



EXCELLENCE FOR LEARNING™

Student Version



Jennifer Lawyer

4-10-2016



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.

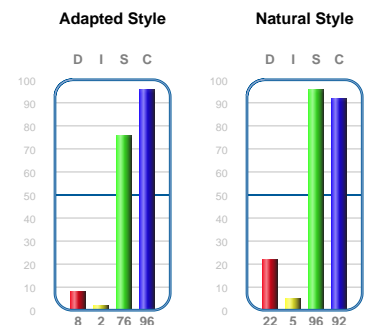
This program was developed to help each person achieve the following objectives:

- 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!

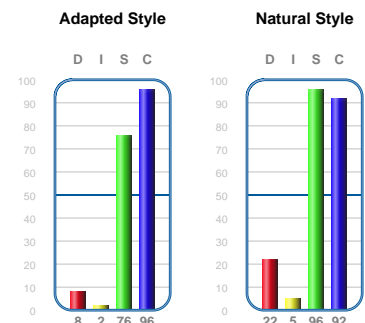




GENERAL STATEMENTS

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

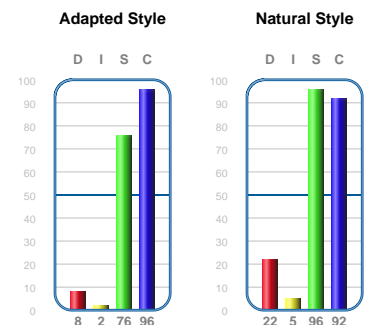
- I do not see myself as a leader and sometimes become frustrated when others want me to be one.
- I would rather agree than fight about certain things.
- I can be stubborn at times, especially when you are trying to change me.
- I like to finish the jobs I have started and get frustrated when others interrupt.
- I feel I can say what has to be said in fewer words than most people.
- I become very nervous when I think about talking to a group of people.
- I like others to think of me as being kind and gentle.
- I get nervous when I have to speak in front of a large group of people.
- I don't make friends quickly. I like to choose very carefully those people I want to be my friends.
- Sometimes I feel afraid when taking big risks.
- When pressured to do something quickly, I like for others to help me.
- I can be very patient even when I have to do boring activities.
- Rather than tell you I won't do something I don't want to do, I sometimes fight you passively. That is, when you are gone I act like I forgot to do it. However, I didn't really forget, preferring to conceal my feelings and avoid conflict.





GENERAL STATEMENTS

- I tend to be possessive of information because I find it difficult to always share with others what I am thinking or doing.
- You have to explain it to me only once. I get frustrated when others keep going over and over the same thing.
- It is my natural style to be critical if I don't understand something or it is not being explained properly.
- Many times I like to be alone, either to read or just think about things.
- I take pride in being steady and stable.
- I like specific answers to my questions.
- I think that I would make a good teacher or counselor.
- I feel uncomfortable when others ask me to boast about my accomplishments.
- I like to live in a peaceful environment.
- I sometimes get frustrated when others see things as funny and I'm taking them very seriously.
- I like to concentrate on what I am doing and get frustrated when others interrupt my concentration.

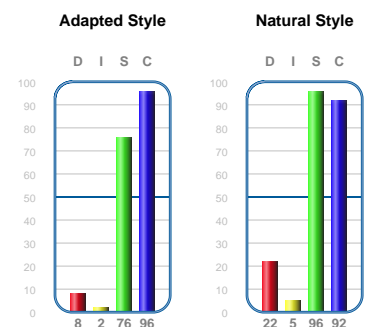




CHECKLIST FOR COMMUNICATING

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

- Keep your distance. Allow about three feet between you and her.
- Ask "how" questions to discover her plan of action.
- Be patient. Help her set goals and then work with her to develop an action plan to achieve them.
- Give clear instructions.
- Present facts with your ideas.
- Be sincere with compliments.
- Respect her quiet demeanor.
- Show a sincere demeanor.
- Use an unemotional approach.
- Listen patiently and be responsive.
- Allow time for her to be alone if she wants.
- Use the correct "buzz words" for her age and interest.

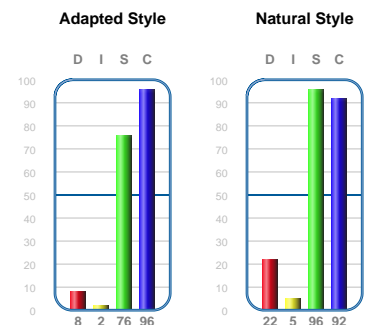




DON'TS ON COMMUNICATING

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

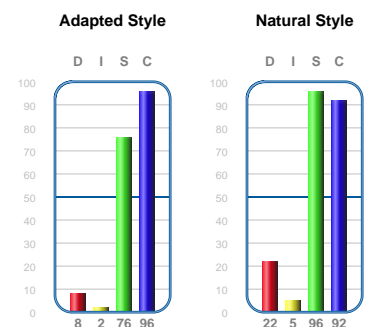
- Don't overuse hand or facial questions.
- Don't say "trust me" - provide her with good answers to her questions.
- Don't be redundant.
- Don't promise you will do something if you cannot fulfill the promise.
- Don't touch when talking to her.
- Don't be disorganized in thought or ideas.
- Don't get overemotional. She is not influenced by emotion. Logic is more important to her.
- Don't stand too close - allow space between you when talking.
- Don't talk too fast.
- Don't manipulate or bully. Remember, she may agree to avoid confrontation.
- Don't always be formal. She communicates best in a warm, friendly environment.
- Don't present your case with only shallow ideas.
- Don't set goals for her. Assist her in setting her own goals - ownership of goals is very important.





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

- Plan a block of time for studying - take 10 minute breaks every hour.
- Break your habit of studying alone and study with friends.
- Study in groups of two or more.
- Put words you have trouble spelling on your mirror.
- Set goals that are realistic.
- Study and review just before class starts.
- Don't listen so critically that you miss the intended ideas.
- Think positive about new ways to learning.
- Plan your study week on Sunday.
- Meditate and think positive before taking an exam.
- Listen for ideas and think how they may apply to your future.

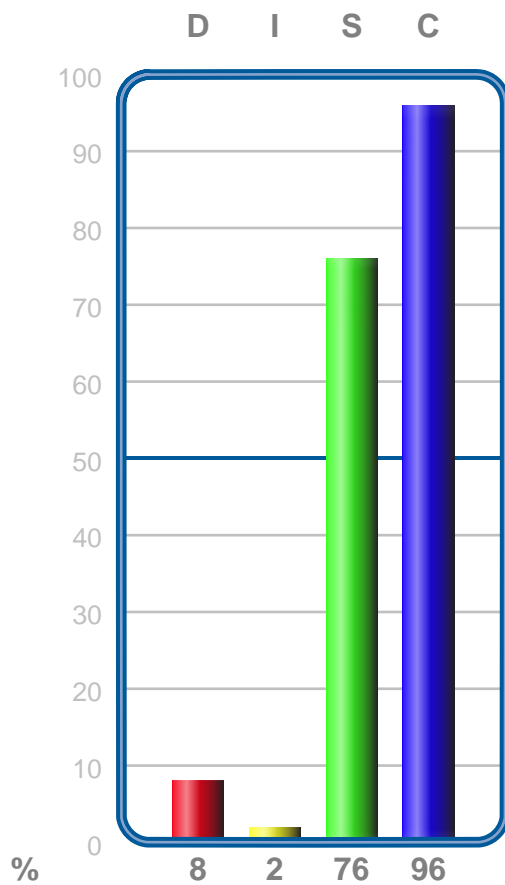




MOST

Graph I

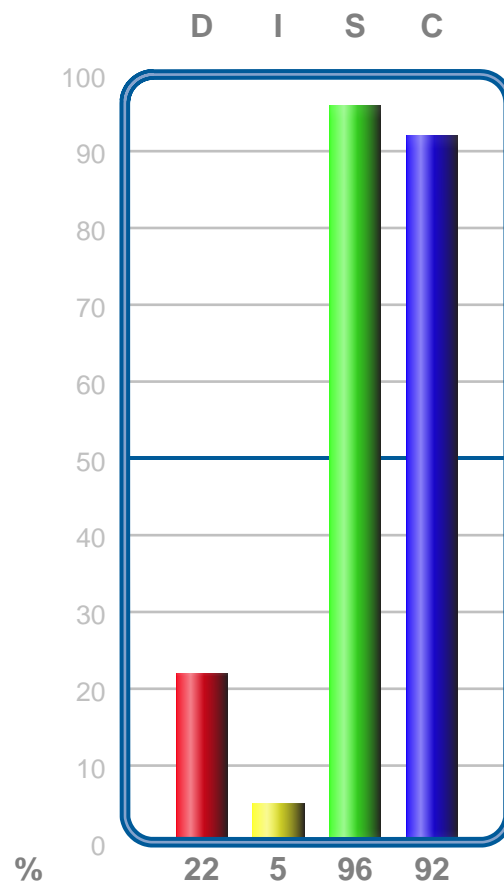
Adapted Style



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.

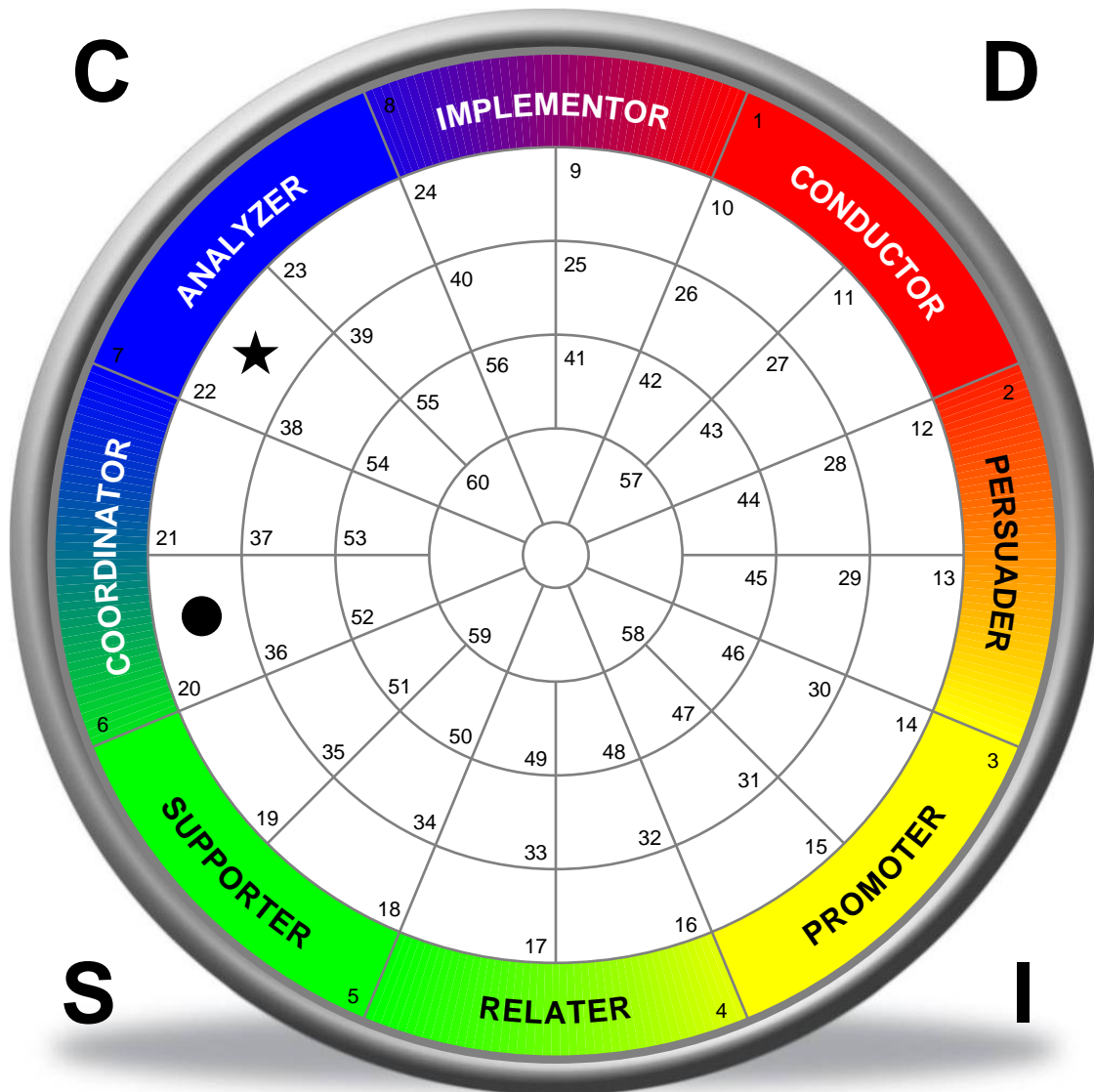
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



Jennifer Lawyer

4-10-2016



Adapted: ★ (22) COORDINATING ANALYZER
Natural: ● (20) SUPPORTING COORDINATOR

Norm 2015 R4

T: 10:59

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
47-2021	Brick and Stone Mason
43-4011	Brokerage Clerk
53-3021	Bus Driver
47-2041	Carpet Installer
47-2051	Cement Mason, Concrete Finisher
47-2061	Construction Laborer
35-2011	Cook, fast food
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
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
25-4031	Library Technician
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
33-9032	Security Guard
13-2082	Tax Preparer
53-3041	Taxi Driver and Chauffeur
49-2022	Telecommunications Installer & Repairer
43-3071	Teller
53-3032	Truck Driver, Heavy & Tractor-Trailer



NAME : Jennifer Lawyer
EDUCATION : High School

Jennifer Lawyer

CODE	OCCUPATION
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
49-3023	Automotive Service Technician
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
51-4011	Computer-Controlled Machine Tool Operator, Metal & Plastic
33-3012	Correctional Officer
23-2091	Court Reporter
31-9091	Dental Assistant
51-9081	Dental Lab Technician
49-3031	Diesel Engine Specialist
17-3012	Electrical & Electronic Drafter
17-3023	Electrical & Electronic Technician
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
19-4092	Forensic Science Technician
27-1024	Graphic Designer
49-9021	Heating and Air Conditioning Installer & Mechanic
13-2053	Insurance Underwriter
47-2171	Iron and Metal Worker
51-9071	Jeweler, Precious Stone & Metal Worker
25-4031	Library Technician
29-2061	LPN (Licensed Practical Nurse)
51-4041	Machinist
15-2021	Mathematician
17-3013	Mechanical Drafter



CODE	OCCUPATION
49-9062	Medical Equipment Repairer
29-2071	Medical Records Technician
31-9094	Medical Transcriptionist
49-3042	Mobile Heavy Equipment Mechanic, except engines
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
29-2081	Optician-Dispensing
49-3053	Outdoor Power Equipment & Other Small Engine Mechanic
47-2141	Painter, Construction & Maintenance
23-2011	Paralegal & Legal Assistant
37-2021	Pest Control Worker
29-2052	Pharmacy Technician
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
29-1124	Radiation Therapist
29-2034	Radiologic Technician
13-2021	Real Estate Appraiser & Assessor of Real Estate
47-2211	Sheet Metal Worker
17-2199.11	Solar Energy Systems Engineer
47-4099.02	Solar Thermal Installer & Technician
27-4014	Sound Engineering Technician
29-2055	Surgical Technician
17-3031	Surveying & Mapping Technician
17-1022	Surveyor
13-2081	Tax Examiner, Collector & Revenue Agent
25-2021	Teacher, Elementary
53-6051	Transportation Inspector
17-2199.10	Wind Energy Engineer



CODE	OCCUPATION
13-2011	Accountant & Auditor
15-2011	Actuary
11-3011	Administrative Services Manager
17-3021	Aerospace Engineer & Operations Technician
17-2011	Aerospace Engineer
19-4011	Agriculture & Food Science Technician
49-3011	Aircraft Mechanic
29-1071.01	Anesthesiologist Assistant
17-1011	Architect, Except Landscape & Naval
17-3011	Architectural & Civil Drafter
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
47-2031	Carpenter
17-1021	Cartographer & Photogrammetrist
19-2031	Chemist
29-1011	Chiropractor
17-2051	Civil Engineer
17-3022	Civil Engineering Technician
27-1021	Commercial & Industrial Designer
17-2061	Computer Hardware Engineer
15-1031	Computer Software Engineer, Applications
15-1099.00	Computer Specialist, all other
15-1041	Computer Support Specialist
19-1031	Conservation Scientist
33-3012	Correctional Officer
23-2091	Court Reporter
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
11-9011	Farm, Ranch & Other Agricultural Manager
11-9012	Farmer & Rancher
13-2051	Financial Analyst
19-4092	Forensic Science Technician
19-3092	Geographer
19-2042	Geoscientist



CODE	OCCUPATION
27-1024	Graphic Designer
17-2111	Health & Safety Engineer
21-1091	Health Educator
19-3093	Historian
17-2112	Industrial Engineer
13-2053	Insurance Underwriter
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
15-2021	Mathematician
17-3013	Mechanical Drafter
17-2141	Mechanical Engineer
49-9062	Medical Equipment Repairer
19-1042	Medical Scientist, except Epidemiologist
19-1022	Microbiologist
27-3021	News Analyst
29-2033	Nuclear Medicine Technician
31-1012	Nurse, Aide, Orderly & Attendant
29-9011	Occupational, Health & Safety Specialist
15-2031	Operations Research Analyst
47-2141	Painter, Construction & Maintenance
17-2171	Petroleum Engineer
29-1051	Pharmacist
29-1123	Physical Therapist
47-2161	Plasterer and Stucco Mason
47-2152	Plumber and Pipe Fitter
19-3094	Political Scientist
21-1092	Probation Officer & Correctional Treatment Specialist
29-1124	Radiation Therapist
29-2034	Radiologic Technician
13-2021	Real Estate Appraiser & Assessor of Real Estate
47-2211	Sheet Metal Worker
17-2199.11	Solar Energy Systems Engineer
15-2041	Statistician
17-3031	Surveying & Mapping Technician
17-1022	Surveyor
13-2081	Tax Examiner, Collector & Revenue Agent
25-2021	Teacher, Elementary



NAME : Jennifer Lawyer
EDUCATION : B.A. Plus

Jennifer Lawyer

CODE	OCCUPATION
29-1131	Veterinarian
29-2056	Veterinary Technician
17-2199.10	Wind Energy Engineer