

# Couples Behavioural Analysis Report

This analysis is based on the responses given in the online questionnaire. This analysis should not be the sole criterion for making decisions about these people. The purpose of this analysis is to provide supporting information for this couple.

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## (Group Name)

Organisation:

(Organisation)

Date:

06.01.2019



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This Couples Report combines the results of two individuals' Behavioural Analysis Reports into report. It is designed to help you understand each other better, as well as to help you build a relationship that is based on mutual understanding and respect for your individual differences. Please remember that there are no good or bad categories, just behavioural differences.

All the information in this report is derived from the individuals' respective **natural behavioural styles**. These are the behavioural styles that require the **least** amount of energy and effort to exhibit and are usually the most comfortable to each individual.

There is no ideal behavioural style. This couples report is based on the principle that each of the styles has its own strengths and development areas.

This Couples Report divides all of the different behavioural styles into four main styles:

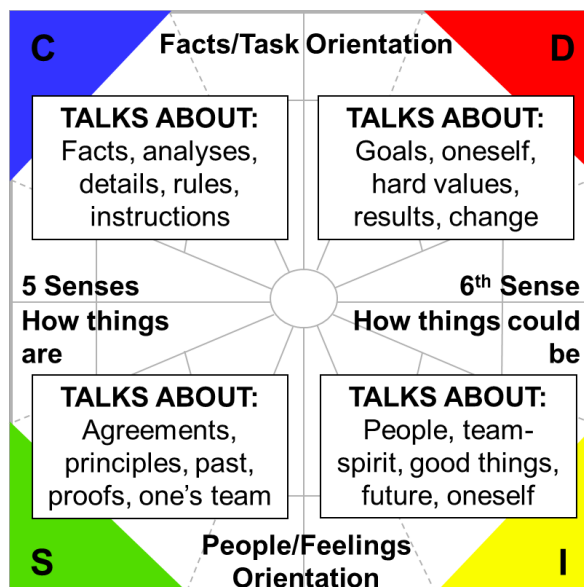
**Dominance** - D styles are competitive, aggressive decisive and results-oriented, but can also be impatient, overbearing and even rude.

**Influence** - I styles are talkative, sociable, optimistic and friendly, but can also be inattentive to detail, overly talkative and emotional.

**Steadiness** - S styles are calm, helpful, patient, modest and laid back, but also need stability and security and, therefore, help with change.

**Compliance** - C styles are precise, logical, matter-of-fact, analytical and careful, but can also focus too much on details and lose the big picture.

## How to identify the Behavioural Styles



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## Your Individual Profiles

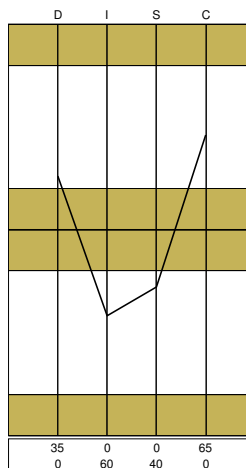
The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

**Profile II** - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

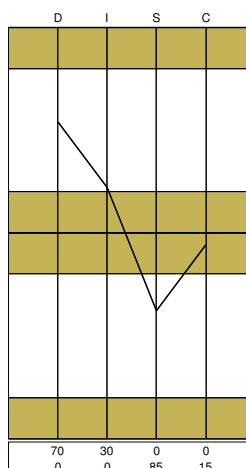
There are no good or bad profiles, just different.

Profile II - Natural Style

Donald Banks



Ellen Barnes



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## Attributes

### Donald Banks

Particular, logical, demanding, creative, critical, distant, active, innovative, respects and makes rules, ambitious, outspoken, pedantic, bold, shy.

### Ellen Barnes

Decisive, bold, direct, demanding, active, independent, restless, alert, results-oriented, communicative, outspoken, ambitious, competitive, seeks chances to win, hard-headed.

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## Flexibility Zones

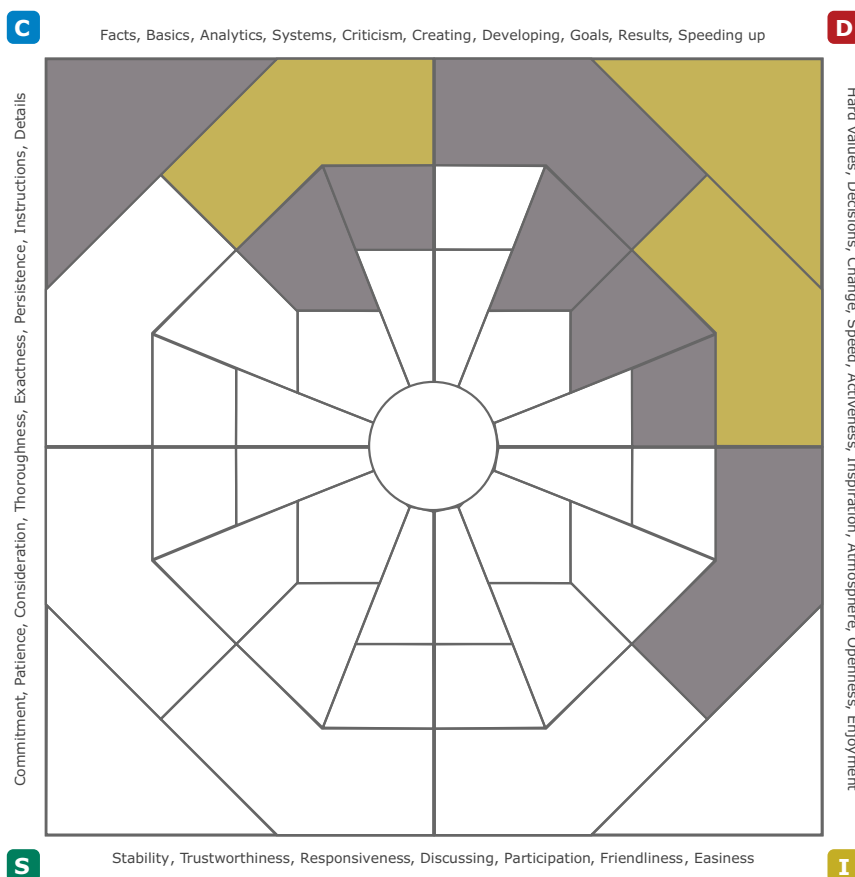
The below Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The deepest shade on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The remaining shadings demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The white areas of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The further you move from your deepest shade, the more energy required.



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## Communication Style

This section will help you to understand how you and the other person likes to communicate and be communicated to. Flow of information and listening is important.

### How each person tends to communicate:

#### Donald Banks

When speaking about his specific field, nobody has to add a thing. Usually he keeps information to himself and is not very eager to spread it around. He prefers to talk to people who understand him.

#### Ellen Barnes

This person, who usually has above-average intelligence, can control quite a broad scale of communication. As long as she knows what is expected from her, she is ready to do anything to attain the goal. By nature she usually just informs without explaining. Usually she thinks she is right and "God help those who doubt him" without a proper explanation.

#### Communication - Direct and clear

Donald Banks: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

#### Communication - Friendly and close

Donald Banks: -5 **-4** -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 **-2** -1 0 1 2 3 4 5

#### Communication - Listening and patient

Donald Banks: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 **-2** -1 0 1 2 3 4 5

#### Thoughtful, fact-based communicator

Donald Banks: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Ellen Barnes: -5 -4 -3 **-2** -1 0 1 2 3 4 5

#### Active sharing of factual information

Donald Banks: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

#### Communicating in a compelling and positive way

Donald Banks: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

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## The way each person tends to listen:

### Wants to do the talking

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Listening and expressing understanding with body language

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Being able to stop listening to focus on own thoughts and ideas

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Paying attention only to the essential information

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Preferring to listen to short stories only

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Listening to short and exciting stories

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Listening by being present and available

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Focusing only on the essential information

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Paying attention to the facts and details

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5



## Understanding each other

This section covers a more in-depth look about each person regarding how they may make decisions, openness to share and take initiative, along with planning and adaptability.

### The way each person makes decisions:

#### Donald Banks

In making decisions he can be quick and slow at the same time ( he finds a solution quickly but his ambition for perfection does not let him be satisfied with it). He bases his decisions on reason and tries to find the absolute truth. He prefers to delegate decision-making that involves taking risks or responsibility for people to someone higher up.

#### Ellen Barnes

She is strong and confident in making decisions. She forms her opinion quickly and thus is sometimes wrong. She does not change her mind when somebody tries to prove that she is mistaken. She has to discover that herself - others cannot tell her. Most important to her is the goal, but she also defends those people who are important to her according to her understanding.

#### Making well thought out decisions based on security

Donald Banks: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Ellen Barnes: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Making considered decisions based on detailed analysis

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Ellen Barnes: -5 -4 -3 **-2** -1 0 1 2 3 4 5

#### Making spontaneous decisions based on intuition

Donald Banks: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

#### Making fast decisions based on achieving goals

Donald Banks: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 **5**



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## How each person takes initiative and is open to share:

### Being willing to share one's mistakes with others

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Being alert to one's own mistakes and willing to fix them

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Taking initiative

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Showing initiative in solving problems

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

## How each person might plan or be adaptable:

### Being flexible in adapting to changes and setbacks

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Limited room for flexibility

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Long-term planning of details

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Planning the use of own time

Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

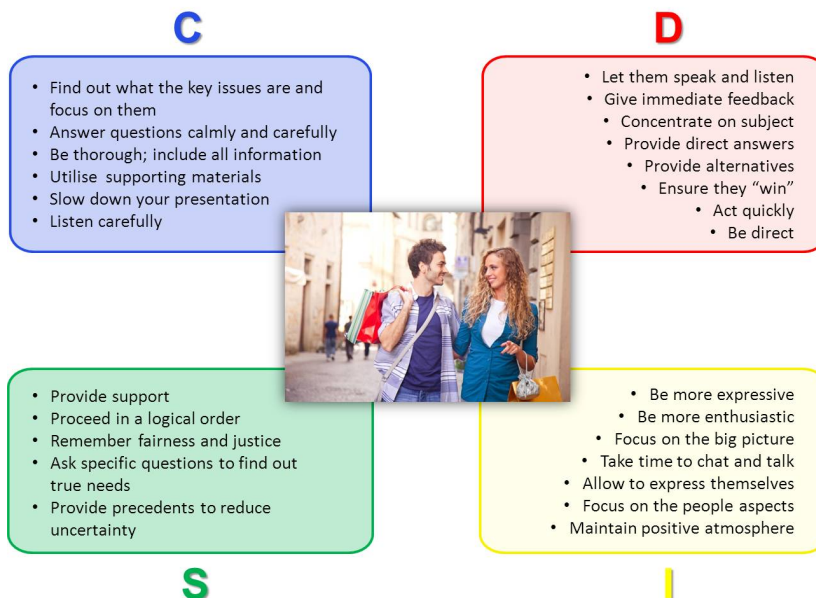
Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

### Systematic planning of activities

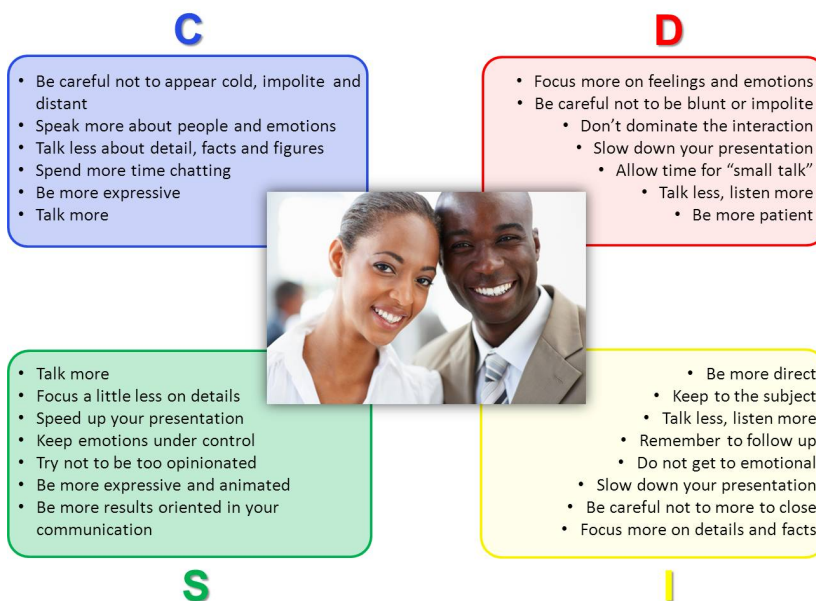
Donald Banks: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ellen Barnes: -5 -4 -3 -2 -1 0 1 2 3 4 5

## When communicating with different behavioural styles



## Improving your communication



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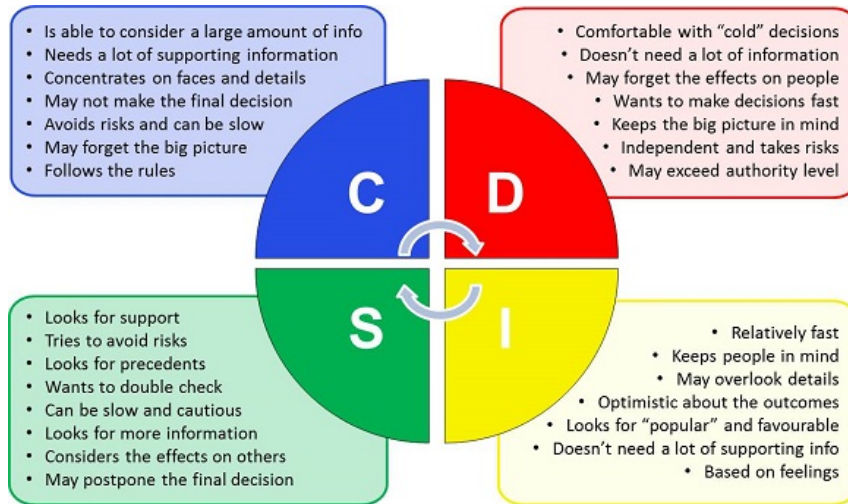
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## Decision Making



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## Couples Report Worksheet

How similar or different are our styles? What does this mean to us?

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Are we taking advantage of our individual strengths? If not, which specific strengths do we have as individuals?

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What is each person's natural communication style?

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How could these communication styles strengthen or hinder a relationship?

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**Thank you for completing the FinxS online questionnaire  
and obtaining this Couples report!**

