



CAREER PLANNING INSIGHTS



Brianna Russell

4-27-2020



Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

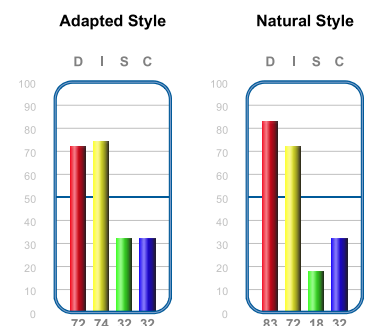
*"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston*



Based on Brianna's responses, the report has selected general statements to provide you with a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Brianna's natural behavior.

Brianna can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She embraces visions not always seen by others. Brianna's creative mind allows her to see the "big picture." She is deadline conscious and becomes irritated if deadlines are delayed or missed. She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. Many people see her as a self-starter dedicated to achieving results. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She wants to be viewed as self-reliant and willing to pay the price for success. Brianna may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works.

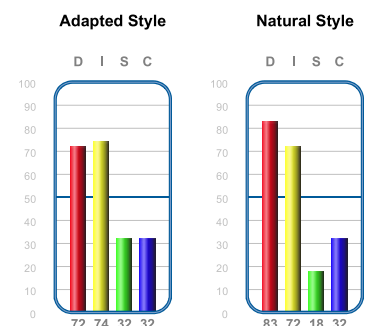
Brianna will work long hours until a tough problem is solved. After it is solved, Brianna may become bored with any routine work that follows. She should realize that at times she needs to think a project through, beginning to end, before starting the project. She finds it easy to share her opinions on solving work-related problems. Sometimes she becomes emotionally involved in the decision-making process. Brianna has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. When faced with a tough decision, she will try to sell you on her ideas. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits.







- Ability to change gears fast and often.
- Few dull moments.
- Change agent--looks for faster and better ways.
- Deadline conscious.
- Tenacious.
- Initiates activity.
- Ability to handle many activities.
- Forward-looking and future-oriented.
- Spontaneity.

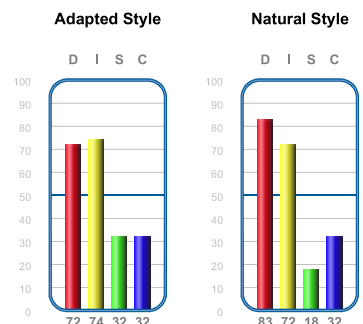




In this section are some needs which must be met in order for Brianna to perform at an optimum level. Some needs can be met by herself, while management must provide for others. It is very difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Brianna and her counselor should go over the list and identify 3 or 4 statements that are most important to her. This allows Brianna to participate in forming her own personal management plan.

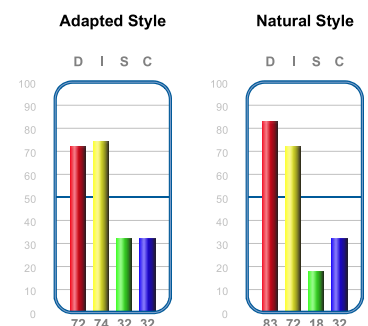
Brianna needs:

- Vacations or periods of reduced activity level.
- To negotiate commitment face-to-face.
- A program for pacing work and relaxing.
- To pace herself.
- To be confronted when in disagreement, or when she breaks the rules.
- Consistency.
- To know results expected and to be evaluated on the results.
- Appreciation of slower-moving people.
- To understand her role on the team--either a team player or the leader.
- An awareness of the parameters or rules in writing.
- A work environment with many activities.
- To adjust her intensity to match the situation.
- Systems to follow.



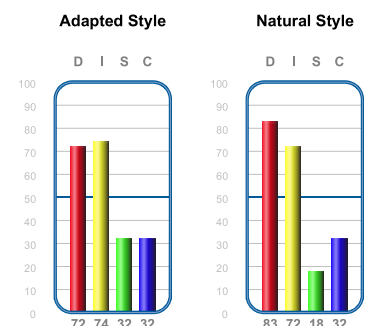


- Dealing with a wide variety of work activities.
- Preferring people involvement over task focus.
- Maintaining an ever-changing, friendly, work environment.
- A competitive environment, combined with a high degree of people skills.
- Optimistic, future-oriented outlook.
- Anticipating and solving problems.
- Positive, outgoing, friendly behavior.
- Flexibility.
- Quickly responding to crisis and change, with a strong desire for immediate results.
- Having the ability to see the "big picture" as well as the small pieces of the puzzle.
- A good support team to handle paperwork.
- Making tactful decisions.



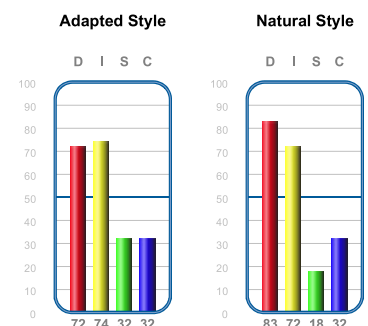


- Freedom from control and detail.
- To be trusted.
- Opportunity for rapid advancement.
- A manager who practices participative management.
- A support system to do the detail work.
- Opportunity to verbalize her ideas and demonstrate her skills.
- Freedom to talk and participate on the team.
- Control of her own destiny.
- Public recognition of her ideas and results.
- To be seen as a leader.
- Working conditions with freedom to move and to talk to people.
- Participation in meetings on future planning.
- Group activities outside the job.





- Evaluation based on results, not the process.
- Freedom from controls, supervision and details.
- Forum to express ideas and viewpoints.
- Support team with sense of urgency.
- New products and new ideas to work on.
- Activities, and more activities.
- An innovative and futuristic-oriented environment.
- Work for a manager who makes quick decisions.

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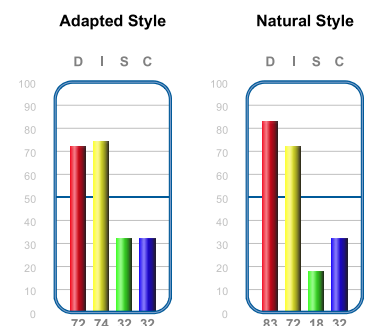


CHECKLIST FOR COMMUNICATING

Most people are aware of and sensitive to the ways with which they like to be communicated. Many people find this section to be extremely accurate and important. Read each statement and identify 3 or 4 statements that are most important. Make a list of these and practice using them in your everyday management of Brianna.

Do:

- Provide systems to follow.
- Present the facts logically; plan your presentation efficiently.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Verify that the message was heard.
- Support the results, not the person, if you agree.
- Read the body language--look for impatience or disapproval.
- Stick to business--let her decide if she wants to talk socially.
- Give strokes for her involvement.
- Be isolated from interruptions.
- Be specific and leave nothing to chance.
- Put projects in writing, with deadlines.
- Provide time for fun and relaxing.

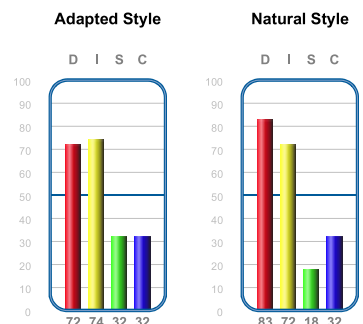




STRENGTHS AND WEAKNESSES

In this area of the report is a listing of strengths and weaknesses without regard to a specific job. Cross out those weaknesses that do not apply. Highlight 1 to 3 weaknesses that are hindering performance and develop an action plan to eliminate or reduce this hindrance.

- STRENGTH - Strong ego. POTENTIAL WEAKNESS - Possibility of offending others if "overdone."
- STRENGTH - Seeks responsibility. POTENTIAL WEAKNESS - Overuses position of power and authority.
- STRENGTH - Straightforward communicator. POTENTIAL WEAKNESS - May make remarks that are untimely or untactful.
- STRENGTH - Sense of urgency to get things completed. POTENTIAL WEAKNESS - Push and pull rather than lead and motivate.
- STRENGTH - Result- and goal-oriented. POTENTIAL WEAKNESS - May overstep authority to achieve goals.
- STRENGTH - Sets high standard for self and others. POTENTIAL WEAKNESS - Standards may be so high they are impossible to achieve.
- STRENGTH - Believes in getting results through people. POTENTIAL WEAKNESS - None.
- STRENGTH - Seeks challenges and problems to solve. POTENTIAL WEAKNESS - Takes on too many and may forget priorities.





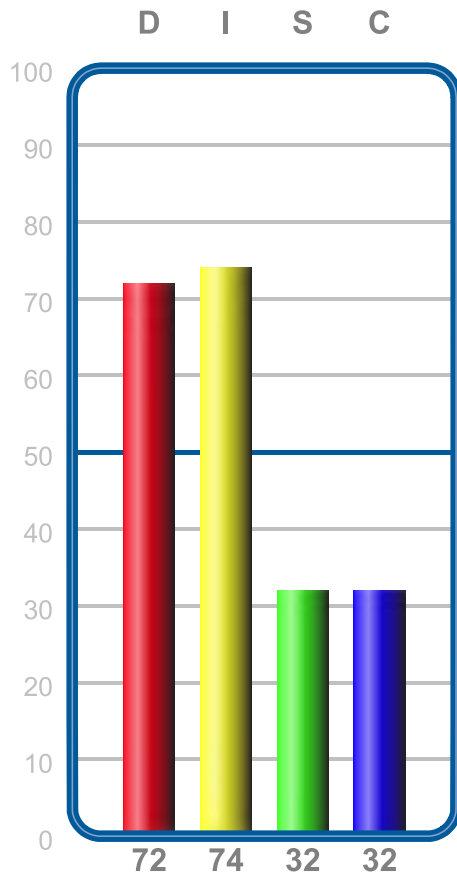
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MOST

Graph I

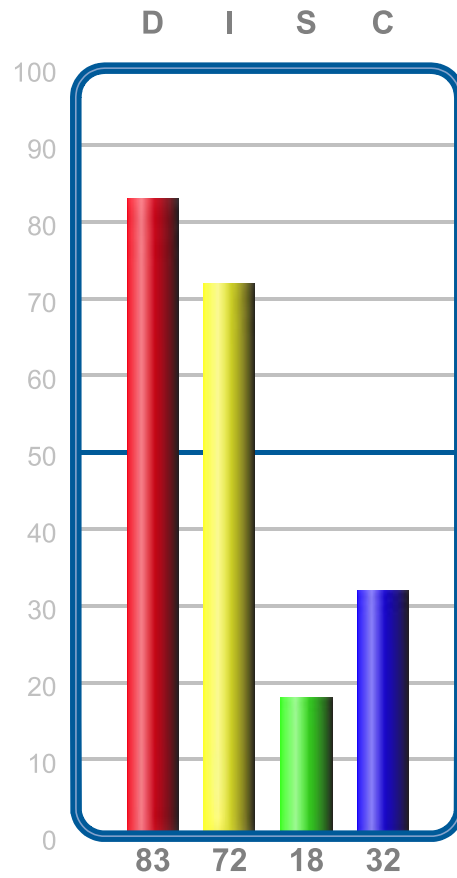
Adapted Style



LEAST

Graph II

Natural Style



Norm 2017 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.

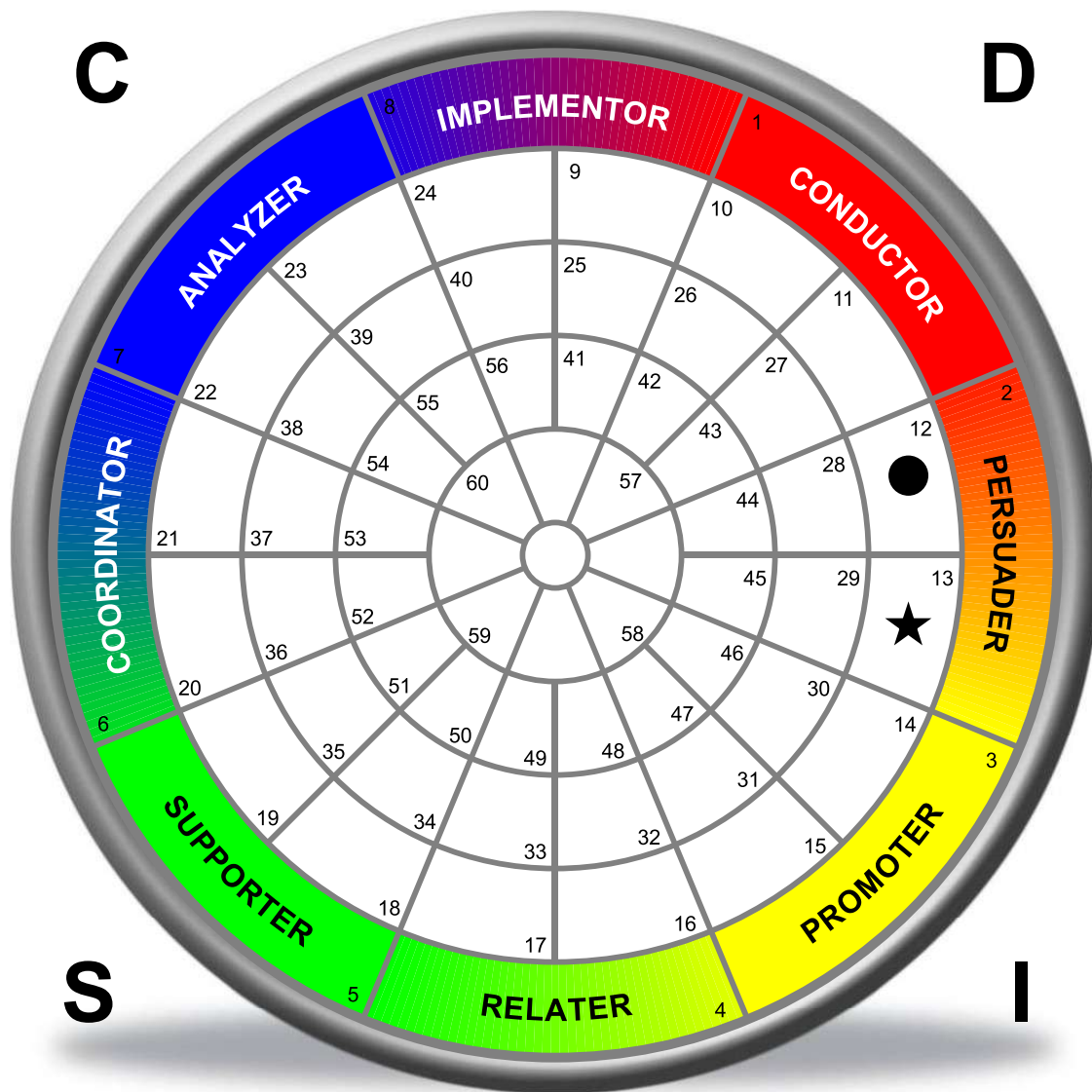
If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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.



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Adapted: ★ (13) PROMOTING PERSUADER
Natural: ● (12) CONDUCTING PERSUADER

Norm 2017 R4



CAREER PLANNING INSIGHTS

Ideal Work Environment



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This report identifies the behavior of your Ideal job. Read each page and think of activities that use this type of behavior. Does your present job include these behaviors? If so, how do you feel when performing activities using the behavior described? You should enjoy and feel positive about your ideal job. If your present job included these activities and behavior you may be in the right job and career, but may be experiencing problems with management.



This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.

"Ideal" job behavioral demands are:

1. Authority to carry out responsibilities.
2. Quick response to problems or crisis situations.
3. Demanding attitude of self and others.
4. Direct answers from others.
5. Challenging assignments.
6. Creative and original thinking.
7. Freedom from routine and details.
8. Some independence in decision making.
9. Sense of urgency in getting things done.
10. Appropriate title to acknowledge status and prestige.
11. Accepting and initiating change.
12. Decisive and firm in decision making.
13. Self-starter who enjoys competition.
14. Direct answers and statements to the point.
15. Leadership and directive skills.
16. Future orientation and abstract thinking ability.



This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.

"Ideal" job behavioral demands are:

1. Social interactions.
2. High trust level.
3. Optimistic outlook.
4. Verbal skills.
5. Getting people emotionally involved.
6. Working with people.
7. Openness to new ideas.
8. Ability to move from one activity to another quickly.
9. Participatory management.
10. A flexible use of time.
11. Outgoing personality.
12. Creative approach to problem solving.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team approach.
16. Initiating contact with others.
17. Getting things done through people.



STEADINESS - CONSISTENCY

This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.

"Ideal" job behavioral demands are:

1. Sense of urgency.
2. Shared information and open communication.
3. Quick response to crisis and change.
4. Mobile work environment.
5. Ability to act without precedent.
6. Opportunity to explore change.
7. Support team to handle some of the detail work.
8. Self-starter.
9. Quick decisions.
10. Alertness to problems and challenges.
11. Awareness of deadlines.
12. Facts and data provided by others.
13. Freedom to respond.
14. Variety of work activities.



COMPLIANCE - CONSTRAINTS

This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

"Ideal" job behavioral demands are:

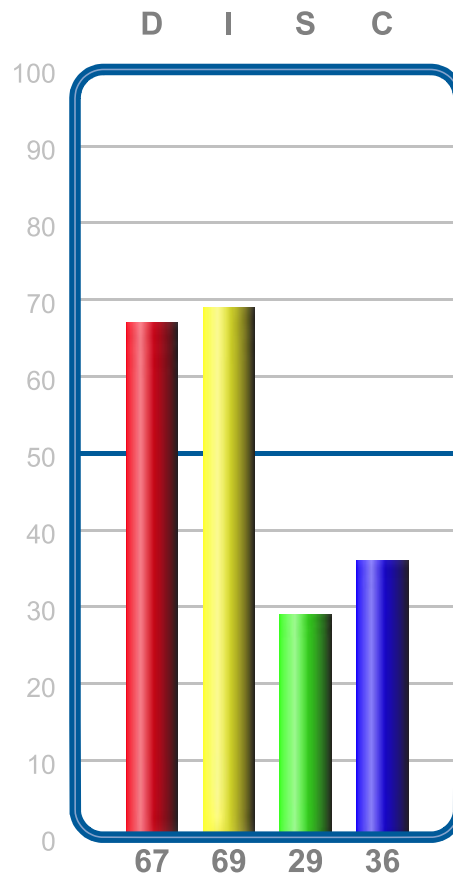
1. Awareness and sensitivity to rules and procedures.
2. Practical work.
3. Persistence in getting the job completed.
4. Freedom from direct control and supervision.
5. Expression of new ideas.
6. Limited independence to question procedures.
7. Testing new ideas and procedures.
8. Taking calculated risks.
9. Questioning the status quo.



Work Environment

IDEAL

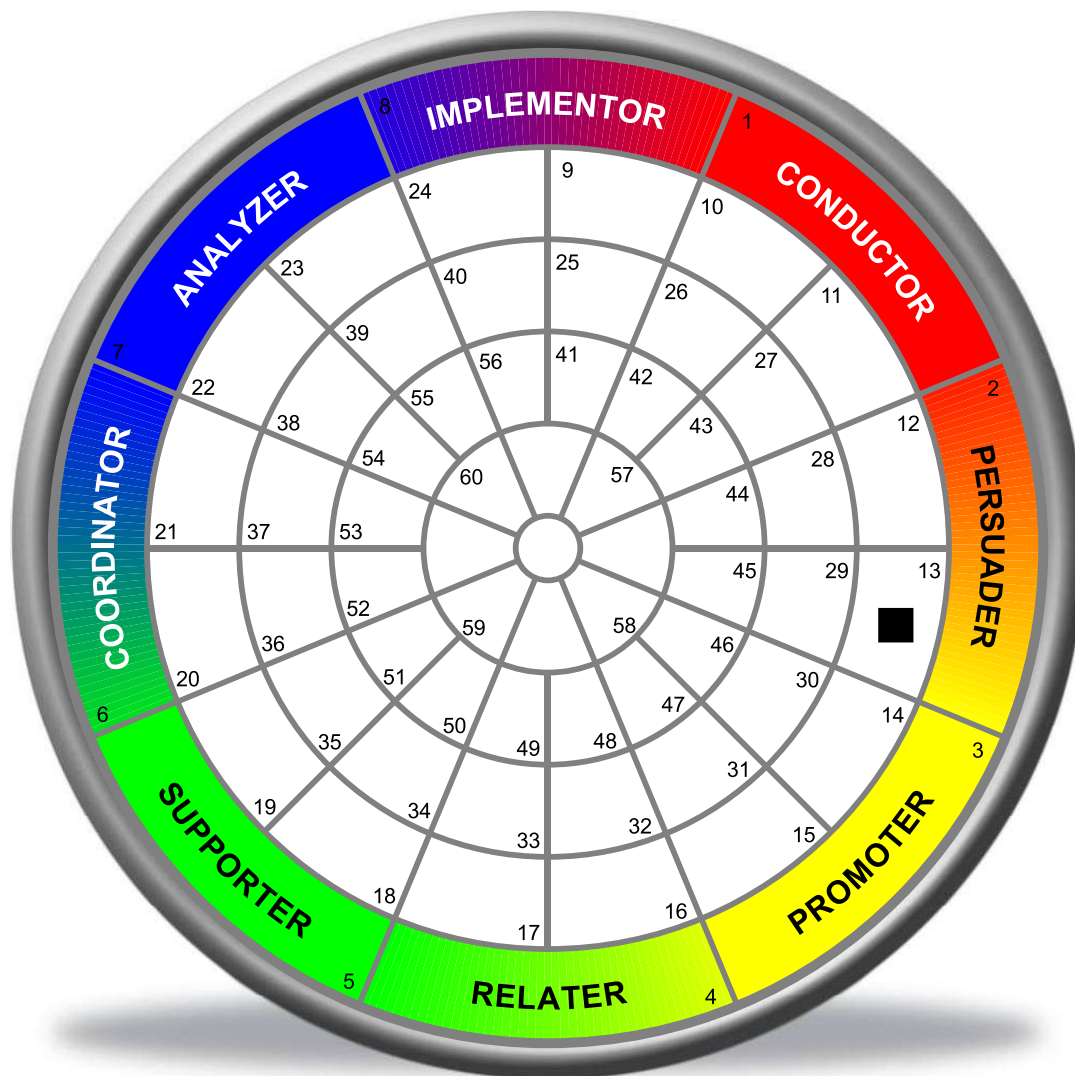
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4-27-2020



Ideal Work Environment:  (13) PROMOTING PERSUADER



CAREER PLANNING INSIGHTS



Brianna Russell
4-27-2020



Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for people to change careers 4-5 times during their working lives. Furthermore, research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied with their work.

Given these realities, it becomes more important than ever for people to be prepared to make informed career decisions based on a solid understanding of their own behavioral styles and natural talents. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in a changing environment.

The following Job Indicator section has been designed to stretch your imagination and give you ideas. The message is: "Your options are many." This section will present a listing of jobs that can provide a suitable match to your natural behavioral style, as identified earlier in this report. Review these potential jobs and decide which of them appeal to your individual preferences, values and lifestyle. Remember, they are designed to stretch your imagination and give you ideas!

The career listings presented in this section are derived from the latest issue of The Occupational Information Network (O*NET) database, developed for the US Department of Labor by the National O*NET Consortium. You will find a wealth of related career information for your continued research at the following websites: <http://online.onetcenter.org> and the US Dept. of Labor, Employment & Training Administration: <http://www.doleta.gov/programs/onet>.



CODE	OCCUPATION
41-3011.00	Advertising Sales Agents
27-1019.99	Artists
35-3011.00	Bartenders
27-2031.00	Dancers
41-9011.00	Demonstrators and Product Promoters
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
27-2099.99	Entertainers and Performers
33-2021.01	Fire Inspectors
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers
33-3021.05	Immigration and Customs Inspectors
41-3021.00	Insurance Sales Agents
11-9081.00	Lodging Managers
43-5061.00	Production, Planning, and Expediting Clerks
11-9141.00	Property, Real Estate, and Community Association Managers
41-9021.00	Real Estate Brokers
41-9022.00	Real Estate Sales Agents
39-9032.00	Recreation Workers
41-9099.99	Sales and Related Workers, All Other
41-3099.99	Sales Representatives, Services, All Other
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
39-6022.00	Travel Guides



CODE	OCCUPATION
11-3011.00	Administrative Services Managers
11-2011.00	Advertising and Promotions Managers
41-3011.00	Advertising Sales Agents
13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes
13-2021.02	Appraisers, Real Estate
27-1019.99	Artists
27-3021.00	Broadcast News Analysts
11-3041.00	Compensation and Benefits Managers
13-2041.00	Credit Analysts
21-1012.00	Educational, Vocational, and School Counselors
27-2099.99	Entertainers and Performers
43-6011.00	Executive Secretaries and Administrative Assistants
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
33-1012.00	First-Line Supervisors/Managers of Police and Detectives
11-9051.00	Food Service Managers
11-1011.01	Government Service Executives
11-3040.00	Human Resources Managers
13-1079.99	Human Resources, Training, and Labor Relations Specialists, All Other
11-3051.00	Industrial Production Managers
41-3021.00	Insurance Sales Agents
23-2099.99	Legal Support Workers, All Other
11-9081.00	Lodging Managers
11-9199.99	Managers, All Other
11-9111.00	Medical and Health Services Managers
33-1021.01	Municipal Fire Fighting and Prevention Supervisors
11-1011.02	Private Sector Executives
27-3031.00	Public Relations Specialists
27-3011.00	Radio and Television Announcers
41-9021.00	Real Estate Brokers
25-1193.00	Recreation and Fitness Studies Teachers, Postsecondary
27-3022.00	Reporters and Correspondents
11-2022.00	Sales Managers
41-3099.99	Sales Representatives, Services, All Other
11-9151.00	Social and Community Service Managers



CODE	OCCUPATION
11-2011.00	Advertising and Promotions Managers
13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes
13-2021.02	Appraisers, Real Estate
27-1019.99	Artists
11-9031.00	Education Administrators, Preschool and Child Care Center/Program
21-1012.00	Educational, Vocational, and School Counselors
27-2099.99	Entertainers and Performers
43-6011.00	Executive Secretaries and Administrative Assistants
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers
11-1011.01	Government Service Executives
11-3049.99	Human Resources Managers, All Other
13-1079.99	Human Resources, Training, and Labor Relations Specialists, All Other
41-3021.00	Insurance Sales Agents
11-9199.99	Managers, All Other
11-2021.00	Marketing Managers
11-9111.00	Medical and Health Services Managers
11-1011.02	Private Sector Executives
27-2012.00	Producers and Directors
11-9141.00	Property, Real Estate, and Community Association Managers
11-2031.00	Public Relations Managers
41-9021.00	Real Estate Brokers
25-1193.00	Recreation and Fitness Studies Teachers, Postsecondary
41-9099.99	Sales and Related Workers, All Other
11-2022.00	Sales Managers
41-3099.99	Sales Representatives, Services, All Other
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
11-9151.00	Social and Community Service Managers
11-3042.00	Training and Development Managers
13-1022.00	Wholesale and Retail Buyers, Except Farm Products