



# CAREER PLANNING INSIGHTS



**Sally Sampleton**  
5-22-2015



"Be Daring, Be First, Be Different."  
Competitive Edge, Inc.  
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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*

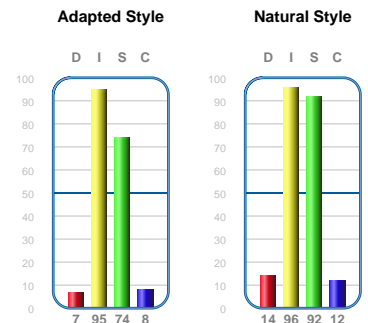


# PERSONAL CHARACTERISTICS

Based on Sally's responses, the report has selected general statements to provide you with 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 wants to be liked by everyone and to be recognized for her willingness to help others in time of need. She can combine and balance enthusiasm and patience. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. She is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." Sally projects a self-assured and self-confident image. She may tend to agree to avoid confrontation. She is usually filled with good intentions, but often lacks the time to fulfill them. She likes to develop people and build organizations. Sally tries to influence others through a personal relationship and many times will perform services to develop this relationship. She is approachable, affectionate and understanding.

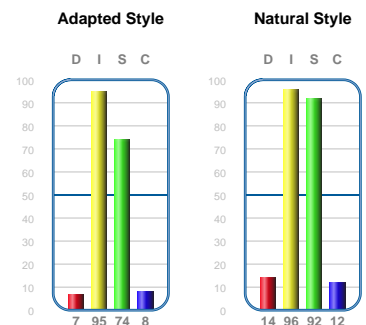
Sally is good at solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She likes working for managers who make quick decisions. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. Sally likes to participate in decision making. 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. She will not be overlooked nor





uninvolved. She will consistently try to inspire people to her point of view.

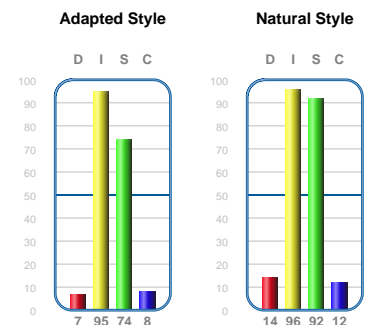
Sally judges others by their verbal skills and warmth. It is important for Sally to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. She is good at negotiating conflict between others. Sally feels that "if everyone would just talk it out, everything would be okay!" She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! Sally 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 tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She will optimistically interact with people in an assured, diplomatic and poised manner. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Sally will attempt to put them at ease.





*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. By identifying Sally's talent, the organization can develop a system to capitalize on her particular value to the organization and make her an integral part of the team.*

- Builds confidence in others.
- Verbalizes her feelings.
- Patient and empathetic.
- Service-oriented.
- Creative problem solving.
- Works for a leader and a cause.
- Positive sense of humor.
- Builds good relationships.

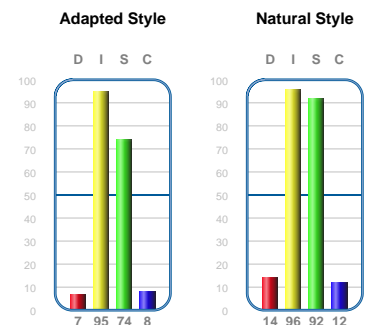




*In this section are some needs which must be met in order for Sally to perform at an optimum level. Some needs can be met by herself, while management must provide for others. It is very difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Sally and her counselor should go over the list and identify 3 or 4 statements that are most important to her. This allows Sally to participate in forming her own personal management plan.*

Sally needs:

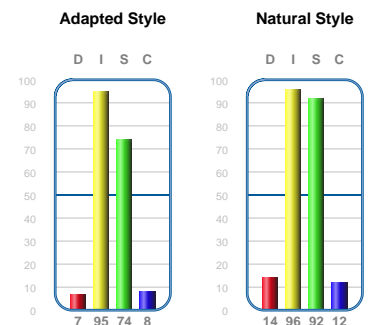
- Participatory management.
- To mask emotions when appropriate.
- Rewards in terms of tangible things, not just flattery and praise.
- A rational approach to decision making--analyze the facts.
- To maintain focus on results and not sacrifice productivity just to make everyone happy.
- Conditioning prior to change.
- Reassurances that she is doing the job right.
- People to work and associate with.
- Better organization of record keeping.
- To handle routine paperwork only once.
- To be introduced to the new employees.
- To be informed of things which affect her.





*This section gives general information on behavior that Sally deems necessary to be successful on the job. One should read this section and determine if the behavior described is job related. If the behavior is not job-related, Sally does not understand the behavior required to be successful in the job.*

- Being cordial and helpful when dealing with new clients or customers.
- Being cooperative and supportive.
- Flexibility.
- Using restraint when confrontation occurs.
- Presenting a practical, proven approach to decision making.
- Making tactful decisions.
- Motivating people to take action by using persuasive skills.
- Being conservative, not competitive, in nature.
- Undemanding of others' time and attention.
- Obtaining results through people.
- Positive, outgoing, friendly behavior.
- Optimistic, future-oriented outlook.

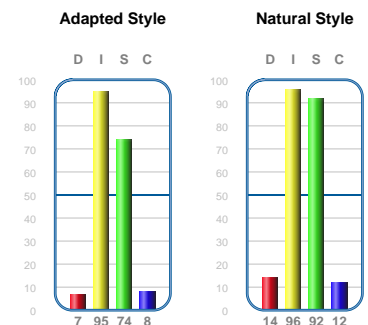




*This section of the report was produced by analyzing Sally's wants. People are motivated by the things they want, thus: wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants."*

Sally wants:

- Public recognition of her ideas and results.
- Flattery, praise, popularity and strokes.
- To be persuaded by logic and emotion.
- A plan she understands.
- Time to think and plan.
- Freedom to talk and participate on the team.
- A support system to do the detail work.
- A secure future.
- To be accepted as a member of the team.
- Methods for performing high quality work.
- A manager who practices participative management.
- Work assignments that provide opportunity for recognition.

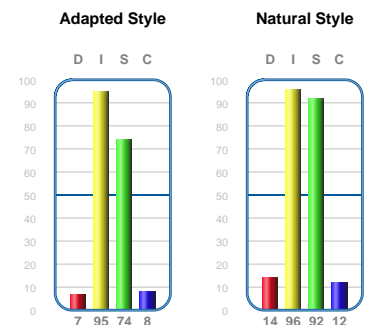






*This section identifies the ideal work environment based on Sally's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. A person with flexibility uses intelligence to modify their behavior and can be comfortable in many environments.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

- Freedom from control and detail.
- An environment in which she may deal with people on a personal, intimate basis.
- Assignments with a high degree of people contacts.
- Little conflict between people.
- A stable and predictable environment.
- Democratic supervisor with whom she can associate.



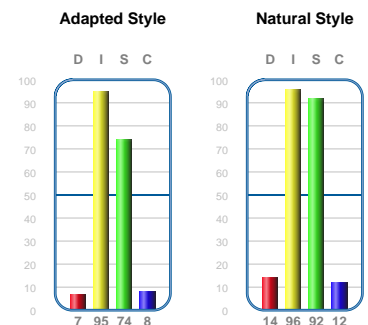


## CHECKLIST FOR COMMUNICATING

*Most people are aware of and sensitive to the ways with which they like to be communicated. Many people find this section to be extremely accurate and important. Read each statement and identify 3 or 4 statements that are most important. Make a list of these and practice using them in your everyday management of Sally.*

Do:

- Offer special, immediate and continuing incentives for her willingness to take risks.
- Move casually, informally.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide a friendly environment.
- Provide ideas for implementing action.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Define clearly (preferably in writing) individual contributions.
- Provide testimonials from people she sees as important.
- Ask "how?" questions to draw her opinions.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Leave time for relating, socializing.
- Provide personal assurances, clear, specific solutions with maximum guarantees.

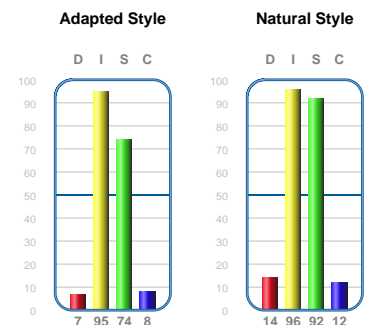




## STRENGTHS AND WEAKNESSES

*In this area of the report is a listing of strengths and weaknesses without regard to a specific job. Cross out those weaknesses that do not apply. Highlight 1 to 3 weaknesses that are hindering performance and develop an action plan to eliminate or reduce this hindrance.*

- STRENGTH - People-oriented. POTENTIAL WEAKNESS - Unrealistic in appraising people--tends to trust people indiscriminately.
- STRENGTH - Good interpersonal relationship skills. POTENTIAL WEAKNESS - May be too lenient and have trouble disciplining.
- STRENGTH - Value people over things. POTENTIAL WEAKNESS - Have difficulty planning and controlling time if people are involved.
- STRENGTH - Good communicator and good at meeting new people. POTENTIAL WEAKNESS - May oversell herself and turn others off.





### Sally Sampleton

5-22-2015

#### MOST

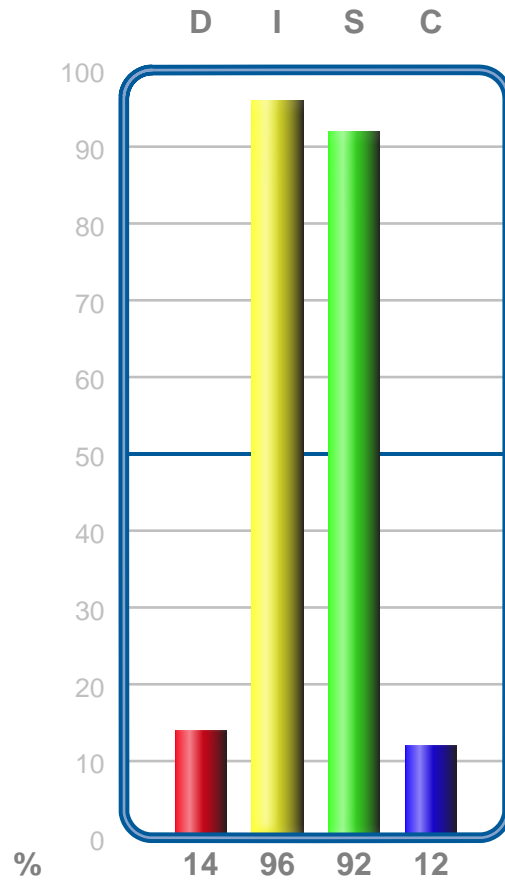
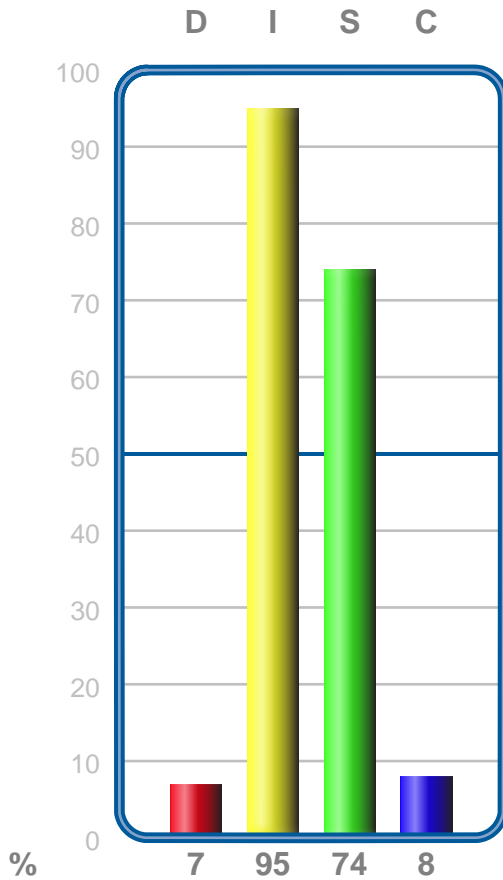
Graph I

Adapted Style

#### LEAST

Graph II

Natural Style



Norm 2015 R4



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.

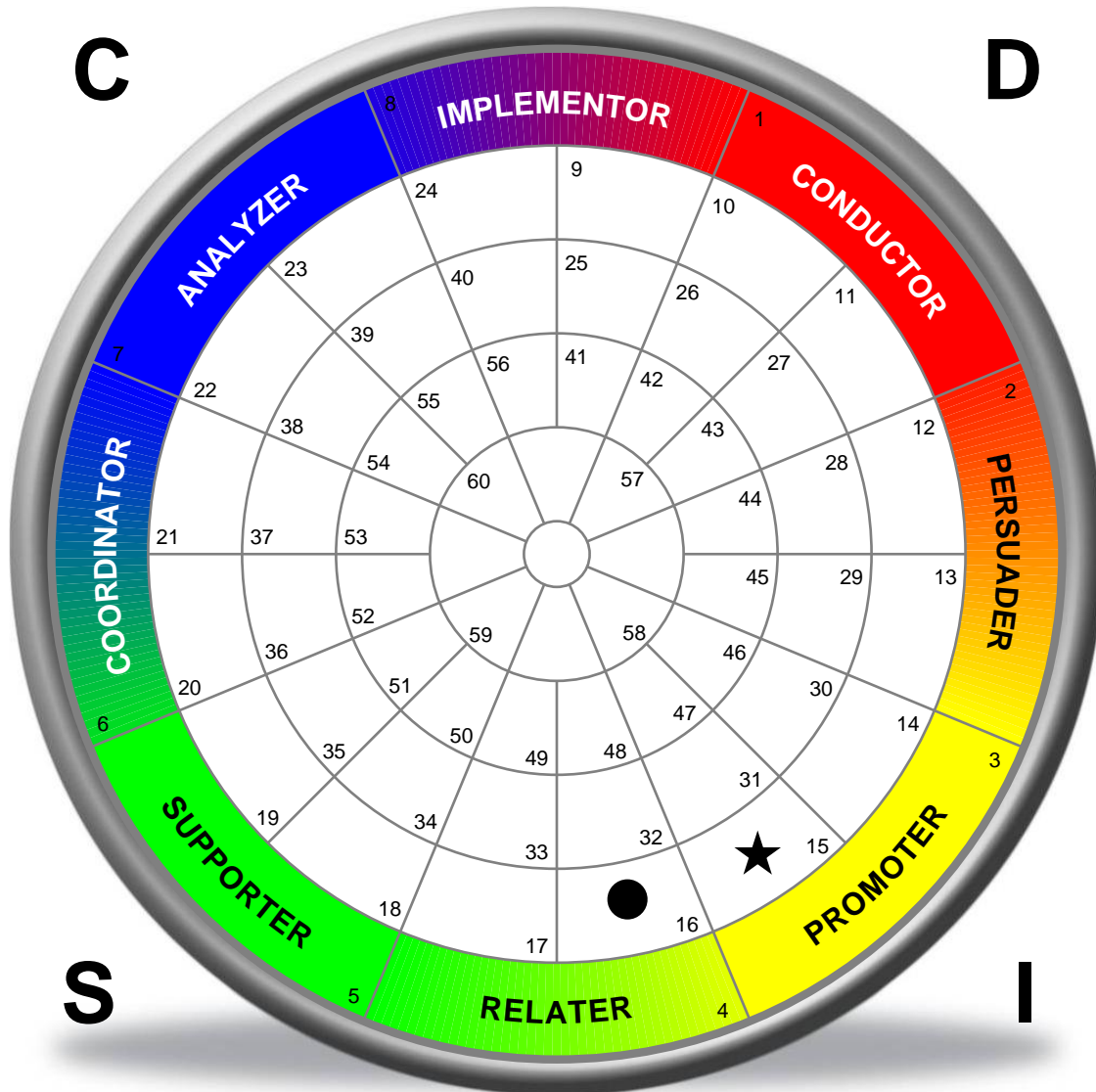
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



Sally Sampleton

5-22-2015



Adapted: ★ (15) RELATING PROMOTER

Natural: ● (16) PROMOTING RELATER

Norm 2015 R4

T: 11:25

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This report compares your ideal and present job. If the ideal job and present job are the same on a factor, only one list of statements will appear. A side by side listing will be printed when they are different. Read, discuss, and clarify to identify the type of behavior you want to use on the job.





*This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.*

"Present" job behavioral demands are:

1. Conservative and calculating approach to problem solving.
2. Quality over efficiency.
3. Care in delegating assignments.
4. Policies and procedures in writing.
5. Specialized activities and assignments.
6. Logical thinking.
7. Analytical skills.
8. An ability to weigh the pros and cons of a decision.
9. Examples to follow.
10. High tolerance level for conflict.
11. Predictable work environment.
12. Standards to maintain quality.

"Ideal" job behavioral demands are:

1. Following instructions precisely.
2. Continual quality control and feedback on quality of work.
3. Accommodating to the needs of others.
4. Expectations clearly defined.
5. Specialized work assignments.
6. Conservative and calculating approach to problem solving.
7. Precision and accuracy.
8. Adherence to regulations.
9. Following through and completing assignments.
10. Traditional procedures.
11. No sudden or abrupt changes.
12. Analytical skills to maintain quality.
13. Systematic approaches to work assignments.
14. High tolerance level for conflict.



*This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.*

"Present" and "Ideal" job behavioral demands are:

1. Many social interactions.
2. Very high trust level.
3. Optimistic outlook towards all activities.
4. Skillful use of vocabulary to generate enthusiasm.
5. Highly persuasive communication.
6. High contact with people.
7. Enthusiastic acceptance of new ideas.
8. Ability to move from one activity to another quickly.
9. Selling the sizzle as well as the steak.
10. A flexible use of time.
11. Outgoing personality.
12. New and innovative ways of solving problems.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team environment.
16. Ability to project self-confidence.
17. Getting things done through people.
18. Freedom from detail and control.



## STEADINESS - CONSISTENCY

*This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.*

"Present" and "Ideal" job behavioral demands are:

1. Patience.
2. Ability to listen.
3. Working within the system.
4. Task oriented concentration.
5. Follows through on task.
6. Limited change in work activities.
7. Team participation.
8. Security for self and others.
9. Job description in writing.
10. Consistent performance.
11. Sincere approach to working with people.
12. Friendly environment.



## COMPLIANCE - CONSTRAINTS

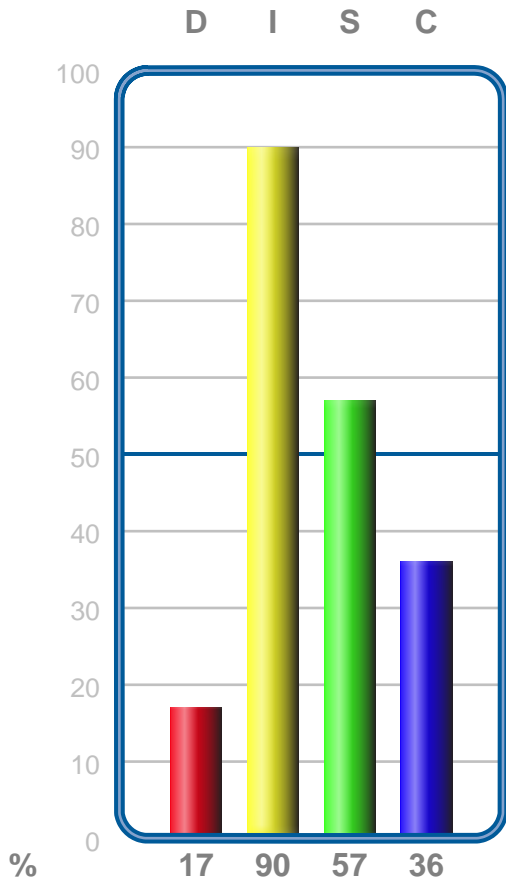
*This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.*

"Present" and "Ideal" job behavioral demands are:

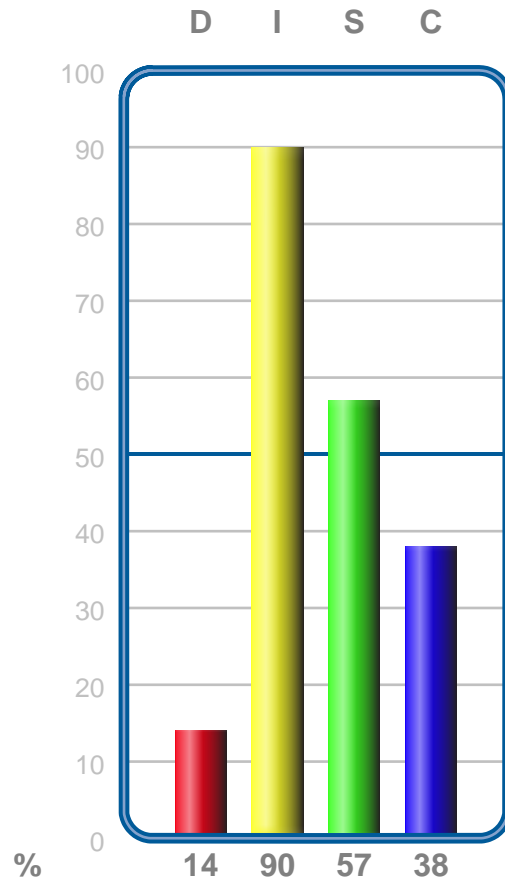
1. Awareness and sensitivity to rules and procedures.
2. Practical work.
3. Persistence in getting the job completed.
4. Freedom from direct control and supervision.
5. Expression of new ideas.
6. Limited independence to question procedures.
7. Testing new ideas and procedures.
8. Taking calculated risks.
9. Questioning the status quo.



**Work Environment  
PRESENT  
Sally Sampleton**



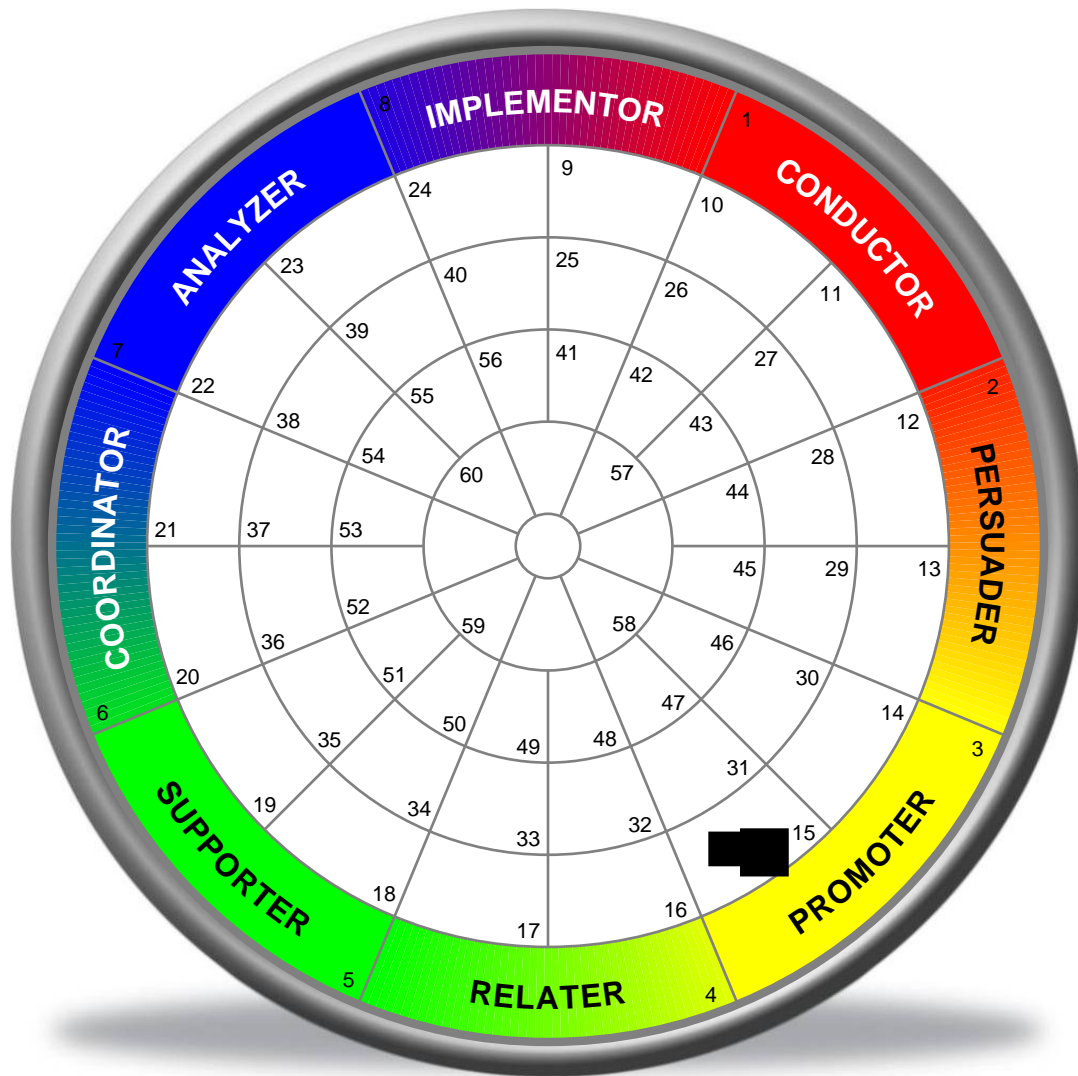
**Work Environment  
IDEAL  
Sally Sampleton**





Sally Sampleton

5-22-2015



Present Work Environment: [redacted] (15) RELATING PROMOTER

Ideal Work Environment: [redacted] (15) RELATING PROMOTER

T: 11:25

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Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for people to change careers 4-5 times during their working lives. Furthermore, research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied with their work.

Given these realities, it becomes more important than ever for people to be prepared to make informed career decisions based on a solid understanding of their own behavioral styles and natural talents. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in a changing environment.

The following Job Indicator section has been designed to stretch your imagination and give you ideas. The message is: "Your options are many." This section will present a listing of jobs that can provide a suitable match to your natural behavioral style, as identified earlier in this report. Review these potential jobs and decide which of them appeal to your individual preferences, values and lifestyle. Remember, they are designed to stretch your imagination and give you ideas!

The career listings presented in this section are derived from the latest issue of The Occupational Information Network (O\*NET) database, developed for the US Department of Labor by the National O\*NET Consortium. You will find a wealth of related career information for your continued research at the following websites: <http://online.onetcenter.org> and the US Dept. of Labor, Employment & Training Administration: <http://www.doleta.gov/programs/onet>.





NAME : Sally Sampleton  
EDUCATION : High School

Sally Sampleton

CODE	OCCUPATION
43-3011	Bill and Accounts Collector
41-2011	Cashier
41-2021	Counter and Rental Clerk
27-1023	Floral Designer
43-4081	Hotel, Motel and Resort Clerk
43-4161	Human Resources Assistant
43-4151	Order Clerk
41-9011	Product Promoter & Demonstrator
43-4171	Receptionist and Information Clerk
21-1093	Social & Human Services Assistant
25-9041	Teacher Assistant



NAME : Sally Sampleton  
EDUCATION : A.A. or B.A.

Sally Sampleton

CODE	OCCUPATION
43-4051	Customer Service Representative
11-9061	Funeral Director
27-1025	Interior Designer
31-9011	Massage Therapist
29-2011	Medical & Clinical Lab Technician
27-2042	Musician, Singer
41-9022	Real Estate Sales Agent
39-9032	Recreational Worker
41-2031	Retail Salesperson
21-1093	Social & Human Services Assistant
25-9041	Teacher Assistant
25-2022	Teacher, Middle School
25-1053	Teacher, Post-secondary Environmental Science
25-2011	Teacher, Preschool
25-2031	Teacher, Secondary
41-3041	Travel Agent



NAME : Sally Sampleton  
EDUCATION : B.A. Plus

Sally Sampleton

CODE	OCCUPATION
19-3091	Anthropologist & Archaeologist
29-2031	Cardiovascular Technician
21-1019	Counselor
43-4051	Customer Service Representative
27-2031	Dancer
11-9061	Funeral Director
19-2043	Hydrologist
27-1025	Interior Designer
29-2011	Medical & Clinical Lab Technician
27-2042	Musician, Singer
19-3031.02	Psychologist
29-1126	Respiratory Therapist
21-1093	Social & Human Services Assistant
21-1029	Social Worker
19-3041	Sociologist
29-1127	Speech-Language Pathologist
25-2022	Teacher, Middle School
25-1053	Teacher, Post-secondary Environmental Science
25-2031	Teacher, Secondary
41-3041	Travel Agent
19-3051	Urban & Regional Planner