

# FAMILY INSIGHTS™

Teenager version

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

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Understanding Strengths and Blending Differences

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# INTRODUCTION

Welcome! You have just taken a significant step in the process of understanding the unique strengths that God has designed in you. This report will provide insight into your natural strengths and how those strengths are operating in your life. As you learn more about yourself and God's plan for the uniqueness of your strengths, you will also begin recognizing and valuing the strengths in others.

There are several sections in this report and each contributes to the knowledge and understanding that will produce the greatest transformation in your relationships. Therefore, please commit yourself to read and explore this report completely.

In I Corinthians 12:12-18 we read that although the body is one, it is made up of many parts. Each part has a vital function and is no less a part of the body because it is different. As you study the passage, it is apparent that God not only intentionally created differences, but He designed them very specifically. God's desire in our relationships is for our differences to unite us not divide us. These Biblical principles establish a foundation for understanding ourselves, our spouse, our children and God's plan for our differences. As we start to see that our differences are strengths when allowed to function as God designed it will be truly transformational.

The mission of Ministry Insights is to transform relationships worldwide. We believe this transformation takes place as you discover God's plan for your unique strengths and the unique strengths of others he has placed in your life. As you learn more about yourself and others it is our prayer that your eyes will be opened to clearly see God's divine design for differences.

Additional supporting resources are available at [www.ministryinsights.com](http://www.ministryinsights.com).

# THE SCALES

## Interpreting Your Natural Strengths Chart

Let's begin with a look at your natural strengths. Your Natural Strengths Chart presents a visual picture of the predictable ways that you naturally approach or respond to problems, information, change and risk. In each of these four scales, there are two different strengths that you may possess; therefore, there are eight strength possibilities.

There is a vertical line in the center of the chart that is referred to as the energy line. Proceeding in each direction from that line is a 10 point scale. The number on the scale indicates the intensity of the strength. There may be situations in which you utilize a strength different from you natural strength, but it will require energy for you to do so. (This will be discussed further in later sections.)

If your score on any scale is within 1 point of the energy line, it is indicated as neutral. This means you can move towards either of the strengths outlined in the scales based on the current situation. As opposed to someone that exhibits a clearly observable strength in an area, it will not require as much energy for you to move from one strength to the other in that area. You will tend to take a neutral position until you understand clearly what strength is required.

These strengths are a part of who you are and will remain relatively consistent over time. Typically only very small changes in your natural strengths are observed throughout your life. It is not often that we see major shifts in someone's natural strengths, but it is possible. Such a shift is normally due to a major life changing event.

### The Problem Solving Scale (L Scale)

Your score on this scale indicates whether your natural strength is more reflective or aggressive in the way in which you approach problems. If you plot on the reflective side of the scale, we can predict that you will take a more reflective or calculating approach to solving a problem or challenge. If you plot on the aggressive side of the scale, it is predictable that when a problem or challenge arises you will take a more aggressive or assertive approach to solving that problem. Depending on the problem or issue, each side of the scale can highlight an important strength.

# THE SCALES

## The Processing Information Scale (O Scale)

Your score on this scale indicates whether your natural strength is to be more optimistic or realistic in the way in which you process information. If you plot on the optimistic side of the scale, it is predictable that when processing new information you will be more trusting and accepting. If you plot on the realistic side of the scale, you will be more skeptical and want to validate information before trusting. Again, each side of the scale represents a strength in processing information.

## The Managing Change Scale (G Scale)

Your score on this scale indicates whether your natural strength is to be more dynamic or predictable in the way you manage change. If you are on the dynamic side of this scale, you will tend to be fast-paced. You are comfortable managing many projects simultaneously, and you allow change to drive your plan. If you plot on the predictable side of the scale, you will lean toward a slower pace. You prefer to focus on one project at a time, and you tend to want to plan for change. Managing change effectively requires a combination of these strengths.

## The Facing Risk Scale (B Scale)

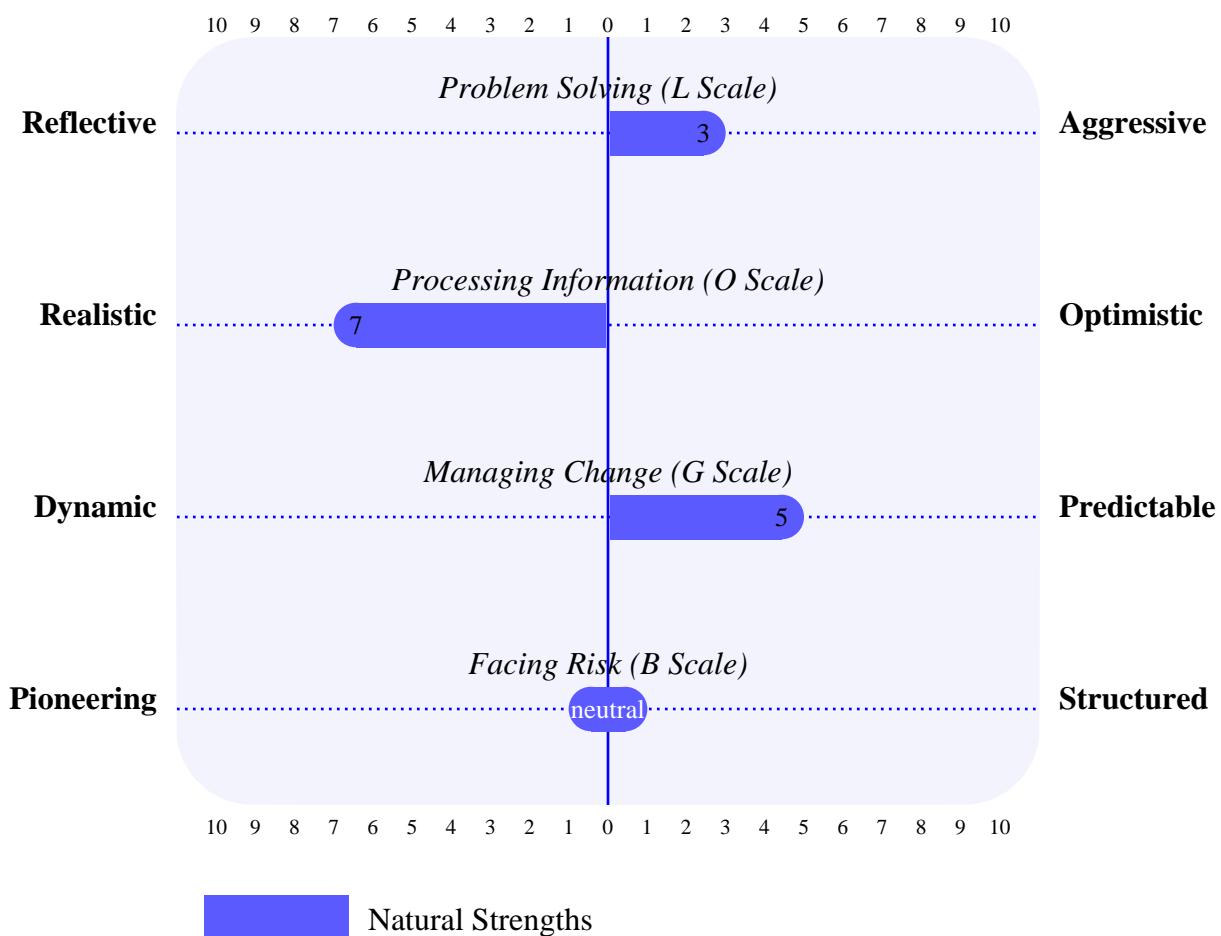
Your score on this scale indicates whether your natural strength is to be more structured or pioneering in the way you face risk. If you are on the structured side of the scale, you will tend to follow the established procedures and rules and see them as a source of protection. Therefore you will tend to be a lower risk taker. If you are on the pioneering side of this scale, you will tend to view rules and established procedures as broad guidelines and tend to push the envelope of risk. You may even view them as obstacles standing in the way of your progress. Each of these strengths is important and needed for balancing the risk scale.

In your relationship you'll find that understanding your natural strengths and those of others in these predictable measures is crucial to building trust, closeness, commitment and caring. In fact, by understanding where your spouse differs in these areas, you may even discover a "great secret" – that the differences of your spouse are actually designed to complement your strengths, enabling you to function in your relationship more fully.

# THE SCALES

Here are some last thoughts before you examine and share your strengths chart. The order in which the information on the chart is presented is not an indication that one scale is more important than another. Also, you are a combination of strengths, so while each scale is important individually, they are not independent. Your unique combination of strengths will give you a better understanding of who you are. Therefore, the pages of text that follow your Natural Strengths Chart are essential to help you interpret your mix of strengths into a word picture that will give you a comprehensive understanding of your strengths. They will also serve as an objective platform to facilitate discussion with others.

# YOUR NATURAL STRENGTHS CHART



# GENERAL STATEMENTS

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

- Even when I am happy I have trouble showing my emotion.
- Sometimes I am suspicious and do not always trust what people say.
- It is my natural style to be critical if I do not understand or people are not explaining something properly.
- Sometimes I like to withdraw from family and friends and just be alone in my room to read or watch TV.
- Sometimes I tend to be pessimistic and moody because I do not see good things happening.
- I do not laugh easily.
- I get frustrated when things are changing too fast.
- I like to concentrate on what I am doing and get frustrated when others interrupt my concentration.
- When I am faced with problems I sometimes like to withdraw from friends and family and work through them myself.
- Many times I like to be alone either to read or just think about things.
- I tend to develop strong attachments to things that are mine and become frustrated when other family members wear my clothes or use my things.
- Sometimes I am too serious to really enjoy having fun with family and friends.
- Consistency in my own actions and those of others is important me.
- I get frustrated when others always get their way; sometimes I wish I would speak up.
- I get frustrated when others go on and on about themselves or their activities.
- I would prefer being seen as a loyal friend.

# GENERAL STATEMENTS

- I really can be a good listener because I do not get emotionally involved in what others are saying.
- I like specific answers to my questions.
- I am very nervous when I think about talking to a group of people.
- When pressured to do something quickly, I like others to help me.
- I take pride in remembering what you said about certain things.
- I think that I would make a good teacher or counselor.
- Sometimes I am afraid when I think of the many unknowns in the future.
- I get nervous when I have to speak in front of a large group of people.
- I prefer using logic rather than emotion for making decisions.
- Sometimes I give up easily and become frustrated later because I did not say what I felt.



# CHECKLIST FOR COMMUNICATING

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

- Be patient. Help her set goals and then work with her to develop an action plan to achieve them.
- Give instructions in logical order.
- Communicate important matters in a friendly environment.
- Respect her quiet demeanour.
- Ask "how" questions to discover her plan of action.
- Use the correct buzz words for her age and interest.
- Present facts with your ideas.
- Keep your distance. Allow about three feet between you and her.
- Listen patiently and be responsive.
- Be sincere with compliments.
- Show a sincere demeanour.

# DON'TS ON COMMUNICATING

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

- Do not stand too close - allow space between you when talking.
- Do not be abrupt or rapid. Remember her need for logic and sincerity.
- Do not be disorganized in thought or ideas.
- Do not always be formal. She communicates best in a warm, friendly environment.
- Do not be redundant.
- Do not get overemotional. She is not influenced by emotion. Logic is more important.
- Do not leave things open to her interpretation.
- Do not set goals for her. Assist her in setting her own goals - ownership of goals is very important.
- Do not say "trust me" - provide her with good answers to her questions.
- Do not touch when talking to her.
- Do not overuse hand or facial questions.
- Do not present your case with shallow ideas.

# COMMUNICATING WITH OTHERS

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

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.

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.
- Do not leave loopholes or cloudy issues.
- Avoid appearing disorganized.

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

- Provide a warm and friendly environment.
- Do not 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.

# 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:

Considerate  
Good-Natured  
Team player

Thoughtful  
Dependable  
Good listener

### OTHERS' PERCEPTION

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

Nondemonstrative  
Unconcerned

Hesitant  
Inflexible

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

Possessive  
Detached

Stubborn  
Insensitive

# ACTION PLAN

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: \_\_\_\_\_

# STRENGTHS MOVEMENT

During your response to the online questionnaire we were able to identify more than just your natural strengths. We also identified your strengths movement. Strengths movement is a measure of how the current environment impacts your natural strengths. Some environmental issues impact your strengths in a positive way and some negative. The Strengths Movement Chart illustrates this impact on your natural strengths.

As stated earlier, your natural strengths will typically remain stable over time. However, it is common for you to adapt to your current environment based on your perception of whether your strengths are being valued or discounted, or whether they are different than what may be required by your current role.

The Strengths Movement Chart provides a picture of how much you feel you need to "change" or "adapt" your natural strengths to match the needs or requirements of your current environment. You will see the same strength indicators from your natural strengths chart, but an additional indicator is overlaid that displays a measurement of your strengths movement. That movement can be positive or negative, or there may be areas where there is no movement.

Areas without any movement could indicate that your natural strengths are in alignment with your environment. Areas that have positive movement could indicate that the environment may require you to use more of that strength. In both of these scenarios, you will typically feel valued and comfortable.

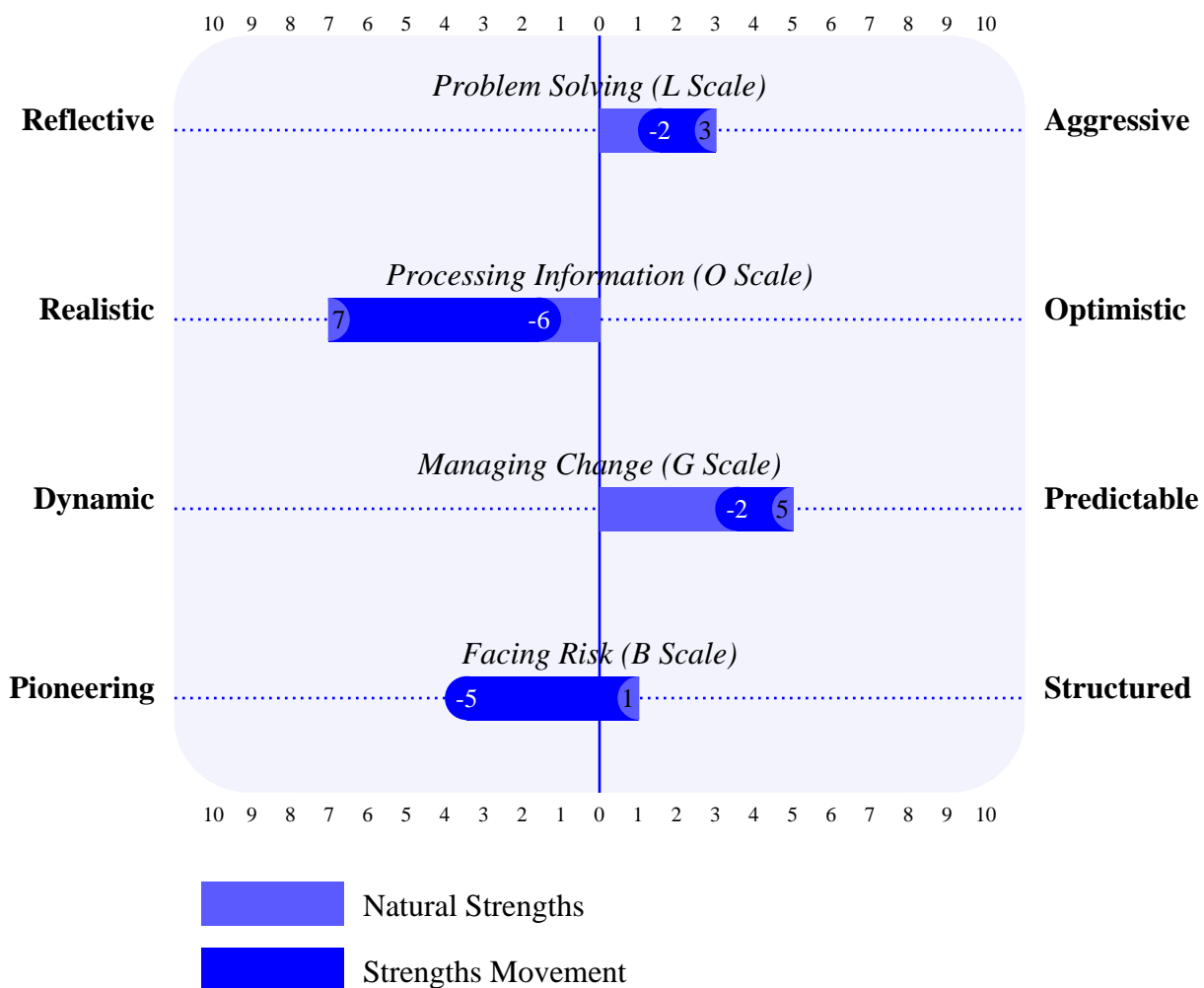
If there is negative movement in a scale, you may feel that your environment requires you to be something other than what you naturally are. You may want to explore these areas further. As you do, keep in mind that some adaptation is good and also necessary. However, long term adaptation consumes energy and can lead to stress and frustration. The greater the degree of movement away from your natural strength, the greater the degree of energy you are expending to adapt.

Changes in your current environment can dramatically impact the movement in your strengths. Therefore, it is our recommendation that you retake this assessment on an annual basis, or sooner, if there are significant changes in your current environment. This will provide an objective point of reference and help you to focus your natural strengths.

Following the Strengths Movement Chart are pages that interpret your strength movement mix into a word picture to help you explore this movement in your strengths. These subsequent text pages and the strengths movement chart can serve as an objective platform to facilitate discussion with others in your current environment.

# YOUR STRENGTHS MOVEMENT CHART

As you review this chart, pay special attention to areas where the movement is away from your natural strengths. Negative movement of 5 points or more and especially movement across the center (energy) line are areas that could be costing you energy and should be explored further.



## 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).*

- Exhibiting independence.
- Striving faithfully to meet the expectations of your parents.
- Logical solutions.
- Acting independently and without much direction from parents.
- Being independent and innovative.
- Being creative and unconventional in making a point.
- Dedicated to "going it alone" when necessary.
- Limited or prepared changes in daily routine.
- Freedom from confrontation with your parents and other important people in your life.
- Task focus over people focus.
- Using a disciplined approach to meet your goals.
- Exhibiting patience and good listening skills with your parents.



## THE STRENGTHS WHEEL

The Strengths Wheel is a powerful visual tool to help you see the natural strengths of your relationship or family. It can also help you understand how the relationship or family is moving their strengths collectively to meet the demands of the current environment.

To take advantage of the Strengths Wheel create a master Strengths Wheel that contains each person's "Natural Strengths" and "Strengths Movement". This allows for quick identification of potential issues and alignment.

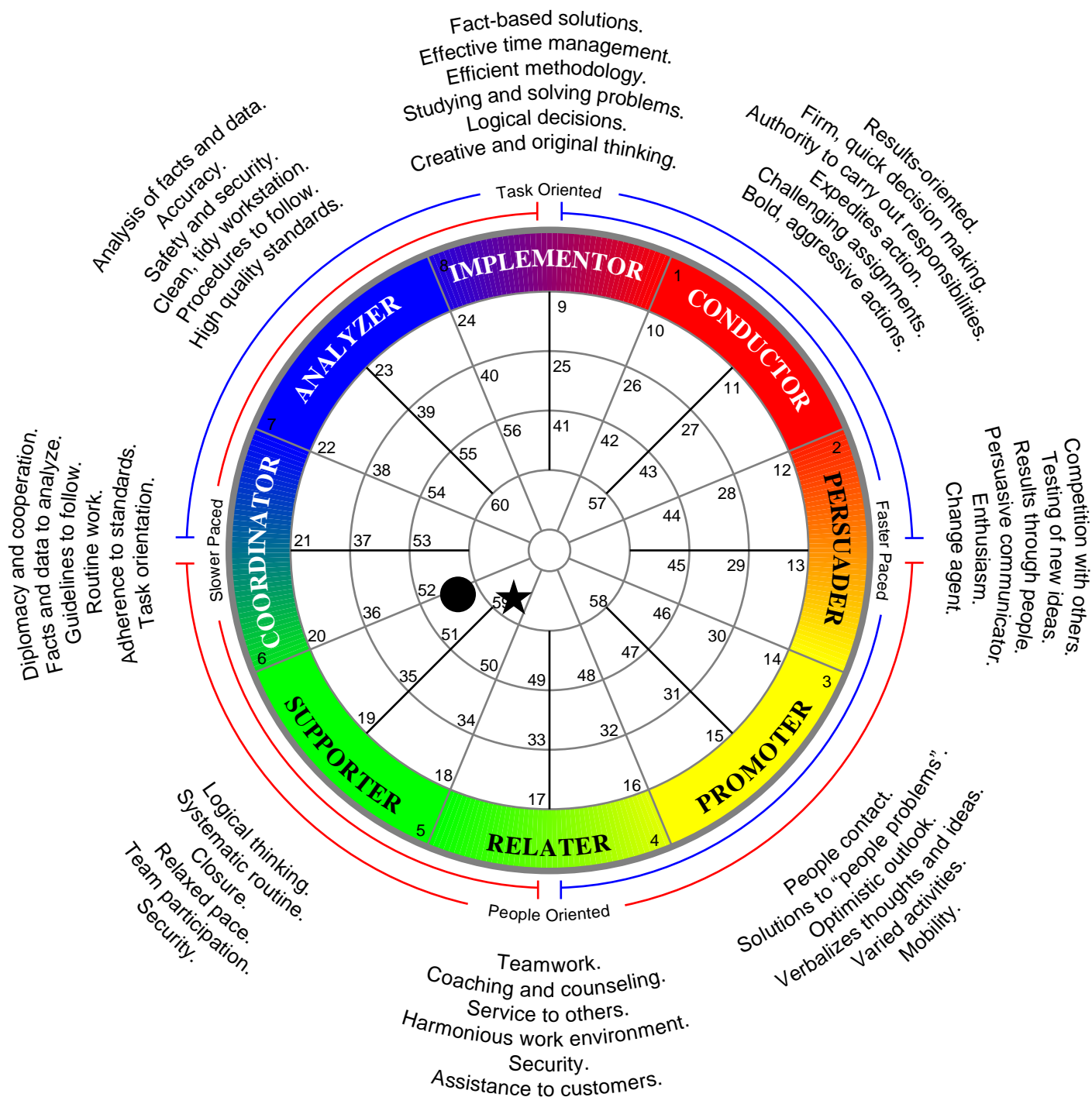
The circle represents your natural strengths. The star represents your strengths movement. The Strengths Wheel is divided down and across the middle. By looking at the top of the Strengths Wheel you will see that the L and B scales have something in common. They both represent task orientation. At the bottom of the wheel you will see that the G and O scales represent people orientation.

Taking another look at the wheel and you will see on the left side the B and G scales have something in common as well. They are slower paced. The opposite side of the wheel you will see that the L and O scales are faster paced.

Putting all the pieces together can give us a powerful picture of your relationship or family. It can drive objective discussion about what the natural strengths are and how each person feels they need to move, as a whole, to succeed in the current environment.

Remember this is not designed to be absolute but to drive discussion.

# THE STRENGTHS WHEEL



"Adapted" Style: ★ (59) CONDUCTING SUPPORTER (ACROSS)

"Natural" Style: ● (51) COORDINATING SUPPORTER (ACROSS)

# YOUR STYLE ANALYSIS GRAPH

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