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SUCCESS  
INSIGHTS®

## Interviewing Insights™ General

Sally Sampleton  
7-2-2015

**"Be Daring, Be First, Be Different."**

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# 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.



# General Characteristics

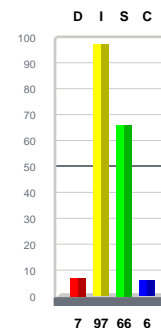
*Based on Sally's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Sally's natural behavior.*

Sally influences most people with her warmth. She is enthusiastic and usually slow to anger. She wants to be liked by everyone and to be recognized for her willingness to help others in time of need. She is usually filled with good intentions, but often lacks the time to fulfill them. Sally may tend to agree to avoid confrontation. She tends to trust people and may be taken advantage of because of her high trust level. She can be seen as a person of good will. She projects a self-assured and self-confident image. Sally is optimistic and usually has a positive sense of humor. She is good at creating enthusiasm in others.

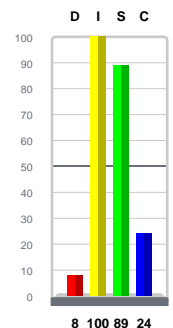
Sally will not be overlooked nor uninvolved. She will consistently try to inspire people to her point of view. She likes working for managers who make quick decisions. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. Sally likes to participate in decision making. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She is good at solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others.



Adapted Style



Natural Style



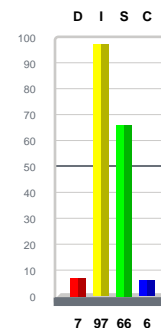


## General Characteristics Continued

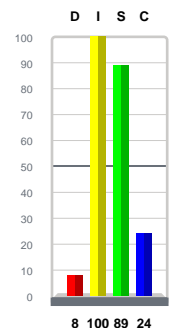
Sally is good at negotiating conflict between others. Sally feels that "if everyone would just talk it out, everything would be okay!" She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She may use her time imprecisely because she likes to talk to people. It is important for Sally to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. Sally tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She is highly excited by what influences her. She has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. She is both a good talker and a good listener.



Adapted Style



Natural Style



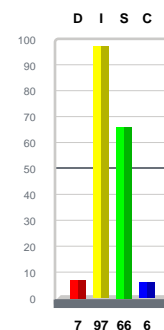


## Ideal Environment

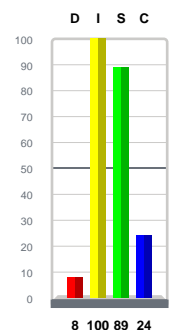
*This section identifies the ideal work environment based on Sally's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Sally enjoys and also those that create frustration.*

- Work place where people seldom get mad.
- Democratic supervisor with whom she can associate.
- Freedom from control and detail.
- Practical work procedures.
- Assignments that can be completed one at a time.
- Assignments with a high degree of people contacts.

Adapted Style



Natural Style





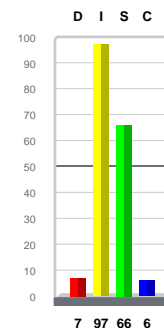
# Value to the Organization

*This section of the report identifies the specific talents and behavior Sally brings to the job. By looking at these statements, one can identify her role in the organization. The organization can then develop a system to capitalize on her particular value and make her an integral part of the team.*

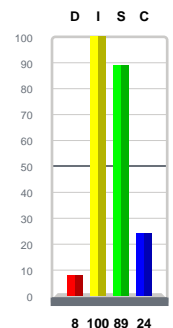
- Positive sense of humor.
- Builds confidence in others.
- Verbalizes her feelings.
- Negotiates conflicts.
- Creative problem solving.
- Optimistic and enthusiastic.
- People-oriented.
- Turns confrontation into positives.
- Respect for authority and organizational structure.



Adapted Style



Natural Style





# Interview Questions

1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?

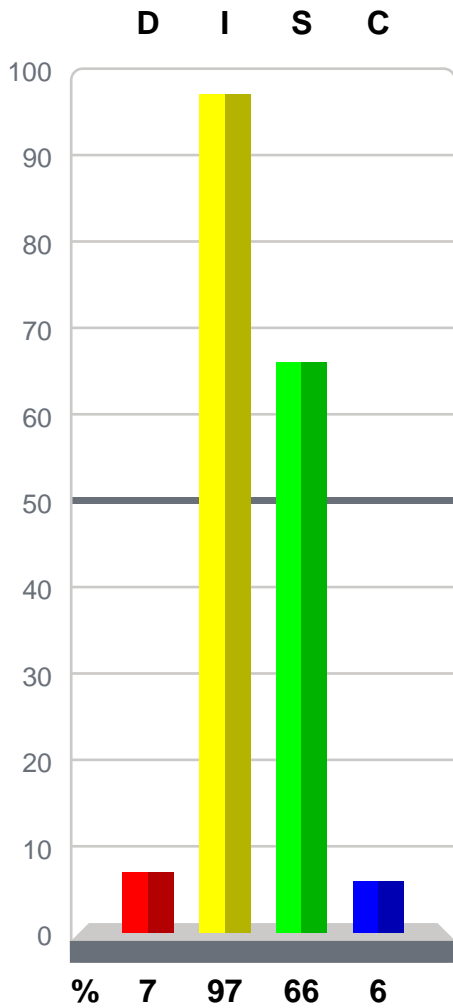


# Style Insights® Graphs

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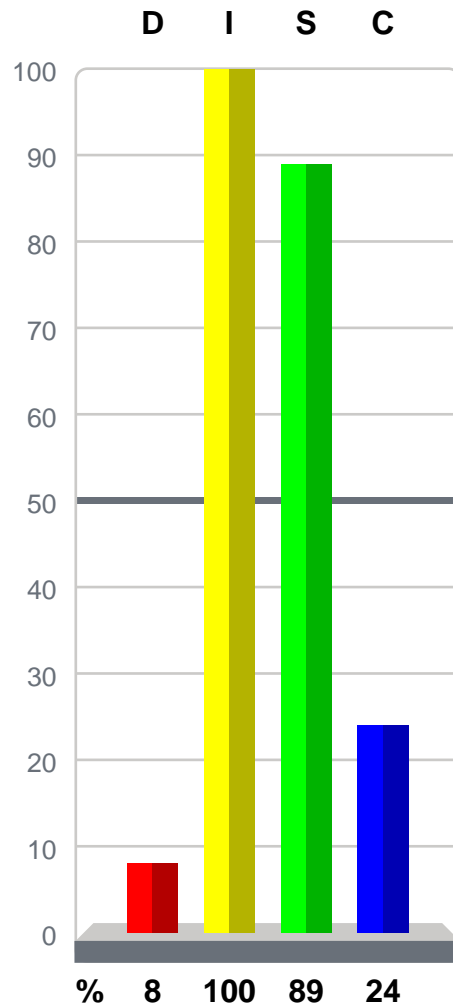
Adapted Style

Graph I



Natural Style

Graph II



Norm 2015 R4





## 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.

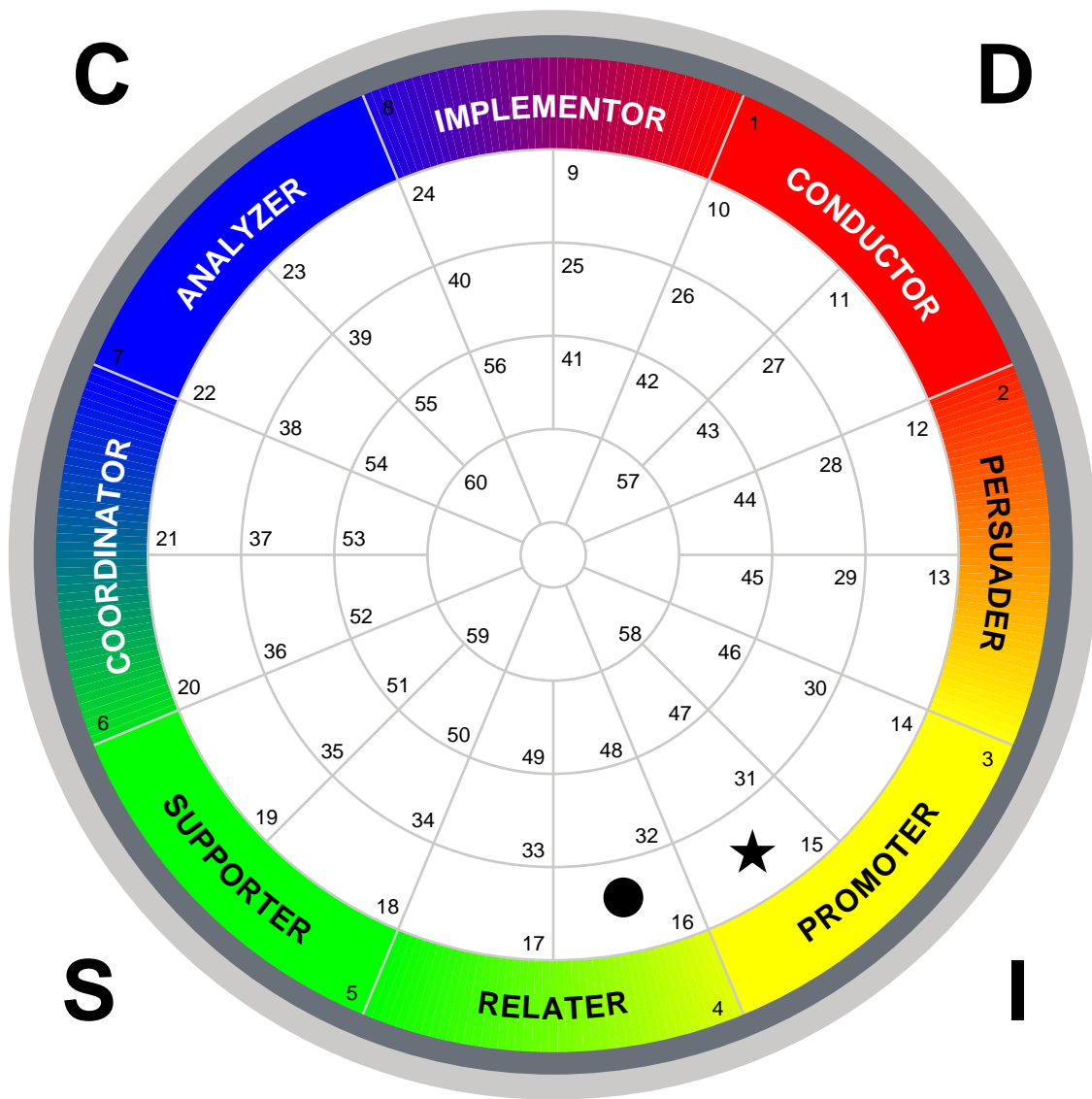
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

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Adapted: ★ (15) RELATING PROMOTER  
 Natural: ● (16) PROMOTING RELATER

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