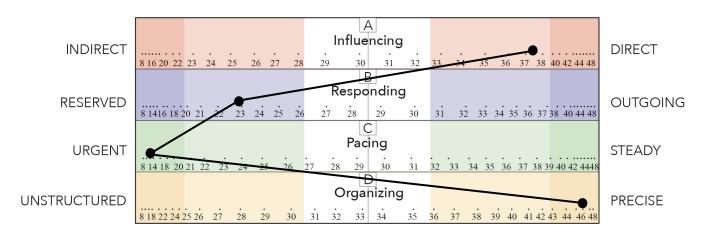


OBSERVER FEEDBACK

Jane Adams as seen by John Smith

Work Style



A number of factors could influence John's perception of you at work. These include the work setting, the nature of your relationships, unusual pressures or expectations, etc.

How John sees you at work:

Scale A) Influencing

At work, John sees you as using a fairly Direct, forceful style of influencing others and presenting your thoughts and opinions.

Scale B) Responding

When responding to others, he sees you as moderately Reserved and rather private, tending to think issues through before talking or sharing your feelings.

Scale C) Pacing

When it comes to making decisions and taking action, John sees you as very Urgent, preferring to consider a few key options, moving quickly, and getting quite frustrated with delays.

Scale D) Organizing

John perceives you as very Precise, structured, and quite organized in how you schedule time and attend to details.

Please, refer back to your INSIGHT Inventory-SELF report and compare how you see yourself to how this observer sees you. Discuss the differences and similarities and how these impact your communication.