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.

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 which are true or areas of behavior in which tendencies are shown. This valuable information will enable you to thoroughly prepare and conduct the selection/interview process by providing you with a deeper understanding and knowledge of how the candidate can best fit the position you have to offer.
Suzy Sample

Based on Suzy’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 Suzy’s natural behavior.

Suzy wants to know the company rules so she can follow them, and she may become upset when others continually break the rules. She wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. Once Suzy has started a project, she dislikes interruptions. She is able to focus on projects with a vision that often results in penetrating insights. Suzy tends to be precise about her use of time and can become frustrated when others interrupt her when in the middle of a task. She prefers that things be orderly and she will approach work in a systematic manner. Becoming acquainted with her can be difficult since she tends to withhold her emotions. She may appear to be cool and distant. She is a real stickler for quality and systems; to ensure quality. Suzy can be sensitive about any comments regarding the quality of her work. She strives forward constantly to improvement in everything she does. She may be overly sensitive to criticism of her work. If you do comment on her work you had better be right, since she may not take criticism lightly.

Suzy feels tension when forced to make major decisions quickly. She, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; she wants to be absolutely certain her decision is correct. Because she knows that she can rely on the "tried and true," Suzy places high value on tradition and traditional things. She sees herself as factual, and "down-to-earth." She is more than casually interested in "theory." When confronted with a problem
she will look for a method, a formula, a procedure or a system to solve it. Suzy tends to make her decisions after deliberation and gives weight to all the pros and cons. She is a critical and systematic thinker, and this strength may not be easily recognized by others. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She usually judges others by the quality of their work. She may find it difficult to recognize others' strengths, if their work does not meet her high standards.

Suzy does not like to work for a manager who uses a confrontational management style. She tends to withdraw and not express herself, and may become unproductive if she feels threatened. She enjoys analyzing the motives of others. This allows her to develop her intuitive skills. She is patient and persistent in her approach to achieving goals. She responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." She does not seek confrontation, but if she is confronted, she will present her case with enough supportive data that she will probably win. Suzy can be outgoing at times. Basically introverted, she will engage in social conversation when the occasion warrants. When Suzy is deeply involved in thinking through a project, she may appear to be cool and distant. She is usually slow to anger, but when "enough is enough" she may tend to explode. People will then have no doubt about her feelings. She is usually soft-spoken, but her demeanor may be deceptive to those who work with her. She may possess strong and unwavering convictions that are not always apparent to others.
This section identifies the ideal work environment based on Suzy’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 Suzy enjoys and also those that create frustration.

- Work place where people seldom get mad.
- Familiar work environment with a predictable pattern.
- An environment dictated by logic rather than emotion.
- Close relationship with small work groups.
- Jobs for which standards and methods are established.
- Close relationship with a small group of associates.
- Position that is void of confrontation.
- An environment where she can use her intuitive thinking skills.
VALUE TO THE ORGANIZATION

This section of the report identifies the specific talents and behavior Suzy 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.

- Always looks for the practical solutions.
- Adaptable.
- Accurate and intuitive.
- Flexible.
- Proficient and skilled in her technical specialty.
- Turns confrontation into positives.
- Always concerned about quality work.
- Will gather data for decision making.

Adapted Style

<table>
<thead>
<tr>
<th>D</th>
<th>I</th>
<th>S</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>90</td>
<td>80</td>
<td>70</td>
</tr>
</tbody>
</table>

Natural Style

<table>
<thead>
<tr>
<th>D</th>
<th>I</th>
<th>S</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>90</td>
<td>80</td>
<td>70</td>
</tr>
</tbody>
</table>
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?
Suzy Sample
7-13-2010

MOST
Graph I
Adapted Style

LEAST
Graph II
Natural Style

Norm 2009
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.
Adapted: ★ (7) ANALYZER
Natural: ● (7) ANALYZER
Norm 2009

Data Dome, Inc.
www.datadome.com
(404) 814-0739