

**Anna Deber**  
**project manager**  
ABC Company  
10-29-2012



SI® The World Leader of Online Behavior and Attitude Assessments  
Success Insights Central & Eastern Europe  
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The Success Insights® Talent Insights Version was designed to increase the understanding of an individual's talents. The report provides insight to three distinct areas: behaviors, motivators and the integration of these. Understanding strengths and weaknesses in these areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents:

### SECTION 1: BEHAVIORS

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

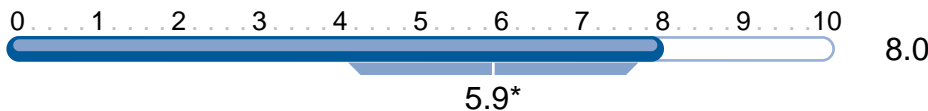
### SECTION 2: MOTIVATORS

This section of the report provides information on the why of your actions, which with application and coaching, can tremendously impact your valuing of life. Once you know the motivations that drive your actions, you will immediately be able to understand the causes of conflict.

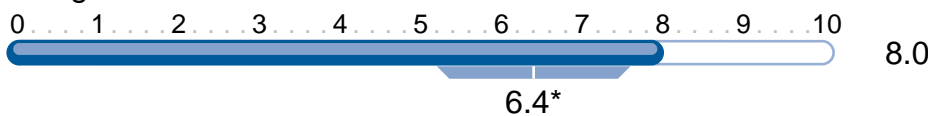


Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

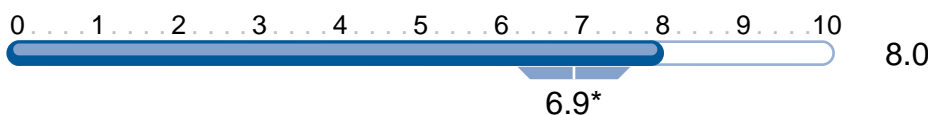
**1. FREQUENT INTERACTION WITH OTHERS** - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



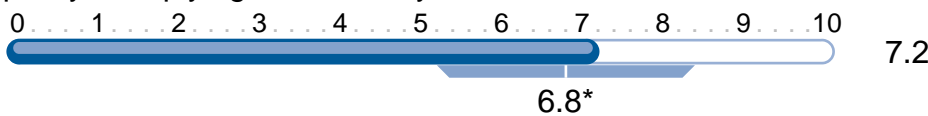
**2. PEOPLE ORIENTED** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



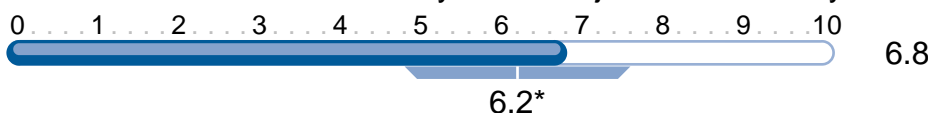
**3. CUSTOMER RELATIONS** - A desire to convey your sincere interest in them.



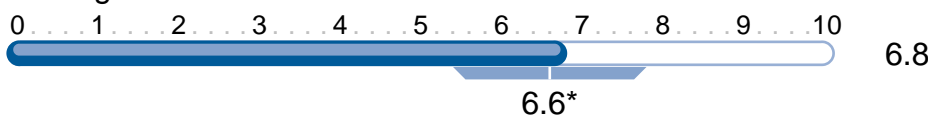
**4. FOLLOWING POLICY** - Complying with the policy or if no policy, complying with the way it has been done.



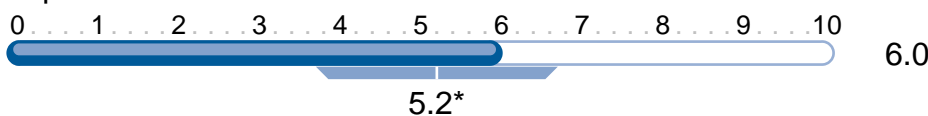
**5. CONSISTENCY** - The ability to do the job the same way.



**6. FOLLOW UP AND FOLLOW THROUGH** - A need to be thorough.



**7. VERSATILITY** - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



## NOTES

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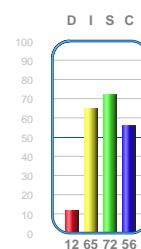


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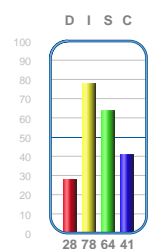


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Adapted Style



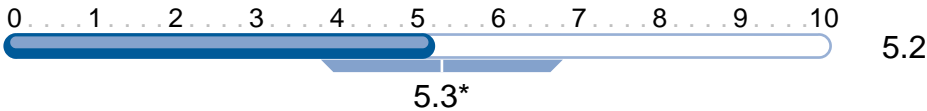
Natural Style



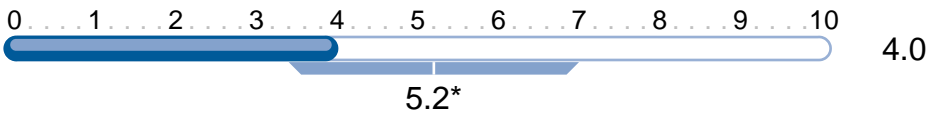
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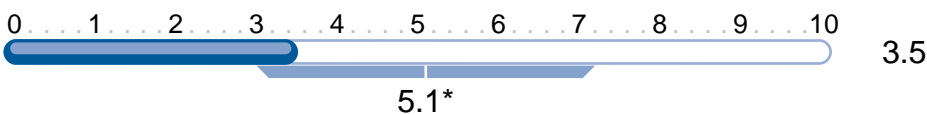
8. FREQUENT CHANGE - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



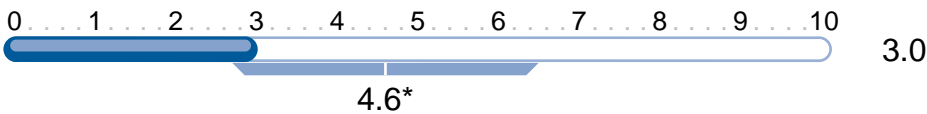
9. ANALYSIS OF DATA - Information is maintained accurately for repeated examination as required.



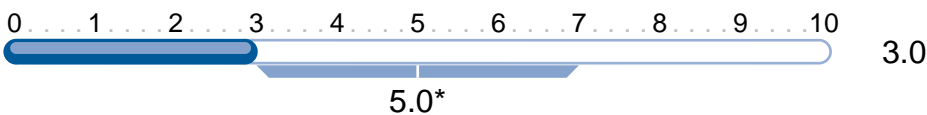
10. ORGANIZED WORKPLACE - Systems and procedures followed for success.



11. URGENCY - Decisiveness, quick response and fast action.



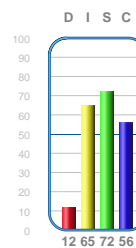
12. COMPETITIVENESS - Tenacity, boldness, assertiveness and a "will to win" in all situations.



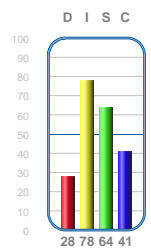
NOTES

Series of horizontal lines for taking notes.

Adapted Style



Natural Style



SIA: 12-65-72-56 (33) SIN: 28-78-64-41 (16) \* 68% of the population falls within the shaded area.



Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:

1. FREQUENT INTERACTION WITH OTHERS

- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

2. PEOPLE ORIENTED

- You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time listening and understanding others and are able to successfully work with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

3. CUSTOMER RELATIONS

- You have a sincere interest in your customers. You demonstrate credibility, effective problem solving and the ability to maintain a positive attitude.

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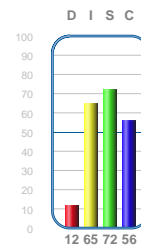
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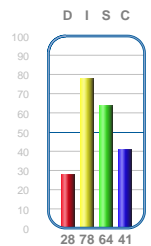
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Adapted Style



Natural Style



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Anna wants to be seen as her own person, but usually projects it in friendly terms. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She is enthusiastic and usually slow to anger. She is optimistic and usually has a positive sense of humor. Anna is gregarious and sociable. She will be seen as a good mixer both on or off the job. She may tend to agree to avoid confrontation. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations.

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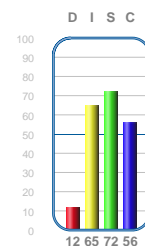
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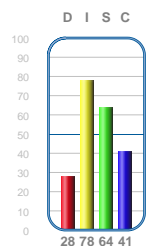
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Adapted Style



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*This section provides suggestions on methods which will improve Anna'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, Anna 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.*

<p>When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:</p> <ul style="list-style-type: none"> <li>● Prepare your "case" in advance.</li> <li>● Stick to business.</li> <li>● Be accurate and realistic.</li> </ul> <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none"> <li>● Being giddy, casual, informal, loud.</li> <li>● Pushing too hard or being unrealistic with deadlines.</li> <li>● Being disorganized or messy.</li> </ul>	<p>When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:</p> <ul style="list-style-type: none"> <li>● Be clear, specific, brief and to the point.</li> <li>● Stick to business.</li> <li>● Be prepared with support material in a well-organized "package."</li> </ul> <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none"> <li>● Talking about things that are not relevant to the issue.</li> <li>● Leaving loopholes or cloudy issues.</li> <li>● Appearing disorganized.</li> </ul>
<p>When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:</p> <ul style="list-style-type: none"> <li>● Begin with a personal comment--break the ice.</li> <li>● Present your case softly, nonthreateningly.</li> <li>● Ask "how?" questions to draw their opinions.</li> </ul> <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none"> <li>● Rushing headlong into business.</li> <li>● Being domineering or demanding.</li> <li>● Forcing them to respond quickly to your objectives.</li> </ul>	<p>When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:</p> <ul style="list-style-type: none"> <li>● Provide a warm and friendly environment.</li> <li>● Don't deal with a lot of details (put them in writing).</li> <li>● Ask "feeling" questions to draw their opinions or comments.</li> </ul> <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none"> <li>● Being curt, cold or tight-lipped.</li> <li>● Controlling the conversation.</li> <li>● Driving on facts and figures, alternatives, abstractions.</li> </ul>



*This section of the report identifies the specific talents and behavior Anna 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.*

- Accomplishes goals through people.
- Creative problem solving.
- Negotiates conflicts.
- Flexible.
- Turns confrontation into positives.
- Verbalizes her feelings.
- Positive sense of humor.

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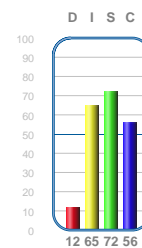


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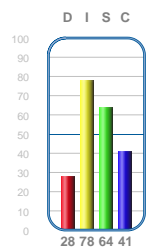


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Adapted Style



Natural Style



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*This section identifies the ideal work environment based on Anna's basic style and top two motivators. 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 Anna enjoys and also those that create frustration.*

- A stable and predictable environment.
- Democratic supervisor with whom she can associate.
- Assignments with a high degree of people contacts.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- Information and time to make decisions.
- A forum to be curious about the discovery of new information.
- An environment where understanding and appreciating others is rewarded.
- Ability to achieve results through the interaction with and helping of others.
- Ability to showcase altruistic achievements in order to get others involved.

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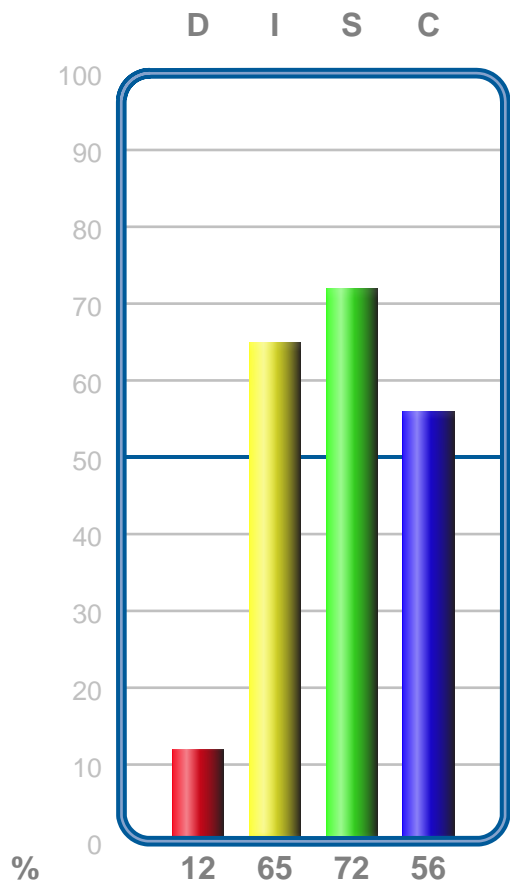
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**Anna Deber**

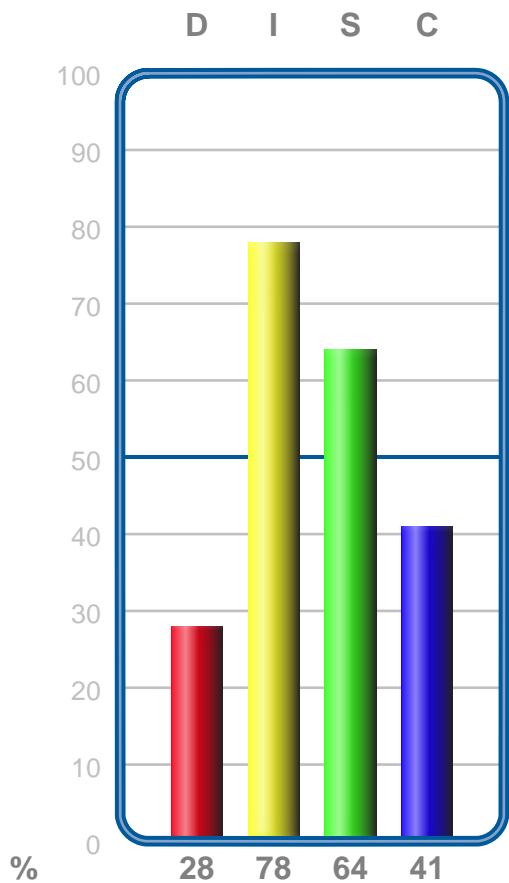
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**MOST**  
Graph I  
**Adapted Style**



**LEAST**  
Graph II  
**Natural Style**



Norm 2012 R4

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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.

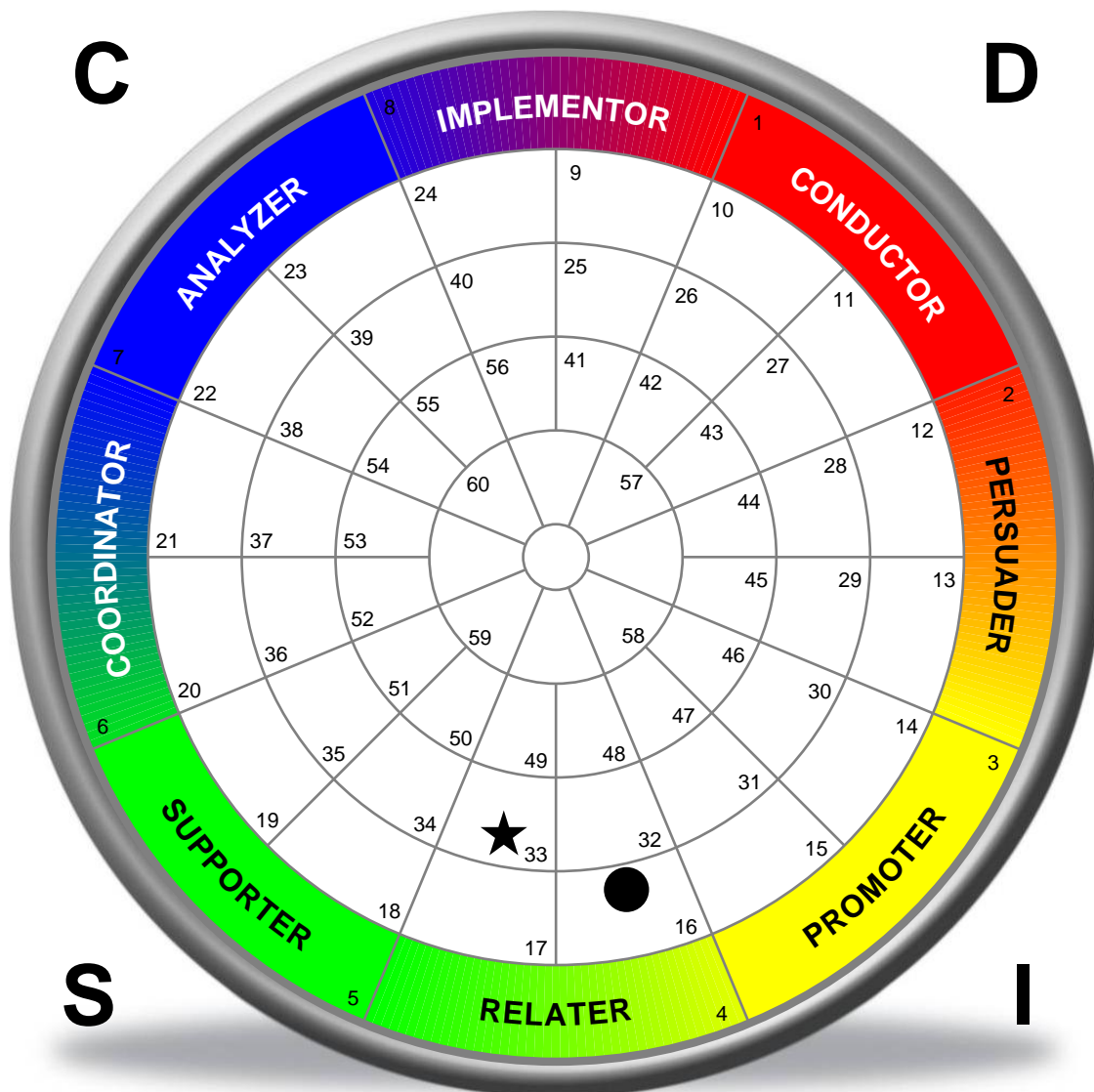
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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: ★ (33) SUPPORTING RELATER (FLEXIBLE)  
Natural: ● (16) PROMOTING RELATER

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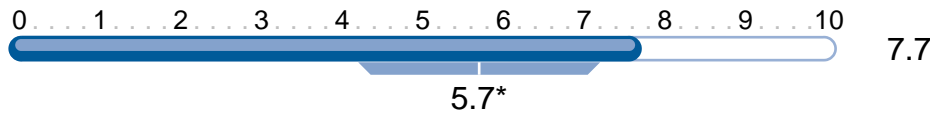
COMPLIMENTARY REPORT - NOT FOR SALE OR SEMINAR USE



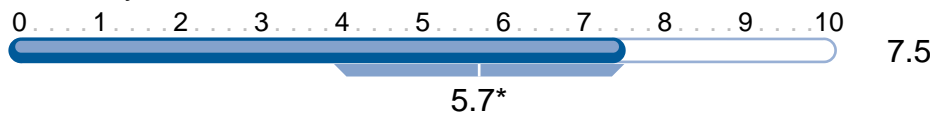
# PERSONAL MOTIVATION & ENGAGEMENT

Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

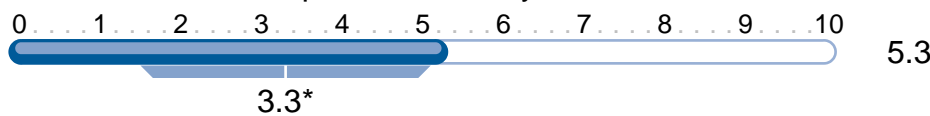
**1. THEORETICAL** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



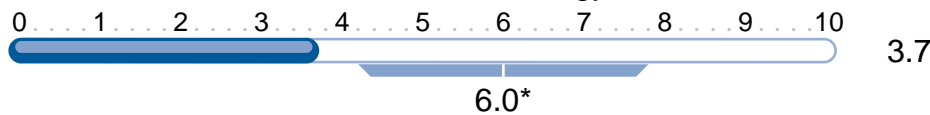
**2. SOCIAL** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



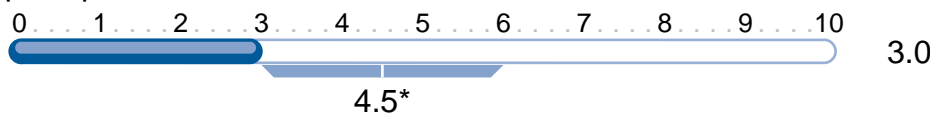
**3. AESTHETIC** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



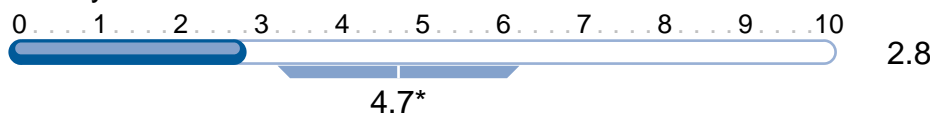
**4. UTILITARIAN/ECONOMIC** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



**5. TRADITIONAL/REGULATORY** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



**6. INDIVIDUALISTIC/POLITICAL** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



## NOTES

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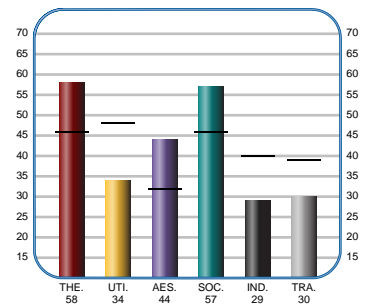
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PME: 58-34-44-57-29-30 (THE.-UTI.-AES.-SOC.-IND.-TRA.)

\* 68% of the population falls within the shaded area.

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# PERSONAL MOTIVATION & ENGAGEMENT FEEDBACK

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

## 1. THEORETICAL

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.

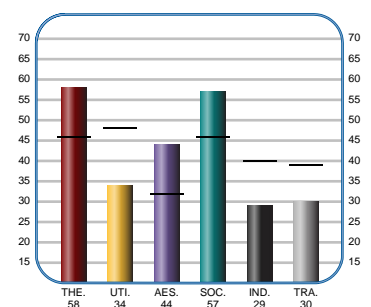
## 2. SOCIAL

- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.

## 3. AESTHETIC

- You value balance in your life, creative self-expression, beauty and nature and protection of our natural resources.
- A higher Aesthetic score indicates a relative interest in "form and harmony." Each experience is judged from the standpoint of grace, symmetry or fitness. Life may be regarded as a procession of events, and each is enjoyed for its own sake. A high score here does not necessarily mean that the incumbent has talents in creative artistry. It indicates a primary interest in the artistic episodes of life.

### NOTES



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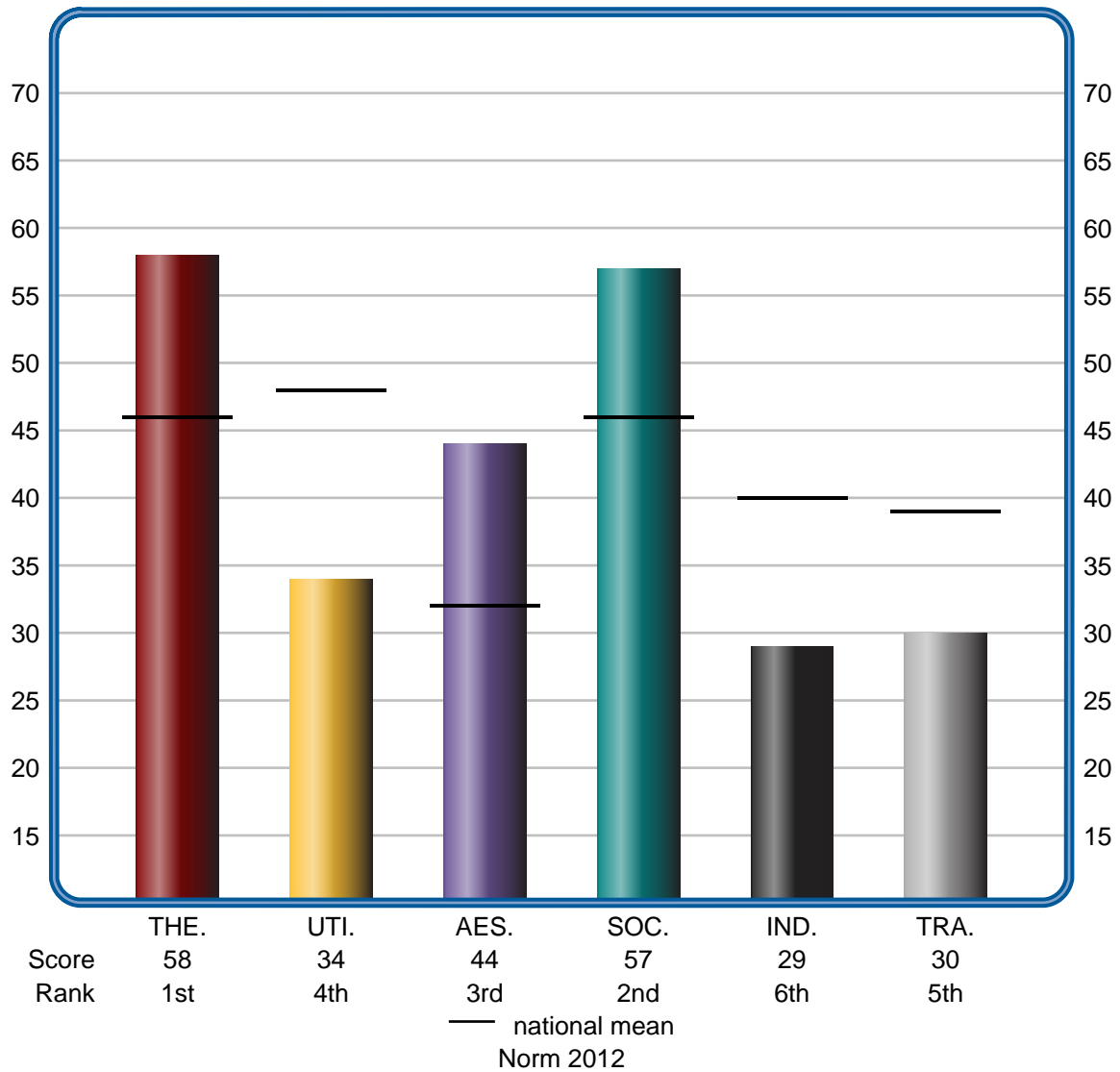
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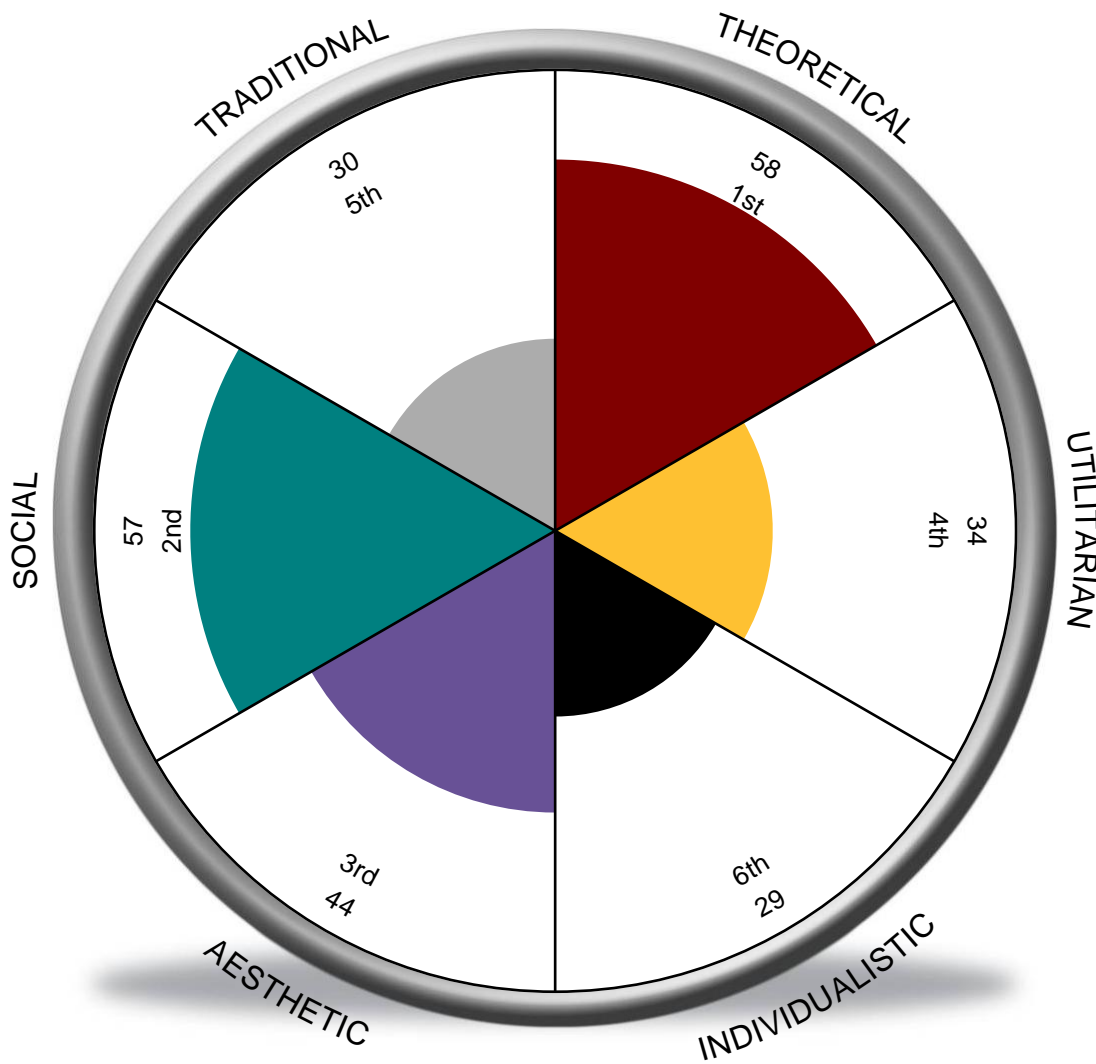
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