



Suzy Sample 6-28-2010



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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.

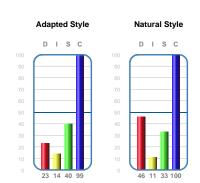
This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report 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

Based on Suzy's responses, the report has generated general behavioral statements to provide information on her natural behavior. That is, if left on her own, HOW SHE WOULD CHOOSE TO DO THE JOB. Use this information to gain a better understanding of Suzy's natural behavior.

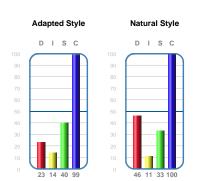
Suzy can be professional and disciplined in her approach as it relates to her area of endeavor or expertise. To some people, Suzy may appear to be analytical. She may be overly sensitive to criticism of her work. If you do comment on her work you had better be right, since she may not take criticism lightly. Once Suzy has started a project, she dislikes interruptions. In conflict situations, Suzy usually remains calm and cool-headed. When things calm down, however, she may suffer some delayed reaction. She likes to work behind the scene and be seen as someone who is organized and has her life in order. She wants to have contact with a variety of individuals within an environment that is both pressure and results-oriented. She tends to be her own worst critic constantly reminding herself that she could have done better if given more time. Suzy would rather be cautious than brash, conventional than bold. At times Suzy can be seen as a perfectionist.

Suzy places an emphasis on the cognitive process and logic when making decisions. Because she knows that she can rely on the "tried and true," Suzy places high value on tradition and traditional things. She tends to make her decisions after deliberation and gives weight to all the pros and cons. She tends to base decisions on the quality of work--not on efficiency. Suzy uses data and facts to support the big decisions, because it makes her feel more confident that her decisions are correct. She feels tension when forced to make major decisions quickly. She likes to assemble facts and data before making decisions. This allows her time to review the facts and think about the decision to



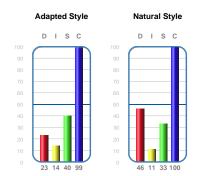
be made.

Suzy likes to ask questions to clarify the communications. She gathers data in order to be certain she is correct in her work, communications or decision making. 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. 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 enjoys analyzing the motives of others. This allows her to develop her intuitive skills. Suzy does not seek confrontation, but if she is confronted, she will present her case with enough supportive data that she will probably win. She can be outgoing at times. Basically introverted, she will engage in social conversation when the occasion warrants. 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.



Suzy sees her present work environment requiring her to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why she is adapting this behavior.

- Precise, analytical approach to work tasks.
- Accomplishing tasks without many people contacts.
- Careful, thoughtful approach to decision making.
- Projecting a limited display of emotion.
- Limited contact with people.
- Maintaining a clean and organized work station.
- Traditional, quality-oriented work model to follow.
- Compliance to high standards.
- Sensitivity to existing rules and regulations.
- Calculation of risks before taking action.
- Making decisions in an objective, unemotional manner.





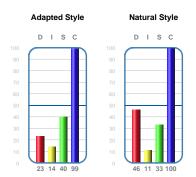
This section of the report identifies Suzy's value to the team. Discuss this list and identify those values most important to the team.

- Can make decisions without getting emotionally involved.
- Accurate and intuitive.
- Always concerned about quality work.
- Objective--"The anchor of reality."
- Conscientious and steady.
- Objective and realistic.
- Suspicious of people with shallow ideas.
- Always looking for logical solutions.

Adapted Style D I S C D I S C D I S C D I S C D I S C D I S C

This section identifies the behavior Suzy brings to the organization. Use these statements to capitalize on Suzy's value to the team and organization.

- Can make decisions without getting emotionally involved.
- Accurate and intuitive.
- Objective--"The anchor of reality."
- Presents the facts without emotion.
- Suspicious of people with shallow ideas.
- Always concerned about quality work.
- Conscientious and steady.
- Objective and realistic.



Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Suzy. Read each statement and identify the 3 or 4 statements which are most important to her. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Suzy most frequently.

Do:

- Follow through, if you agree.
- Use the proper buzz words that are appropriate to her expertise.
- Support her principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Make an organized presentation of your position, if you disagree.
- Use an unemotional approach.
- Show her a sincere demeanor by careful attention to her point of view.
- Give her time to analyze the data before making a decision.
- Minimize risk by providing guarantees over a period of time.
- Respect her quiet demeanor.
- Prepare your "case" in advance.
- Approach her in a straightforward, direct way; stick to business.
- Be prepared with the facts and figures.
- Provide details in writing.

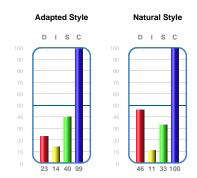




This section of the report is a list of things NOT to do while communicating with Suzy. Review each statement with Suzy and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Don't:

- Be redundant.
- Use gimmicks or clever, quick manipulations.
- Threaten, cajole, wheedle, coax or whimper.
- Leave things open to interpretation.
- Overuse emotion.
- Be giddy, casual, informal or loud.
- Be disorganized or messy.
- Dillydally, or waste time.
- Use someone's opinion as evidence.
- Use inappropriate buzz words.
- Stand too close--give two to three feet of space.
- Rush the decision-making process.





This section provides suggestions on methods which will improve Suzy's communications with others. The tips include a brief description of typical people with whom she may interact. By adapting to the communication style desired by other people, Suzy will become more effective in her communications with them. She may have to practice some flexibility in varying her communication style with others who may be different from herself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- Prepare your "case" in advance.
- Stick to business.
- Be accurate and realistic.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganized or messy.

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- Be clear, specific, brief and to the point.
- Stick to business.
- Be prepared with support material in a well-organized "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Leaving loopholes or cloudy issues.
- Appearing disorganized.

When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:

- Begin with a personal comment--break the ice.
- Present your case softly, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:

- Provide a warm and friendly environment.
- Don't deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

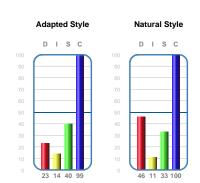
- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.



TEAM EFFECTIVENESS FACTORS

Suzy's behavioral work style may or may not be compatible with other team members. Each team member brings their own strengths and weaknesses. This section of the report allows her strengths and weaknesses to be analyzed. Read and share these statements with other team members. Remember, a strength can turn into a weakness if overextended.

- STRENGTH Very intuitive. POTENTIAL WEAKNESS Fails to share ideas and feeling until after the fact.
- STRENGTH Will follow instructions. POTENTIAL WEAKNESS -May lean on supervisors for information and direction.
- STRENGTH Uses facts and data to support decision making.
 POTENTIAL WEAKNESS May collect so much data that it hinders the decision-making process.
- STRENGTH Places high value on details. POTENTIAL WEAKNESS - May get bogged down in details or use details to protect her position.
- STRENGTH Task-oriented and security driven. POTENTIAL WEAKNESS - May yield position to avoid controversy and insure security.
- STRENGTH Places high value on quality workmanship.
 POTENTIAL WEAKNESS May be bound by her own set of procedures and methods that she fails to look for more efficient ones.
- STRENGTH Good at calculating risk. POTENTIAL WEAKNESS
 May resist changes because of the risk involved with changes.



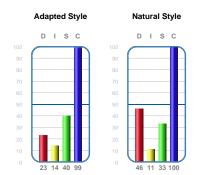


Strict

A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Suzy's self-perception and how, under certain conditions, others may perceive her behavior. Understanding this section will empower Suzy to project the image that will allow her to control the situation.

"See Yourself As Others See You"

SELF-PERCEPTION Suzy usually sees herself as being: **Precise** Thorough **Diplomatic** Moderate Analytical Knowledgeable **OTHERS' PERCEPTION** Under moderate pressure, tension, stress or fatigue, others may see her as being: Pessimistic **Picky** Worrisome **Fussy** And, under extreme pressure, stress or fatigue, others may see her as being: Perfectionistic Hard-to-Please



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Defensive



Based on Suzy's responses, the report has marked those words that describe her personal behavior. They describe how she solves problems and meets challenges, influences people, responds to the pace of the environment and how she responds to rules and procedures set by others.

Dominance

Demanding

Egocentric

Driving
Ambitious
Pioneering
Strong-Willed
Forceful
Determined
Aggressive
Competitive
Decisive

Inquisitive Responsible

Venturesome

Conservative

Calculating Cooperative Hesitant Low-Keyed Unsure Undemanding Cautious

Mild Agreeable Modest Peaceful

Unobtrusive

Influencing

Effusive

Inspiring

Magnetic
Political
Enthusiastic
Demonstrative
Persuasive
Warm
Convincing
Polished
Poised

Trusting Sociable

Optimistic

Reflective

Factual Calculating Skeptical

Logical Undemonstrative Suspicious Matter-of-Fact Incisive

Pessimistic

Moody

Critical

Steadiness

Phlegmatic

Relaxed Resistant to Change Nondemonstrative

Passive

Patient

Possessive

Predictable Consistent Deliberate Steady Stable

Mobile

Active Restless Alert Variety-Oriented

Demonstrative

Impatient
Pressure-Oriented
Eager
Flexible
Impulsive

Hypertense

Impetuous

Compliance

Evasive

Worrisome
Careful
Dependent
Cautious
Conventional
Exacting
Neat

Systematic Diplomatic Accurate Tactful

Open-Minded Balanced Judgment

Firm

Independent Self-Willed Stubborn

Obstinate

Opinionated Unsystematic Self-Righteous Uninhibited Arbitrary Unbending

Careless with Details



Professional Development

1.	I learned the following behaviors contribute positively to	increasing
	my professional effectiveness: (list 1-3)	

2. My report uncovered the following behaviors I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviors, they will have the following impact on my career:

4. I will make the following changes to my behavior, and I will implement them by _____:



Personal Development

1.	When reviewing my report for personal development, I learned the
	following key behaviors contribute to reaching my goals and the
	quality of life I desire: (list 1-3)

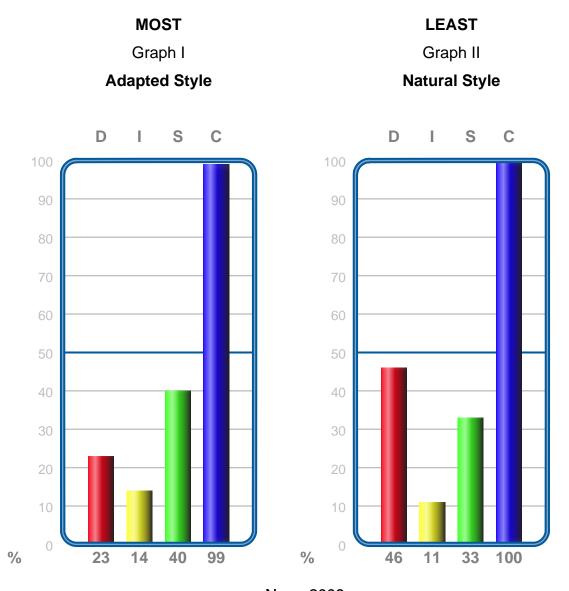
2. The following behaviors were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviors, I will experience the following benefits in my quality of life:

4. I will make the following changes to my behavior, and I will implement them by _____:

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Norm 2009

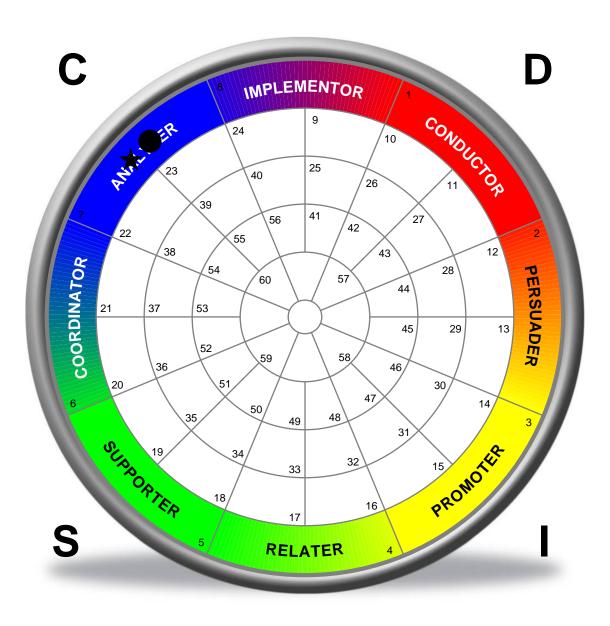
The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- 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.

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Adapted: (7) ANALYZER
Natural: (7) ANALYZER

Norm 2009