

# MARRIAGE INSIGHTS™

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

**John Doe**

9-22-2004

Understanding Strengths and Blending Differences

Insights International, Inc.

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# START HERE!

You've made a wise decision to better understand your own unique, God-given strengths, as well as how to blend and appreciate differences in your marriage and family.

Proverbs 16:16 tells us, "It is better to gain wisdom than gold! And gaining understanding is better than silver." The Marriage Insights™ report you've taken has done the hard work of "mining" valuable nuggets from your responses. Our prayer is that these insights will help you become even more effective in your marriage and family relationships in the days and years to come.

Your report includes a detailed profile of your current wants and characteristics and gives you solid keys to communication in your marriage. A crucial element in the effectiveness and value of your Marriage Insights report is your level of interaction with the entire report. By sharing and comparing your report results with your spouse, your report becomes a great springboard to increased communication with your spouse and helps form a plan to blend differences in your marriage.

We encourage you to read the brief introduction on the "four animal" styles that follows, and then dive right into your unique report!

Yours in building great marriages,  
John Trent, Ph.D.  
Ministry Insights International

# INTRODUCTION

What does the "L," "O," "G" and "B" mean on my graph?

Your Marriage Insights™ report begins with a graph of your "Core Style". Throughout this report, you'll see four letters ("L," "O," "G," and "B") used as well as four words, "Lion, Otter, Golden Retriever and Beaver." These are Dr. Trent's trademark "pictures" of basic character traits we all reflect in our own unique combination.

While everyone is a unique combination of these traits, it might help to read a very brief description of what a "Lion," "Otter," "Golden Retriever" or "Beaver" individual is like...

People who score the highest in the "L" or Lion scale tend to be...

- Strong, assertive, take charge people. They're often the boss... or soon will be!
- If you have children that are "Lion" children...they're the ones that are letting you live at home!
- Lions are decisive and can be impatient with obstacles in their way - which is why they often make decisions and try to solve problems before getting all the facts, and before their spouses have time to give their input!

People who primarily reflect the "O" or "Otter" scale tend to be...

- Fun-loving and very verbal... they love groups, activity and especially getting to "Yak, Yak, Yak!"
- They like change and are basically "parties waiting to happen!"
- Otters are usually creative and are often "non-detail" oriented... which is why they often start projects the day before they're due, and they don't usually balance the checkbook - they just switch banks!

# INTRODUCTION

People who primarily reflect the "G" or "Golden Retriever" scale tend to be...

- Very understanding and compassionate... Many tend to buy 18 to 20 boxes of Girl Scout cookies each year because it's so hard to say, "No!"
- Great team players... They're the ones who want everyone to feel close and connected.
- Golden Retrievers can be so soft on people if they're not careful... they can sometimes be too soft on problems

People who primarily reflect the "B" or "Beaver" scale tend to be...

- Very detail oriented... They're essential to invite to parties because they're the only ones who remember to bring the food!
- They tend to have sock drawers and well organized closets... (Otters on the other hand don't have sock drawers, they have sock rooms!)
- Beavers like to start a task and see it completed well... they like to finish one project before they start another and find comfort in a systematic way of doing things.

(For another in-depth look at these four "animal" personalities, look for the book, The Two Sides of Love by John Trent, Ph. D., featured on or website at [www.ministryinsights.com](http://www.ministryinsights.com).)

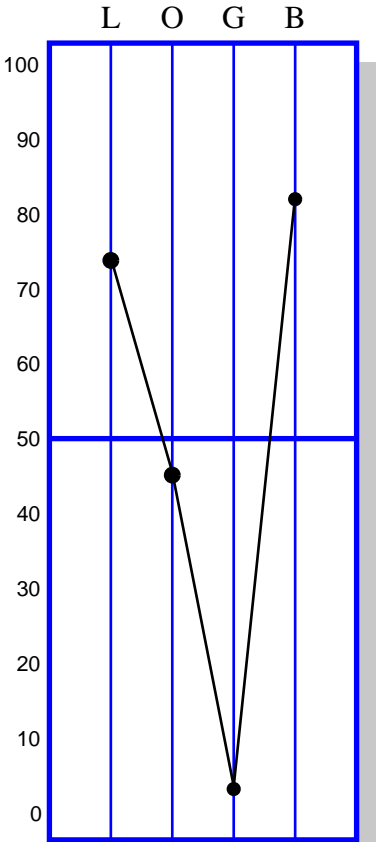
Let's see how you scored on your report

# YOUR STYLE ANALYSIS GRAPH

**John Doe**

9-22-2004

"Core" Style



Score	2	5	13	2
%	74	46	5	82

# 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 feel comfortable in a changing and variety-oriented social environment. You may believe that unless pressure or urgency exists little or nothing is accomplished. You usually react and change activities quickly. You make fast decisions and quickly respond to new ideas and activities. You may encourage your spouse to participate as well. Few dull moments prevail with you. Your response indicates that you may become so absorbed in your many activities that you occasionally lose sight of the balance required in your life. A high sense of urgency characterizes the pace by which you get things done. You may seem somewhat restless and impatient to your spouse and others because of your high activity level.

You may be an impatient individual who has the capacity to juggle many balls in the air, and are always searching for more and more. You will attack problems that challenge you. The challenge and the possibility of doing new or different things motivates you. You may feel long hours, both at home and work, permit more activities to be entered into and more things to allow you to stretch your own capacity for challenges. You tend to make decisions quickly. In fact, many of your social decisions are made on the spur-of-the-moment.

Your communication style is rapid (some people might say abrupt), because you like to maintain a high activity level with a variety of things going on simultaneously. You may have tension or struggle with your spouse who does not have the same sense of urgency that drives you,

# GENERAL CHARACTERISTICS

and you may question why she does not see things your way.

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# KEYS TO MOTIVATING

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

You may want:

- A variety of activities.
- Equal relations with others.
- Freedom from detail.
- A spouse who practices listening and participation.
- Freedom from boredom and routine.
- Social recognition of your accomplishments.
- Others to work and play as hard as you do.
- Support of your ideas and dreams.
- More time in the day for both work and play.
- Others to "catch up" to your speed of doing things.
- Popularity.
- Many activities, so there is never a dull moment.

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# 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.*

- Bring things back to earth when too much dreaming is going on.
- Ability to handle many activities simultaneously.
- Quick wit and sense of humor.
- Excite others into getting involved.
- Maintain high standards for yourself and others.
- "The anchor of reality" in highly emotional situations.
- Make certain small details are taken care of before starting things.
- Being a good citizen.
- Set standards for others to live up to.
- Never a dull moment.

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# 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.*

- If you agree, follow through with your end of the agreement.
- Understand sporadic listening skills.
- If you disagree, organize your thoughts before confronting your spouse.
- Support principles.
- Expect acceptance without many questions or objections.
- Approach in an honest, sincere manner.
- Prepare your "case" in advance--do your homework.
- Use a thoughtful approach.
- Verify that the message is understood.
- Take your time and proceed slowly.
- Be brief and bright in language and ideas.
- Give strokes for involvement.

# 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 put off by cockiness or impatience--it is not meant maliciously.
- Don't expect others to follow through on everything they say.
- Don't forget to follow up on what is agreed on regarding plans or follow through.
- Don't fail to follow through with the commitment.
- Don't get off the topic until finished.
- Don't be messy or haphazard.
- Don't assume others hear what is said.
- Don't be disorganized.
- Don't threaten, cajole, coax or whine.
- Don't leave things to chance.

# COMMUNICATING WITH OTHERS

*This section provides suggestions on methods which will improve John's communications with others. By understanding how other people like to communicate, John will become more effective in his communication. He may have to practice some flexibility in varying his communication style with others who may be different from himself. This blending and the ability to interpret the needs and strengths of others is the mark of a superior communicator.*

When communicating with a "Lion" ... a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- Be clear, specific, brief and to the point.
- Stick to business.
- Be prepared with support material in a well-organized "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Don't leave loopholes or cloudy issues.
- Avoid appearing disorganized.

When communicating with an "Otter" ... a person who is magnetic, enthusiastic, friendly, demonstrative and political:

- Provide a warm and friendly environment.
- Don't deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.

# COMMUNICATING WITH OTHERS

When communicating with a "Golden Retriever" ... a person who is patient, predictable, reliable, steady, relaxed and modest:

- Begin with a personal comment--break the ice.
- Present your case softly, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

When communicating with a "Beaver" ... a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- Prepare your "case" in advance.
- Stick to business.
- Be accurate and realistic.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganized or messy.

# 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 may tend to buck the system in getting things done; the results are all important, not how they are reached.
- You overextend and spread effort too thin.
- You have difficulty finding balance between fun and work.
- You rarely recognize the problems slower-moving people may have with this behavioral style.
- You try to keep too many balls in the air at the same time.

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# ONE-WORD DESCRIPTORS

## Your Unique Strengths

Based on your responses, the report has marked those words that describe you. They describe how you solve problems and meet challenges (L), influence people (O), respond to the pace of the environment (G) and how you respond to rules and procedures (B) set by others.

Lion	Otter	Golden Retriever	Beaver
Demanding	Effusive	Phlegmatic	Evasive
Egocentric	Inspiring	Relaxed	Worrisome
Driving	Magnetic	Resistant to Change	Careful
Ambitious	Political	Nondemonstrative	Dependent
Pioneering	Enthusiastic	Passive	Cautious
Strong-Willed	Demonstrative	Patient	Conventional
Forceful	Persuasive	Possessive	Exacting
Determined	Warm	Predictable	Neat
Aggressive	Convincing	Consistent	Systematic
Competitive	Polished	Deliberate	Diplomatic
Decisive	Poised	Steady	Accurate
Venturesome	Optimistic	Stable	Tactful
Inquisitive	Trusting		Open-Minded
Responsible	Sociable		Balanced Judgment
Conservative	Reflective	Mobile	Firm
Calculating	Factual	Active	Independent
Cooperative	Calculating	Restless	Self-Willed
Hesitant	Skeptical	Alert	Stubborn
Low-Keyed	Logical	Variety-Oriented	Obstinate
Unsure	Undemonstrative	Demonstrative	Opinionated
Undemanding	Suspicious	Impatient	Unsystematic
Cautious	Matter-of-Fact	Pressure-Oriented	Self-Righteous
Mild	Incisive	Eager	Uninhibited
Agreeable	Pessimistic	Flexible	Arbitrary
Modest	Moody	Impulsive	Unbending
Peaceful	Critical	Impetuous	Careless with Details
Unobtrusive		Hypertense	

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# 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:

Flexible  
Energetic  
Alert

Active  
Pressure-Oriented  
Impatient

### OTHERS' PERCEPTION

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

Intense  
Disinterested

Restless  
Hasty

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

Hyperactive  
Poor Listener

Pushy  
Impulsive

# ACTION PLAN

Name: John Doe

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: \_\_\_\_\_

## ADDITIONAL INSIGHTS

How much do you feel you're having to "adapt" your Core Style in your home environment?

You've just read a detailed report that illustrates your Core strengths and style. But for many people, they're having to "adapt" their natural strengths to fit their unique marriage relationship.

The Adapted graph below can give you a picture of how much you feel you are needing to change or "adapt" your core style to match the needs or requirements of your home environment.

For example, let's say the high point on your Core graph is a Lion (L) and you feel the need to avoid Lion tendencies when you are with your spouse. This could cause your Lion (L) point to move down in your Adapted graph. This movement, if drastic, from your Core Style could become challenging because you feel the need to be something you are not.

If both of your graphs are similar, that would indicate that there are few demands on you to "adapt" your Core Style. If the Adapted graph is very different than your Core graph, that can indicate a high degree of internal energy is going into making that adaptation.

People can do well in a marriage or important relationship that calls them to make significant changes. However, it does require more energy and understanding to excel in these situations than in settings that draw more on our Core Style. (In other words, common sense tells us that an introverted (Golden Retriever) person would probably not be the "life of the party," while an extroverted (Otter) would talk to everyone - which may cause one or both people to "adapt" to the other's style during that time.)

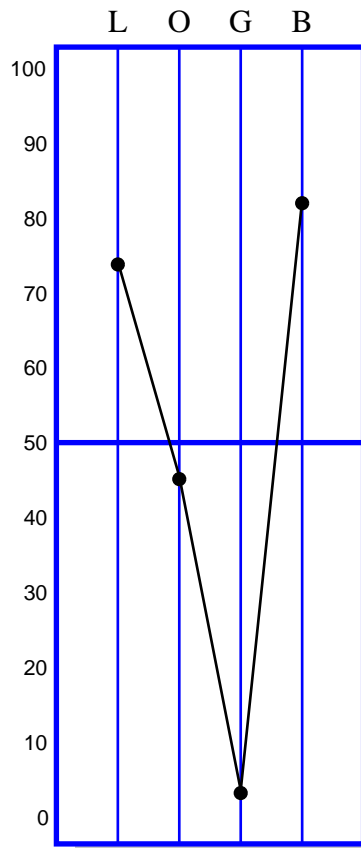
Let's look at your Core and Adapted graphs side by side on the next page

# STYLE ANALYSIS GRAPHS

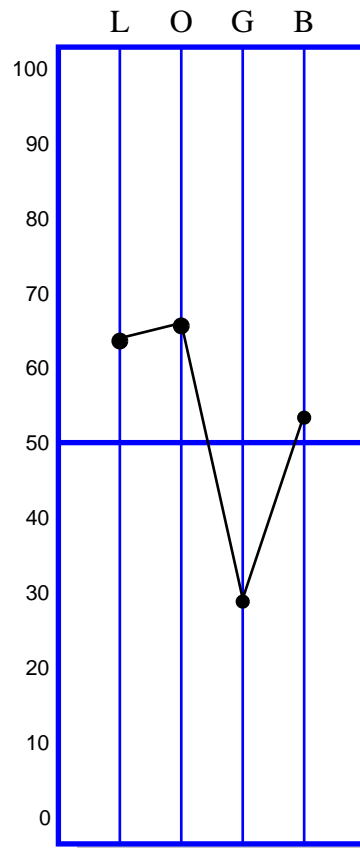
**John Doe**

9-22-2004

"Core" Style



"Adapted" Style



Score  
%

2	5	13	2
74	46	5	82

9	5	2	4
64	66	30	54

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# 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.*

- Motivating your spouse to take action by using persuasive skills.
- Exhibiting an active and creative sense of humor.
- Moving quickly from one activity to another.
- Responding to your spouse's requests in a timely way.
- Motivating your spouse to accomplish desired goals.
- Preferring people involvement over task focus.
- Being more flexible.
- Using creativity in communicating with your spouse.
- Making tactful decisions.
- Self-directed and independent on home and work projects.
- Maintaining an ever-changing, friendly, home environment.
- Participative decision making with your spouse.
- Coping with rapid changes at home.

# CORE AND ADAPTED STYLE

*John'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 John may feel when he Adapts his style to the home environment.*

## PROBLEMS - CHALLENGES (Core Style)

John is ambitious in his approach to problem solving, displaying a strong will and a need to remove all obstacles. John has a tendency to make individual and family decisions with little or no hesitation.

## PROBLEMS - CHALLENGES (Adapted Style)

John sees no need to change his approach to solving problems or dealing with challenges in his present environment.

## PEOPLE - CONTACTS (Core Style)

John is factual and logical in his attempt to persuade others. He looks at things in a rather direct and straightforward manner. His approach can be analytical and objective when attempting to influence his spouse and others.

## PEOPLE - CONTACTS (Adapted Style)

John projects a positive and enthusiastic attitude toward influencing others. He sees the need to be trusting and wants to be trusted.

# CORE AND ADAPTED STYLE

## PACE - CONSISTENCY (Core Style)

John is comfortable in an environment that is constantly changing. He seeks a wide scope of tasks and duties. Even when the environment is frantic, he can still maintain a sense of equilibrium. He is capable of taking inconsistency to a new height and to initiate change at the drop of the hat.

## PACE - CONSISTENCY (Adapted Style)

John wants a home environment that is variety-oriented. He feels a great sense of urgency to get things completed quickly. He is eager to accept change and be involved in many activities.

## PROCEDURES - CONSTRAINTS (Core Style)

John is concerned with doing things right. He can be quite worrisome and possibly fearful that mistakes will crop into the procedure. He 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.

## PROCEDURES - CONSTRAINTS (Adapted Style)

John sees the need to be open-minded about rules. However, he is aware and sensitive to the implications of not following rules and procedures.

# THE MINISTRY INSIGHTS™ WHEEL

The Ministry Insights™ Wheel is a powerful tool to help John visually see his "Core" strengths and how he may be "Adapting" his style to meet others' expectations.

- The circle represents John's "Core" Style.
- The star represents John's "Adapted" Style.

If the star and circle are plotted in different boxes on the wheel, then John is adapting his style. The further the two points are from each other, the more John may feel the need to "Adapt" to others' expectations.

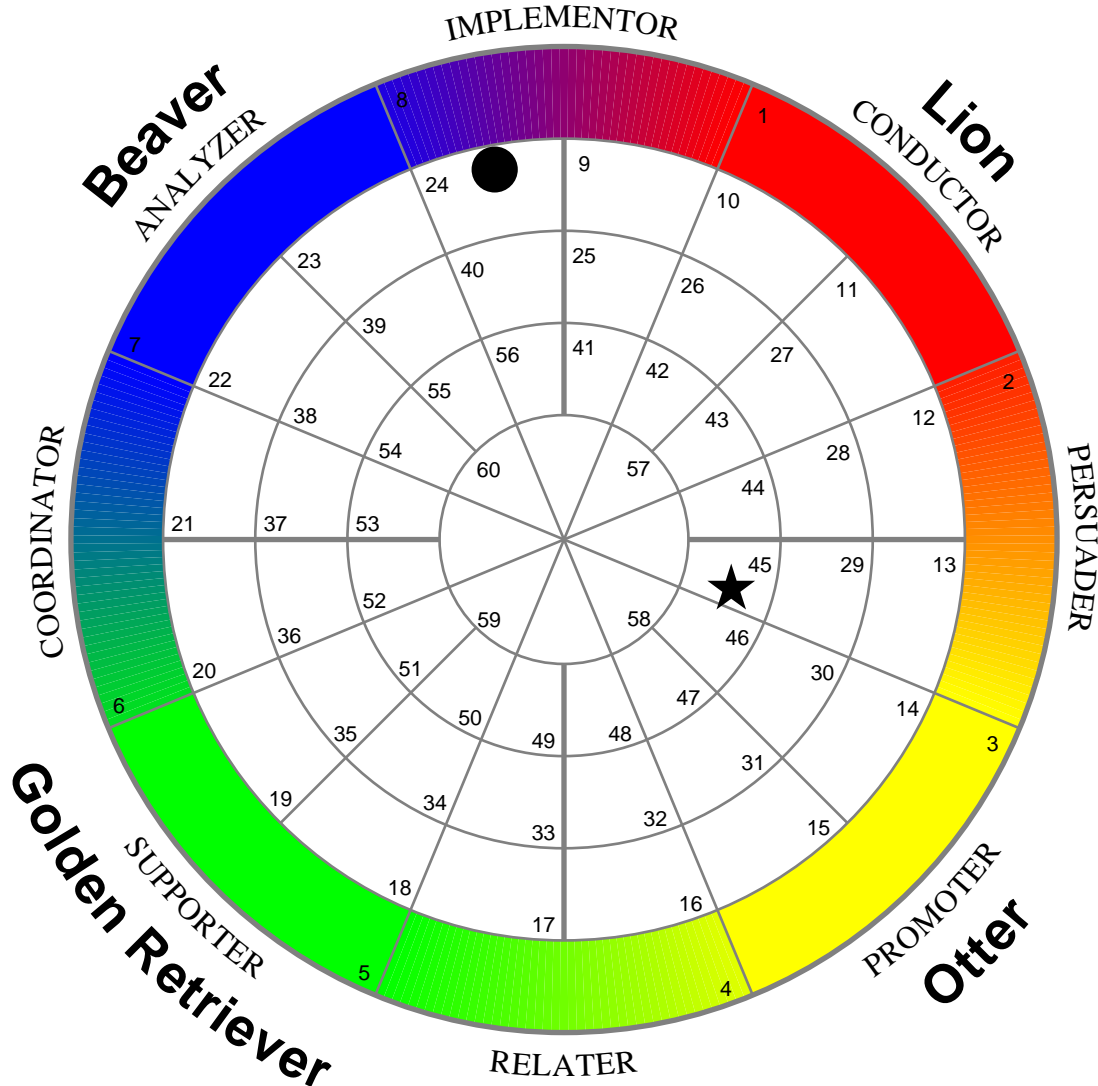
If John is married and his spouse also took the assessment, it would be advantageous to get together and compare each person's Wheel, and notice any differences between their "Core" and "Adapted" styles. This allows for quick identification of potential conflict. This will also help identify where communication, understanding and appreciation can be increased.

Also notice on the outside of the circle descriptive words like "Conductor" or "Supporter." These words are designed to help describe John's "Core" and "Adapted" Style.

# THE MINISTRY INSIGHTS™ WHEEL

**John Doe**

9-22-2004



"Adapted" Style: ★ (45) PROMOTING PERSUADER (ACROSS)

"Core" Style: ● (24) ANALYZING IMPLEMENTOR

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