

RELATIONSHIP INSIGHTS™

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

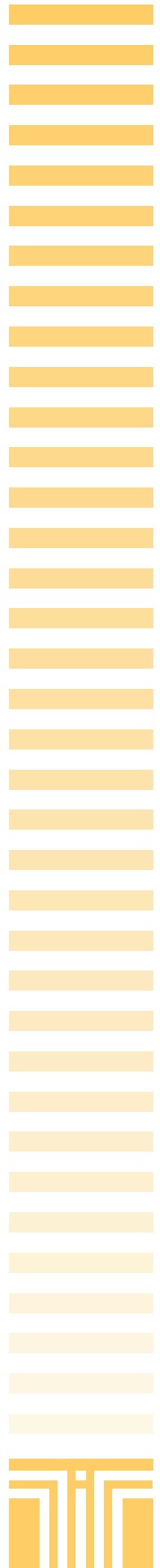
Jane Smith

Sample Report
11/9/2000

"Enabling Businesses to Succeed through People"

People Success Solutions

EXPERTS IN UNDERSTANDING BEHAVIOUR, VALUES AND SOFT SKILLS
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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***

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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 behaviour you bring to an interpersonal relationship. After reading the information, eliminate or modify any statement that you feel is not totally true.

You may demonstrate positive possessiveness by developing strong attachments; however, you will not be overly involved as some others tend to do. You tend to be loyal to others. Your loyalty shows in a variety of ways including your "staying power" with relationships and activities. You have a basic need to be supportive of others. You will agree with others, sometimes even if it is not what you really want. 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.

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. You work at balancing subjective thinking and logic, people and things. When challenged, you will become more objective and search for facts and data. You operate well with others and coordinate your efforts with rhythm and ease. You symbolize sensibility, serenity and steadiness--not sauciness or sarcasm. You need time to adjust to new ideas and activities. You must think things over before becoming committed and acting on new ideas.

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 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. Others will notice that you are a sincere person about what you say and do. This trait, along with the excellent listening skills, creates an individual whom most people find pleasant to be with and a calming type of person.

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CURRENT WANTS

This section of the report was produced by analysing 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:

- Protection or insulation from aggression or confrontation.
- Time to react to new ideas and sudden change.
- Activities that may involve friends.
- An environment relatively free of conflict.
- Sincerity offered from others.
- Identification with your social group.
- Recognition for your loyalty.
- To feel safe and secure in social situations.
- A feeling of security.
- Scheduled activities with no haphazard or unplanned activity.
- Tried, established ways of doing things.

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RELATIONSHIP STRENGTHS

This section identifies specific talents and behaviour 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.

- An excellent listener.
- Good at reconciling.
- A very calming person with the ability to calm excited people.
- An excellent listener to the concerns and ideas of others.
- Dependable partner.
- Loyal team player.
- Work hard for everyone's satisfaction.
- Calm excited people.
- Very patient with others.
- Sincere in what you say and do.
- Will gather facts before offering an opinion.

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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.

- Patiently draw out personal interests.
- Be responsive toward ideas and commitments.
- Show sincere interest as a person.
- Start with a personal comment to "break the ice."
- Present ideas softly, nonthreateningly.
- Take time during explanations.
- Ask "How" questions to draw out opinions.
- Be sincere and use a tone of voice that shows sincerity.
- Find areas of common interest and involvement.
- Provide personal support and assurance.
- Keep the conversation at the discussion level, rather than confrontation.

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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.

- Do not force a response quickly.
- Do not be vague or offer strong opinions.
- Do not be rude, abrupt or rushed in your conversation.
- Do not patronize or demean.
- Do not be domineering or demanding.
- Do not make promises.
- Do not keep deciding; give time to make decisions.
- Do not rush into the decision-making process.
- Do not be egocentric or demanding.
- Do not threaten.
- Do not talk in a loud voice or use confrontation.

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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 become passive-aggressive if you do not like what is happening (passive resistance), rather than being assertive and confronting the issues.
- You hold a grudge if feeling slighted, or unappreciated.
- You resist change to new ideas or activities; support the status quo.
- You have trouble keeping dates and plans.
- You evaluate all activities as number one priority, resulting in inefficiency in getting things done.
- You continue to do things the way they have always been done without trying new approaches.
- You do not project a high sense of urgency in getting things done.
- You wait for directions before acting.

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ACTION PLAN

Name: Jane Smith

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

Jane Smith

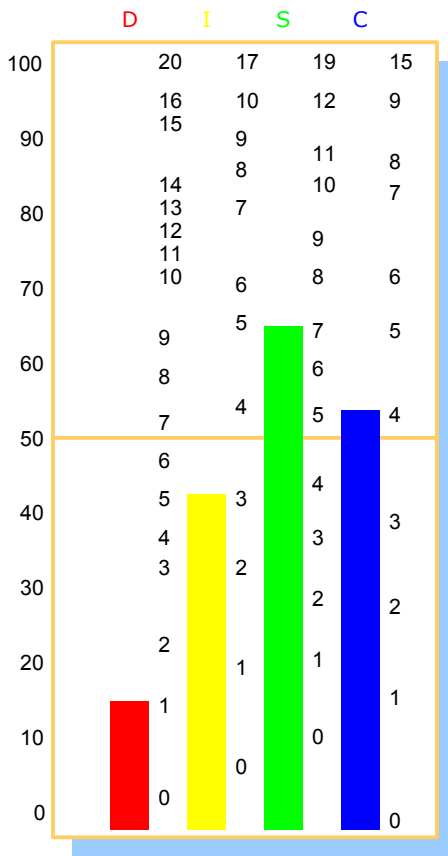
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MOST

Graph I

Adapted Style



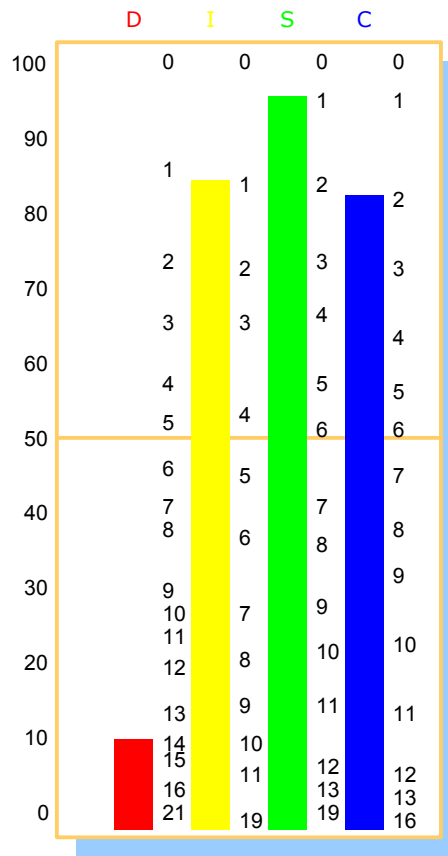
Score
%

1	3	7	4
16	43	65	54

LEAST

Graph II

Natural Style



14	1	1	2
11	84	95	82

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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 behaviour.
- If you filled out the Work Environment Analysis, view the relationship of your behaviour 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 behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

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.

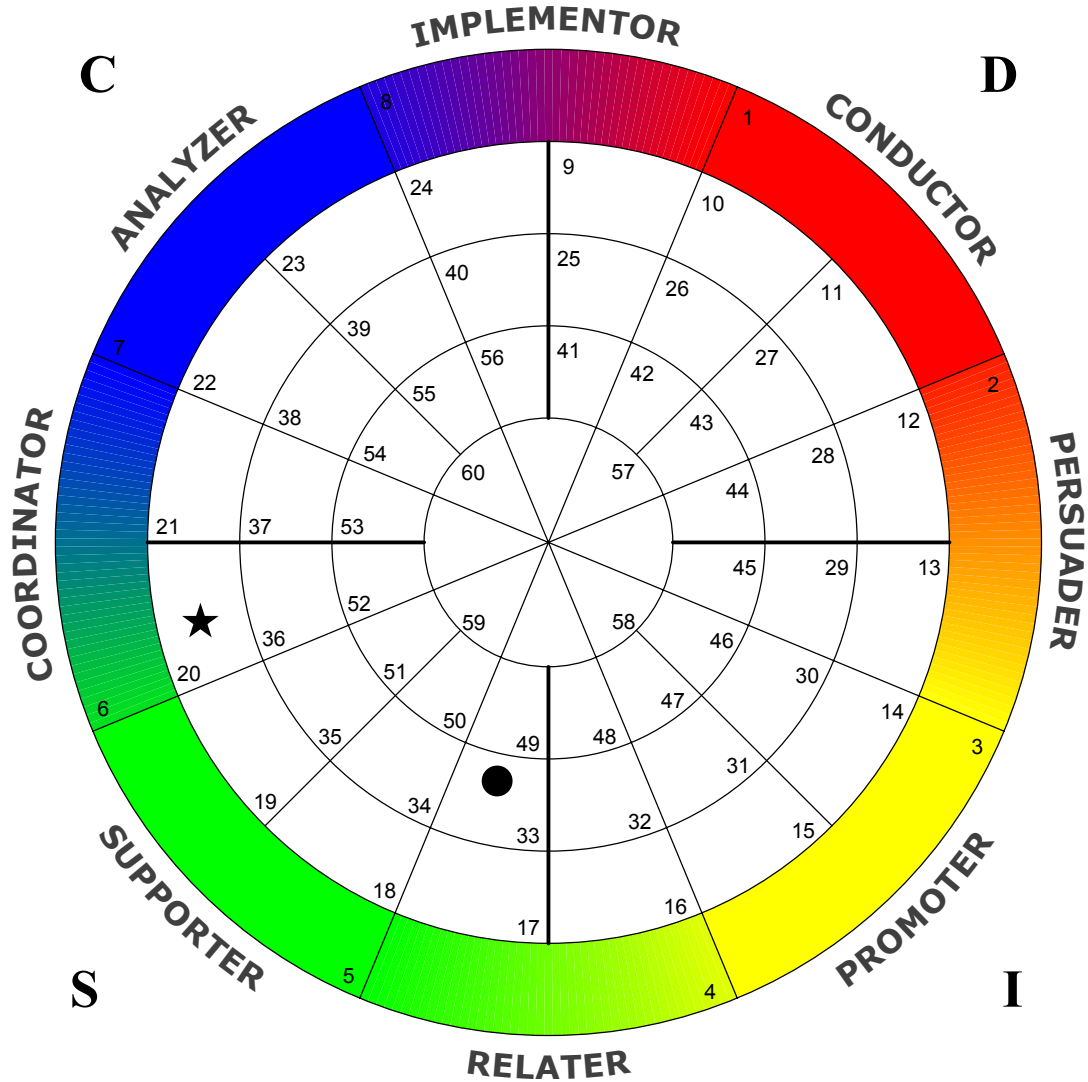
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THE SUCCESS INSIGHTS® WHEEL

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Adapted: ★ (20) SUPPORTING COORDINATOR

Natural: ● (33) SUPPORTING RELATER (FLEXIBLE)

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