



# ***Relationship Insights***

Relationship Insights  
Debriefing Process

## A Little About Behavioral Assessments ...

The study of "behavioral styles", or personality styles as some folks like to call them, has been going on for centuries. The early Greeks as far back as 444 BC were the first to document the notable and measurable differences in people. The information we can gain from looking at behavior can be used to better understand ourselves first. Second, the information can help us better understand the people we come in contact with on a daily basis. Following are four key factors for getting the most from your report.

**Key #1 – Behavioral Styles are "natural"!** As stated earlier, they have been around forever. Today there are over 60 different systems and methodologies for measuring behavioral styles. You may have seen some of them that refer to each style by color, numbers, animals or by the "D", "I", "S" and "C" as this very popular system does.

**Key #2 – Behavioral Styles are desirable!** The fact that we are all different is a desirable thing. I know we have all spent at least one moment in our lives believing "if the whole world was just like me it would be a lot better place!" Reality is ... it would really be boring if everyone were the same. Our differences make the world a better place if we can learn to make the most of them!

**Key #3 – Behavioral Styles are not wrong ... just different!** Perhaps the most powerful thing we can learn is to accept the way we are first and then learn to accept others the way they are. None of us has a lock on just how everyone else should live!

**Key #4 – Behavioral Styles are not an excuse for acting poorly!** Just because we have a "natural", "desirable", "not wrong just different" measurable behavioral style doesn't mean we can use that as a crutch for acting in an uncivilized manner.

## ***Relationship Insights*** Debriefing Process

You have just participated in America's most dynamic and insightful personal relationship assessment program. To get the most out of your assessment we recommend you do the following "debriefing process". If you have any questions at any time please feel free to call the offices of Champion Education Resources for assistance at (800-688-2387).

**Step #1** – You are the editor of this document. Please read it carefully once with a pencil crossing out any information you believe to be inaccurate about you. **Caution** ... *if you find yourself editing out too much information you might want to check with people who know you to see if they agree with the statements or not.*

**Step #2** – Read the document again, this time with a highlighter in hand, beginning with the "General Characteristics" pages. Please highlight the two or three most important statements in this section that you would want others to know about you and your communication style.

**Step #3** – Read the next page titled "Current Wants" ... then highlight the two or three most important statements in this section that you would want others to know about you and what you believe you want.

**Step #4** – Read the next page titled "Relationship Strengths" ... now highlight the two or three most important statements in this section that you would want others to know regarding the talents and behavior you bring into a relationship.

**Step #5** – Read the next page titled "Keys To Communication" ... now highlight the two or three most important statements in this section that you would want others to know about how to communicate with you.

**Step #6** – Read the next page titled “Barriers To Communication” ... now highlight the two or three most important statements in this section that you would want others to know about how not to communicate with you.

**Step #7** – Read the next page titled “Hindering Factors”...now highlight two or three most important statements that you agree limit your ability to build relationships. How could you develop a plan to improve these limiting factors?

**Step #7** – On the page titled “Action Plan” list those three areas for improvement and three action steps you intend to take to make it happen for you!

## Style Analysis Graphs

These two graphs are very revealing as to the nature of who we are naturally and who we think we are expected to be or our adapted style. The graph on the right is our natural style and the one on the left is our adapted style. These two graphs measure four separate behavioral factors. They are the "D", the "I", the "S" and the "C". Following is a brief description of each and what your dots on the graph mean. Be careful not to stereotype yourself, or anyone else. Being able to see all four factors in a big picture format is best left to professional behavioral analysts.

**The "D"** ... tells us how we handle problems or challenges. The further above the line we go the more we tend to meet them head on and the further below the line we go the more we may tend to avoid the problem or challenge.

**The "I"** ... tells us how we go about influencing those around us. The higher the dot goes above the line the more we tend to influence people openly and verbally the further we go below the line the more reserved we may be and our efforts to influence would be less verbal utilizing facts, figures and data instead.

**The "S"** ... describes the pace at which we do things. In this case, the further our dot goes above the line the more cautious our pace would tend to be and the further below the line we go a quicker or faster pace would be exhibited.

**The "C"** ... describes our compliance to rules and attention to detail. The further above the line our dot the more compliant and the more attention to detail we would show and the further below the line the less compliant we would be and the importance of details would diminish.

**The difference** ... between the two tells us an awful lot about what you feel is necessary to be successful. Obviously our goal would be to have them look almost identical. For a different look at the graph go to the "Descriptors" page in your report. This is a verbal picture of your graph and can give us some additional insight.

*Now let's create a report, using this information, that you can share with those around you so they can better understand how to be effective in living and communicating with you and you with them!*

## **Communication Improvement Agreement**

Having just completed the **Relationship Insights** behavioral survey I felt it would be important to capture a few of the many insights I have received from this experience. I am sharing this information with you because you are someone I relate to on a regular basis and I believe we can both become more effective through a mutual awareness of some key factors. Please note ... becoming aware of behavioral factors that are a part of who I am is no excuse for acting inappropriately but is in fact the beginning of learning to more effectively relate to you and others around me. I hope you find the following excerpts from my report as valuable as I have ...

People I need To Relate More Effectively With:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

# How To Relate More Effectively With

---

Enter Their Name Above

The three most important things you should know about my relationship strengths are:

- 1.
- 2.
- 3.

The three most important things you should know about how to communicate with me are:

- 1.
- 2.
- 3.

The three most important things you should know about how not to communicate with me are:

- 1.
- 2.
- 3.

# How To Relate More Effectively With

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Enter Their Name Above

The three most important things you should know about my relationship strengths are:

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- 2.
- 3.

The three most important things you should know about how to communicate with me are:

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- 2.
- 3.



# Commitment to Personal Growth and Improvement

Having examined this report and taking stock of the skills as well as the challenges that are a natural part of who I am ... I make a commitment to working the following "self improvement plan"!

## Action Area #1 \_\_\_\_\_

Step 1 –

Step 2 –

Step 3 –

## Action Area #2 \_\_\_\_\_

Step 1 –

Step 2 –

Step 3 -

## Action Area #3 \_\_\_\_\_

Step 1 –

Step 2 –

Step 3 –

# Commitment to Building Stronger Relationships With Others

Having examined this report and taking stock of the skills as well as the challenges that are a natural part of who I am ... I make a commitment to building a stronger and healthy relationship with:

**To Relate Better With:** \_\_\_\_\_

Start Doing More: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Stop Doing: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Continue Doing: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

*For questions, or any assistance with this process, please feel free to contact Champion Education Resources at 1-800-688-2387!*

Having examined this report and taking stock of the skills as well as the challenges that are a natural part of who I am ... I make a commitment to building a stronger and healthy relationship with:

**To Relate Better With:** \_\_\_\_\_

Start Doing More: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Stop Doing: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Continue Doing: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

*For questions, or any assistance with this process, please feel free to contact Champion Education Resources at 1-800-688-2387!*

Having examined this report and taking stock of the skills as well as the challenges that are a natural part of who I am ... I make a commitment to building a stronger and healthy relationship with:

**To Relate Better With:** \_\_\_\_\_

Start Doing More: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Stop Doing: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Continue Doing: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

*For questions, or any assistance with this process, please feel free to contact Champion Education Resources at 1-800-688-2387!*