



EXCELLENCE FOR LEARNING™

Student Version



Matthew Dickson

11-4-2016



Providing a Fun, Fast, and Flexible Learning Experience

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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.

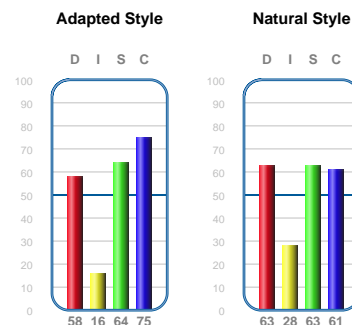
This program was developed to help each person achieve the following objectives:

- 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!

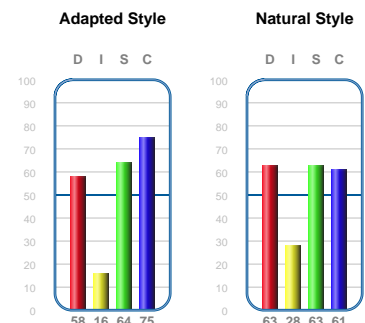




GENERAL STATEMENTS

Understanding yourself and others is the first step toward developing effective communication. Based on Matthew'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.

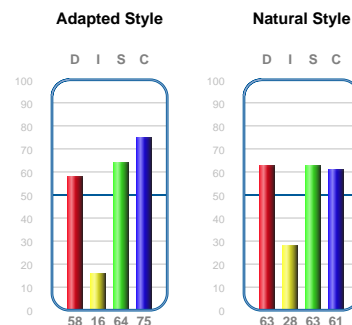
- If you disagree with me, disagree with the facts, not with me personally.
- Don't ask me to participate in the rule-setting process if you have already made up your mind about the rules.
- I can be too critical of others' shortcomings.
- When confronted with the results of my actions, I will defend my position. That is, I will object if the other person does not see my point of view.
- I like to organize my own activities and those of others, whether at work or play.
- I am usually very creative and often ask questions that are difficult to answer. I sometimes have visions beyond other people's expectations.
- I can be very persistent and sometimes will win out against all odds.
- I like to approach each day as new and different and want to meet the challenge of each day.
- I like to be seen as different from my friends and family.
- Sometimes I argue just for the sake of arguing.
- I like to be seen as responsible and able to make decisions that affect my life.
- I like to do challenging work from time to time.
- I become angry when I don't get my way or when I lose at some activity.





GENERAL STATEMENTS

- Some of my questions may seem "out of this world" to some people.
- Sometimes I have difficulty selling my ideas; they come across as being demanding.
- I want to be seen as a winner and have an inherent dislike for losing. Teachers may see me as daring, bold, gutsy and venturesome.
- I am not always impressed with people who agree just for the sake of agreeing.
- When confronted with rhetorical or useless questions, I can become frustrated.
- I do not like to be referred to as "just like my brother or sister."
- Although I'm young, I still want to be in charge of my own life.
- I like short and precise answers to my questions.
- I am very inquisitive and may ask questions that frustrate other members of my family; however, I really want to know the answers to my many questions.
- I want to be seen as my own person and will challenge the status quo. That is, I wish to be treated as an individual and not necessarily like other students.
- Sometimes I say things just to see how my friends or family will respond.
- Once I have my mind made up, others find it difficult to get me to change.
- I am the type of individual who likes teachers to go directly to the point. People who spend a lot of time talking about extraneous things bother me.

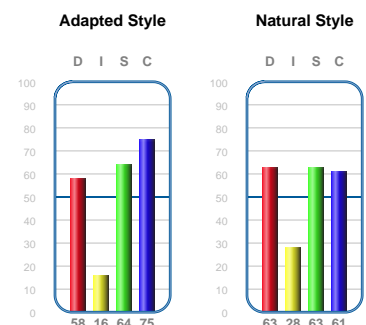




CHECKLIST FOR COMMUNICATING

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

- Keep your distance. Allow about three feet between you and him.
- Use an unemotional approach.
- Be prepared when you have an important message to share.
- Ask specific questions (preferably "what"?). This allows him to share his opinion or ideas.
- Use the correct "buzz words" for his age and interest.
- Respect his quiet demeanor.
- Allow time for him to be alone if he wants.
- Show a sincere demeanor.
- If you disagree with him, take issue with the facts, not the person. If you take issue, he will defend his position and the real issue will be lost.
- Read his body language. Look for impatience or disapproval.
- Present facts with your ideas.

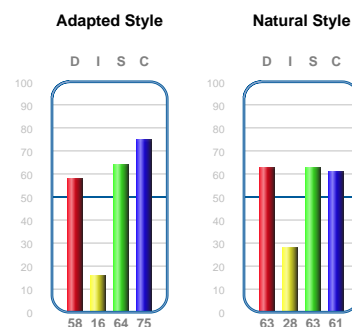




DON'TS ON COMMUNICATING

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

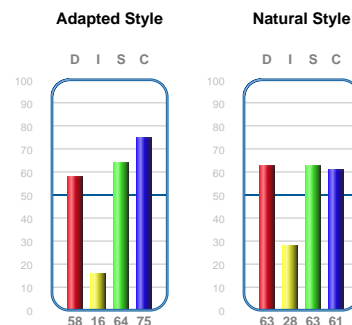
- Don't try to convince by saying "that's the way I did it and the way you are going to do it."
- Don't overuse hand or facial questions.
- Don't leave things open to his interpretation.
- Don't solve his problems. Discuss his options and let him decide.
- Don't ask redundant questions. Remember, he likes to use his time wisely.
- Don't make statements you cannot prove.
- Don't be disorganized in thought or ideas.
- Don't ramble on, or waste his time with trivial things.
- Don't say "trust me" - provide him with good answers to his questions.
- Don't be redundant.
- Don't stand too close - allow space between you when talking.
- Don't get overemotional. He is not influenced by emotion. Logic is more important to him.
- Don't ask for his ideas if you already have your mind made up.





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

- Break big assignments into smaller units.
- Think positive about each class and display your interest by your facial expressions.
- Listen for ideas and think how they may apply to your future.
- Break your habit of studying alone and study with friends.
- Set up an area in your room for studying only.
- Plan tomorrow today and put your plan in writing.
- Think visually - convert words into pictures.
- Plan your study week on Sunday.
- Organize your study area and keep it organized.
- Work on your listening skills.
- Plan ahead - don't put off completing assignments until the last minute.
- Don't listen so critically that you miss the intended ideas.

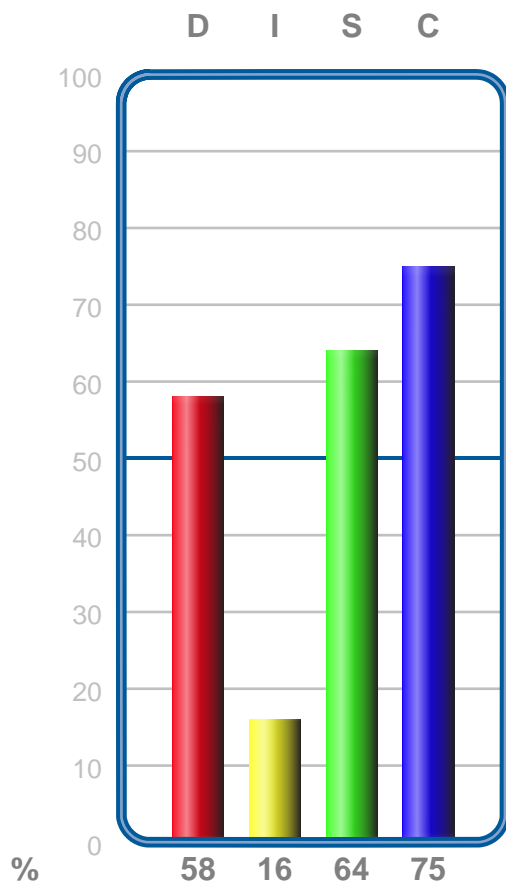




MOST

Graph I

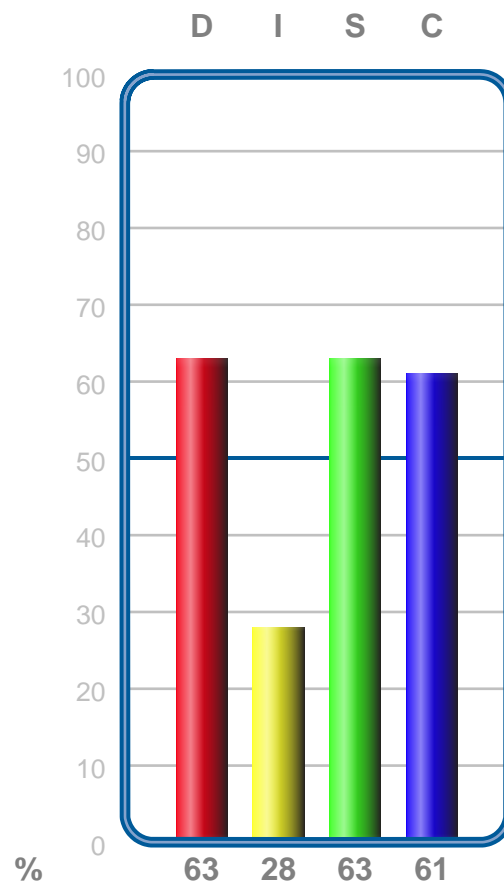
Adapted Style



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.

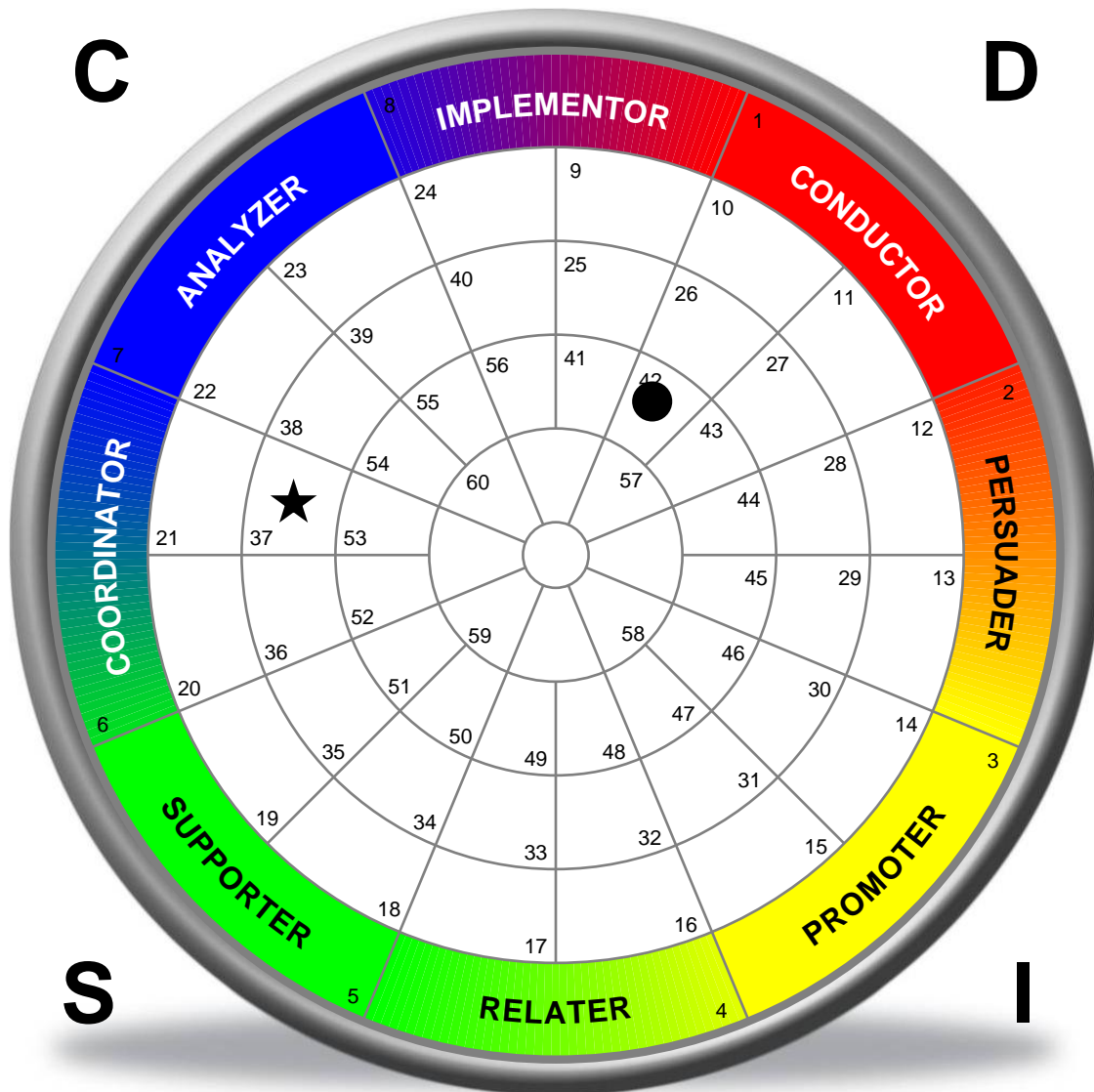
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



Matthew Dickson

11-4-2016



Adapted: ★ (37) ANALYZING COORDINATOR (FLEXIBLE)

Natural: ● (42) IMPLEMENTING CONDUCTOR (ACROSS)

Norm 2015 R4

T: 13:15

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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
47-2051	Cement Mason, Concrete Finisher
47-2061	Construction Laborer
35-2011	Cook, fast food
43-5021	Courier & Messenger
43-4041	Credit Authorizer
43-9031	Desktop Publishers
47-2081	Drywall & Ceiling Tile Installer
47-2111	Electrician
29-2041	Emergency Medical Technician & Paramedic
45-2092	Farmworker & Laborer, Crop, Nursery, & Greenhouse
45-3011	Fisher and Fishing Vessel Operator
45-4011	Forrest and Conservation Worker
39-1011	Gaming Supervisor
47-2121	Glazier
47-4051	Highway Maintenance Worker
31-1011	Home Health Aide
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
33-9092	Lifeguard, Ski Patrol other recreational protective service worker
49-9042	Maintenance and Repair Worker, General
43-9061	Office Clerk
47-2073	Operating Engineer & Other Construction Equipment Operator
43-3051	Payroll Clerk
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
33-9032	Security Guard
43-5071	Shipping, Receiving & Traffic Clerk
43-5081	Stock Clerk, Order Filler
13-2082	Tax Preparer
53-3041	Taxi Driver and Chauffeur
49-2022	Telecommunications Installer & Repairer
53-3032	Truck Driver, Heavy & Tractor-Trailer



NAME : Matthew Dickson
EDUCATION : High School

Matthew Dickson

CODE	OCCUPATION
35-3031	Waitress & Waiter
43-5111	Weights and Measure Checker
51-4121	Welders, Cutters, Solderers, & Brazers



CODE	OCCUPATION
13-2011	Accountant & Auditor
49-3011	Aircraft Mechanic
17-3011	Architectural & Civil Drafter
27-1014	Artist & Animator, multi-media
49-3023	Automotive Service Technician
43-3021	Billing and Posting Clerk
17-2031	Biomedical Engineer
43-3031	Bookkeeping, Accounting & Auditing Clerk
27-4012	Broadcast Technician
27-4031	Camera Operator, TV, Video & Motion Picture
47-2031	Carpenter
17-3022	Civil Engineering Technician
13-1031	Claims Adjuster, Examiner, & Investigator
51-9121	Coating, Painting, & Spraying Machine Setter, Operator & Tender
15-1021	Computer Programmer
15-1032	Computer Software Engineer, Systems
15-1099.00	Computer Specialist, all other
15-1041	Computer Support Specialist
51-4011	Computer-Controlled Machine Tool Operator, Metal & Plastic
47-4011	Construction and Building Inspector
33-3012	Correctional Officer
13-1051	Cost Estimator
15-1061	Database Administrator
31-9091	Dental Assistant
51-9081	Dental Lab Technician
33-3021	Detectives & Criminal Investigator
49-3031	Diesel Engine Specialist
29-1031	Dietician & Nutritionist
17-3012	Electrical & Electronic Drafter
49-9051	Electrical Power Line Installer and Repairer
17-3024	Electro-mechanical Technician
17-3025	Environmental Engineering Technician
11-9011	Farm, Ranch & Other Agricultural Manager
11-9012	Farmer & Rancher
33-2011	Fire Fighter
11-9051	Food Service Manager
19-4092	Forensic Science Technician
27-1024	Graphic Designer
49-9021	Heating and Air Conditioning Installer & Mechanic
17-3026	Industrial Engineering Technician
11-3051	Industrial Production Manager
55-1016	Infantry Officer
51-9061	Inspector and Tester



CODE	OCCUPATION
25-9031	Instructional Coordinator
13-2053	Insurance Underwriter
47-2171	Iron and Metal Worker
51-9071	Jeweler, Precious Stone & Metal Worker
23-2092	Law Clerk
13-2072	Loan Officer
51-4041	Machinist
41-1012	Manager, Supervisor, non retail
15-2021	Mathematician
49-9062	Medical Equipment Repairer
29-2071	Medical Records Technician
49-3042	Mobile Heavy Equipment Mechanic, except engines
15-1071	Network & Computer Systems Administrator
15-1081	Network Systems & Data Communications Analyst
31-1012	Nurse, Aide, Orderly & Attendant
31-2011	Occupational Therapist Assistant
29-9011	Occupational, Health & Safety Specialist
29-2081	Optician-Dispensing
49-3053	Outdoor Power Equipment & Other Small Engine Mechanic
47-2141	Painter, Construction & Maintenance
23-2011	Paralegal & Legal Assistant
29-2052	Pharmacy Technician
27-4021	Photographer
31-2022	Physical Therapist Aide
47-2161	Plasterer and Stucco Mason
47-2152	Plumber and Pipe Fitter
51-5023	Printing Machine Operator
21-1092	Probation Officer & Correctional Treatment Specialist
43-3061	Procurement Clerk
27-3031	Public Relations Specialist
13-1023	Purchasing Agent
29-1124	Radiation Therapist
29-2034	Radiologic Technician
13-2021	Real Estate Appraiser & Assessor of Real Estate
29-1111	Registered Nurse
27-3022	Reporter & Correspondent
47-2211	Sheet Metal Worker
17-2199.11	Solar Energy Systems Engineer
47-4099.02	Solar Thermal Installer & Technician
27-4014	Sound Engineering Technician
19-3022	Survey Researcher
17-3031	Surveying & Mapping Technician
17-1022	Surveyor



NAME : Matthew Dickson
EDUCATION : A.A. or B.A.

Matthew Dickson

CODE	OCCUPATION
25-2021	Teacher, Elementary
25-1194	Teacher, Post-secondary Vocation Education
53-6051	Transportation Inspector
15-1099.13	Video Game Designer
51-8031	Waste Treatment Plant Operator
15-1099.04	Web Developer
27-3043	Writer & Author



CODE	OCCUPATION
13-2011	Accountant & Auditor
11-3011	Administrative Services Manager
17-2011	Aerospace Engineer
19-4011	Agriculture & Food Science Technician
53-2021	Air Traffic Controller
49-3011	Aircraft Mechanic
29-1071.01	Anesthesiologist Assistant
17-1011	Architect, Except Landscape & Naval
17-3011	Architectural & Civil Drafter
29-1121	Audiologist
49-3021	Automotive Body Repairer
43-3021	Billing and Posting Clerk
17-2031	Biomedical Engineer
27-4031	Camera Operator, TV, Video & Motion Picture
47-2031	Carpenter
17-2041	Chemical Engineer
29-1011	Chiropractor
17-2051	Civil Engineer
17-3022	Civil Engineering Technician
13-1031	Claims Adjuster, Examiner, & Investigator
21-2011	Clergy
17-2061	Computer Hardware Engineer
15-1021	Computer Programmer
15-1032	Computer Software Engineer, Systems
15-1099.00	Computer Specialist, all other
15-1041	Computer Support Specialist
15-1051	Computer Systems Analyst
19-1031	Conservation Scientist
11-9021	Construction Manager
33-3012	Correctional Officer
25-4012	Curator
15-1061	Database Administrator
51-9081	Dental Lab Technician
29-1021	Dentist
29-1031	Dietician & Nutritionist
17-3012	Electrical & Electronic Drafter
17-3024	Electro-mechanical Technician
13-1061	Emergency Management Specialist
11-9041	Engineering Manager
17-3025	Environmental Engineering Technician
11-9011	Farm, Ranch & Other Agricultural Manager
11-9012	Farmer & Rancher
11-9051	Food Service Manager



CODE	OCCUPATION
19-4092	Forensic Science Technician
19-3092	Geographer
19-2042	Geoscientist
27-1024	Graphic Designer
17-2111	Health & Safety Engineer
21-1091	Health Educator
19-3093	Historian
17-2112	Industrial Engineer
17-3026	Industrial Engineering Technician
55-1016	Infantry Officer
13-2053	Insurance Underwriter
47-2171	Iron and Metal Worker
51-9071	Jeweler, Precious Stone & Metal Worker
17-1012	Landscape Architect
23-2092	Law Clerk
13-2072	Loan Officer
51-4041	Machinist
41-1012	Manager, Supervisor, non retail
17-2121	Marine Engineer & Naval Architect
17-2131	Materials Engineer
15-2021	Mathematician
49-9062	Medical Equipment Repairer
19-1042	Medical Scientist, except Epidemiologist
17-2151	Mining & Geological Engineer
11-9121	Natural Science Manager
15-1071	Network & Computer Systems Administrator
15-1081	Network Systems & Data Communications Analyst
17-2161	Nuclear Engineer
31-1012	Nurse, Aide, Orderly & Attendant
29-1122	Occupational Therapist
29-9011	Occupational, Health & Safety Specialist
47-2141	Painter, Construction & Maintenance
17-2171	Petroleum Engineer
27-4021	Photographer
29-1123	Physical Therapist
29-1069	Physician & Surgeon
19-2012	Physicist
47-2161	Plasterer and Stucco Mason
47-2152	Plumber and Pipe Fitter
29-1081	Podiatrist
19-3094	Political Scientist
21-1092	Probation Officer & Correctional Treatment Specialist
43-3061	Procurement Clerk



CODE	OCCUPATION
11-9141	Property, Real Estate & Community Association Manager
27-3031	Public Relations Specialist
13-1023	Purchasing Agent
11-3061	Purchasing Manager
29-1124	Radiation Therapist
29-2034	Radiologic Technician
13-2021	Real Estate Appraiser & Assessor of Real Estate
29-1111	Registered Nurse
27-3022	Reporter & Correspondent
29-1126	Respiratory Therapist
47-2211	Sheet Metal Worker
21-1029	Social Worker
17-2199.11	Solar Energy Systems Engineer
19-3022	Survey Researcher
17-3031	Surveying & Mapping Technician
17-1022	Surveyor
25-2021	Teacher, Elementary
25-1194	Teacher, Post-secondary Vocation Education
25-2042	Teacher, Special Education
51-4111	Tool and Dye Maker
29-1131	Veterinarian
29-2056	Veterinary Technician
15-1099.13	Video Game Designer
15-1099.04	Web Developer
27-3043	Writer & Author