

MARRIAGE INSIGHTS PROFILE

*"Wisdom is in the presence of
the one who has understanding..."
—Proverbs 17:24*

Jane Doe

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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 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 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. 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.

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 your 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)

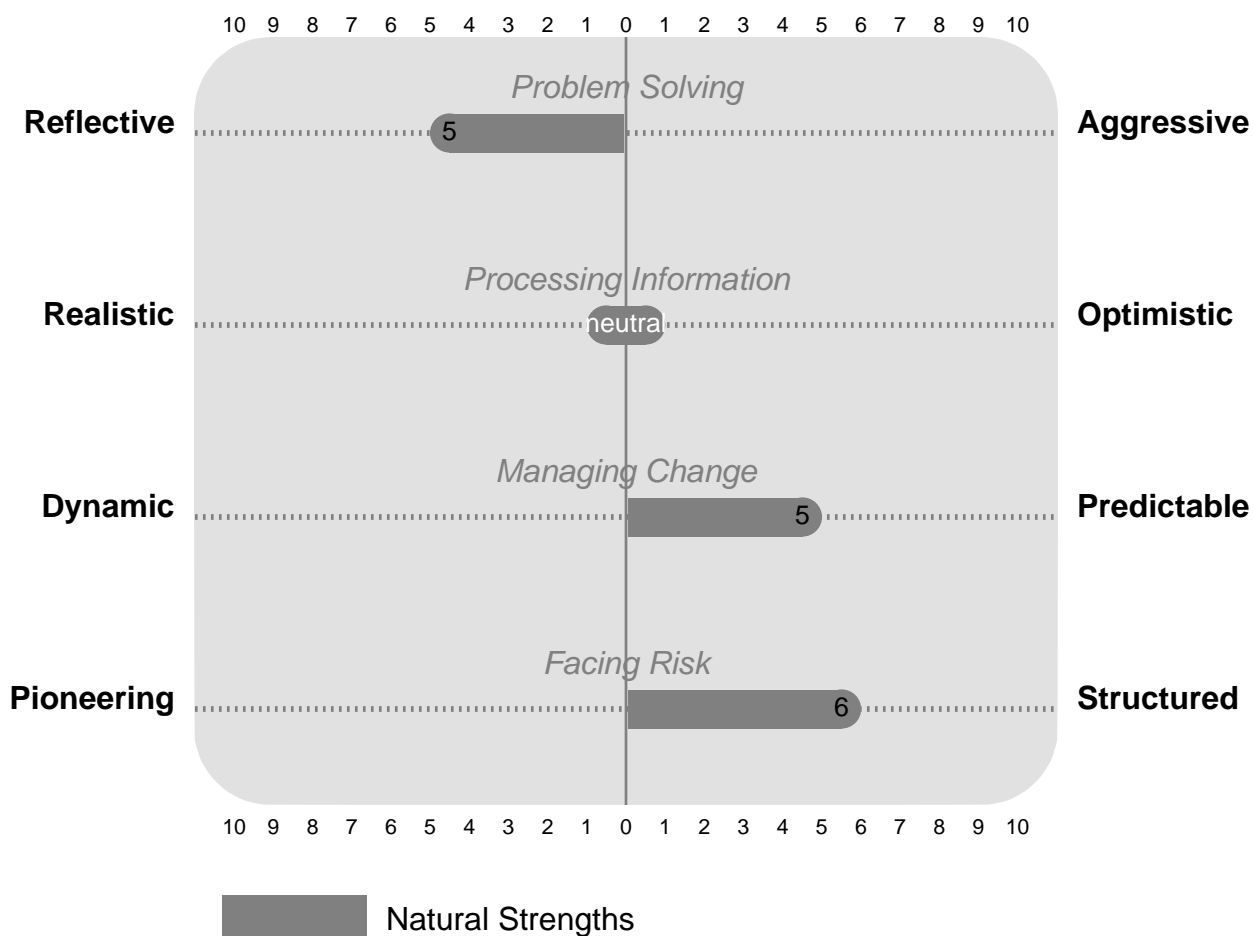
Your score on this scale indicates whether your natural strength is to be more structured or pioneering in the way you face risk. If you are on the structured side of the scale, you will tend to follow the established procedures and rules and see them as a source of protection. Therefore you will tend 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 CHARACTERISTICS

Based on your responses, the report has selected general statements to provide you with a broad understanding of your strengths and behavioral style. The statements identify the natural or core strengths and behavior you bring to your marriage. As you read the information, use this section to identify areas of your core strengths and style of relating with your spouse.

You function best in an environment relatively free of conflict or hostility. When tension mounts, you may become silent; and if tension continues, you may withdraw or avoid the situation altogether. You tend to think before you act. As a result, the things you do will be purposeful and deliberate. You will generally not act impulsively. As a result, your spouse may perceive a slowness of thought or action. This results not from slow thinking, but from complete analysis of the situation before acting. You prefer to wait until you're sure of your ground before acting. This might mean after several visits to a new place, or after a few meetings with a new person, you will feel more open to risk or share trust.

You are generally critical (internally) of the activities of self and your spouse. This nature is seldom seen at first because you internalize the criticism. You may not reach decisions as fast as your spouse desires. You prefer to make a decision after deliberation, restraint and weight given to many factors. When in decision-making roles, you will usually want to collect many facts and opinions before making a decision. Unlike most other styles who will relax after finishing an activity, you could think of six other ways to do it better. This relates to your need for precision and can be difficult for your spouse to keep up with your standards.

Because you may not call attention to your own accomplishments, you may benefit from others giving recognition to you occasionally. Constant recognition may make you feel uncomfortable. When asked about your opinions, you may not share your ideas or opinions openly with those asking. You remain rather self-contained in social situations. Some may perceive you as aloof, but

GENERAL CHARACTERISTICS

it's really caution. You will convey patience toward your mate in most situations. This patience comes from a need to maintain harmony. Your spouse may read this as a strong stabilizing factor in your behavior. You may be a steadying influence on your spouse because of your restrained and unassuming way. You usually wait to be asked your opinion rather than offering an opinion.

KEYS TO MOTIVATING

Understanding what motivates a person is often found by understanding what it is she wants or values. This section of the report can help understand Jane's wants and desires. Those statements that ring true, but aren't a current part of her marriage, can become goals to reach.

You may want:

- Activities that may involve friends.
- Tried, established ways of doing things.
- To feel important, but not be the leader.
- Opportunity for privacy and to be alone occasionally.
- A feeling of security.
- Security for now, and in the future.
- An environment free from conflict or hostility.
- To feel safe and secure in social situations.
- Peace and harmony.
- Recognition for your loyalty.

RELATIONSHIP STRENGTHS

This section identifies specific talents and strengths that you bring to your marriage and relationships. Socially, we need people who have different strengths to offer. Use this information to share your thoughts, ideas and feelings about your relationship strengths.

- Will gather facts before offering an opinion.
- Being a good citizen.
- Maintain high standards for yourself and others.
- Set standards for others to live up to.
- Bring a feeling of security and stability.
- Objective, careful evaluator of all things before an activity is started.
- Are diplomatic with everyone.
- Respect the property of others.
- Calm excited people.
- An excellent listener.

KEYS TO COMMUNICATION

This section of the report describes how you like your spouse and others to communicate with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage your spouse to use these items in everyday communication with you.

- Prepare your "case" in advance--do your homework.
- Take time to be certain that you reach an agreement.
- Provide solid, tangible, practical ideas and evidence.
- Be sincere and use a tone of voice that shows sincerity.
- If you disagree, organize your thoughts before confronting your spouse.
- Keep the conversation at the discussion level, rather than confrontation.
- Allow time to ask questions.
- Support principles.
- Take your time and proceed slowly.
- Use a thoughtful approach.

BARRIERS TO COMMUNICATION

This section of the report describes what NOT to do when relating with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage your spouse or future spouse to ELIMINATE using them in everyday communication with you. And, if your spouse or future spouse has a report, you are encouraged to share this page of information with each other, as well as sharing information from the entire report.

- Don't be random, rambling or haphazard in the presentation of ideas for activities or events.
- Don't be vague about what's expected.
- Don't make promises.
- Don't be messy or haphazard.
- Don't push too hard.
- Don't be disorganized.
- Don't threaten, cajole, coax or whine.
- Don't fail to follow through with the commitment.
- Don't rush into the decision-making process.
- Don't rush the facts or hurry the decision-making process.
- Don't talk in a loud voice or use confrontation.

HINDERING FACTORS

The list below is an analysis of possible hindering factors with regard to your marriage relationship. Not all of the limitations may apply, so cross out those limitations. Circle or highlight 1 to 3 limitations that may be hindering marriage or social interaction, and develop an action plan to reduce the effects of those limitations.

- You want all interpersonal relationships to be based on cooperation, not competition.
- You rely on your spouse to make certain high-risk decisions pertaining to the marriage, rather than leading or helping in the decision process.
- You yield your position or opinion to avoid controversy or interpersonal hostility.
- You pass the buck to your spouse and others.
- You have difficulty making decisions--all decisions become difficult decisions.
- You mentally "collect" the errors and mistakes of your spouse to save up and defend your position.

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:

Precise	Thorough
Moderate	Diplomatic
Knowledgeable	Analytical

OTHERS' PERCEPTION

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

Pessimistic	Picky
Worrisome	Fussy

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

Perfectionistic	Hard-to-Please
Strict	Defensive

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.

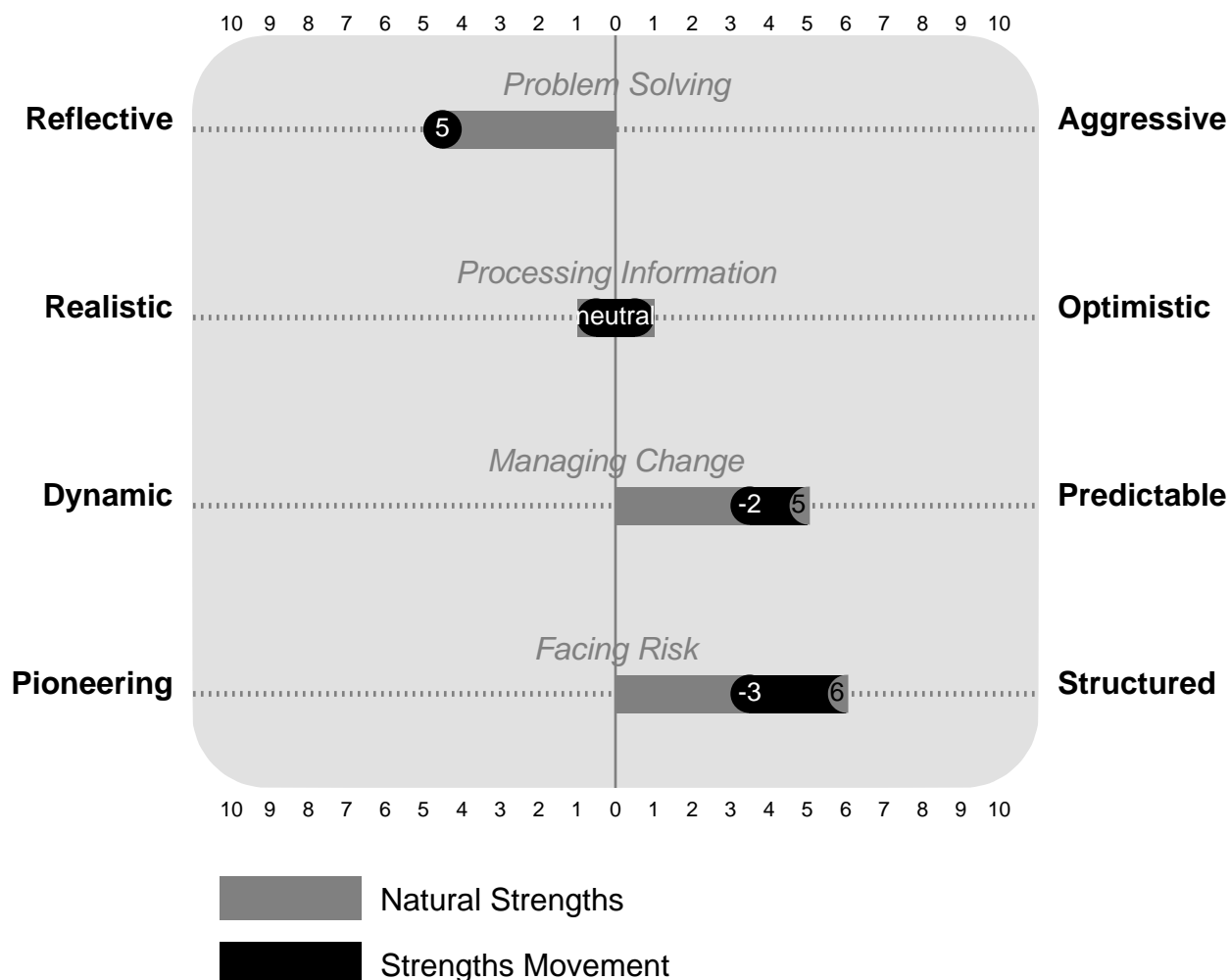
If there is negative movement in a scale, you may feel that your environment requires you to be something other than what you naturally are. You may want to explore these areas further. As you do, keep in mind that some adaptation is good and also necessary. However, long term adaptation consumes energy 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 the current environment to be accepted. If these statements DO NOT sound related, explore the reasons why as a key to understanding your current situation and need to "adapt" to be accepted.

- Being a good "team player."
- Exhibiting patience and good listening skills with your spouse.
- Logical solutions.
- Consistency of task performance at home.
- Presenting a practical, proven approach to decision making.
- Solving problems thoughtfully, in an analytical style.
- Presenting a calm demeanor, especially when crisis occurs.
- Task focus over people focus.
- Being approachable and helpful when dealing with issues and new ideas.
- Being cooperative and supportive.
- Undemanding of spouse's time and attention.

CORE AND ADAPTED STYLE

Jane's Core Style of dealing with problems (L), people (O), pace of events (G) and procedures (B) may not always fit what the home environment needs. This section may provide valuable information related to the pressures Jane may feel when she Adapts her style to the home environment.

Core Style	PROBLEMS - CHALLENGES	Adapted Style
Jane is cautious in her approach to problem solving and does not attempt to demand that her view, or opinion, be accepted at face value. Jane likes to solve problems within the framework of a team or family environment. She will look for a compromise as opposed to a win-lose situation.	Jane sees no need to change her approach to solving problems or dealing with challenges in her present environment.	
Core Style	PEOPLE - CONTACTS	Adapted Style
Jane is sociable and optimistic. She is able to use an emotional appeal to convince others of a certain direction. She likes to be on a team and may be the spokesman for the team. She will trust others and likes a positive environment in which to relate.	Jane sees a need to be factual and logical while attempting to influence others. She feels a direct and straightforward approach is really what others want before they can be influenced.	
Core Style	PACE - CONSISTENCY	Adapted Style
Jane is comfortable in an environment in which there is a relaxed demeanor, or one in which patience is looked at as a virtue. She prefers to complete one task before starting the next and prefers a home environment that is predictable.	Jane sees her core activity style to be just what the environment needs. What you see is what you get for activity level and consistency. Sometimes she would like the world to slow down.	
Core Style	PROCEDURES - CONSTRAINTS	Adapted Style
Jane is concerned with doing things right. She can be quite worrisome and possibly fearful that mistakes will crop into the procedure. She will follow rules and procedures to the letter and feels comfortable in a situation in which exact standards and written procedures are the rule of the day.	Jane is displaying a natural concern for quality and procedures that require quality. She wants to know the rules so she can abide by them.	

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.

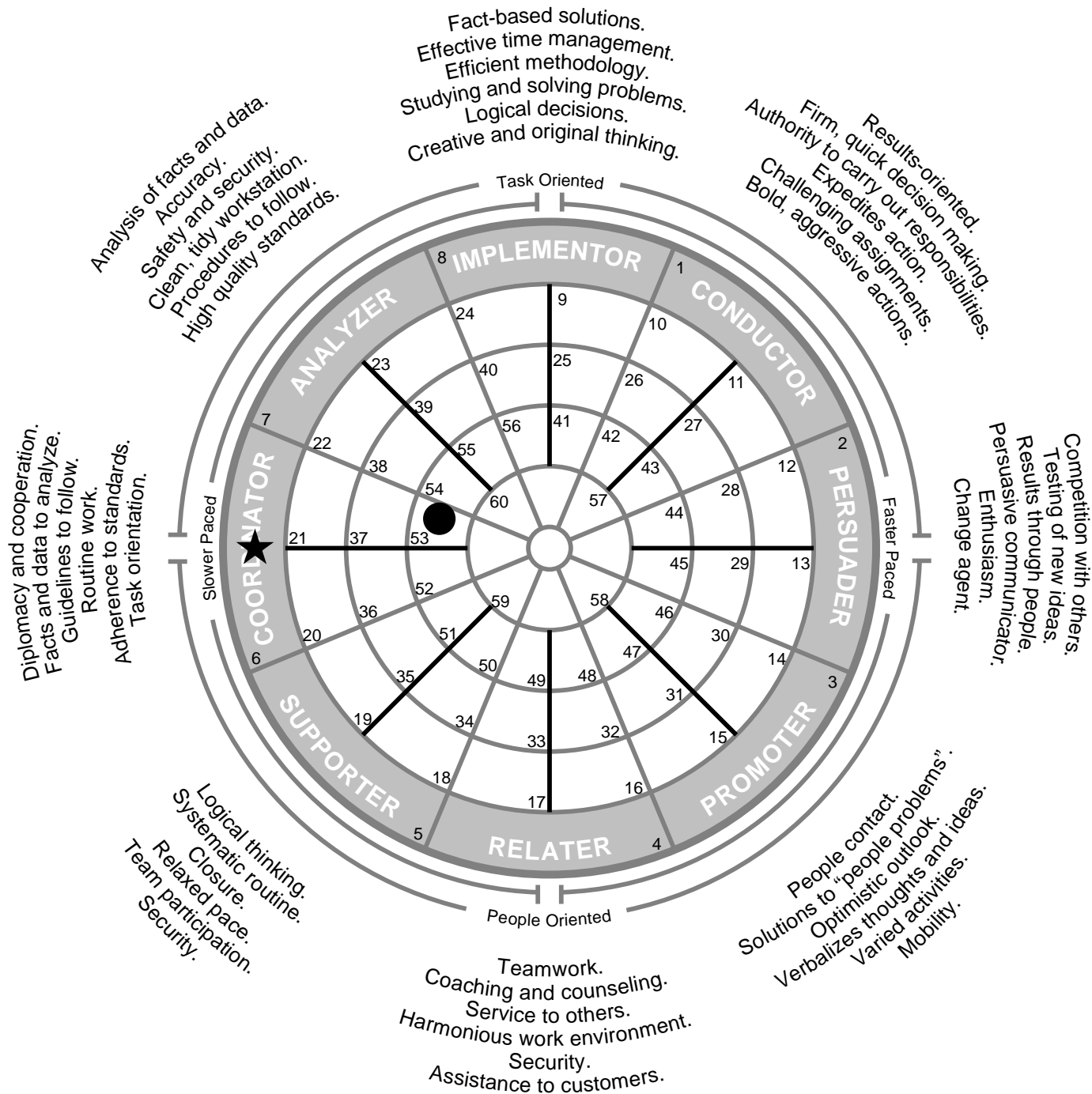
The circle represents your natural strengths. The star represents your strengths movement. The Strengths Wheel is divided down and across the middle. By looking at the top of the Strengths Wheel you will see that the L and B scales have something in common. They both represent task orientation. At the 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: ★ (6) COORDINATOR
 "Natural" Style: ● (53) ANALYZING COORDINATOR (ACROSS)

YOUR STYLE ANALYSIS GRAPH

Jane Doe

2-2-2020

