

# FAMILY INSIGHTS™

Teenager version

*"How blessed is the one who finds wisdom,  
and the one who finds understanding".  
Proverbs 3:13*

**Johnny Doe**

11-1-2001

# INTRODUCTION

You've made a wise decision to better understand your own unique, God-given strengths, as well as how to blend and appreciate differences in your family.

Proverbs 16:16 tells us, "It is better to gain wisdom than gold! And gaining understanding is better than silver." The Family Insights™ report you've taken has done the hard work of "mining" valuable nuggets from your responses. Our prayer is that these insights will help you become even more effective in your family relationships in the days and years to come.

This report identifies two key areas for effective interpersonal relationships: how you like to do activities and how you like to communicate. Read and discuss each report with your parents. Star those statements which are most important to you and share why they are important. Then discuss and develop your action plans together. Set a date to begin and a date to talk about your progress. Remember, effective communication requires a commitment from all family members.

# INTRODUCTION

What does the "L," "O," "G" and "B" mean on my graph?

Your Family Insights™ report begins with a graph of your "Core Style". In this report you'll see four letters ("L," "O," "G," and "B") used as well as four words, Lion, Otter, Golden Retriever and Beaver. These are Dr. John Trent's trademark "pictures" of basic character traits we all reflect in our own unique combination.

While everyone is a unique combination of these traits, it might help to read a very brief description of what a "Lion," "Otter," "Golden Retriever" or "Beaver" individual is like...

People who score the highest in the "L" or Lion scale tend to be...

- Strong, assertive, take charge people. They're often the boss... or soon will be!
- "Lion" children and teenagers can sometimes take charge of things that are best left to the parents!
- Lions are decisive and can be impatient with obstacles in their way - which is why they often make quick plans and decisions, and keep moving toward their goals.

People who primarily reflect the "O" or "Otter" scale tend to be...

- Fun-loving and very verbal... they love groups, activity, and especially getting to "Yak, Yak, Yak!"
- They like change and are basically "parties waiting to happen!"
- Otters are usually creative and are often "non-detail" oriented... which is why they often start their term papers in high school the day before they're due and they don't always have the neatest, most organized bedrooms!

# INTRODUCTION

People who primarily reflect the "G" or "Golden Retriever" scale tend to be...

- Very understanding and compassionate... Many tend to buy 18 to 20 boxes of Girl Scout cookies each year because it's so hard to say, "No!"
- Great team players... They're the ones who want everyone to feel close and connected.
- Golden Retrievers can be so soft on people if they're not careful... they can sometimes be too soft on problems

People who primarily reflect the "B" or "Beaver" scale tend to be...

- Very detail oriented... They're essential to invite to parties because they're the only ones who remember to bring the food!
- They tend to have sock drawers and well organized closets... (Otters on the other hand don't have sock drawers, they have sock rooms!)
- Beavers like to start a task and see it completed well - they like to finish one project before they start another and find comfort in a systematic way of doing things.

Let's see how you scored on your report

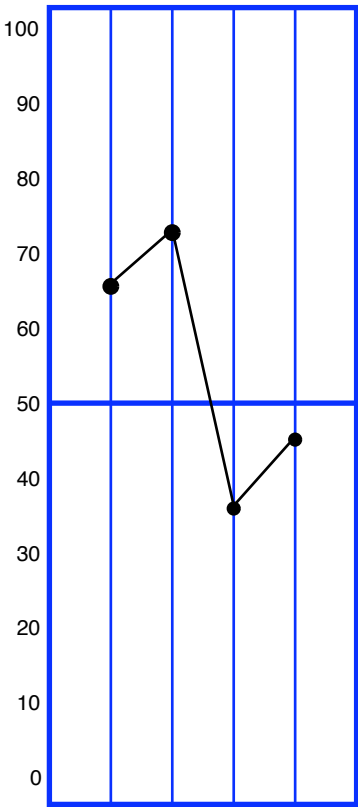
# YOUR STYLE ANALYSIS GRAPH

**Johnny Doe**

11-1-2001

"Core" Style

L O G B



Score  
%

3	2	8	7
66	73	37	46

# GENERAL STATEMENTS

*Understanding your strengths and those of your family members will help you develop effective communication. Based on Johnny's responses, the report has selected statements to provide a basis for understanding his strengths and behavior. Read each statement and discuss it with a parent(s). Eliminate any statement which EVERYONE agrees does not apply.*

- I'm very good at working with other people.
- I want to be trusted by other family members.
- I have the ability to get excited about everything.
- I'm good at generating enthusiasm in other people.
- I become frustrated when I'm alone for long periods.
- I tend to make quick decisions and worry about the consequences later.
- I will initiate conversation with others.
- Sometimes I get frustrated when doing much detail work.
- I can't wait for tomorrow because tomorrow will be a great day.
- I like to play with other people.
- I can be both a leader and a follower.
- I may not always hear everything you say because I was trying to figure out what I was going to say when it was my turn to talk.
- I like to be seen as the life of the party.
- I have trouble just sitting down and relaxing.
- I get into trouble sometimes because I see things as being funny when others are taking them very seriously.
- I enjoy persuading others to my way of thinking by talk, talk, and more talk.

# GENERAL STATEMENTS

- I tend not to be precise about the use of my time and may be late because I was talking too much to my friends.
- I like to be a member of a winning team.
- I tend to be disorganized because I prefer to do things with people rather than doing or performing the detail work.
- I like to have many friends.
- Sometimes my teachers and family think I'm hyperactive, but I'm only thinking about all the things I have to do and have trouble sitting still.
- I like to do things my own way.
- As a baby sitter, I may have trouble disciplining the children.
- I have a very positive sense of humor which others may not always appreciate.
- I need to be liked and want to like others.

# CHECKLIST FOR COMMUNICATING

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

- 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.
- Encourage him to write down his goals and the action needed to achieve them.
- Be clear, specific and to the point. Remember his sense of urgency.
- Prepare your information in logical order. If you don't, his mind will wander and he consequently won't hear what you said.
- Be stimulating, fun-loving and fast-moving.
- Plan interaction that supports his dreams and goals. Lead conversation to a plan that will result in achieving his dreams or goals.
- Provide a warm, friendly environment.
- Plan your important discussions with efficiency. Leave the socializing for later.
- Read his body language. Look for impatience or disapproval.
- Give recognition and praise for superior performance.
- Provide ideas for the action needed to achieve his goals.
- Ask specific questions (preferably "what"?). This allows him to share his opinion or ideas.

## DON'TS ON COMMUNICATING

*This section of the report lists the things NOT to do when communicating with Johnny. Read each statement and identify those that result in frustration or ineffective communication. Share them with parents and other family members so they can refrain from using these methods.*

- Don't overcontrol. Remember his need to control his own destiny. Negotiate.
- Don't overcontrol the conversation. Remember, he likes to talk.
- Don't make all his decisions for him. This erodes the very responsibility he seeks.
- Don't leave loopholes in the rules. He is motivated to test the rules.
- Don't solve his problems. Discuss his options and let him decide.
- Don't ask for his ideas if you already have your mind made up.
- Don't leave decisions hanging in the air.
- 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 take credit for his ideas.
- Don't be cool and distant. He prefers a warm, friendly environment.
- Don't talk down to him.

# ONE-WORD DESCRIPTORS

## Your Unique Strengths

Based on Johnny's responses, the report has marked those words that describe him. They describe how he solves problems and meets challenges (L), influences people (O), responds to the pace of the environment (G) and how he responds to rules and procedures (B) set by others.

Lion	Otter	Golden Retriever	Beaver
Demanding	Effusive	Phlegmatic	Evasive
Egocentric	Inspiring	Relaxed	Worrisome
Driving	Magnetic	Resistant to Change	Careful
Ambitious	Political	Nondemonstrative	Dependent
Pioneering	Enthusiastic	Passive	Cautious
Strong-Willed	Demonstrative	Patient	Conventional
Forceful	Persuasive	Possessive	Exacting
Determined	Warm	Predictable	Neat
Aggressive	Convincing	Consistent	Systematic
Competitive	Polished	Deliberate	Diplomatic
Decisive	Poised	Steady	Accurate
Venturesome	Optimistic	Stable	Tactful
Inquisitive	Trusting		Open-Minded
Responsible	Sociable		Balanced Judgment
Conservative	Reflective	Mobile	Firm
Calculating	Factual	Active	Independent
Cooperative	Calculating	Restless	Self-Willed
Hesitant	Skeptical	Alert	Stubborn
Low-Keyed	Logical	Variety-Oriented	Obstinate
Unsure	Undemonstrative	Demonstrative	Opinionated
Undemanding	Suspicious	Impatient	Unsystematic
Cautious	Matter-of-Fact	Pressure-Oriented	Self-Righteous
Mild	Incisive	Eager	Uninhibited
Agreeable	Pessimistic	Flexible	Arbitrary
Modest	Moody	Impulsive	Unbending
Peaceful	Critical	Impetuous	Careless with Details
Unobtrusive		Hypertense	

# COMMUNICATING WITH OTHERS

*This section provides suggestions on methods which will improve Johnny's communications with others. By understanding how other people like to communicate, Johnny will become more effective in his communication. He may have to practice some flexibility in varying his communication style with others who may be different from himself. This blending and the ability to interpret the needs and strengths of others is the mark of a superior communicator.*

When communicating with a "Lion" ... a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- Be clear, specific, brief and to the point.
- Stick to business.
- Be prepared with support material in a well-organized "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Don't leave loopholes or cloudy issues.
- Avoid appearing disorganized.

When communicating with an "Otter" ... a person who is magnetic, enthusiastic, friendly, demonstrative and political:

- Provide a warm and friendly environment.
- Don't deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.

# COMMUNICATING WITH OTHERS

When communicating with a "Golden Retriever" ... a person who is patient, predictable, reliable, steady, relaxed and modest:

- Begin with a personal comment--break the ice.
- Present your case softly, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

When communicating with a "Beaver" ... a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- Prepare your "case" in advance.
- Stick to business.
- Be accurate and realistic.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganized or messy.

# PERCEPTIONS

*A person's actions and feelings may be quickly telegraphed to others. This section provides additional information on your self-perception and how, under certain conditions, others may perceive your actions. Understanding this section will enable you to balance your emotions to be successful in different situations.*

## "See Yourself As Others See You"

### SELF-PERCEPTION

You usually see yourself as being:

Enthusiastic  
Charming  
Persuasive

Outgoing  
Inspiring  
Optimistic

### OTHERS' PERCEPTION

Under moderate pressure, tension, stress or fatigue, others may see you as being:

Self-Promoting  
Overly Optimistic

Glib  
Unrealistic

And, under extreme pressure, stress or fatigue, others may see you as being:

Overly Confident  
Poor Listener

Talkative  
Self-Promoter

# ACTION PLAN

Name: Johnny Doe

To relate more effectively with \_\_\_\_\_, I need to:

- 1.
- 2.
- 3.

To relate more effectively with \_\_\_\_\_, I need to:

- 1.
- 2.
- 3.

To relate more effectively with \_\_\_\_\_, I need to:

- 1.
- 2.
- 3.

The Communication skills I need to develop are:

- 1.
- 2.
- 3.
- 4.

I agree to practice the listed communication techniques and develop communication skills in the areas indicated.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

## ADDITIONAL INSIGHTS

How much do you feel you're having to "adapt" or change your "core" style in your home environment?

You've just read a detailed report that illustrates your "core" strengths and style. But for many teenagers, they're having to "adapt" their natural strengths to fit their unique relationships with their parents.

The Adapted graph below can give you a picture of how much you feel you are needing to change or adapt your Core Style to match the needs or requirements of your home environment.

For example, let's say the high point on your Core graph is a Lion (L) and you feel the need to avoid Lion tendencies when you are with your parents. This could cause your Lion (L) point to move down in your Adapted graph. This movement, if drastic, from your Core Style could become challenging because you feel the need to be something you are not naturally.

If both of your graphs are similar, that would indicate that you don't feel that there are many demands on you to adapt your Core Style. If the Adapted graph is very different than your Core graph, that can mean that you are really working hard at making that adaptation.

Teenagers will always have differences with their parents, and will have to make significant changes or adaptations to make the relationships work, especially when parents have different Core Styles than their teenagers. In other words, common sense tells us that an introverted, sensitive (Golden Retriever) teenager would probably not be the "life of the party," and his or her extroverted (Otter) parent may want the teenager to talk to everyone and make a lot of friends - which may cause the teenager and the parent to "adapt" to each other's differences and Core Style.

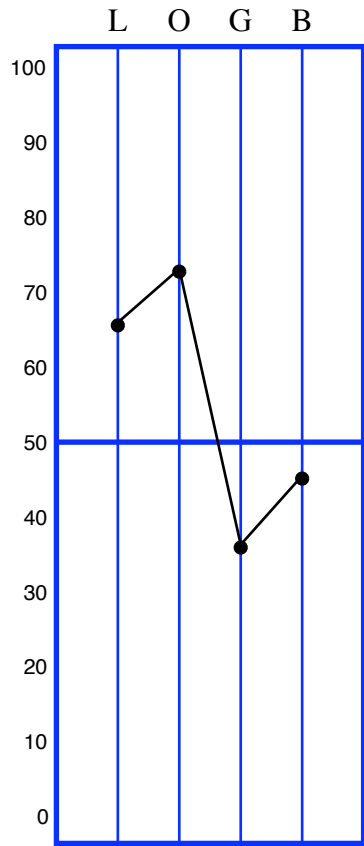
Let's look at your "core" and "adapted" graphs side by side on the next page

# STYLE ANALYSIS GRAPHS

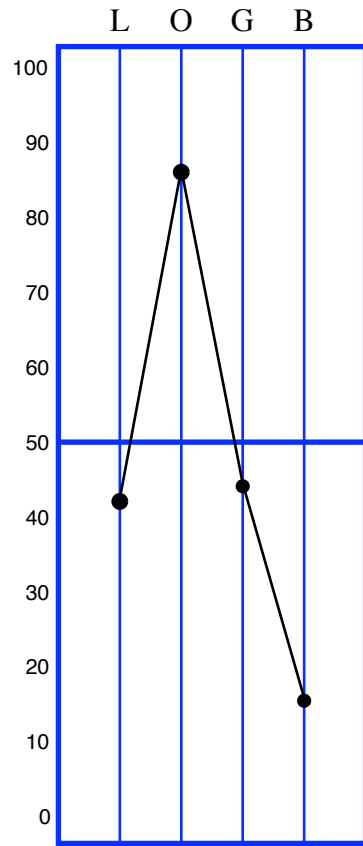
**Johnny Doe**

11-1-2001

"Core" Style



"Adapted" Style



Score  
%

3	2	8	7
66	73	37	46

5	8	4	1
43	86	45	17

## HOW ARE YOU HAVING TO "ADAPT?"

*This list of descriptions can give you a picture of the way you feel you may need to respond to your parents and current home environment to be successful and accepted. If these statements DO NOT sound related, explore the reasons why as a key to understanding your current situation and relationship dynamics with your parent(s).*

- Willing to take risks when your parents may be more hesitant.
- Being a participant in an ever-changing, friendly, home environment.
- Using a creative approach in decision making.
- Preferring people involvement over task focus.
- Acting independently and without much direction from parents.
- Being creative and unconventional in making a point.
- Positive, outgoing, friendly behavior.
- Exhibiting independence.
- Optimistic, future-oriented outlook.
- Motivating your friends to accomplish desired goals.
- Using a direct, forthright and honest approach in his communications.
- Dedicated to "going it alone" when necessary.

# THE MINISTRY INSIGHTS™ WHEEL

The Ministry Insights™ Wheel is a powerful tool to help Johnny visually see his "Core" strengths and how he may be "Adapting" his style to meet others' expectations.

- The circle represents Johnny's "Core" Style.
- The star represents Johnny's "Adapted" Style.

If the star and circle are plotted in different boxes on the wheel, then Johnny is adapting his style. The further the two points are from each other, the more Johnny may feel the need to "Adapt" to others' expectations.

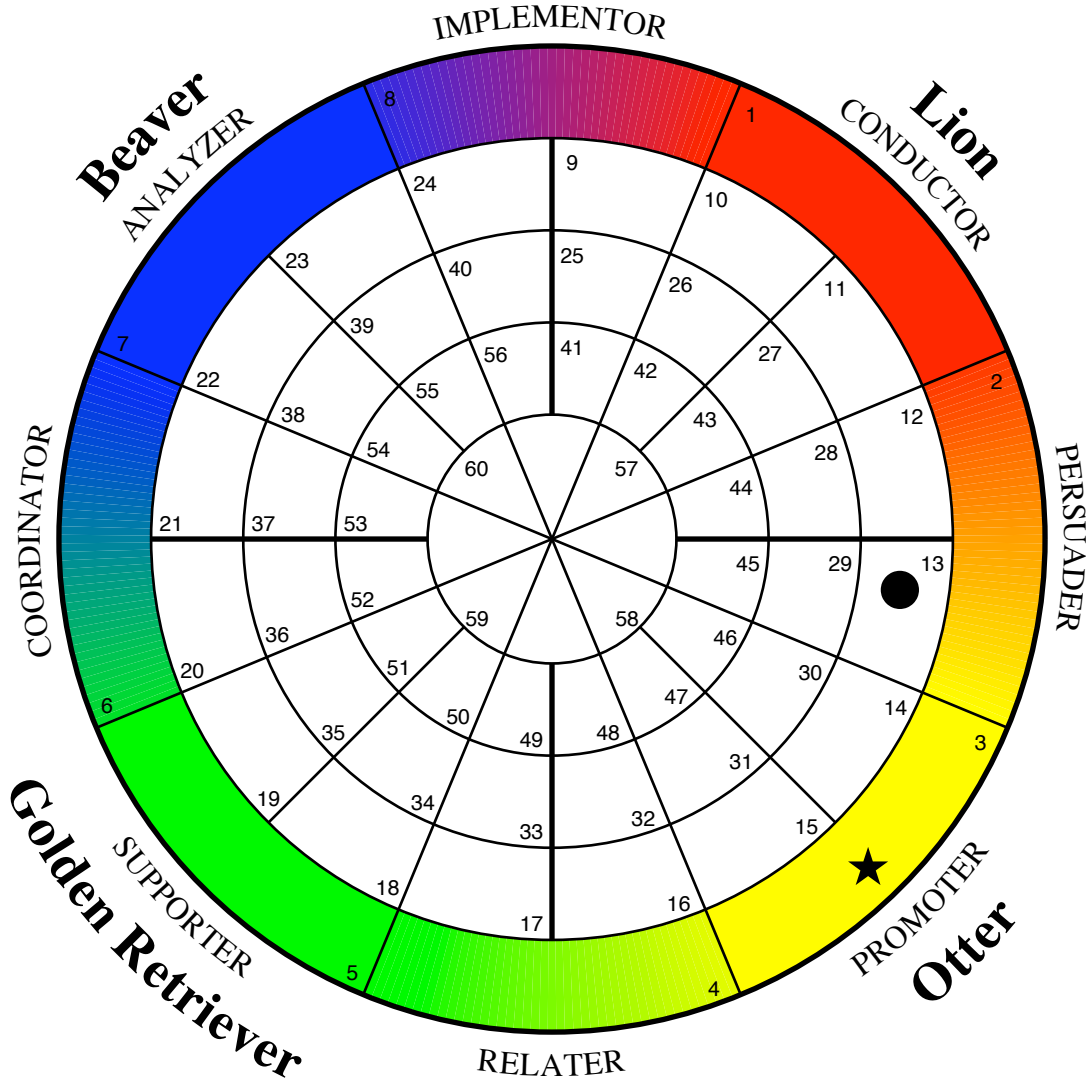
If Johnny's parents and siblings have also taken the Family Insights Assessment, it would be advantageous to get together and compare each person's Wheel, and notice any differences between their Core and Adapted Styles. This allows for quick identification of potential conflict. This will also help Johnny identify how he can work on increasing communication, understanding and appreciation with the rest of the family.

Also notice on the outside of the circle descriptive words like Conductor or Supporter. These words are designed to help describe Johnny's Core and Adapted Style.

# THE Ministry Insights® WHEEL

**Johnny Doe**

11-1-2001



"Adapted" Style: ★ (3) PROMOTER

"Core" Style: ● (13) PROMOTING PERSUADER