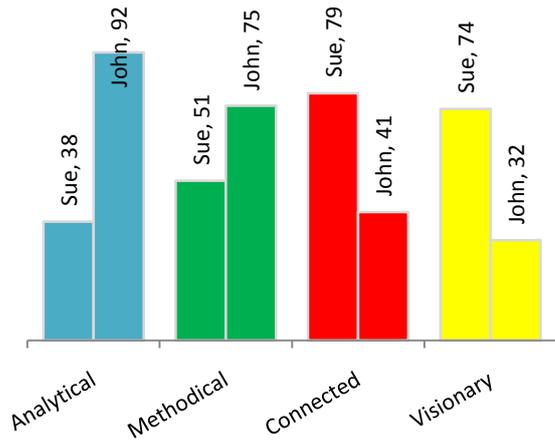
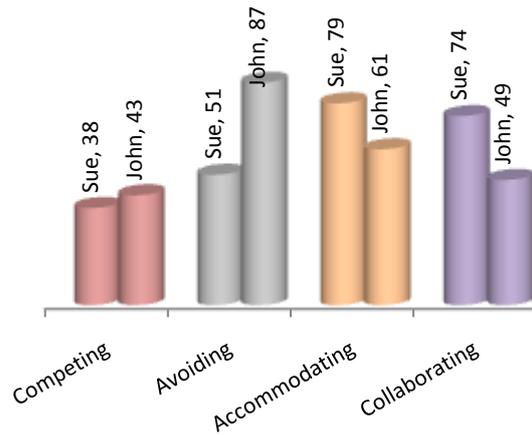


Welcome Sue Pratt and John Gartner

Analytical (facts)	Visionary (change)
Methodical (order)	Connected (people)



Compete	Collaborate
Avoid	Accommodate



Draft v1.09

Date and time of this analysis : 11 February 2013

In this report :

Sue Pratt = Sue

John Gartner = John

Code 15201-0000026

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1. INTRODUCTION

**Average relationships communicate, because they have to.
Great relationships communicate well, because they know how!**

PLEASE NOTE THAT WE BELIEVE ANY TWO PEOPLE CAN COMMUNICATE WELL IF THEY ARE WILLING TO UNDERSTAND THEIR DIFFERENCES AND SIMILARITIES IN COMMUNICATION. IN THIS REPORT WE DEFINITELY DO NOT SAY PEOPLE ARE INCOMPATIBLE OR ANY SIMILAR TYPE OF CONCLUSION YOU COULD MAKE. ALL PEOPLE CAN COMMUNICATE AND WITH SOME EFFORT COULD COMMUNICATE WELL.

ALSO THERE IS NO RIGHT OR WRONG AS ALL STYLES AND BEHAVIORS ARE APPLICABLE IN CERTAIN SITUATIONS.

A FINAL NOTE IS THAT YOU MIGHT NOT EXPERIENCE AS PER THE STATEMENTS IN THIS REPORT. THE REPORT HIGHLIGHTS POTENTIAL ISSUES THAT COULD SURFACE OR MIGHT ALREADY HAPPEN.

The focus of this profile is to improve effective 1-on-1 communication. Communication is the sharing or exchange of information, but to be effective an understanding of how people exchange information and how they would like to receive it is important. At the heart of this is an understanding of you and the other person's communication preferences, and then a respect that you could differ in your preference. We also need to know what are the areas that we as a 2-person team might have to work on.

We all know relationships where both people are great people, but together they fail to communicate well between each other. No matter what they do ... they just seem to struggle through their communication.

So what is the difference between great relationships and once as mentioned above?

They know how to communicate effectively.

They understand they differ in the way they communicate.

They really have an understanding of different ways of communication.

This underpins the intention of this profile.

Also please note when you score low in an area...it does not mean you can't do it, we are saying that people might perceive you as that as your higher preferences will get preference when communicating.

This report consists of :

1. A Summary
2. Feedback to the individuals
3. Feedback re each other
4. Feedback jointly as a "team"

When applied correctly it can make a difference in the effectiveness of your communication and hence well-being of the relationship. With proper training, guidance and coaching you can experience excellent success.

Please feel free to inform others about this analysis. Tell them to go to www.2interact.com .

Thank you

The 2interact team

2. STYLE OF COMMUNICATION

Research done by Philip Vogel and Roger Sperry led to the understanding that our brain is divided into 2 specific hemispheres, namely left and right brain. These 2 hemispheres perform distinct functions from left being analytical and methodical to right being connected and visionary. And we all have preferences in these hemispheres. Further research by Ned Herrmann, Kobus Neethling, Geil Browning, Priscilla Donovan and others extended the defining of the brain into also an upper brain and a lower brain, giving 4 distinct areas, namely upper left, upper right, lower left and lower right. These areas have been linked to further refine what happens in the brain. However, the 4 thinking styles that were linked directly to certain parts of the brain is now seen by new researchers as a metaphor. The 4 types of thinking remains.

The styles of communication used in this profile differs slightly from the work above as the premise of the above is that we don't change easily in our thinking or preference. We support the above metaphor, but believe that what people experience of us is not what we think, but rather what we communicate. Changing a personality or thinking preference is difficult, but changing the way you communicate is much easier. We focus on communication.

Our communication is filtered through our own fears, excitement and experience. Some people think very visionary, but when they communicate they communicate very factually as their filters step in the way. 2interact focus on communication ... what others hear/see from us.

In this report the words **Visionary**, **Analytical**, **Connected** and **Methodical** will refer to the 4 communication preferences as defined below. The word Preference will refer to your communication preference as calculated from the questionnaire you completed.

The communication styles :	
<p><u>Analytical</u> want all the facts and like to analyze them. Great for making decisions in a rational way through their attention to detail and facts, but might analyze too much. When talking to them talk with logic and prepare your facts, but don't be too informal or unprepared on facts and don't create answers. Some descriptors : Factual, Critical, Rational, Realistic, Can substantiate</p>	<p><u>Visionary</u> are opportunistic, risk takers and enjoy new ideas. Great for change and outside the box thinking, but not always good on completing things. When talking to them talk about the future and the bigger picture, but don't be inflexible and don't play it too safe. Some descriptors : Imagine, Speculate, Ideas, Risk Taking, Big Picture, Future Thinking</p>
<p><u>Methodical</u> want order and want to apply processes to most things they do. Great for finishing things, but they do not normally enjoy change. When talking to them talk each point to conclusion and stick to an agenda, but don't be disorganized or introduce too much change. Some descriptors : Order, Reliable, Structure, Thorough, Tried and Tested, Plans/Methods</p>	<p><u>Connected</u> pay a lot of attention to relationships and are empathetic and sympathetic. Great for focusing on the people, but they might steer away from the objective facts or the process. When talking to them talk about people and family, be supportive and keep eye contact, but don't be insensitive to people. Some descriptors : Emotional, Sympathetic, Teams, Supportive, Approachable, Feelings</p>

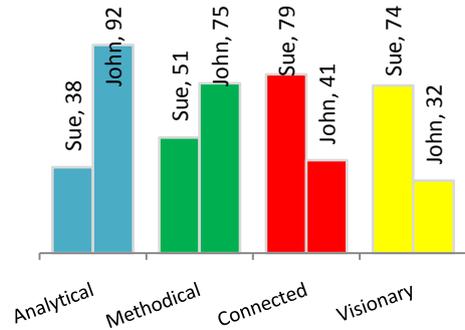
Pay attention to what you communicate (the above styles) and watch how you improve your ability to persuade and influence people in a positive way. What you communicate will improve relationships in the work as well as in your private life.

Try it and watch the difference.

2a. STYLE OF COMMUNICATION FEEDBACK

Sue and John you do not have similar styles of communication at all with some areas with major differences. Please note that similarities and differences could need attention.

Style of communication generally refers to what we communicate, i.e. What information we communicate. Is it factual, or is it in a sequential format, or is it emotions or is it thinking about the big picture and some risk taking. To be successful in communication we must respect the other person and sometimes be willing to change.



Sue's style

ANALYTICAL - LOW PREFERENCE You have a fairly low liking for facts, detail and correctness of information. You might be seen as a little vague with information and the correctness of it. Pay some attention to this.

METHODICAL - LOW PREFERENCE You are sometimes seen as a person that do not follow processes and procedures. You might be seen as a bit unstructured. Become a little bit more structured when communicating.

CONNECTED - STRONG PREFERENCE You might be a bit too focused on the relationship and not enough focus on the task at hand. Watchout being too emotional and "feelings" and pay some attention to the other styles.

VISIONARY - STRONG PREFERENCE You might be seen as a bit of a risk-taker and a person with too many new ideas and not enough detail and/or process. You need to tone this down especially dealing with people that are not as visionary.

John's style

ANALYTICAL - STRONG PREFERENCE You like facts, detail and correctness of information. You might be seen as questioning too much and being a bit over concerned with correctness of information. Relax a bit on being too analytical.

METHODICAL - STRONG PREFERENCE You follow procedures and like to do things in an orderly way. You might be seen as too structured and stuck in your ways. Relax a bit on being so process driven when communicating.

CONNECTED - LOW PREFERENCE You occasionally do not prefer first dealing with emotional issues when communicating. You might be seen as sometimes a bit cold. Pay some attention to emotions and feelings when communicating.

VISIONARY - VERY LOW PREFERENCE You normally do not deal with risk, new ideas and change when communicating. You might be seen as a person that does not like change. Pay more attention to generating new ideas and some risk.

Sue and John as a 'team in styles of communication'

ANALYTICAL MODERATE PREFERENCE - Sometimes you need to manage this and even moderate it as you could waste time on factual and detailed debates, even sometimes too critical and asking too many questions. You might analyse too much. Sometimes tone this down.

METHODICAL MODERATE PREFERENCE - Sometimes you need to manage and moderate this as you might be sometimes a bit too process driven and "doing it by the book" or being set in your ways. Pay some attention to the other styles of communication.

CONNECTED MODERATE PREFERENCE - Sometimes manage this and even moderate it as your discussions might be a bit emotional - maybe too empathetic and sympathetic at times. You need to also pay a little attention to the other styles of communication otherwise you might miss important issues to discuss.

VISIONARY MODERATE PREFERENCE - This must sometimes be managed and even moderated as the you might be a bit all over the place and sometimes too much risk taking when communicating. Also pay a bit more attention to the other styles of communication.

Sue and John potential issues in your styles of communication'

John and Sue you might have some differences in analytical communication as the difference in preferences is very high. The former might think the latter is too vague and the latter might think the former questions too much.

John and Sue you might have some small differences in methodical communication as the difference in preferences is fairly high. The former might think the latter is too unstructured and the latter might think the former is too process driven.

Sue and John you might have some differences in connected communication as the difference in preferences is very high. The former might think the latter is too "cold" and the latter might think the former is too emotional.

Sue and John you might have some major differences in visionary communication as the difference is very high. The former might think the latter is too "stuck in their ways" and the latter might think the former is a bit all over the place.

3. BEHAVIOR IN COMMUNICATION

Research done by Kenneth Thomas and Ralph Kilmann identified different behaviours people have when they are in conflict. Their focus was very much on conflict and is most probably the best definition of different conflict behaviours.

Taking guidance from this 2interact defined a model that is based on improving communication and especially to understand how we behave in communication without even knowing it.

Behavior in communication can be described along the key dimensions of assertiveness and cooperativeness.

The level of **assertiveness** is determined by the extent to which the one's own interests are pursued. This can range between :

High assertive – strong desire to meet own interests when dealing with others.

Low assertive – low desire to meet own interests when dealing with others.

The level of **cooperativeness** is determined by the extent to which the individual is willing to accept the view of others and change their own. This can range between :

High flexibility – very willing to accept others' views and change own views.

Low flexibility - not willing to change own view even if there are reasons to.

It is important to remember that there is no “right” or “wrong” behavior for effective communication. Any one of the 4 behaviors can be appropriate depending on the given situation, the issue at hand and the behavior of the individual/s you are communicating with.

<p><u>Competing</u> communication generally refers to a tendency to want things to go your way. Good when needing to direct people, but not so good when the need is for an understanding of the other person's view.</p> <p>Some descriptors : My way, Listen to me, Directive, Commanding</p>	<p><u>Collaborating</u> communication refers to the ability to take all views into consideration when communicating. Good to get to a mutually agreeable situation, not so good when needing to set the tone or direction of communication.</p> <p>Some descriptors : My and your way, Give-and-Take, My and your needs, Joint benefit</p>
<p><u>Avoiding</u> communication refers to a tendency to rather not be involved in giving your opinion and hearing that of others. Good when the issue at hand is not important or trivial, but not so good when sharing of views is important.</p> <p>Some descriptors : Let us not discuss, Not important, Too sensitive to discuss, Next topic</p>	<p><u>Accommodating</u> communication refers to a tendency to pay more attention and put more emphasis on the view of the other person. Good when harmony is required and you can let them have their view, but it reduces your impact.</p> <p>Some descriptors : Your way, I am listening, Supportive, Agreeing</p>

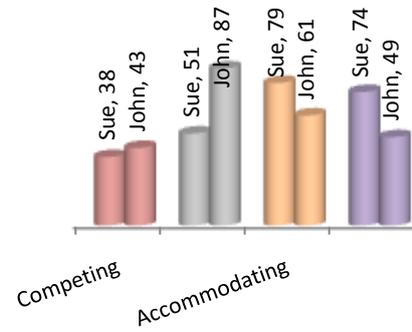
Pay attention to how you communicate (the above behaviors) and watch how you improve your ability to persuade and influence people in a positive way. How you communicate will improve relationships in the work as well as in your private life.

Try it and watch the difference.

3a. BEHAVIOR IN COMMUNICATION FEEDBACK

Sue and John you do not have similar behaviors of communication with some areas with big differences. Please note that similarities and differences could need attention.

Behavior in communication refers to how we communicate, i.e. What is our stance when sharing information. Is it competing (my way or the highway), is it accommodating (your way not mine), is it avoiding (let's not deal with it), or is it collaborating (a give and take). There is no right or wrong, just a respect and maybe altering.



Sue's behavior

COMPETING - LOW PREFERENCE You need to sometimes be a bit more competing on what you want. You might sometimes feel after communication that you should have been more assertive. Just pay some attention.

AVOIDING - LOW PREFERENCE You need to avoid issues that are not important a little bit more as you might spend time on issues that requires no or little effort. Try next time to use less time on an issue that is not important.

ACCOMMODATING - STRONG PREFERENCE You generally want others to get their way and nearly compromising your own stance on issues. You need to sometimes tone this down and either avoid or be more assertive when in communication.

COLLABORATING - STRONG PREFERENCE You generally like to get to some agreement with some give-and-take. Even though this is sometimes good it could also mean that you could discuss issues beyond getting to an agreement.

John's behavior

COMPETING - LOW PREFERENCE You need to sometimes be a bit more competing on what you want. You might sometimes feel after communication that you should have been more assertive. Just pay some attention.

AVOIDING - STRONG PREFERENCE You tend not to deal with issues if it is not important, but also might avoid dealing with issues that are important. Pay attention to important issues and make sure you discuss it.

ACCOMMODATING - MODERATE PREFERENCE You sometimes want others to get their way and could compromise your own stance on issues. You need to sometimes tone this down. Just pay some attention to it.

COLLABORATING - LOW PREFERENCE You could have a bit of a tendency to pay less attention to getting to a mutually agreeable conclusion when communicating. No real need for concern, just be aware and sometimes manage it.

Sue and John as a 'team in behaviors in communication'

COMPETING LOW PREFERENCE - There could be a tendency for you not to firmly address issues with each other. Not a major concern, but keep in mind.

AVOIDING MODERATE PREFERENCE - You might sometimes find that you do not address issues when it is required or you might even sometimes ignore issues. It is ok if it is not that important. Not a major concern, but manage it.

ACCOMMODATING STRONG PREFERENCE - You might find that you could be too compromising in discussions and nearly get in a situation that you want to just accommodate each other and not really push for a win-win situation. Try a bit give-and-take and see the difference.

COLLABORATING MODERATE PREFERENCE - You are mostly willing to discuss issues which is good, but maybe sometimes a bit too much focussed on a give-and-take outcome. Your score is not one for major concern.

Sue and John potential issues in your behaviors in communication'

You generally agree in your competing communication. Just remember your joint competing low preference in communication and you need to take the guidance earlier on this page.

John and Sue you might have some differences in avoiding as the difference in preferences is very high. The former might think the latter waste time trying to address everything and the latter might think the former is not addressing issues.

You might have a small chance of differing in your accommodating communication. Just remember your joint accommodating strong preference in communication and you need to take the guidance earlier on this page.

Sue and John you might have some differences in collaborating as the difference in preferences is fairly high. The former might think the latter is not interested in making joint decisions and the latter might think the former compromises too much.