



# CAREER PLANNING INSIGHTS



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3-17-2010



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Maximizing Individual and Corporate Potential



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*





















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#### MOST

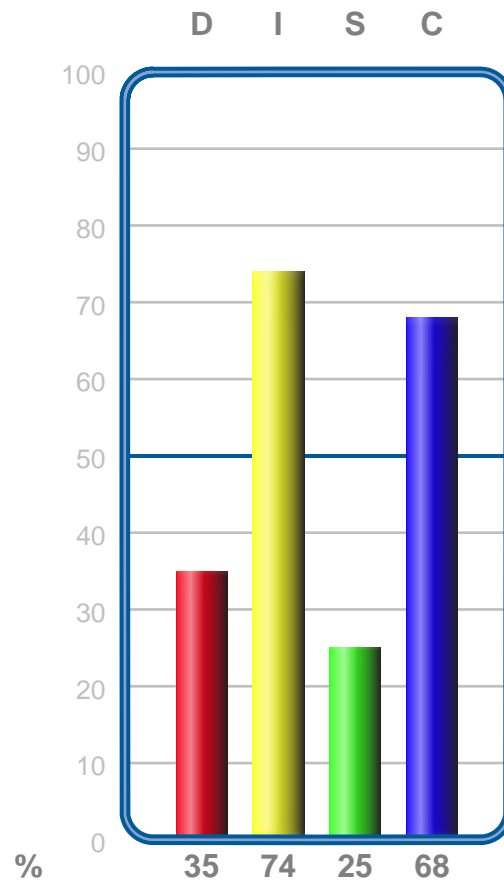
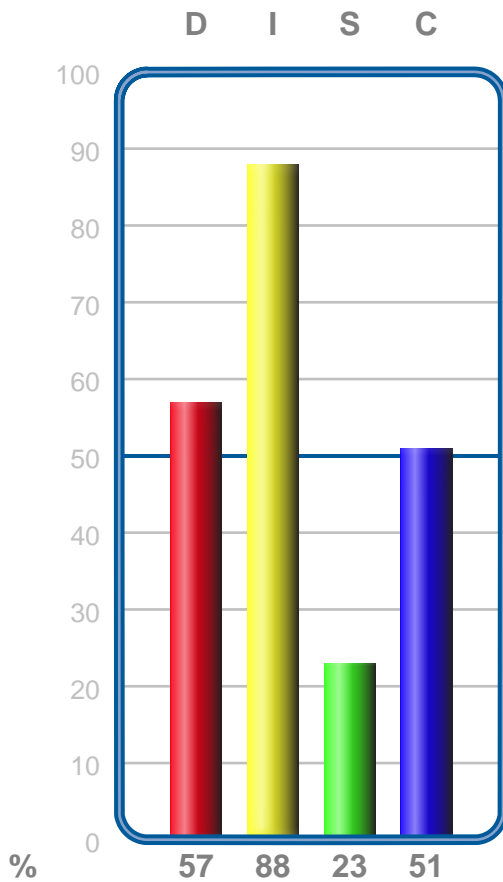
Graph I

Adapted Style

#### LEAST

Graph II

Natural Style



Norm 2003



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.

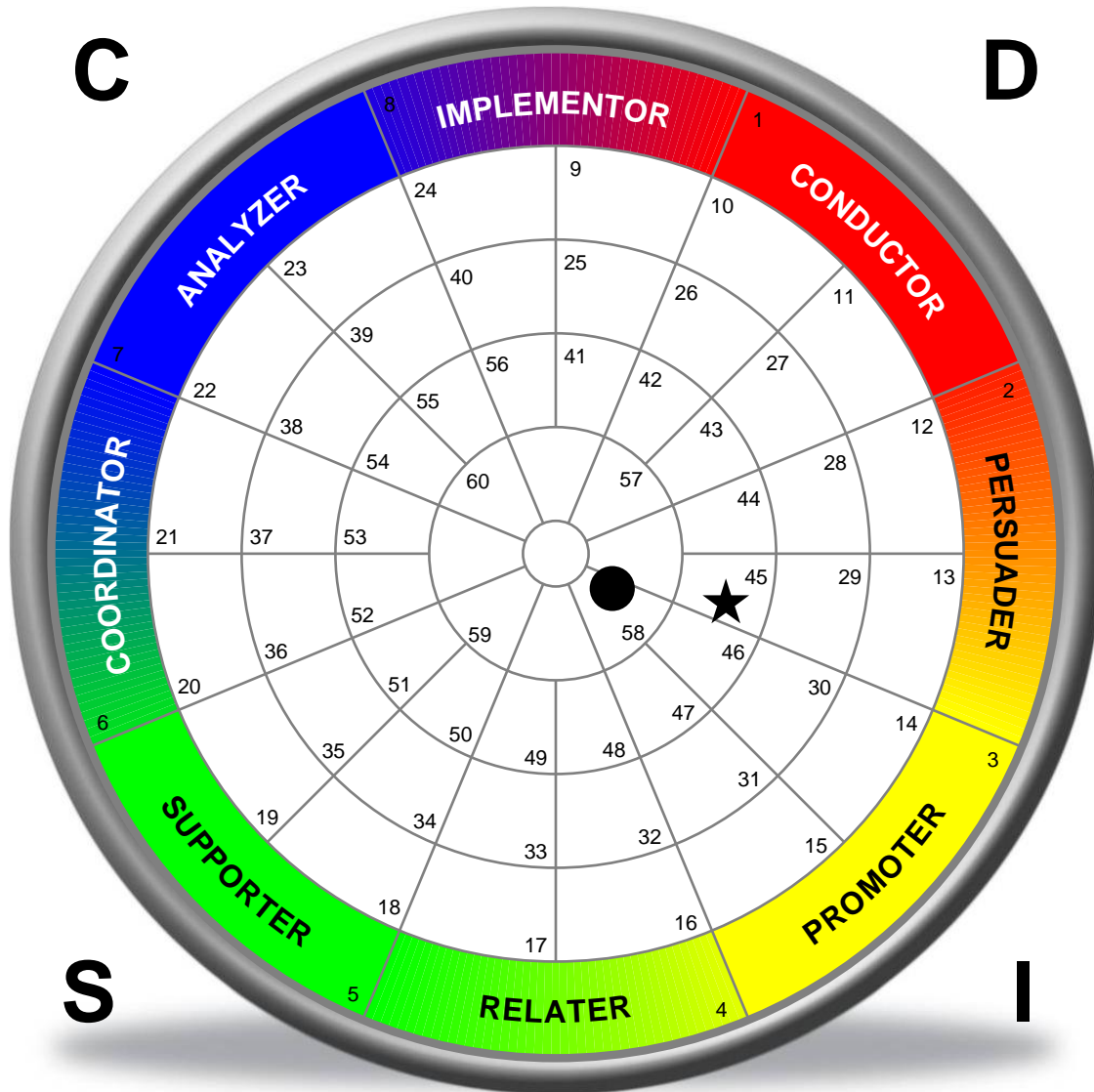
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able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



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Adapted: ★ (45) PROMOTING PERSUADER (ACROSS)

Natural: ● (58) ANALYZING PROMOTER (ACROSS)

Norm 2003

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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" and "Ideal" job behavioral demands are:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.



*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" job behavioral demands are:

1. Democratic relationships.
2. Earned trust.
3. Friendly work environment.
4. Verbal skills.
5. Being polite and diplomatic.
6. Working with people.
7. Acceptance of new ideas.
8. Coaching and counseling.
9. Participatory management.

"Ideal" job behavioral demands are:

1. Social interactions.
2. High trust level.
3. Optimistic outlook.
4. Verbal skills.
5. Getting people emotionally involved.
6. Working with people.
7. Openness to new ideas.
8. Ability to move from one activity to another quickly.
9. Participatory management.
10. A flexible use of time.
11. Outgoing personality.
12. Creative approach to problem solving.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team approach.
16. Initiating contact with others.
17. Getting things done through people.



*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. Sense of urgency.
2. Shared information and open communication.
3. Quick response to crisis and change.
4. Mobile work environment.
5. Ability to act without precedent.
6. Opportunity to explore change.
7. Support team to handle some of the detail work.
8. Self-starter.
9. Quick decisions.
10. Alertness to problems and challenges.
11. Awareness of deadlines.
12. Facts and data provided by others.
13. Freedom to respond.
14. Variety of work activities.



## 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.



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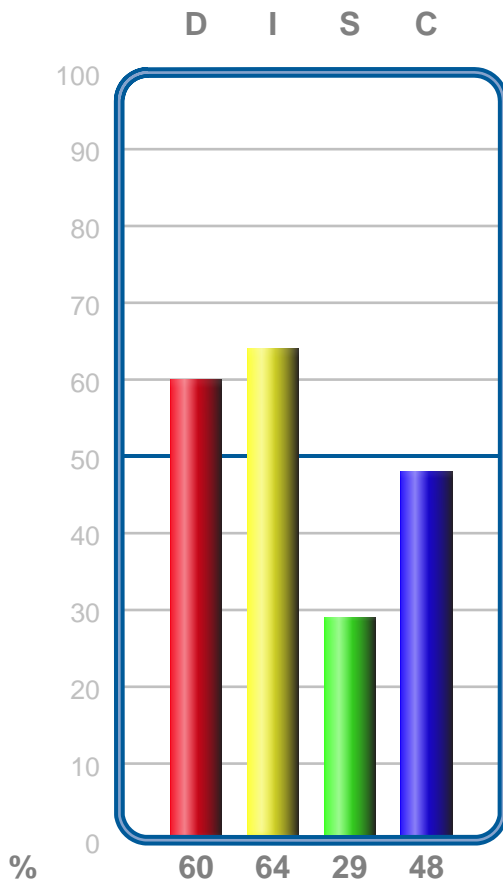
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**Work Environment**

PRESENT

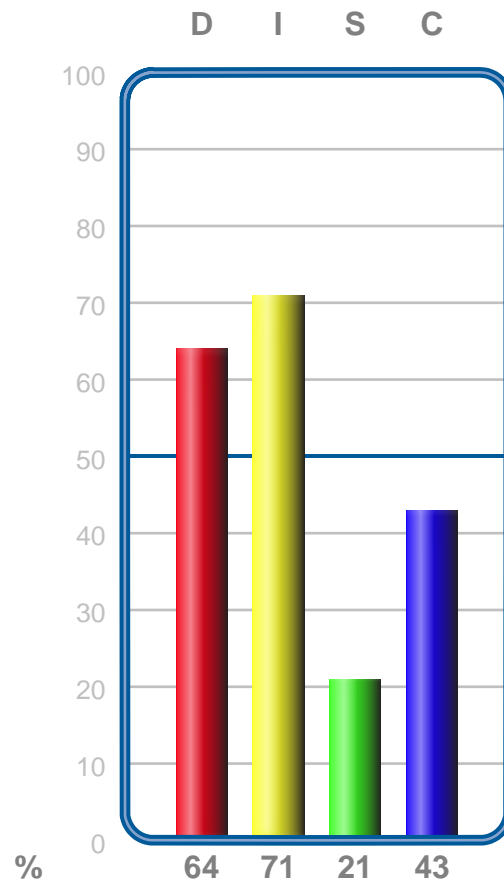
**Anita Sample**



**Work Environment**

IDEAL

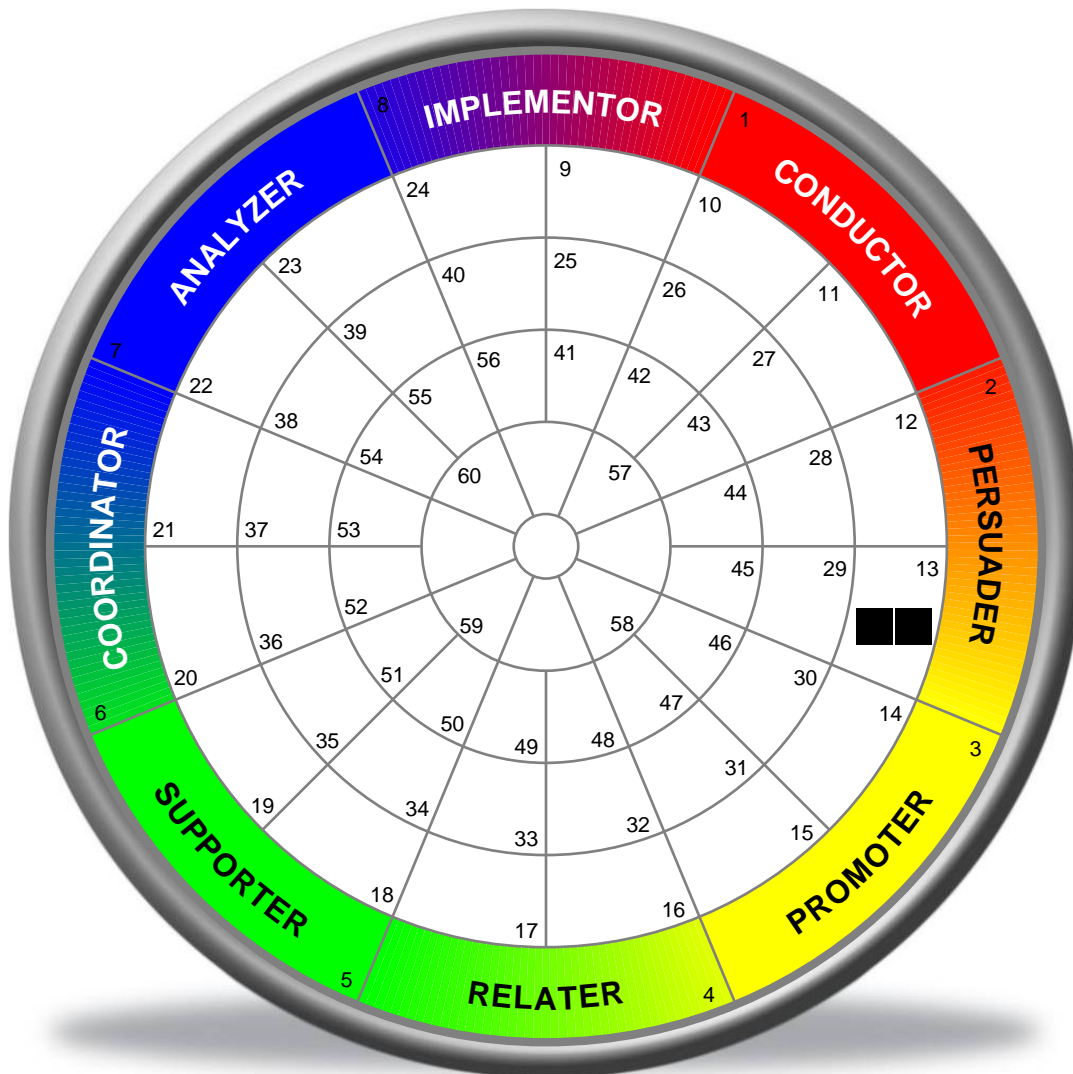
**Anita Sample**





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Present Work Environment: ■ (13) PROMOTING PERSUADER  
 Ideal Work Environment: ■ (13) PROMOTING PERSUADER

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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 your 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>.



| CODE       | OCCUPATION   |
|------------|--|
| 27-1019.99 | Artists  |
| 27-4011.00 | Audio and Video Equipment Technicians  |
| 35-3011.00 | Bartenders   |
| 43-3011.00 | Bill and Account Collectors  |
| 27-1013.03 | Cartoonists  |
| 43-4021.00 | Correspondence Clerks  |
| 43-4041.02 | Credit Checkers  |
| 27-2031.00 | Dancers  |
| 41-9011.00 | Demonstrators and Product Promoters  |
| 27-2099.99 | Entertainers and Performers  |
| 27-1013.00 | Fine Artists, Painters, Sculptors, and Illustrators  |
| 33-2021.01 | Fire Inspectors  |
| 51-1011.00 | First-Line Supervisors/Managers of Production and Operating Workers                          |
| 39-6031.00 | Flight Attendants  |
| 27-1023.00 | Floral Designers   |
| 43-4081.00 | Hotel, Motel, and Resort Desk Clerks   |
| 43-4161.00 | Human Resources Assistants, Except Payroll and Timekeeping                                   |
| 33-3021.05 | Immigration and Customs Inspectors   |
| 41-3021.00 | Insurance Sales Agents   |
| 11-9081.00 | Lodging Managers   |
| 27-2042.00 | Musicians and Singers  |
| 51-4052.00 | Pourers and Casters, Metal   |
| 43-5061.00 | Production, Planning, and Expediting Clerks  |
| 11-9141.00 | Property, Real Estate, and Community Association Managers                                    |
| 41-9021.00 | Real Estate Brokers  |
| 41-9022.00 | Real Estate Sales Agents   |
| 43-4171.00 | Receptionists and Information Clerks   |
| 39-9032.00 | Recreation Workers   |
| 41-3099.99 | Sales Representatives, Services, All Other   |
| 41-4012.00 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products |
| 21-1093.00 | Social and Human Service Assistants  |
| 43-3071.00 | Tellers  |
| 43-4181.01 | Travel Clerks  |
| 39-6022.00 | Travel Guides  |



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| CODE       | OCCUPATION   |
|------------|--|
| 15-2011.00 | Actuaries  |
| 25-3011.00 | Adult Literacy, Remedial Education, and GED Teachers and Instructors |
| 11-2011.00 | Advertising and Promotions Managers                                  |
| 13-1011.00 | Agents and Business Managers of Artists, Performers, and Athletes    |
| 27-1011.00 | Art Directors  |
| 27-4011.00 | Audio and Video Equipment Technicians                                |
| 29-1121.00 | Audiologists   |
| 25-9011.00 | Audio-Visual Collections Specialists                                 |
| 27-2032.00 | Choreographers   |
| 27-1021.00 | Commercial and Industrial Designers                                  |
| 27-2041.03 | Composers  |
| 11-9021.00 | Construction Managers  |
| 27-3043.02 | Creative Writers   |
| 25-4012.00 | Curators   |
| 27-2031.00 | Dancers  |
| 27-1029.99 | Designers  |
| 29-1031.00 | Dietitians and Nutritionists   |
| 27-2012.02 | Directors-Stage, Motion Picture, Television, and Radio               |
| 13-1071.01 | Employment Interviewers, Private or Public Employment Service        |
| 13-1041.03 | Equal Opportunity Representatives and Officers                       |
| 43-6011.00 | Executive Secretaries and Administrative Assistants                  |
| 27-1022.00 | Fashion Designers  |
| 11-3031.02 | Financial Managers, Branch or Department                             |
| 51-1011.00 | First-Line Supervisors/Managers of Production and Operating Workers  |
| 41-1011.00 | First-Line Supervisors/Managers of Retail Sales Workers              |
| 11-9051.00 | Food Service Managers  |
| 19-3093.00 | Historians   |
| 11-3040.00 | Human Resources Managers   |
| 11-3051.00 | Industrial Production Managers                                       |
| 41-3021.00 | Insurance Sales Agents   |
| 13-2053.00 | Insurance Underwriters   |
| 43-4111.00 | Interviewers, Except Eligibility and Loan                            |
| 11-9081.00 | Lodging Managers   |
| 11-9199.99 | Managers, All Other  |
| 11-9111.00 | Medical and Health Services Managers                                 |
| 25-2022.00 | Middle School Teachers, Except Special and Vocational Education      |
| 27-2041.00 | Music Directors and Composers  |
| 27-1013.01 | Painters and Illustrators  |
| 25-2011.00 | Preschool Teachers, Except Special Education                         |
| 21-1092.00 | Probation Officers and Correctional Treatment Specialists            |
| 11-9141.00 | Property, Real Estate, and Community Association Managers            |
| 11-2031.00 | Public Relations Managers  |
| 27-3031.00 | Public Relations Specialists   |



NAME : Anita Sample  
EDUCATION : A.A. or B.A.

Anita Sample

| CODE       | OCCUPATION   |
|------------|--|
| 41-9021.00 | Real Estate Brokers  |
| 41-9022.00 | Real Estate Sales Agents   |
| 25-1193.00 | Recreation and Fitness Studies Teachers, Postsecondary                                       |
| 11-2022.00 | Sales Managers   |
| 41-4012.00 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products |
| 11-9151.00 | Social and Community Service Managers  |
| 21-1093.00 | Social and Human Service Assistants  |
| 27-4014.00 | Sound Engineering Technicians  |
| 25-9041.00 | Teacher Assistants   |
| 11-3042.00 | Training and Development Managers  |
| 11-3071.01 | Transportation Managers  |
| 25-1194.00 | Vocational Education Teachers Postsecondary  |
| 13-1022.00 | Wholesale and Retail Buyers, Except Farm Products  |



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| 27-1011.00 | Art Directors  |
| 27-2032.00 | Choreographers   |
| 27-1021.00 | Commercial and Industrial Designers  |
| 27-2041.03 | Composers  |
| 27-1029.99 | Designers  |
| 27-2012.02 | Directors-Stage, Motion Picture, Television, and Radio                                       |
| 11-9031.00 | Education Administrators, Preschool and Child Care Center/Program                            |
| 43-6011.00 | Executive Secretaries and Administrative Assistants  |
| 27-1022.00 | Fashion Designers  |
| 41-1011.00 | First-Line Supervisors/Managers of Retail Sales Workers                                      |
| 25-1192.00 | Home Economics Teachers, Postsecondary   |
| 11-3049.99 | Human Resources Managers, All Other  |
| 41-3021.00 | Insurance Sales Agents   |
| 11-9199.99 | Managers, All Other  |
| 11-9111.00 | Medical and Health Services Managers   |
| 27-2041.00 | Music Directors and Composers  |
| 11-9141.00 | Property, Real Estate, and Community Association Managers                                    |
| 11-2031.00 | Public Relations Managers  |
| 41-9021.00 | Real Estate Brokers  |
| 41-9022.00 | Real Estate Sales Agents   |
| 25-1193.00 | Recreation and Fitness Studies Teachers, Postsecondary                                       |
| 11-2022.00 | Sales Managers   |
| 41-4012.00 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products |
| 27-1027.01 | Set Designers  |
| 11-9151.00 | Social and Community Service Managers  |
| 27-4014.00 | Sound Engineering Technicians  |
| 27-3042.00 | Technical Writers  |
| 11-3042.00 | Training and Development Managers  |
| 13-1022.00 | Wholesale and Retail Buyers, Except Farm Products  |