

FAMILY INSIGHTS™

Parent version

*"How blessed is the one who finds wisdom,
and the one who finds understanding".
Proverbs 3:13*

John Doe

11-1-2001

INTRODUCTION

You've made a wise decision to better understand your own unique, God-given strengths, as well as how to blend and appreciate differences in your family.

Proverbs 16:16 tells us, "It is better to gain wisdom than gold! And gaining understanding is better than silver." The Family Insights™ report you've taken has done the hard work of "mining" valuable nuggets from your responses. Our prayer is that these insights will help you become even more effective in your family relationships in the days and years to come.

This report identifies two key areas for effective interpersonal relationships: how you like to do activities and how you like to communicate. Read and discuss each report with the whole family. Star those statements which are most important to you and share why they are important. Then discuss and develop your action plans together. Set a date to begin and a date to talk about your progress. Remember, effective communication requires a commitment from all family members.

INTRODUCTION

What does the "L," "O," "G" and "B" mean on my graph?

Your Family Insights™ report begins with a graph of your "Core Style". In this report you'll see four letters ("L," "O," "G," and "B") used as well as four words, Lion, Otter, Golden Retriever and Beaver. These are Dr. John Trent's trademark "pictures" of basic character traits we all reflect in our own unique combination.

While everyone is a unique combination of these traits, it might help to read a very brief description of what a "Lion," "Otter," "Golden Retriever" or "Beaver" individual is like...

People who score the highest in the "L" or Lion scale tend to be...

- Strong, assertive, take charge people. They're often the boss... or soon will be!
- If you have children that are "Lion" children...they're the ones that are letting you live at home!
- Lions are decisive and can be impatient with obstacles in their way - which is why they often make quick plans and decisions and keep moving toward their goals.

People who primarily reflect the "O" or "Otter" scale tend to be...

- Fun-loving and very verbal... they love groups, activity, and especially getting to "Yak, Yak, Yak!"
- They like change and are basically "parties waiting to happen!"
- Otters are usually creative and are often "non-detail" oriented... which is why they often start projects the day before they're due and don't balance the checkbook - they just switch banks!

INTRODUCTION

People who primarily reflect the "G" or "Golden Retriever" scale tend to be...

- Very understanding and compassionate... Many tend to buy 18 to 20 boxes of Girl Scout cookies each year because it's so hard to say, "No!"
- Great team players... They're the ones who want everyone to feel close and connected.
- Golden Retrievers can be so soft on people if they're not careful... they can sometimes be too soft on problems

People who primarily reflect the "B" or "Beaver" scale tend to be...

- Very detail oriented... They're essential to invite to parties because they're the only ones who remember to bring the food!
- They tend to have sock drawers and well organized closets... (Otters on the other hand don't have sock drawers, they have sock rooms!)
- Beavers like to start a task and see it completed well -they like to finish one project before they start another and find comfort in a systematic way of doing things.

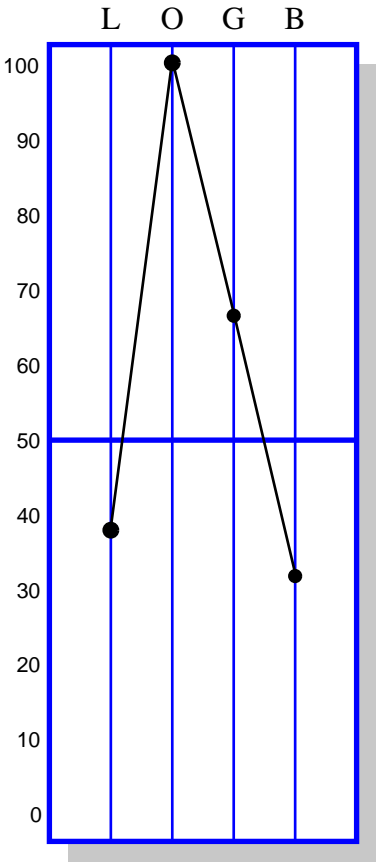
Let's see how you scored on your report!

YOUR STYLE ANALYSIS GRAPH

John Doe

11-1-2001

"Core" Style



Score	8	0	4	9
%	39	100	67	33

GENERAL STATEMENTS

Understanding your strengths and those of your family members will help you develop effective communication. Based on John's responses, the report has selected statements to provide a basis for understanding his strengths and behavior. Read each statement and discuss it with other family members. Eliminate any statement which EVERYONE agrees does not apply.

- As a parent you often shy away from a confrontation problem than run the risk of offending a member of the family.
- You relate quite naturally to other family members and need the good will from all members.
- Your wild and creative imagination may lead you to hasty conclusions about other family members that may or may not be correct.
- At times you may come across so strongly with a particular idea that you actually oversell the idea to other family members.
- In looking at other family members you often seek a reflection of your own good feelings.
- You can be a very good host, as most people feel very comfortable with your informal and relaxed manner.
- You may have difficulty providing consistent discipline. You discipline the child, but later feel guilty and relax the discipline; for example, "Grounding the kids for two weeks but several days later reducing it to one week."
- You develop friendships easily and can be a great asset to other family members when they need a supportive person involved with their activities.
- Your style shows a natural tendency for a quick mind and you should develop a "think, pause and then talk" routine.
- One of your strengths is keeping the family members happy and satisfied from a human relations standpoint.
- As a parent you are very trusting and sometimes can be taken advantage of by your children.
- As a parent you may be too indirect when disciplining the children. That is, they may not get the impression they were actually disciplined because you do not like to deal with negatives.

GENERAL STATEMENTS

- You usually achieve greater results when other family members pitch in.
- As a parent, you are a good listener and display much empathy while listening to problems affecting other family members.
- You have a unique ability to balance feelings and logic of the situation.
- As a parent you are generally too indirect when giving orders or making demands of the kids.
- You prefer a casual, informal environment instead of a formal one. You might be uncomfortable in an environment where you could not relax and enjoy a friendly conversation with others.
- You have a strong need for personal interaction and involvement with other family members and find this far more rewarding than doing routine household chores.
- You tend to respond to other family members who give you personal attention and make sincere compliments for your role in the family.
- While you are not always aggressive, you will stand up for your beliefs and values when others are presenting a case that contradicts.
- You are sensitive to the interpersonal relationships of family members and you do not like family members engaged in conflict. Because of your skills in solving conflicts, you probably are called upon by the kids to assist in negotiating conflict.
- You may hesitate stating precisely what needs to be said when there is bad news to discuss. Consequently, you find it difficult to create an unfavorable environment.
- As a parent you must realize that others may try to manipulate you and lead you into areas of their own interest.
- You tend to be very optimistic and overestimate the ability of other family members to perform tasks up to your standards. You feel that because you can do the task very easily that they should be able to accomplish the same task with ease.

CHECKLIST FOR COMMUNICATING

This section of the report provides methods for communicating with John. Read and discuss each statement. Identify those statements which are most important to John. Share these statements with other family members. Make a list and practice using them in your daily communication with John.

- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide a warm and friendly environment.
- Ask for his opinions/ideas regarding people.
- Show sincere interest in him as a person; be candid and open.
- Look for hurt feelings, personal reasons, if you disagree.
- Provide a friendly environment.
- Present your case softly, non-threateningly with a sincere tone of voice.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Ask "how?" questions to draw his opinions.
- Define clearly individual contributions.
- Leave time for relating, socializing.

DON'TS ON COMMUNICATING

This section of the report lists the things NOT to do when communicating with John. Read each statement and identify those that result in frustration or ineffective communication. Share them with all family members so they can refrain from using these methods.

- Don't talk down to him.
- Don't keep deciding for him, or he'll lose initiative; don't leave him without backup support.
- Don't waste time trying to be impersonal, judgmental, or too task-oriented.
- Don't spend excessive time on the details, put them in writing, and pin him to modes of action.
- Don't take credit for his ideas.
- Don't be abrupt and rapid.
- Don't be dogmatic.
- Don't be vague; don't offer opinions and probabilities.
- Don't manipulate or bully him into agreeing, because he probably won't fight back.
- Don't patronize or demean him by using subtlety or incentive.
- Don't rush headlong into the problems of the day.

ONE-WORD DESCRIPTORS

Your Unique Strengths

Based on John's responses, the report has marked those words that describe him. They describe how he solves problems and meets challenges (L), influences people (O), responds to the pace of the environment (G) and how he responds to rules and procedures (B) set by others.

Lion	Otter	Golden Retriever	Beaver
Demanding	Effusive	Phlegmatic	Evasive
Egocentric	Inspiring	Relaxed	Worrisome
Driving	Magnetic	Resistant to Change	Careful
Ambitious	Political	Nondemonstrative	Dependent
Pioneering	Enthusiastic	Passive	Cautious
Strong-Willed	Demonstrative	Patient	Conventional
Forceful	Persuasive		Exacting
Determined	Warm		Neat
Aggressive	Convincing	Possessive	Systematic
Competitive	Polished	Predictable	Diplomatic
Decisive	Poised	Consistent	Accurate
Venturesome	Optimistic	Deliberate	Tactful
Inquisitive	Trusting	Steady	Open-Minded
Responsible	Sociable	Stable	Balanced Judgment
Conservative	Reflective	Mobile	Firm
Calculating	Factual	Active	Independent
Cooperative	Calculating	Restless	Self-Willed
Hesitant	Skeptical	Alert	Stubborn
Low-Keyed	Logical	Variety-Oriented	Obstinate
Unsure	Undemonstrative	Demonstrative	
Undemanding	Suspicious	Impatient	Opinionated
Cautious	Matter-of-Fact	Pressure-Oriented	Unsystematic
Mild	Incisive	Eager	Self-Righteous
Agreeable	Pessimistic	Flexible	Uninhibited
Modest	Moody	Impulsive	Arbitrary
Peaceful		Impetuous	Unbending
Unobtrusive	Critical	Hypertense	Careless with Details

COMMUNICATING WITH OTHERS

This section provides suggestions on methods which will improve John's communications with others. By understanding how other people like to communicate, John will become more effective in his communication. He may have to practice some flexibility in varying his communication style with others who may be different from himself. This blending and the ability to interpret the needs and strengths of others is the mark of a superior communicator.

When communicating with a "Lion" ... 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.
- Don't leave loopholes or cloudy issues.
- Avoid appearing disorganized.

When communicating with an "Otter" ... 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.

COMMUNICATING WITH OTHERS

When communicating with a "Golden Retriever" ... 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 "Beaver" ... 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.

PERCEPTIONS

A person's actions and feelings may be quickly telegraphed to others. This section provides additional information on your self-perception and how, under certain conditions, others may perceive your actions. Understanding this section will enable you to balance your emotions to be successful in different situations.

"See Yourself As Others See You"

SELF-PERCEPTION

You usually see yourself as being:

Enthusiastic
Charming
Persuasive

Outgoing
Inspiring
Optimistic

OTHERS' PERCEPTION

Under moderate pressure, tension, stress or fatigue, others may see you as being:

Self-Promoting
Overly Optimistic

Glib
Unrealistic

And, under extreme pressure, stress or fatigue, others may see you as being:

Overly Confident
Poor Listener

Talkative
Self-Promoter

ACTION PLAN

Name: John Doe

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

The Communication skills I need to develop are:

- 1.
- 2.
- 3.
- 4.

I agree to practice the listed communication techniques and develop communication skills in the areas indicated.

Signed: _____ Date: _____

ADDITIONAL INSIGHTS

How much do you feel you're having to "adapt" or change your "core" style in your home environment and parenting?

You've just read a detailed report that illustrates your "core" strengths and style. But for many parents, they're having to "adapt" their natural strengths to fit their unique (and sometimes exhausting!) relationships with their children.

The "adapted" graph below can give you a picture of how much you feel you are needing to change or adapt your core style and God-given strengths to match the needs or requirements of your home environment and parent-child relationships.

For example, let's say the high point on your Core graph is a Lion (L) and you feel the need to avoid Lion tendencies when you are parenting. This could cause your Lion (L) point to move down in your Adapted graph. This movement, if drastic, from your Core Style could become challenging because you feel the need to be something you are not naturally.

If both of your graphs are similar, that would indicate that there are few demands on you to adapt your core style. If the Adapted graph is very different than your Core graph, that can indicate a high degree of internal energy is going into making that adaptation.

Parenting will always call on parents to make many significant changes in behavior - many adaptations are necessary to help the family. However, it does require more energy and understanding to excel in these situations than in settings that draw more on our Core style. (In other words, common sense tells us that a naturally nurturing or introverted (Golden Retriever) parent would have to adapt quite a bit in handling a strong-willed child, while an aggressive and extroverted (Lion) parent may thrive on the interaction with the same child). The natural differences between parents and their children make it necessary for some adjustment and adaptation.

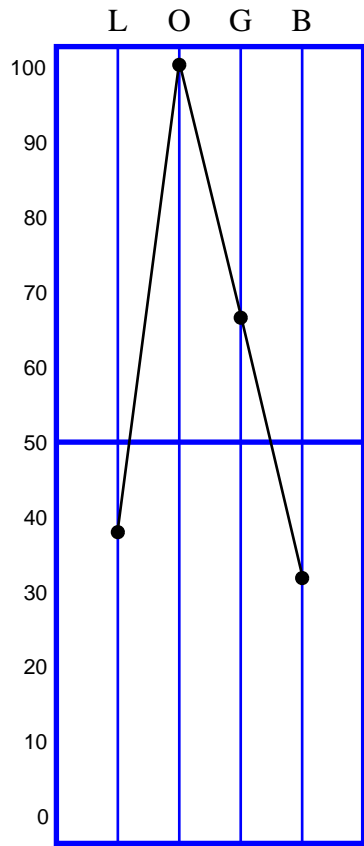
Let's look at your Core and Adapted Style graphs side by side on the next page.

STYLE ANALYSIS GRAPHS

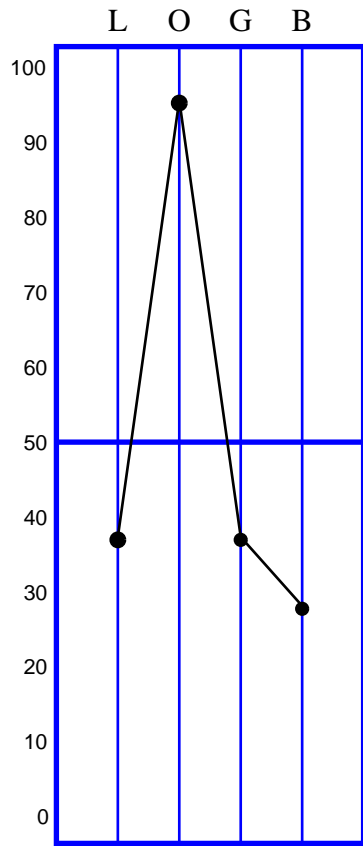
John Doe

11-1-2001

"Core" Style



"Adapted" Style



Score
%

8	0	4	9
39	100	67	33

4	10	3	2
38	95	38	29

HOW ARE YOU HAVING TO "ADAPT?"

This list of descriptions can give you a picture of the way you feel you may need to respond to your current home environment and parenting duties to be successful. If these statements DO NOT sound related, explore the reasons why as a key to understanding your current situation and need to "adapt" in your home environment.

- Being more flexible.
- Responding well to challenges: "You say I can't do it? Just watch me!"
- Exhibiting independence.
- Using a direct, forthright and honest approach in his communications.
- Being creative and unconventional in making a point.
- Maintaining an ever-changing, friendly, home environment.
- Optimistic, future-oriented outlook.
- Making tactful decisions concerning family matters.
- Willing to take risks when your other family members may be more hesitant.
- Using a creative approach in decision making.
- Acting independently and without precedent.
- Dedicated to "going it alone" when necessary.
- Positive, outgoing, friendly behavior.

THE MINISTRY INSIGHTS™ WHEEL

The Ministry Insights™ Wheel is a powerful tool to help John visually see his "Core" strengths and how he may be "Adapting" his style to meet others' expectations.

- The circle represents John's "Core" Style.
- The star represents John's "Adapted" Style.

If the star and circle are plotted in different boxes on the wheel, then John is adapting his style. The further the two points are from each other, the more John may feel the need to "Adapt" to others' expectations.

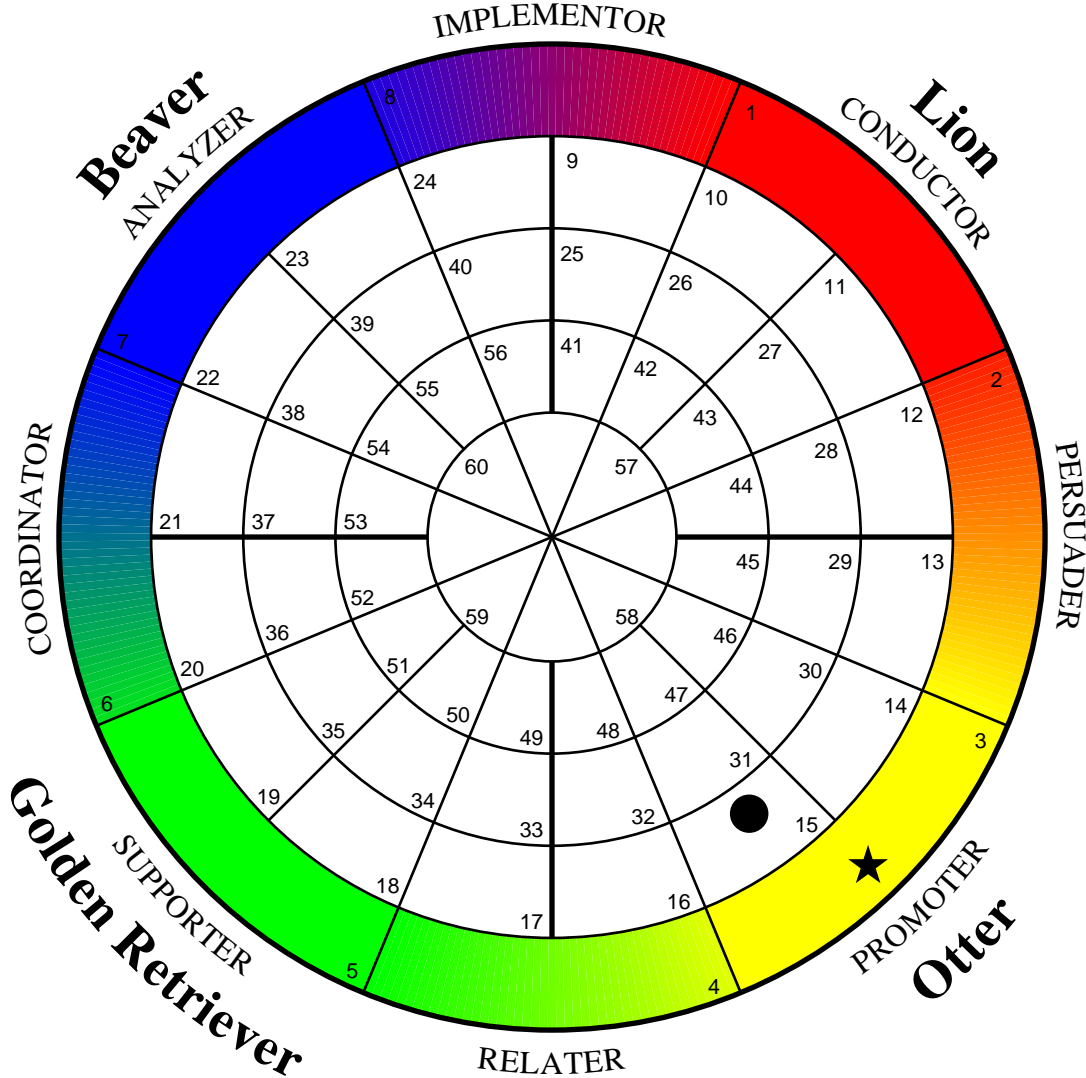
If John's family members have also taken the Family Insights Assessment, it would be advantageous to get together and compare each person's Wheel, and notice any differences between their Core and Adapted Styles. This allows for quick identification of potential conflict. This will also help identify where communication, understanding and appreciation can be increased.

Also notice on the outside of the circle descriptive words like Conductor or Supporter. These words are designed to help describe John's Core and Adapted Style.

THE Ministry Insights® WHEEL

John Doe

11-1-2001



"Adapted" Style: ★ (3) PROMOTER

"Core" Style: ● (15) RELATING PROMOTER