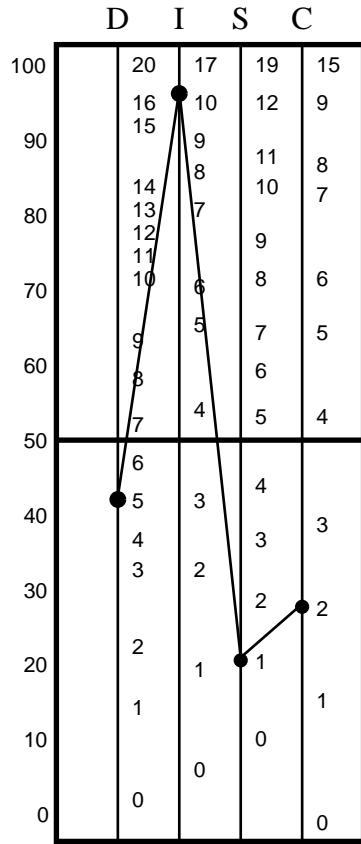
Signed: _____ Date: _____

STYLE ANALYSIS GRAPHS

Dave Neely

4-3-2000

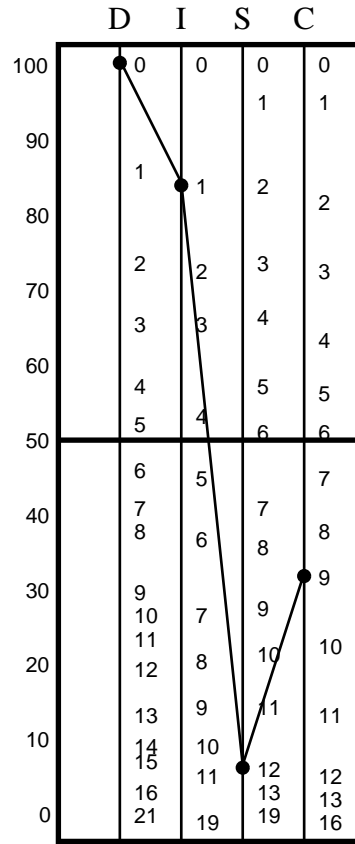
MOST
Graph I
Adapted Style



Score
%

5	11	1	2
43	96	22	29

LEAST
Graph II
Natural Style



0	1	12	9
100	84	8	33

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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 Behavioural style, the Wheel adds a visual representation that allows you to:

- View your natural Behavioural style (circle).
- View your adapted Behavioural 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.

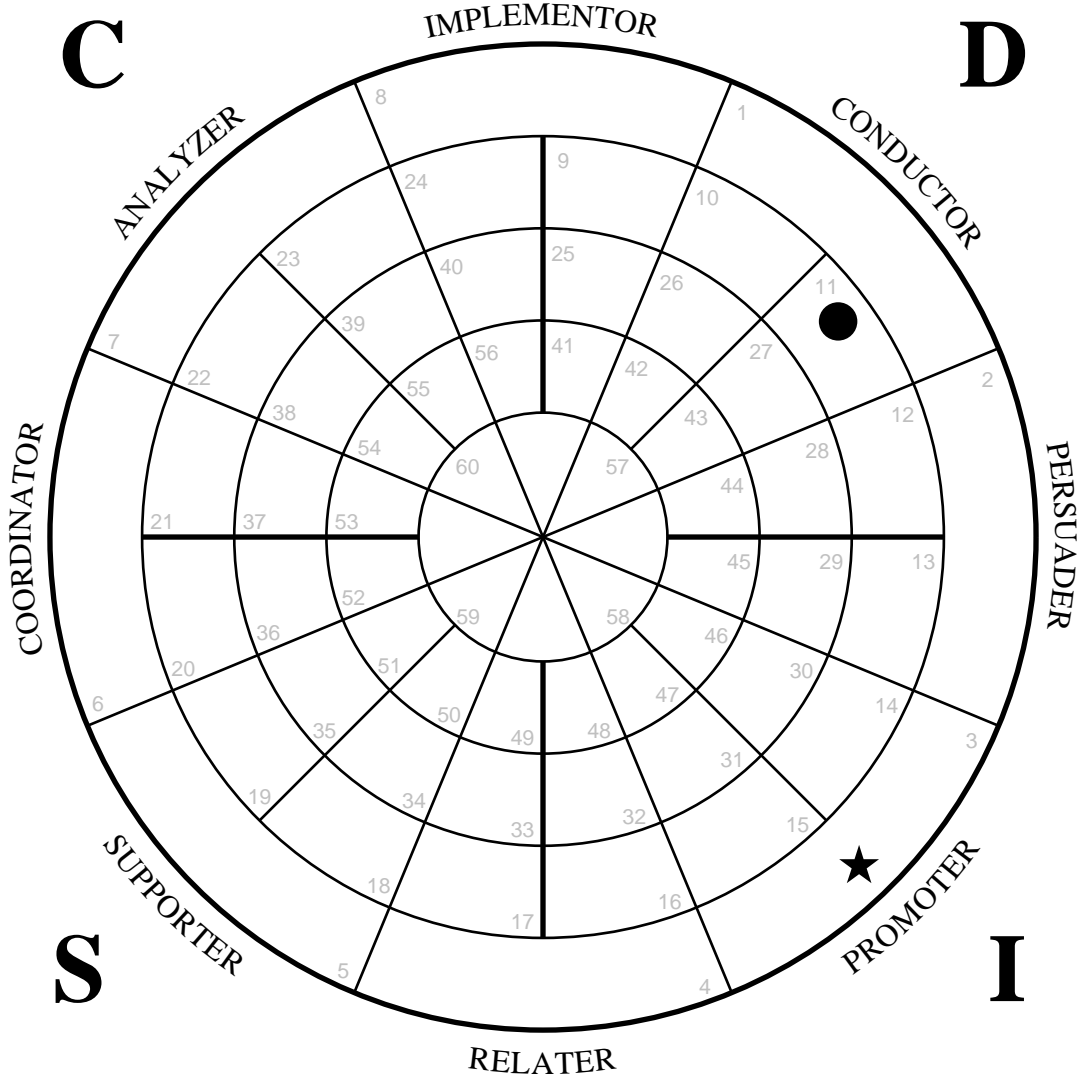
If you are part of a group or team who also took the Behavioural assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able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

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THE SUCCESS INSIGHTS WHEEL™

Dave Neely

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Adapted: ★ (3) PROMOTER

Natural: ● (11) PERSUADING CONDUCTOR

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