



CAREER PLANNING INSIGHTS



Erica Allen-Jamison
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Clarity and Confidence Coaching LLC
8-9-2020



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*



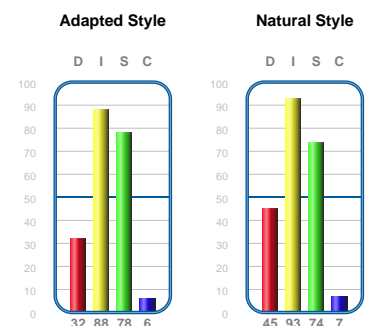
PERSONAL CHARACTERISTICS

Based on Erica'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 Erica's natural behavior.

Erica believes in getting results through other people. She prefers the "team approach." She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She projects a self-assured and self-confident image. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. Erica can be obliging and accommodating; that is, she likes to work with people and help them. She wants to be seen as her own person, but usually projects it in friendly terms. She influences most people with her warmth. She places her focus on people. To her, strangers are just friends she hasn't met! Erica is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She likes to develop people and build organizations.

Erica prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She likes to participate in decision making. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. Erica is good at solving problems that deal with people. She likes working for managers who make quick decisions. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful.

Erica will optimistically interact with people in an assured, diplomatic and poised manner. She tends to mask some of her directness in friendly terms and is usually recognized as a friendly and





Adapted Style

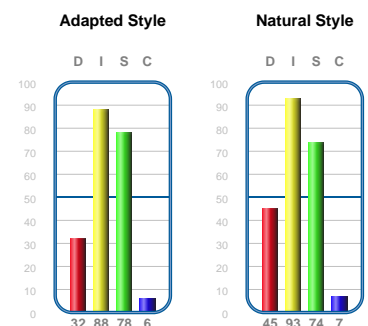
Category	Value
D	32
I	88
S	78
C	6

Natural Style

Category	Value
D	45
I	93
S	74
C	7



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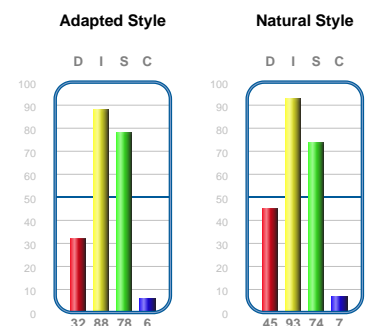




In this section are some needs which must be met in order for Erica to perform at an optimum level. Some needs can be met by herself, while management must provide for others. It is very difficult for a person to enter a motivational environment when that person's basic management needs have not been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

Erica needs:

- Better organization of record keeping.
- Bottom-line measurement.
- Recognition that limits and rules do exist, and why.
- To be informed of things which affect her.
- To relax and pace herself.
- A tolerant boss.
- More control of body language.
- Participatory management.
- Help on controlling time and setting priorities.
- People to work and associate with.
- Documentation of expected results.



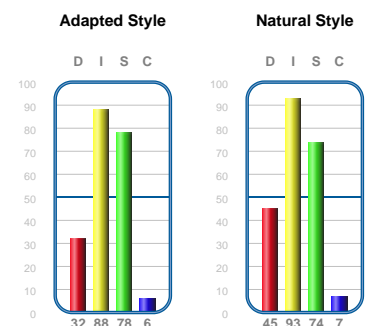


ADAPTED STYLE

Erica Allen-Jamison

This section gives general information on behavior that Erica deems necessary to be successful on the job. One should read this section and determine if the behavior described is job related. If the behavior is not job-related, Erica does not understand the behavior required to be successful in the job.

- Using a direct, forthright and honest approach in her communications.
- Being creative and unconventional in making a point.
- Responding well to challenges: "You say I can't do it? Just watch me!"
- Flaunting independence.
- Making tactful decisions.
- Obtaining results through people.
- Positive, outgoing, friendly behavior.
- Firm commitment to accomplishments.
- Optimistic, future-oriented outlook.
- Dedicated to "going it alone" when necessary.
- Willing to take risks when others may be hesitant.
- Acting independently and without precedent.
- Using a creative approach in decision making.

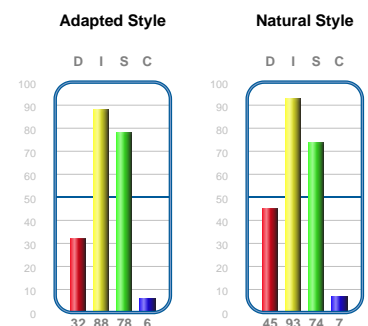




This section of the report was produced by analyzing Erica's wants. People are motivated by the things they want, thus: wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants."

Erica wants:

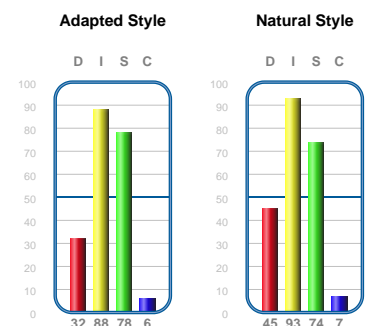
- A support system to do the detail work.
- Independence.
- Freedom to talk and participate on the team.
- No close supervision.
- Public recognition of her ideas and results.
- Freedom from many rules and regulations.
- Rewards to support her dreams.
- Freedom from control and detail.
- To be trusted.
- Work assignments that provide opportunity for recognition.
- A forum to ventilate her emotions.
- Exposure to those who appreciate her results.





This section identifies the ideal work environment based on Erica's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. A person with flexibility uses intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Erica enjoys and also those that create frustration.

- Assignments with a high degree of people contacts.
- Forum for her ideas to be heard.
- Democratic supervisor with whom she can associate.
- Freedom from control and detail.
- Work with a results-oriented team.



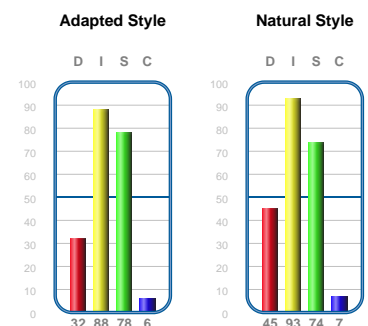


CHECKLIST FOR COMMUNICATING

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 Erica.

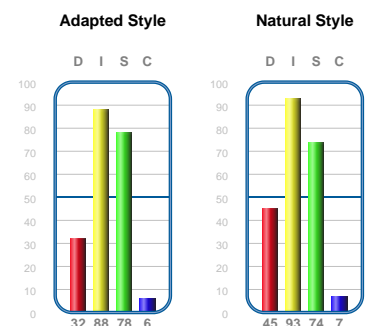
Do:

- Clarify any parameters in writing.
- Provide "yes" or "no" answers--not maybe.
- Use a motivating approach, when appropriate.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Provide solutions--not opinions.
- Define the problem in writing.
- Leave time for relating, socializing.
- Use a balanced, objective and emotional approach.
- Provide a warm and friendly environment.
- Appeal to the benefits she will receive.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide ideas for implementing action.





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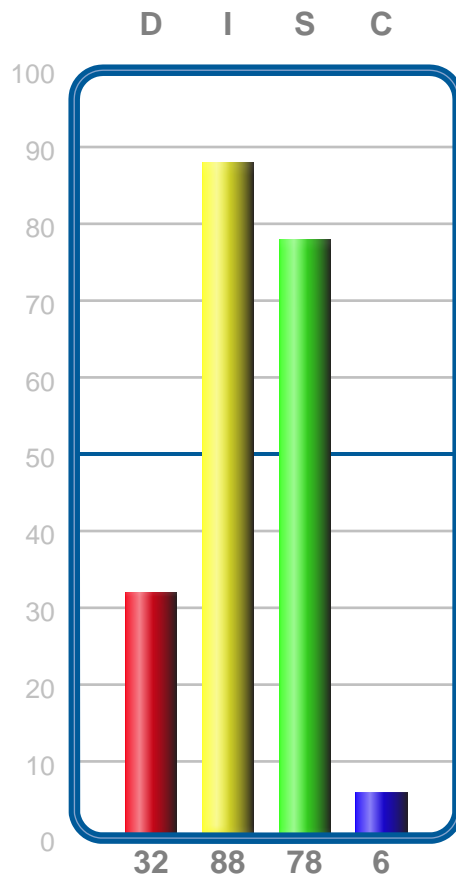
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MOST

Graph I

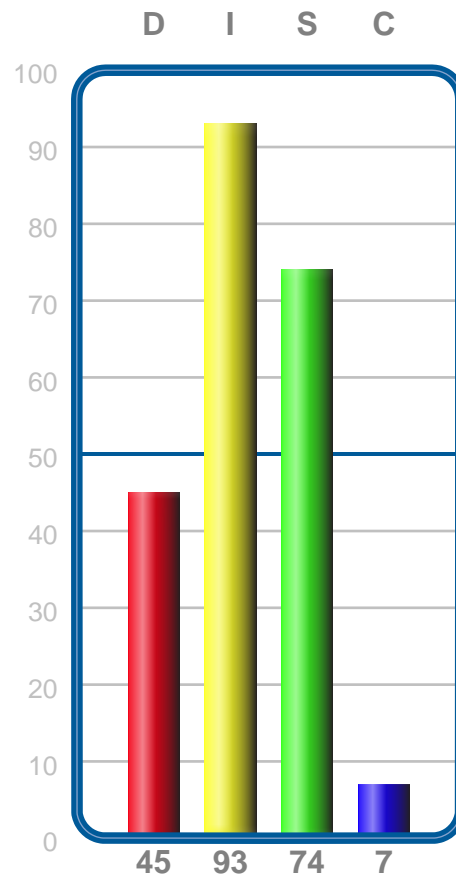
Adapted Style



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:

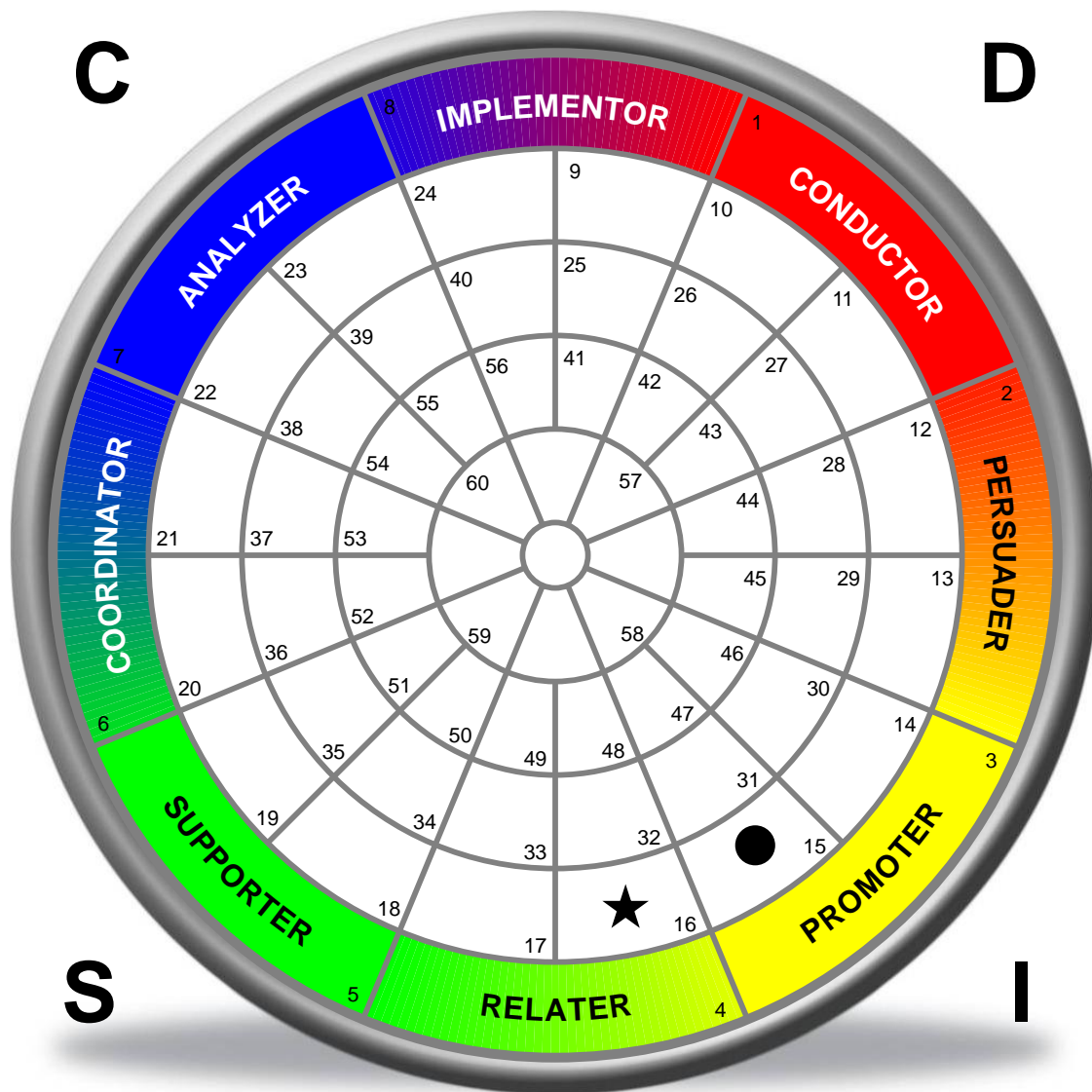
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.

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: ★ (16) PROMOTING RELATER
Natural: ● (15) RELATING PROMOTER

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.



DOMINANCE - CHALLENGE

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. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.



INFLUENCE - CONTACTS

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. Juggling several balls at the same time.
2. Openness in communication.
3. Alertness and sensitivity to problems.
4. Ability to work on more than one project.
5. Flexibility.
6. Adaptability to change.
7. Support system to help with detail.
8. Questioning procedures.



COMPLIANCE - CONSTRAINTS

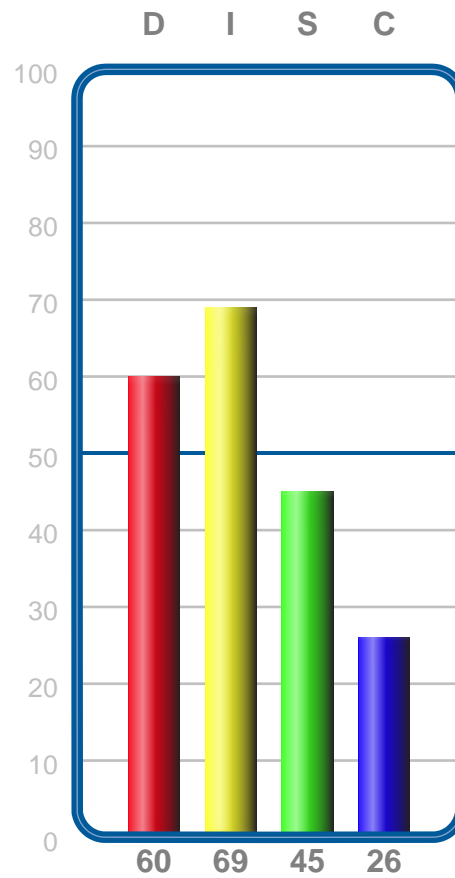
This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

"Ideal" job behavioral demands are:

1. Testing of rules and procedures.
2. Practical work solutions.
3. Persistent approach to winning.
4. Opportunity to test new ideas.
5. Challenging work.
6. Responsibility equal to authority.
7. Limited routine work.
8. Risk taking.
9. Independence to question procedures.
10. Challenging the status quo.
11. Individualism.

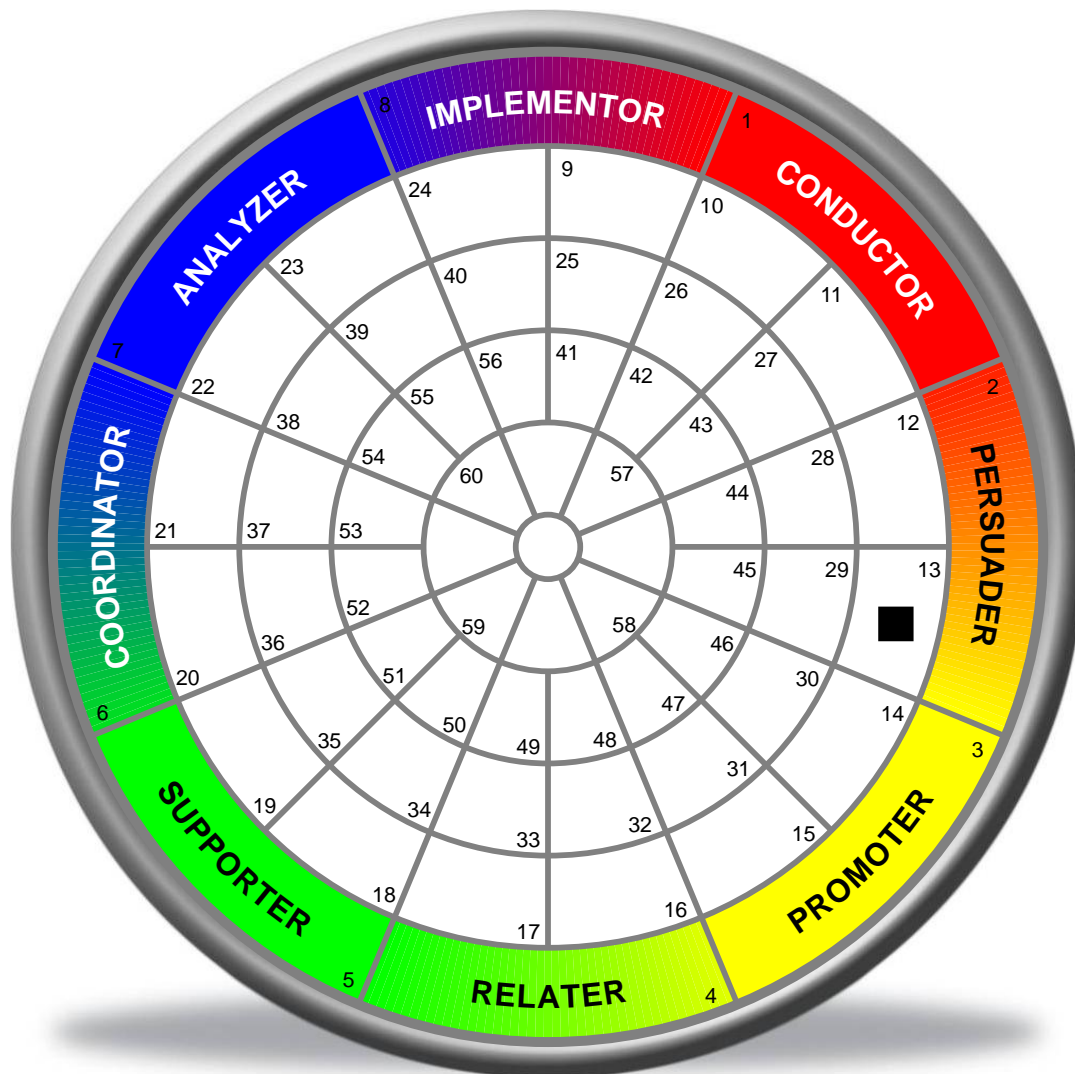


Work Environment
IDEAL
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Ideal Work Environment: ■ (13) PROMOTING PERSUADER



CAREER PLANNING INSIGHTS



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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
39-9011.00	Child Care Workers
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
53-3031.00	Driver/Sales Workers
27-2099.99	Entertainers and Performers
33-2021.01	Fire Inspectors
39-9031.00	Fitness Trainers and Aerobics Instructors
33-3021.05	Immigration and Customs Inspectors
41-3021.00	Insurance Sales Agents
11-9081.00	Lodging Managers
27-2042.00	Musicians and Singers
33-3051.01	Police Patrol Officers
51-4052.00	Pourers and Casters, Metal
41-9021.00	Real Estate Brokers
41-9022.00	Real Estate Sales Agents
39-9032.00	Recreation Workers
41-3099.99	Sales Representatives, Services, All Other
33-9032.00	Security Guards
53-3032.02	Tractor-Trailer Truck Drivers



CODE	OCCUPATION
27-2011.00	Actors
11-3011.00	Administrative Services Managers
13-2021.02	Appraisers, Real Estate
27-1019.99	Artists
11-3041.00	Compensation and Benefits Managers
13-2041.00	Credit Analysts
21-1012.00	Educational, Vocational, and School Counselors
13-1071.01	Employment Interviewers, Private or Public Employment Service
27-2099.99	Entertainers and Performers
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
13-1079.99	Human Resources, Training, and Labor Relations Specialists, All Other
33-3021.01	Police Detectives
27-2012.00	Producers and Directors
41-9021.00	Real Estate Brokers
25-1193.00	Recreation and Fitness Studies Teachers, Postsecondary
27-3022.00	Reporters and Correspondents
41-3099.99	Sales Representatives, Services, All Other
11-9151.00	Social and Community Service Managers



CODE	OCCUPATION
27-2011.00	Actors
13-2021.02	Appraisers, Real Estate
27-1019.99	Artists
21-1012.00	Educational, Vocational, and School Counselors
27-2099.99	Entertainers and Performers
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
13-1079.99	Human Resources, Training, and Labor Relations Specialists, All Other
27-2012.00	Producers and Directors
41-9021.00	Real Estate Brokers
25-1193.00	Recreation and Fitness Studies Teachers, Postsecondary
41-3099.99	Sales Representatives, Services, All Other
11-9151.00	Social and Community Service Managers