

THE FAMILY INSIGHTS PROCESS

The Family Insights process is designed to build positive family relationships by assisting parents and teenagers in improving their understanding of and communication with each other. Each individual in a family is unique. Prerequisites for positive family relationships are respect for each other's strengths and an ongoing blending of personal differences.

The Family Insights questionnaire generates a report on each individual's God-given strengths and communication style. Each parent and teenager completes a Family Insights Assessment, which generates a personal report for each person. Each parent and teenager enters a personal password and follows the on-screen directions at www.justrespond.com. After all family members have received their Family Insights reports you are ready to begin the Family Insights process.

THERE ARE 4 EASY STEPS IN THE FAMILY INSIGHTS PROCESS AFTER THE REPORTS ARE GENERATED AND PRINTED:

- 1) Each family member reads his or her Family Insights™ report. It may take more than one reading to understand what the report is telling you about yourself.
- 2) Each family member highlights at least 4 statements in each section of the Family Insights report that they believe are most true them.
- 3) Have family interaction on The Family Insights reports by sharing the statements you highlighted with each other.
- 4) Make commitments for improving communication and relationships using what you learned from the family interaction time.

CREATING THE RIGHT ENVIRONMENT FOR FAMILY INSIGHTS

The family interaction around the Family Insights reports can be the catalyst for many positive changes and increased understanding in your family. When family members begin to understand and respect the differences in each other's unique strengths and communication styles, conflicts can be anticipated or avoided and relationships will improve. Family interaction and discussions, however, must be held in an appropriate environment in order to be meaningful.

The following suggestions will help to create the proper environment:

1. Parents and teenagers who have completed a Family Insights report should commit to participate. It is recommended that family members decide when they will meet, how much time they will spend during the Family Insights meeting, and then follow through with meeting together.

2. Remove or minimize all distractions. Turn the television off. Music can be either a positive or negative factor during Family Insights and should be played only if all family members agree on the selection. It is also helpful to turn off the telephone and cell phones during Family Insights discussions
3. The purpose of the Family Insights process should be clear to all family members: to improve understanding, communication and relationships. The purpose of the meeting is not to resolve all family issues. The information in the Family Insights reports will, however, be extremely valuable in helping family members to understand the source of some of their conflicts with each other.
4. It is recommended that Family Insights meeting take place around the dining room table, a coffee table or any place that allows everyone to be together in one place and maintain eye contact with each other. Family members may wish to enjoy a favorite snack or beverage during the process. As long as the focus of the discussion remains on what they are learning about each other.
5. Family members may wish to establish ground rules for Family Insights discussions. For instance, family members may want to establish a rule that only one person gets to talk at a time in order to give the person talking his or her due respect. Family members may wish to establish a method for keeping the lid on discussions that turn into arguments.

GUIDELINES FOR DISCUSSING FAMILY INSIGHTS REPORTS

GENERAL STATEMENTS

- As family members read this section of their Family Insights report, identify and share with each other the statements you have highlighted or others that stand out as especially important for other family members to know.
- Discuss any positive family experiences recalled as you share.
- Identify ways in which the information in this section of each person's report provides insight on why some family experiences have been more positive than others.

CHECKLIST FOR COMMUNICATING

- What positive situations come to mind when family members have had effective communication? Talk about what made the communication so effective.
- Have family members discuss how they feel when they are communicating effectively with each other, and discuss what family members can do to improve their communication with each other. Use specific, positive examples.

DON'TS ON COMMUNICATING

- Using the suggestions provided in the *Don'ts On Communicating* section of each family member's report, discuss what family members should and should not do in order avoid conflicts and improve communication with each other.
- What situations come to mind where the communication between family members could have been more effective?

ACTION PLAN

- Using the *Action Plan* section of each family member's report, discuss the possible commitments family members are willing to make in order to improve their communication and relationships with each other.
- Each family member should then make a list of people outside the family with whom they would like to share their Family Insights report. These lists should include significant people in the family member's life such as friends, bosses, teachers, etc.

ADDITIONAL INSIGHTS

Family members' Core and Adapted Styles are compared in the *Additional Insights* section of the report. It is necessary to make adjustments in family relationships in order to create a positive home environment. The Family Insights report graph pages are visual representations of how each person is responding to the home environment and relationships.

STYLE ANALYSIS GRAPHS

- Your Core Style represents your natural, more hard-set traits.
- Your Core Style is how God wired you and is the least changeable. This is how you naturally meet challenges, solve problems, and prefer to communicate with others.
- The Adapted Style graph reveals how you are responding to your home environment and relationships. Your Adapted Style can be viewed as your "mask" or public self.
- The differences between your two graphs reveal how much you are adjusting in each of the four factors to meet the demands of your environment.
- Discuss the differences in your Core and Adapted graphs with other family members.

HOW ARE YOU HAVING TO ADAPT?

- Have each family member highlight three statements from this section that are the best examples of how they are “adapting” in order to be successful in the family environment.
- Which factor(s)- Lion, Otter, Golden Retriever, or Beaver- does each family member have to change the most to keep relationships running smoothly with the other family members?
- Have a discussion on why it is important for each family member to understand everyone else’s strengths and style. Does your family share one primary style, or is everyone very different?
- Are there certain adaptations that parents and children need to make in their relationships regardless of their Core Styles?

THE MINISTRY INSIGHTS WHEEL

- Using the Ministry Insights Wheel as a guide, draw a large circle on a piece of paper. Draw a vertical line through the middle of the circle from top to bottom and a horizontal line through the middle of the circle from left to right. Write, Lion, Otter, Golden Retriever and Beaver in the appropriated quadrants.
- Plot every family member’s Core Style dot on the wheel and label each dot with the person’s name.
- Place the “Family Wheel” on the refrigerator door as a reminder of the family’s unique strengths and differences.

AFTER THE FAMILY INSIGHTS PROCESS

After experiencing the benefits of the Family Insights process, your family should continue to meet on a regular basis to discuss family issues. Creating a solid and positive foundation to the success of relationships within your family takes time and effort. Keeping communication effective is something that must be practiced on a daily basis. The rewards each member will receive from practicing this positive behavior will be priceless and endless.

- It is recommended that parents and teens reinforce any positive changes that occur in their relationships. Family members should make a concerted effort to try to congratulate each other on any improvements they notice in their understanding, communication and/or relationships with each other. Positive reinforcement is always encouraged.

We encourage you to share the value of Family Insights with everyone you know. Give the address of our web site, www.ministryinsights.com to people at your place of work, church, community association, or anyone that you feel might benefit!

