



SMALL GROUP ***INSIGHTS***

Where Real Relationships Start

John Doe
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INTRODUCTION

Successful small group experiences depend on authentic relationships. The better the connections, the better the group. That's why this personal profile is designed to help you and your fellow group members gain instant insight into your relationships with each other.

Important: Your results are not meant to be 100% accurate. Keep the big picture in mind — these results are a tool to engender meaningful, authentic and engaging discussion within your group. That's the goal.

Whatever your group's purpose, and whether it's long-term or short-term, the **Small Group Insights Profile**, along with its accompanying group exercises, provides you with a fast-track to authenticity and meaningful connection.

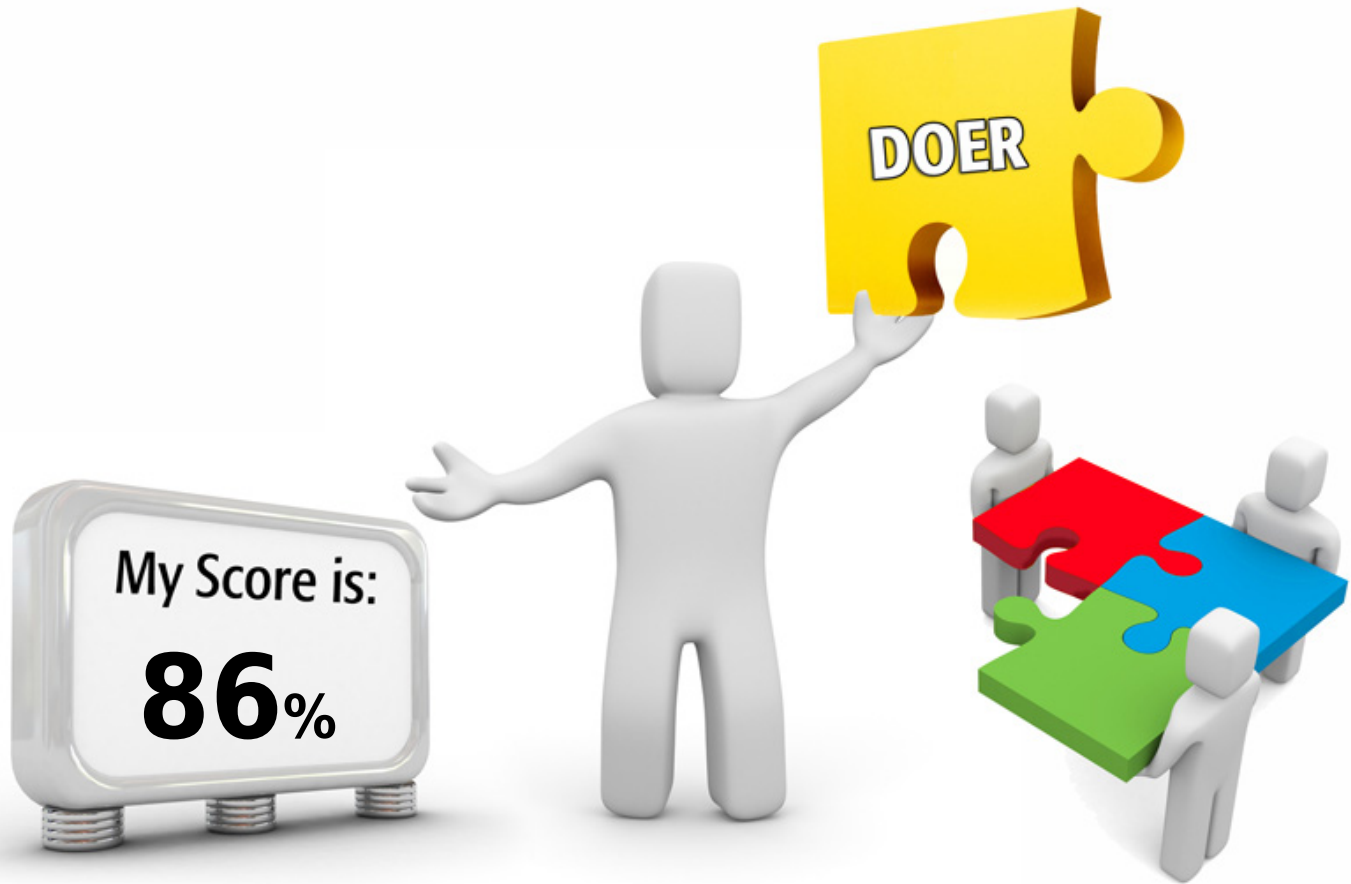
As you're about to see, you will fall into one of four primary group member styles. Each style has something valid and unique to bring to the group experience — one is not better than the others. You'll receive a secondary style *only* if your secondary score warrants it.



Your group may elect to use some or all of the following information and exercises — either in your first session together or in various sessions along the way.

PRIMARY GROUP MEMBER STYLE

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April 12, 2011



Primary Style - **Doer**



Secondary Style - **Talker**



The higher your score, the more evident (or observable) your group member style will become. If you scored in the moderate zone (under 65%), you won't resonate as strongly with the descriptors on the following page.

MY PRIMARY GROUP MEMBER STYLE



The Value I Add

In a group setting, I tend to be relatively goal-oriented, focused, self-confident, and I'm typically eager to keep things moving. If nobody is taking charge, my tendency is to step in.

Where I Might Get Bugged Down

When I feel the group isn't being productive, I can sometimes be a bit impatient and may even come across as insensitive.

What I Want

I want our group to be worthwhile and valuable. I want it to be productive and a good use of time.

If Tension Arises

I don't like tension to fester. As a result I tend to address conflict head-on within the group so that we can keep moving forward in a positive way.

How I Approach Time

I like starting the group when I arrive and ending when the agenda is completed.

My Group Theme

"Let's not waste time."

You may not agree with every part of this description. The lower your score, the less you'll resonate with this page — so keep your percentile in mind.

MY SECONDARY GROUP MEMBER STYLE



The Value I Add

I tend to be fun-loving, positive, and encouraging. In a groups, I tend to keep things running smoothly by including others and being sociable.

Where I Might Get Bugged Down

When I feel the groups is not comfortable for everyone, where conversation is not flowing, I may start asking questions and I may go off of the agenda in order to create a better vibe.

What I Want

I want our group to be accepting and encouraging. I want each member to feel appreciated and included.

If Tension Arises

I can sometimes go out of my way to avoid conflict but when tension occurs, I am likely to mediate and do my best to smooth things over.

How I Approach Time

I see the group starting when I arrive and ending whenever it gets boring.

My Group Theme

“Let’s make this fun.”

You may not agree with every part of this description. The lower your score, the less you’ll resonate with this page — so keep your percentile in mind.

Exercise 2

GOING DEEPER WITH MY PERSONAL STYLE

The previous exercise explored your approach from a conceptual level. Of course, you are more complex as a person than one simple style can describe. This exercise is designed to help you engage your personal approach with more depth and specificity.

The three sections (A, B and C) below and on the next page describe your approach to everyday life, relationships and group dynamics.

Step 1

Read the sections below and select 1 or 2 statements from each that you feel best describe you. This will give you a total of 3 to 6 statements.

Step 2

Once you have done this, share your statements with the rest of the group, inviting them to ask clarifying questions along the way.

NOTE: Rather than sharing all of your statements at once, first, share your statement(s) from section A, taking turns with each group member to share and ask questions. Then share from section B. Then share from C. This will allow each of you to share intermittently and provides a more robust discussion.

- A**
1. John is comfortable in an environment that may be characterized by high pressure and is variety-oriented.
 2. He is driven toward goals completion and wants to be in a position to set policy that will allow him to meet those goals.
 3. He is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities.
 4. He tends to have a "short fuse" and can display anger or displeasure when he feels that people are taking advantage of him.
 5. John is often frustrated when working with others who do not share the same sense of urgency.
 6. He is a goal-oriented individual who believes in pulling in others to help him achieve his goals. He needs people with other strengths on his team.
 7. He prefers an environment with variety and change. He is at his best when many projects are underway at once.
 8. He wants to be seen as an individual who is totally keyed to results. He wants to get things done in a manner that is consistent with his perception of the "right way" of doing things.
 9. John likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works.



Statements ___ and ___ best describe me.

Exercise 2 continued...

GOING DEEPER WITH MY PERSONAL STYLE

- B**
1. John should realize that at times he needs to think a project through, beginning to end, before starting the project.
 2. He will work long hours until a tough problem is solved. After it is solved, John may become bored with any routine work that follows.
 3. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems.
 4. He is decisive and prefers to work for a decisive leader. He can experience stress if his leader does not possess similar traits.
 5. John likes to make decisions quickly.
 6. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process.
 7. He has the unique ability of tackling tough problems and following them through to a satisfactory conclusion.
 8. When faced with a tough decision, he will try to sell you on his ideas.



Statements ___ and ___ best describe me.

- C**
1. John likes people who present their case effectively. When they do, he can then make a quicker assessment or decision.
 2. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others!
 3. He tends to influence people by being direct, friendly and results-oriented.
 4. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead.
 5. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people.
 6. He challenges people who volunteer their opinions.
 7. He may sometimes mask his feelings in friendly terms. If pressured, John's true feelings may emerge.
 8. He should exhibit more patience and ask questions to make sure that others have understood what he has said.



Statements ___ and ___ best describe me.

Exercise 3

MY PERSONAL COMMUNICATION PREFERENCES

The effectiveness of every small group depends upon successful communication. Therefore, one of the most important aspects of your style involves how you like to convey your thoughts and process the conversation that is taking place.

Step 1

Discuss how accurately the following describes your approach to communication in the group and why?



Step 2

The statements listed on the following page are divided into two groups. One group describes how you like other group members to communicate with you and the other describes what might hinder the communication process for you. Select 3 statements from each of the two lists that you feel best describe your communication preferences (for a total of 6 statements).

Step 3

Now, in the same way that you have done in the previous exercises, take turns around the group, sharing your communication preferences with each other.

Small Group Insights Profile

Exercise 3 continued...

Select 3 statements from each list.

How I like to be communicated with	How I don't like to be communicated with
<ul style="list-style-type: none"> <input type="checkbox"/> Read the body language for approval or disapproval. <input type="checkbox"/> Use enough time to be stimulating, fun-loving, fast-moving. <input type="checkbox"/> Be clear, specific, brief and to the point. <input type="checkbox"/> Provide facts and figures about probability of success, or effectiveness of options. <input type="checkbox"/> Plan interaction that supports his dreams and intentions. <input type="checkbox"/> Motivate and persuade by referring to objectives and results. <input type="checkbox"/> Read the body language--look for impatience or disapproval. <input type="checkbox"/> Ask specific (preferably "what?") questions. <input type="checkbox"/> Ask for his opinions/ideas regarding people. <input type="checkbox"/> Come prepared with all requirements, objectives and support material in a well-organized "package." 	<ul style="list-style-type: none"> <input type="checkbox"/> Leave decisions hanging in the air. <input type="checkbox"/> Reinforce agreement with "I'm with you." <input type="checkbox"/> Try to build personal relationships. <input type="checkbox"/> Forget or lose things, be disorganized or messy, confuse or distract his mind from important tasks. <input type="checkbox"/> Legislate or muffle--don't overcontrol the conversation. <input type="checkbox"/> Come with a ready-made decision, or make it for him. <input type="checkbox"/> Take credit for his ideas. <input type="checkbox"/> Ramble on, or waste his time. <input type="checkbox"/> Try to convince by "personal" means. <input type="checkbox"/> Be redundant.

To maximize this exercise, be sure to ask clarifying questions of each other. And when you are sharing, try to give some examples when you can that will convey your personal communication preferences.

Notes