



CAREER PLANNING INSIGHTS

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Mia Markus

1-12-2008

Dedicated to Helping Motivated Individuals Find Their Calling in Life!

C-Cubed Career Consulting & Coaching
891 E. Warner Road, Suite 100-103
Gilbert, AZ 85296
Phone: 480.892.9204
Website: www.CCubedCareer.com



INTRODUCTION

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 Mia'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 Mia's natural behavior.

Mia likes feedback from her manager on how she is doing. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She is usually filled with good intentions, but often lacks the time to fulfill them. She likes quality social relationships. She often will become friends with her customers or clients. Mia influences most people with her warmth. She is optimistic and usually has a positive sense of humor. She wants to be seen as her own person, but usually projects it in friendly terms. She tends to trust people and may be taken advantage of because of her high trust level. Mia is good at creating enthusiasm in others. She believes in getting results through other people. She prefers the "team approach." She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She places her focus on people. To her, strangers are just friends she hasn't met!

Mia 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. She may leap to a favorable conclusion without considering all the facts. She likes working for managers who make quick decisions. She is good at solving problems that deal with people. Mia will not be overlooked nor uninvolved. She will consistently try to inspire people to her point of



PERSONAL CHARACTERISTICS

view. 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. Because of her trust and willing acceptance of people, she may misjudge the abilities of others.

Mia tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She is people-oriented and verbally fluent. She usually uses many gestures when talking. Communication can extend from friendly to argumentative discourse. Mia can get emotional about any subject in which she believes. She is good at negotiating conflict between others. Mia feels that "if everyone would just talk it out, everything would be okay!" She tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She will optimistically interact with people in an assured, diplomatic and poised manner.



PERSONAL STRENGTHS

This section of the report identifies the specific talents and behavior Mia brings to the job. By looking at these statements, one can identify her role in the organization. By identifying Mia's talent, the organization can develop a system to capitalize on her particular value to the organization and make her an integral part of the team.

- Negotiates conflicts.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Bottom line-oriented.
- Dedicated to her own ideas.
- People-oriented.
- Team player.
- Builds confidence in others.
- Optimistic and enthusiastic.
- Verbalizes her feelings.



BASIC NEEDS

In this section are some needs which must be met in order for Mia 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. Mia and her counselor should go over the list and identify 3 or 4 statements that are most important to her. This allows Mia to participate in forming her own personal management plan.

Mia needs:

- Recognition that limits and rules do exist, and why.
- To focus conversations on work activities--less socializing.
- To be informed of things which affect her.
- People to work and associate with.
- To maintain focus on results and not sacrifice productivity just to make everyone happy.
- More control of body language.
- Support in doing excessive detail work.
- To mask emotions when appropriate.
- Restraints, or program to calculate the risk involved by her decisions.
- A tolerant boss.
- Objectivity when dealing with people because of her high trust level.
- Bottom-line measurement.



ADAPTED STYLE

This section gives general information on behavior that Mia 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, Mia does not understand the behavior required to be successful in the job.

- Being independent and innovative.
- Participative decision making.
- Contacting people using a variety of modes.
- Making tactful decisions.
- Firm commitment to accomplishments.
- Flaunting independence.
- Being creative and unconventional in making a point.
- Positive, outgoing, friendly behavior.
- Using a direct, forthright and honest approach in her communications.
- Acting independently and without precedent.
- Willing to take risks when others may be hesitant.
- Using a creative approach in decision making.



PRESENT WANTS

This section of the report was produced by analyzing Mia'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."

Mia wants:

- A manager who practices participative management.
- A forum to ventilate her emotions.
- Participation in meetings on future planning.
- Public recognition of her ideas and results.
- No close supervision.
- Working conditions with freedom to move and to talk to people.
- To be measured by results.
- To be trusted.
- Work assignments that provide opportunity for recognition.
- Independence.
- Unusual, new or difficult assignments.



IDEAL ENVIRONMENT

This section identifies the ideal work environment based on Mia'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 Mia enjoys and also those that create frustration.

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



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 Mia.

Do:

- Provide testimonials from people she sees as important.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Appeal to the benefits she will receive.
- Understand her defiant nature.
- Clarify any parameters in writing.
- Read the body language for approval or disapproval.
- Look for her oversights.
- Provide "yes" or "no" answers--not maybe.
- Flatter her ego.
- Provide a warm and friendly environment.
- Provide solutions--not opinions.
- Talk about her, her goals and the opinions she finds stimulating.



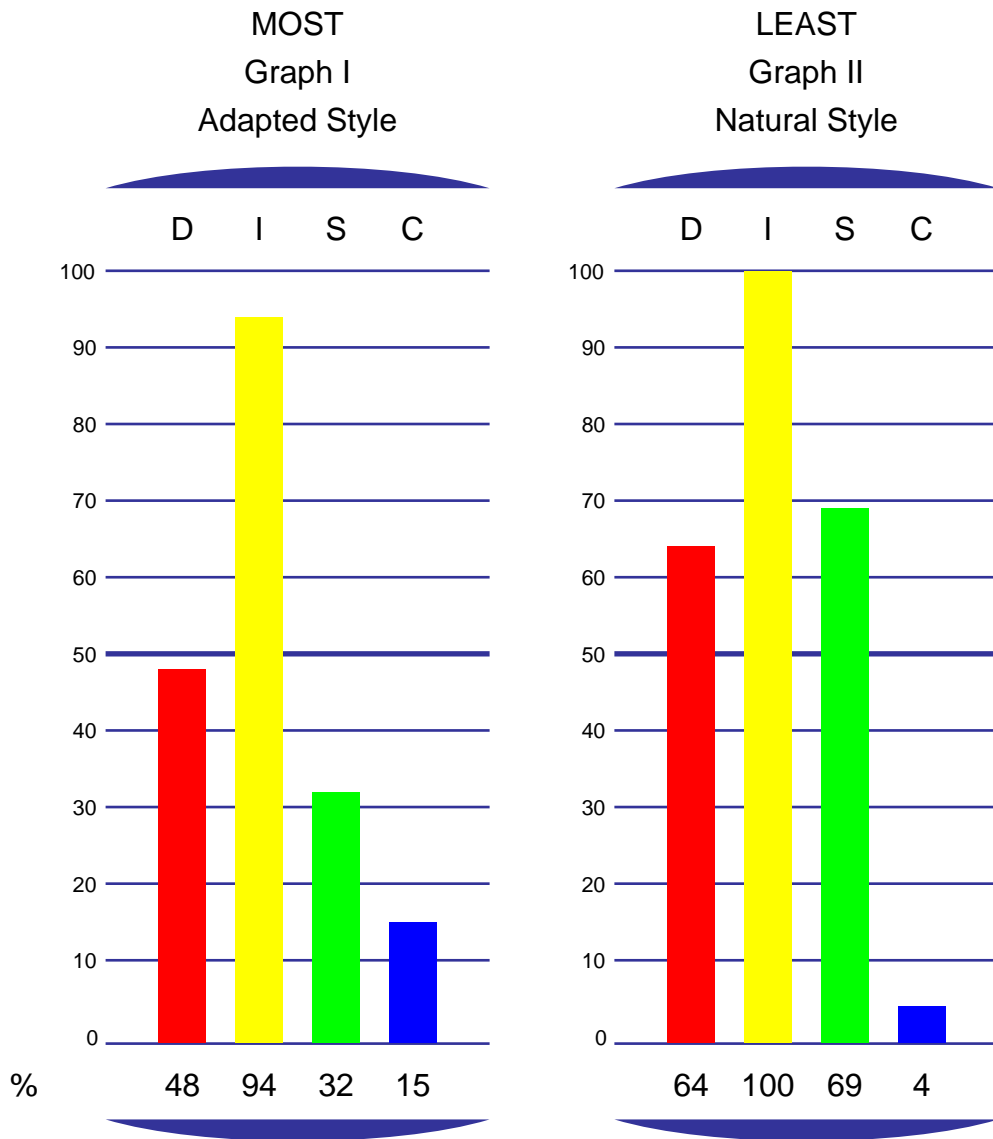
STRENGTHS AND WEAKNESSES

In this area of the report is a listing of strengths and weaknesses without regard to a specific job. Cross out those weaknesses that do not apply. Highlight 1 to 3 weaknesses that are hindering performance and develop an action plan to eliminate or reduce this hindrance.

- STRENGTH - Good interpersonal relationship skills. POTENTIAL WEAKNESS - May be too lenient and have trouble disciplining.
- STRENGTH - Value people over things. POTENTIAL WEAKNESS - Have difficulty planning and controlling time if people are involved.
- STRENGTH - People-oriented. POTENTIAL WEAKNESS - Unrealistic in appraising people--tends to trust people indiscriminately.
- STRENGTH - Good communicator and good at meeting new people. POTENTIAL WEAKNESS - May oversell herself and turn others off.
- STRENGTH - Problem solver. POTENTIAL WEAKNESS - Act impulsively and make decisions based on a surface analysis.



STYLE INSIGHTS® GRAPHS



Norm 2003



THE SUCCESS INSIGHTS® WHEEL

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.

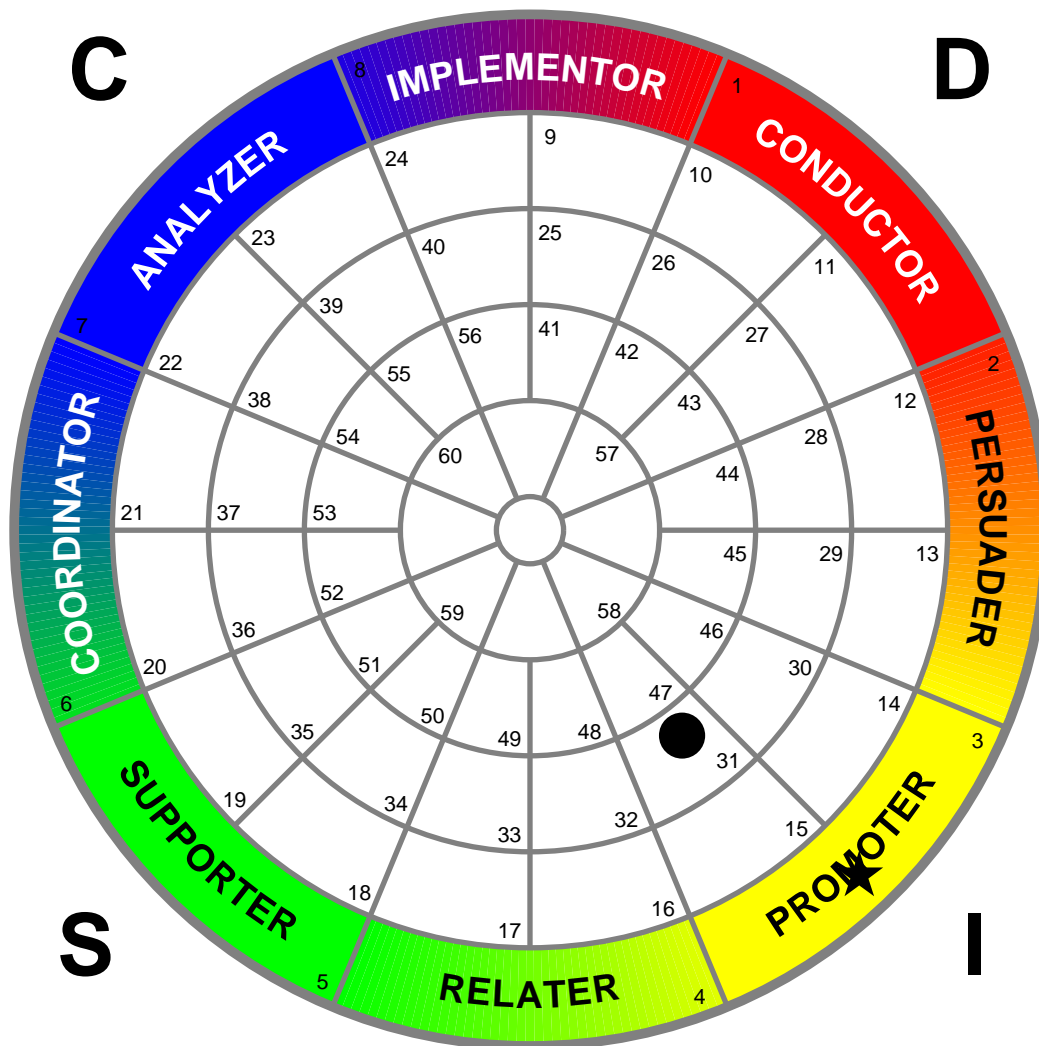
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



THE SUCCESS INSIGHTS® WHEEL

Mia Markus
1-12-2008



Adapted: ★ (3) PROMOTER
Natural: ● (31) RELATING PROMOTER (FLEXIBLE)
Norm 2003



WORK ENVIRONMENT

Mia Markus

1-12-2008



INTRODUCTION

This report compares your ideal and present job. If the ideal job and present job are the same on a factor, only one list of statements will appear. A side by side listing will be printed when they are different. Read, discuss, and clarify to identify the type of behavior you want to use on the job.



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.

"Present" and "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.

"Present" and "Ideal" job behavioral demands are:

1. Many social interactions.
2. Very high trust level.
3. Optimistic outlook towards all activities.
4. Skillful use of vocabulary to generate enthusiasm.
5. Highly persuasive communication.
6. High contact with people.
7. Enthusiastic acceptance of new ideas.
8. Ability to move from one activity to another quickly.
9. Selling the sizzle as well as the steak.
10. A flexible use of time.
11. Outgoing personality.
12. New and innovative ways of solving problems.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team environment.
16. Ability to project self-confidence.
17. Getting things done through people.
18. Freedom from detail and control.



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.

"Present" job behavioral demands are:

1. Patience.
2. Ability to listen.
3. Working within the system.
4. Task oriented concentration.
5. Follows through on task.
6. Limited change in work activities.
7. Team participation.
8. Security for self and others.
9. Job description in writing.
10. Consistent performance.
11. Sincere approach to working with people.
12. Friendly environment.

"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.

"Present" job behavioral demands are:

1. Few rules and procedures to follow.
2. Individualistic approach.
3. Persistent approach to winning.
4. Bottom line analysis of results.
5. Challenging work.
6. Power and authority.
7. Very little routine work.
8. Pioneering risk taker.
9. Decisiveness.
10. Criticizing the status quo.
11. Original thinking.
12. Try the impossible.

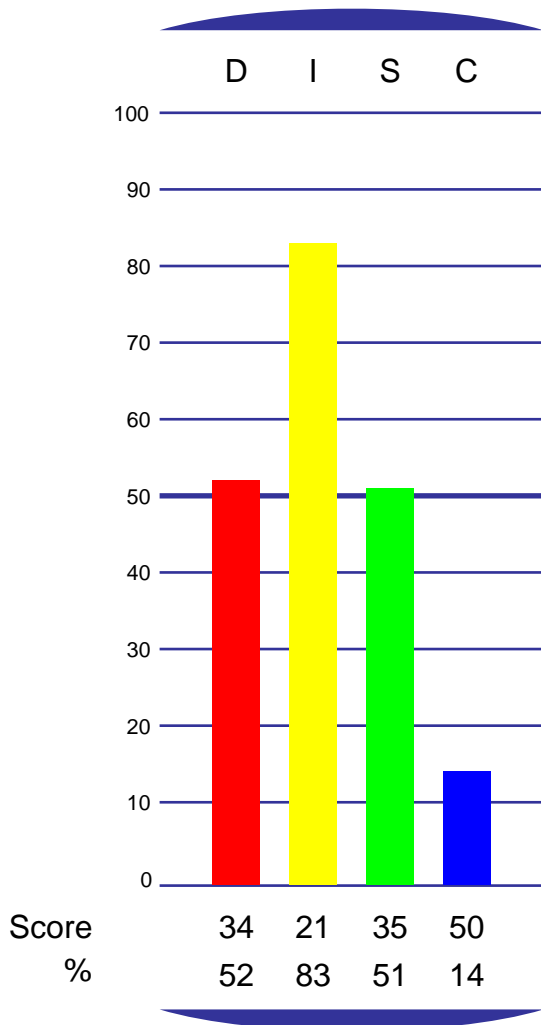
"Ideal" job behavioral demands are:

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.

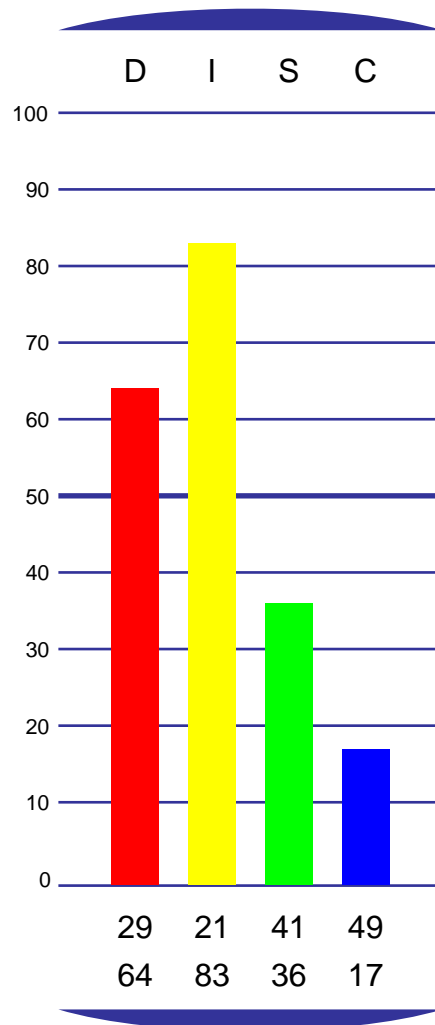


WORK ENVIRONMENT™

Work Environment
PRESENT
Mia Markus



Work Environment
IDEAL
Mia Markus

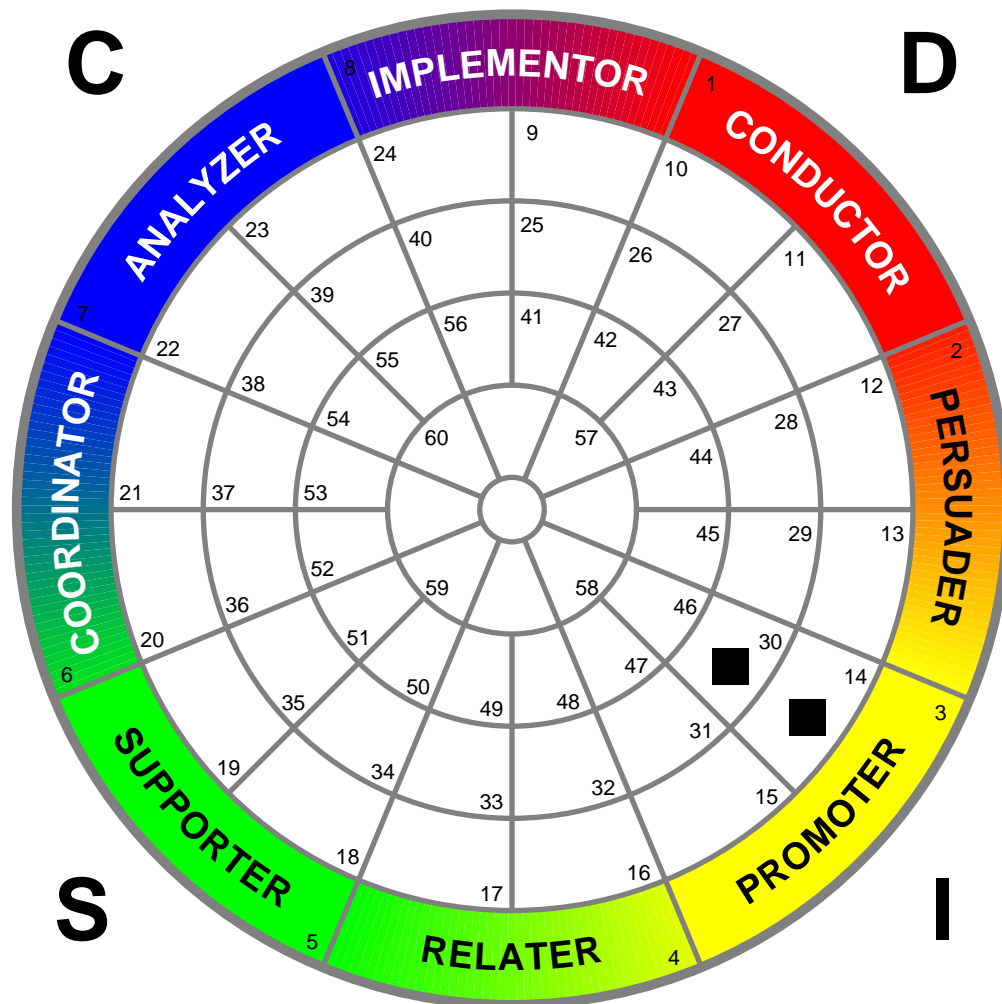




THE SUCCESS INSIGHTS® WHEEL

Mia Markus

1-12-2008



Present Work Environment: ■ (30) PERSUADING PROMOTER (FLEXIBLE)

Ideal Work Environment: ■ (14) PERSUADING PROMOTER



JOB INDICATOR

Mia Markus

1-12-2008



INTRODUCTION

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 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 your 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>.

NAME : Mia Markus

EDUCATION : High School

CODE OCCUPATION

27-1019.99	Artists
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
27-2099.99	Entertainers and Performers
33-2021.01	Fire Inspectors
41-9021.00	Real Estate Brokers
39-9032.00	Recreation Workers
41-3099.99	Sales Representatives, Services, All Other



JOB INDICATOR

Mia Markus

1-12-2008



INTRODUCTION

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 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 your 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>.

NAME : Mia Markus

EDUCATION : A.A. or B.A.

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
23-2099.99 Legal Support Workers, 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



JOB INDICATOR

Mia Markus

1-12-2008



INTRODUCTION

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 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 your 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>.

NAME : Mia Markus

EDUCATION : B.A. Plus

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