



EXCELLENCE FOR LEARNING™

Student Version



Jeremy Wuestefeld

5-9-2017



Providing a Fun, Fast, and Flexible Learning Experience

Russell Martin and Associates

9084 Technology Dr. Ste. 500

Fishers, IN 46038

317-475-9311

info@russellmartin.com



Successful communication with others involves skills that are developed through practice and effort. It is a process that must include the active participation of each person involved.

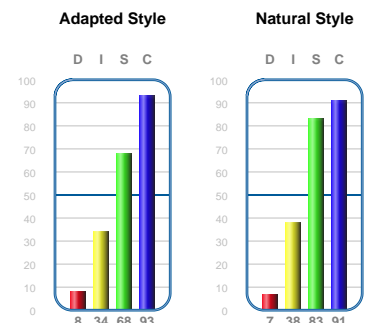
This program was developed to help each person achieve the following objectives:

- 1) To identify and understand your natural behavioral style
- 2) To understand and appreciate other styles
- 3) To improve your communication with others

The key areas identified in this report are:

- a. The kinds of activities you like, and how you do them
- b. How you like to communicate
- c. Study tips

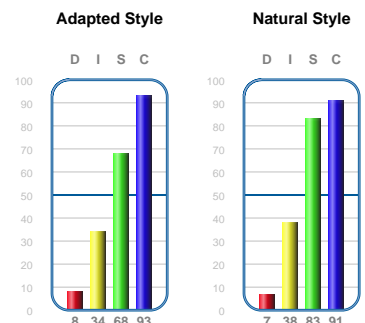
Identify those statements that are most important to you, and WHY. REMEMBER: Effective communication requires a commitment from everyone concerned!





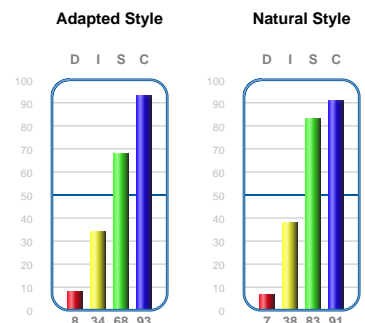
Understanding yourself and others is the first step toward developing effective communication. Based on Jeremy's responses, the report has selected statements to provide a basis for understanding his behavior. Read each statement and discuss it with other family members. Eliminate any statement which EVERYONE agrees does not apply.

- I sometimes like to be more precise about things than other family members or friends.
- I like to work at a slower and more methodical pace than others.
- I am very nervous when I think about talking to a group of people.
- Many times I like to be alone either to read or just think about things.
- Sometimes I like to withdraw from family and friends and just be alone in my room to read or watch TV.
- Sometimes I give up easily and become frustrated later because I did not say what I felt.
- Sometimes I wish I had the nerve that some of my friends and family have.
- I feel I am a shy person.
- I prefer using logic rather than emotion for making decisions.
- I get frustrated when others always get their way; sometimes I wish I would speak up.
- I become frustrated when I have to make a decision without the appropriate information.
- I feel I can say what has to be said in fewer words than most people.
- I don't laugh easily.
- I like my life to be very orderly.
- I don't make friends quickly. I like to choose very carefully those people I want to be my friends.





- I don't like to take risks unless I am sure that I will win.
- When I am faced with problems I sometimes like to withdraw from friends and family and work through them myself.
- I like to have the time to be very neat and tidy.
- I like to plan both my work and play activities and then follow the plan.
- I tend to be undemanding and don't always share how I feel.
- I have a place for everything and like to keep things organized. I get frustrated when others don't respect these feelings.
- I want to be seen as cooperative.
- Sometimes I am too serious to really enjoy having fun with family and friends.
- I would rather agree than fight about certain things.

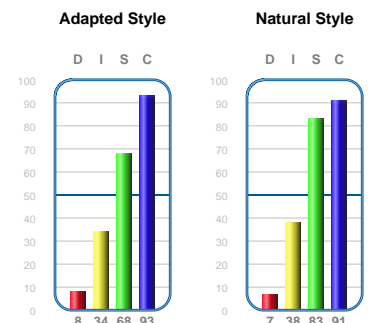




CHECKLIST FOR COMMUNICATING

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

- Remember that quality work requires quality instructions.
- Be prepared. He is not influenced when you present your ideas in a random order.
- Be accurate and realistic with your comments.
- Control emotional outbursts.
- Be careful you don't intimidate with your size, position or tone of voice. When intimidated he will not feel free to share what you need to hear.
- Follow through on your promises.
- Ask "how to" questions.
- Allow time for questions.
- Give reason for a change in rules.
- Use a sincere tone of voice.
- Give a time table for the completion of projects. Be realistic.

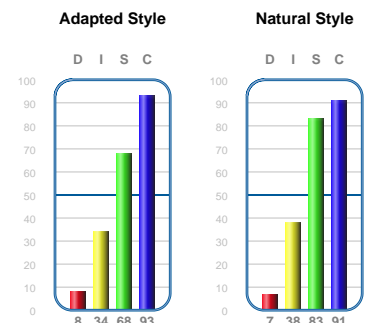




DON'TS ON COMMUNICATING

This section of the report lists the things NOT to do when communicating with Jeremy. 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.

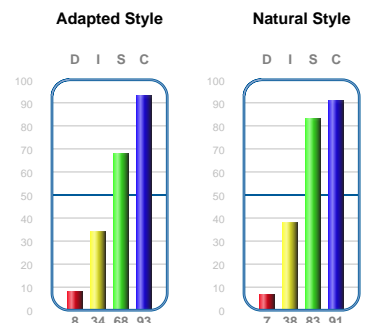
- Don't overuse emotions when trying to influence him.
- Don't force him to make quick decisions. Remember, he makes decisions from data and facts - not educated guesses.
- Don't speak when your thoughts are not organized.
- Don't expect him to always trust everything you say. He prefers that you prove it.
- Don't be unrealistic with deadlines.
- Don't overwhelm him with compliments. He will feel manipulated if you give too many or fail to be sincere.
- Don't confront with a loud, angry tone of voice.
- Don't make conflicting statements.
- Don't be giddy, casual, or informal if you're serious about what you want him to hear.
- Don't overuse authority. Keep communication at the discussion level.
- Don't yell or scream. This creates tension which will affect what he hears.
- Don't be vague. Be specific about instructions and make sure you allow time for questions or clarification.
- Don't criticize the quality of his work without analyzing the quality of your instructions.





After reading your study tips, select two or three tips and incorporate the ideas into your studying habits.

- Think positive about your ability to pass every class with high marks.
- Ask questions on things you are unsure about.
- Study or review just before class starts.
- Ask yourself questions - either from the book or ones you make-up.
- Study alone.
- Identify the time of day you feel best and try to fit studying into these hours.
- Volunteer to answer questions in class.
- Set goals that are challenging.
- Listen and think positive about the subject and the teacher.
- Join in on class discussion.
- Set Goals that challenge your abilities.
- Make sure you understand instructions before leaving class.

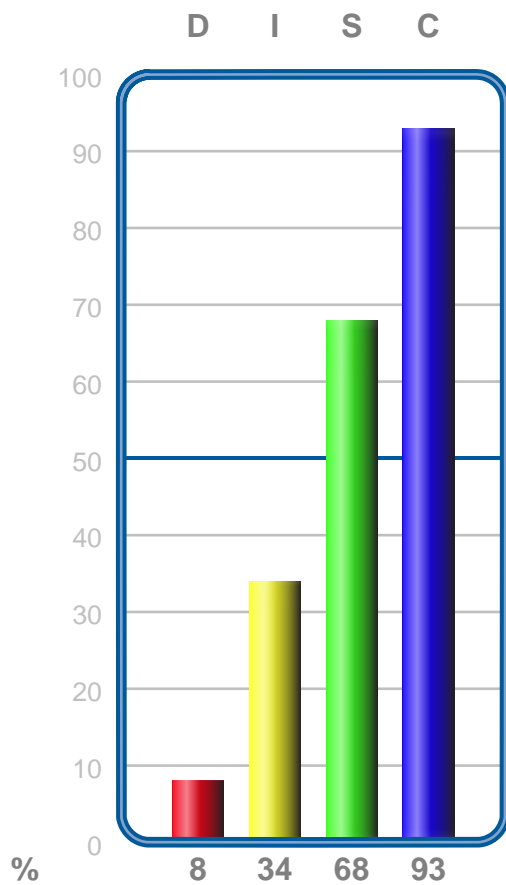




MOST

Graph I

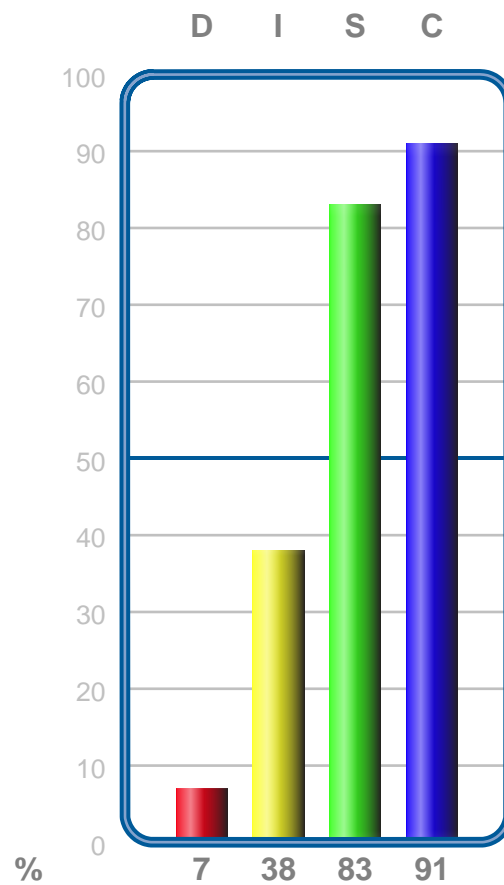
Adapted Style



LEAST

Graph II

Natural Style



Norm 2015 R4



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.

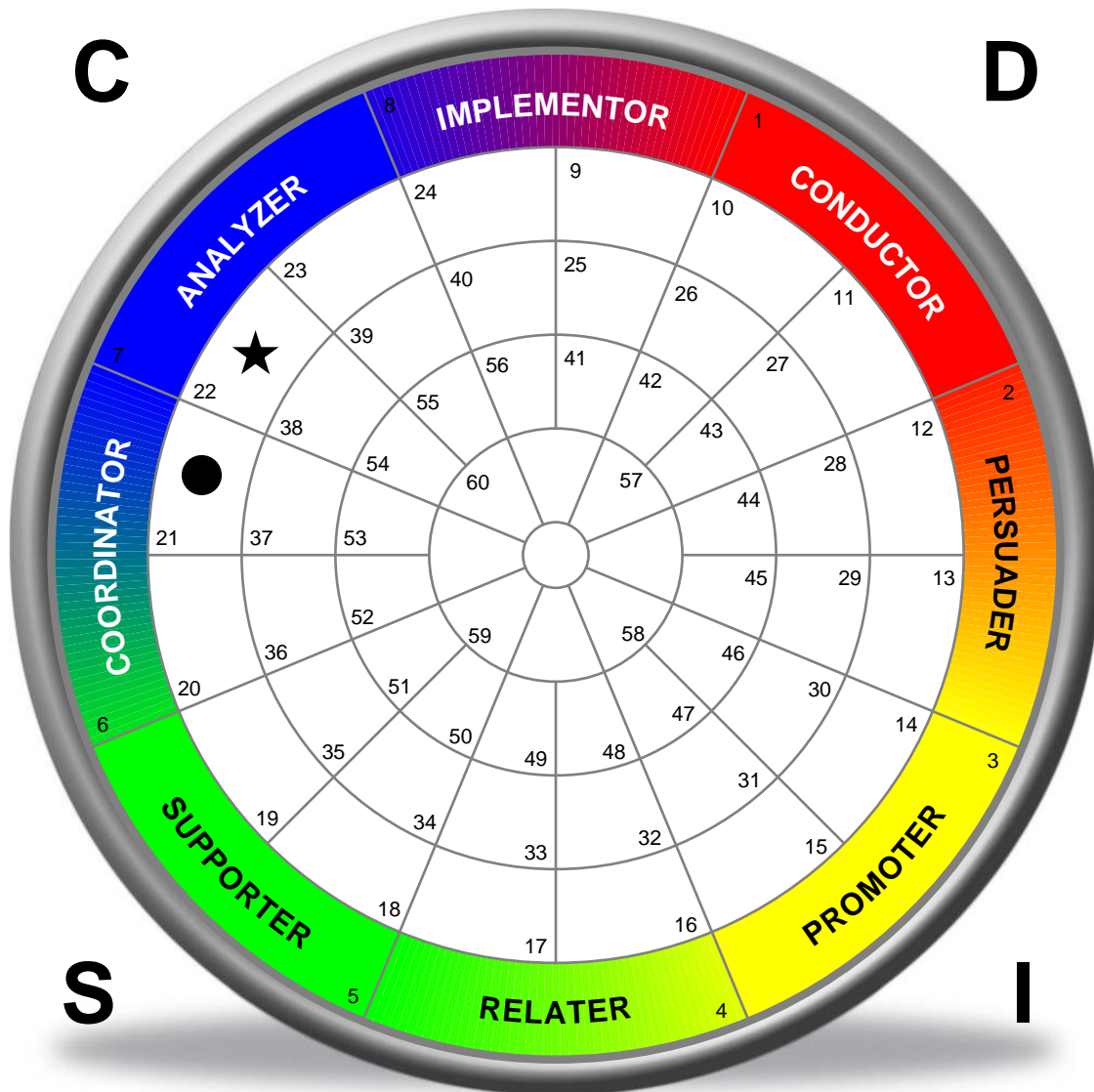
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



Jeremy Wuestefeld

5-9-2017



Adapted: ★ (22) COORDINATING ANALYZER

Natural: ● (21) ANALYZING COORDINATOR

Norm 2015 R4

T: 9:19

Russell Martin and Associates
317-475-9311
info@russellmartin.com



Today's workplace is in constant change. As a result, careers are changing to keep pace. The average person can expect to change careers 5 times during their working life. That does not take into account the average 2-4 job changes within each career. Given this reality, it becomes more important than ever to make informed career decisions. There is no better preparation for career changes than in-depth knowledge of your own talents and how you can maximize them to succeed.

The Job Indicator section of your report has been developed to assist you in matching your natural behavioral design "talents" to jobs. This section will guide you through jobs that best match your behavioral design based on the education level you selected at the beginning of the assessment process. The job list is prioritized with your best behavioral design match at the education level you selected at the top. This will assist you in making informed career choices based on what best suits your natural behavioral design.

Research suggests that over 50% of people at work hold jobs that do not suit them behaviorally and they are neither fully motivated nor satisfied with their contribution. The good news is the closer the behavioral demands of the job match your own natural behavior, the more satisfaction and personal reward you will find in your work.

It is difficult if not impossible to incorporate in this report all the information on the subject of job content and career planning. There are websites available that cover these topics and will give you additional insights into the jobs listed in this section. The websites are the O*NET Occupational Information Network: <http://online.onetcenter.org> and the US Dept. of Labor, Employment & Training Administration: www.doleta.gov/programs/onet.



CODE	OCCUPATION
43-3011	Bill and Accounts Collector
47-2021	Brick and Stone Mason
43-4011	Brokerage Clerk
53-3021	Bus Driver
47-2041	Carpet Installer
41-2011	Cashier
47-2051	Cement Mason, Concrete Finisher
39-9011	Child Care Worker
47-2061	Construction Laborer
35-2011	Cook, fast food
41-2021	Counter and Rental Clerk
43-4041	Credit Authorizer
43-9021	Data Entry Keyer
47-2081	Drywall & Ceiling Tile Installer
47-2111	Electrician
45-2092	Farmworker & Laborer, Crop, Nursery, & Greenhouse
43-4071	File Clerk
45-3011	Fisher and Fishing Vessel Operator
27-1023	Floral Designer
45-4011	Forrest and Conservation Worker
39-3011	Gaming Dealer
39-1011	Gaming Supervisor
47-2121	Glazier
47-4051	Highway Maintenance Worker
31-1011	Home Health Aide
43-4081	Hotel, Motel and Resort Clerk
49-9041	Industrial Machinery Mechanic
53-7051	Industrial Truck & Tractor Operator
55-3016	Infantry
47-2131	Insulation Worker
37-2011	Janitor & Cleaner
43-4121	Library Assistant, clerical
49-9042	Maintenance and Repair Worker, General
43-9061	Office Clerk
47-2073	Operating Engineer & Other Construction Equipment Operator
43-3051	Payroll Clerk
37-2021	Pest Control Worker
31-9095	Pharmacy Aide
43-5051	Postal Service Clerk
43-5061	Production and Planning Clerk
43-4181	Reservation & Transportation Ticket Agent & Travel Clerk
47-2181	Roofer
49-2098	Security & Fire Alarm Systems Installer



Name : Jeremy Wuestefeld
Education : High School

Jeremy Wuestefeld

CODE	OCCUPATION
33-9032	Security Guard
21-1093	Social & Human Services Assistant
13-2082	Tax Preparer
53-3041	Taxi Driver and Chauffeur
25-9041	Teacher Assistant
49-2022	Telecommunications Installer & Repairer
43-3071	Teller
53-3032	Truck Driver, Heavy & Tractor-Trailer
35-3031	Waitress & Waiter



CODE	OCCUPATION
13-2011	Accountant & Auditor
15-2011	Actuary
17-3021	Aerospace Engineer & Operations Technician
49-3011	Aircraft Mechanic
53-2011	Airline Pilot, Copilot & Flight Engineer
17-3011	Architectural & Civil Drafter
27-1014	Artist & Animator, multi-media
29-9091	Athletic Trainer
49-3023	Automotive Service Technician
39-5011	Barber & Cosmetologist
43-3021	Billing and Posting Clerk
43-3031	Bookkeeping, Accounting & Auditing Clerk
27-4012	Broadcast Technician
27-4031	Camera Operator, TV, Video & Motion Picture
47-2031	Carpenter
17-1021	Cartographer & Photogrammetrist
17-3022	Civil Engineering Technician
51-9121	Coating, Painting, & Spraying Machine Setter, Operator & Tender
15-1031	Computer Software Engineer, Applications
15-1099.00	Computer Specialist, all other
15-1041	Computer Support Specialist
49-2011	Computer Teller/Office Machine Repairer
51-4011	Computer-Controlled Machine Tool Operator, Metal & Plastic
33-3012	Correctional Officer
23-2091	Court Reporter
31-9091	Dental Assistant
29-2021	Dental Hygienist
51-9081	Dental Lab Technician
49-3031	Diesel Engine Specialist
17-3012	Electrical & Electronic Drafter
17-3023	Electrical & Electronic Technician
49-2094	Electrical and Electronic Repairer
17-3024	Electro-mechanical Technician
17-3025	Environmental Engineering Technician
11-9011	Farm, Ranch & Other Agricultural Manager
11-9012	Farmer & Rancher
13-2051	Financial Analyst
33-2011	Fire Fighter
39-9031	Fitness Trainer
39-6031	Flight Attendant
11-9051	Food Service Manager
19-4092	Forensic Science Technician
27-1024	Graphic Designer



CODE	OCCUPATION
49-9021	Heating and Air Conditioning Installer & Mechanic
49-2097	Home Entertainment Installer & Repairer
27-1025	Interior Designer
47-2171	Iron and Metal Worker
51-9071	Jeweler, Precious Stone & Metal Worker
29-2061	LPN (Licensed Practical Nurse)
51-4041	Machinist
17-3013	Mechanical Drafter
29-2011	Medical & Clinical Lab Technician
31-9092	Medical Assistant
49-9062	Medical Equipment Repairer
29-2071	Medical Records Technician
31-9094	Medical Transcriptionist
49-3042	Mobile Heavy Equipment Mechanic, except engines
27-2042	Musician, Singer
27-3021	News Analyst
29-2033	Nuclear Medicine Technician
31-1012	Nurse, Aide, Orderly & Attendant
31-2011	Occupational Therapist Assistant
29-9011	Occupational, Health & Safety Specialist
43-1011	Office and Administrative Support
29-2081	Optician-Dispensing
49-3053	Outdoor Power Equipment & Other Small Engine Mechanic
47-2141	Painter, Construction & Maintenance
37-2021	Pest Control Worker
29-2052	Pharmacy Technician
27-4021	Photographer
31-2022	Physical Therapist Aide
47-2161	Plasterer and Stucco Mason
47-2152	Plumber and Pipe Fitter
33-3051.01	Police Patrol Officer
51-5023	Printing Machine Operator
29-1124	Radiation Therapist
29-2034	Radiologic Technician
29-1111	Registered Nurse
47-2211	Sheet Metal Worker
21-1093	Social & Human Services Assistant
47-4099.02	Solar Thermal Installer & Technician
27-4014	Sound Engineering Technician
29-2055	Surgical Technician
13-2081	Tax Examiner, Collector & Revenue Agent
25-9041	Teacher Assistant
25-2021	Teacher, Elementary



Name : Jeremy Wuestefeld
Education : A.A. or B.A.

Jeremy Wuestefeld

CODE	OCCUPATION
25-2031	Teacher, Secondary
53-6051	Transportation Inspector
17-2199.10	Wind Energy Engineer
27-3043	Writer & Author



CODE	OCCUPATION
13-2011	Accountant & Auditor
15-2011	Actuary
11-3011	Administrative Services Manager
25-3011	Adult Educator
17-3021	Aerospace Engineer & Operations Technician
49-3011	Aircraft Mechanic
29-1071.01	Anesthesiologist Assistant
17-1011	Architect, Except Landscape & Naval
17-3011	Architectural & Civil Drafter
29-9091	Athletic Trainer
19-2021	Atmospheric & Space Scientist
29-1121	Audiologist
49-3021	Automotive Body Repairer
43-3021	Billing and Posting Clerk
13-2031	Budget Analyst
27-4031	Camera Operator, TV, Video & Motion Picture
29-2031	Cardiovascular Technician
47-2031	Carpenter
17-1021	Cartographer & Photogrammetrist
19-2031	Chemist
29-1011	Chiropractor
17-3022	Civil Engineering Technician
27-1021	Commercial & Industrial Designer
15-1031	Computer Software Engineer, Applications
15-1099.00	Computer Specialist, all other
15-1041	Computer Support Specialist
33-3012	Correctional Officer
23-2091	Court Reporter
29-2021	Dental Hygienist
51-9081	Dental Lab Technician
29-1021	Dentist
17-3012	Electrical & Electronic Drafter
17-3023	Electrical & Electronic Technician
17-2071	Electrical Engineer
17-3024	Electro-mechanical Technician
17-3025	Environmental Engineering Technician
19-2041	Environmental Scientist & Specialist including Health
11-9011	Farm, Ranch & Other Agricultural Manager
11-9012	Farmer & Rancher
13-2051	Financial Analyst
11-9051	Food Service Manager
19-4092	Forensic Science Technician
19-3092	Geographer



CODE	OCCUPATION
27-1024	Graphic Designer
19-3093	Historian
19-2043	Hydrologist
27-1025	Interior Designer
47-2171	Iron and Metal Worker
51-9071	Jeweler, Precious Stone & Metal Worker
17-1012	Landscape Architect
23-1011	Lawyer
25-4021	Librarian
51-4041	Machinist
17-2121	Marine Engineer & Naval Architect
17-2131	Materials Engineer
17-3013	Mechanical Drafter
17-2141	Mechanical Engineer
29-2011	Medical & Clinical Lab Technician
49-9062	Medical Equipment Repairer
19-1022	Microbiologist
27-2042	Musician, Singer
27-3021	News Analyst
29-2033	Nuclear Medicine Technician
31-1012	Nurse, Aide, Orderly & Attendant
29-1122	Occupational Therapist
29-9011	Occupational, Health & Safety Specialist
43-1011	Office and Administrative Support
15-2031	Operations Research Analyst
29-1041	Optometrist
47-2141	Painter, Construction & Maintenance
29-1051	Pharmacist
27-4021	Photographer
29-1123	Physical Therapist
29-1071.00	Physician Assistant
47-2161	Plasterer and Stucco Mason
47-2152	Plumber and Pipe Fitter
19-3094	Political Scientist
19-3031.02	Psychologist
29-1124	Radiation Therapist
29-2034	Radiologic Technician
29-1111	Registered Nurse
47-2211	Sheet Metal Worker
21-1093	Social & Human Services Assistant
29-1127	Speech-Language Pathologist
15-2041	Statistician
13-2081	Tax Examiner, Collector & Revenue Agent



Name : Jeremy Wuestefeld
Education : B.A. Plus

Jeremy Wuestefeld

CODE	OCCUPATION
25-2021	Teacher, Elementary
25-2031	Teacher, Secondary
29-1131	Veterinarian
29-2056	Veterinary Technician
17-2199.10	Wind Energy Engineer
27-3043	Writer & Author
19-1023	Zoologist & Wildlife Biologist