

# PERSONAL FITNESS SYSTEM

Lifestyle Insights

**Jamie Smith**

2-11-2006

# INTRODUCTION

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- how you respond to problems and challenges.
- how you influence others to your point of view.
- how you respond to the pace of the environment.
- how you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

*"All people exhibit all four behavioral factors in varying degrees of intensity."  
—W.M. Marston*

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# GENERAL FITNESS CHARACTERISTICS

*Based on Jamie's responses, the report has selected statements to provide a broad understanding of her exercise style. These statements identify the basic natural behavior that she brings to the fitness program. Use the general characteristics to gain a better understanding of Jamie's natural exercise style.*

Jamie enjoys popularity and social recognition. It is important to her to exercise well enough to get into "good" shape and be "one of the gang." She is very sociable and will tend to engage her trainer in conversation. This is fine provided that the social conversation is not allowed to take the time which should be devoted to exercising. She often gets tied up talking to people and may arrive late. She should take care to allow enough time to warm up and stretch before she exercises. She, an outgoing kind of person, feels at home with strangers. She has no problem working with strangers. Soon after meeting Jamie others will feel like they have known her for years. Jamie is gregarious and sociable. She will be seen as a friendly mixer. She can combine and balance enthusiasm and patience in her approach to exercise.

Jamie tends to adopt unusual techniques and then may attempt to sell you on the fact it was the proper thing to do. She should avoid harmful techniques in exercising which would inevitably lead to injury, but she may continue to practice unconventional methods. She believes guidelines exist to serve rather than to be followed by her. She won't hesitate to do something unorthodox if she feels it will get her a better result. Decisions, as to whether modifications in her program are working, are made after testing them out and seeing the results. Losing concentration and focus will be Jamie's worst enemy.

Jamie usually uses many gestures when talking. This tendency to gesture makes it imperative

## GENERAL FITNESS CHARACTERISTICS

that conversation cease when she begins to exercise. Some see her as too talkative and emotional. She evaluates others by their verbal skills and warmth. She would get along better and learn more from an outgoing, rather than an introverted, trainer. She uses her time imprecisely; that is, she likes to talk to people. Often she will get "tied up" and arrive late. Sometimes she is guilty of not completing or hurrying through her workout.

# STRENGTHS AND WEAKNESSES

*Each exerciser brings her own strengths and weaknesses to the workout. This section of the report allows you to analyze Jamie's strengths and weaknesses. Read and share these statements with Jamie. She may not actually have any of these weaknesses. An area of strength, however, can become a weakness if carried to extreme. Identify at least one area of improvement needed and develop a plan to overcome it.*

- STRENGTH - Values people over results. WEAKNESS - May have difficulty concentrating on her technique and the things she should be doing for improvement.
- STRENGTH - People-oriented. WEAKNESS - May be more concerned with popularity in the club than improving herself physically.
- STRENGTH - Problem solver. WEAKNESS - Acts impulsively and makes decisions about not only her exercising technique but her strength or endurance on a surface analysis.
- STRENGTH - Good interpersonal relationship skills. WEAKNESS -none.
- STRENGTH - Optimistic exerciser. WEAKNESS - May overestimate her ability or the pace at which she will improve.
- STRENGTH - Good talker and good at meeting new people. WEAKNESS - May irritate some exercisers by being too talkative. May tend to overstate her abilities and be viewed as boastful.
- STRENGTH - Demonstrative and ebullient. WEAKNESS - May lose concentration if attempting to talk and exercise at the same time. May be talking when she should be listening.

# HINDERING FACTORS

*This section lists possible "Core" limitations or tendencies for Jamie. It does not consider life and work experiences or formal education and coaching that she may have received to overcome these obstacles. Review with Jamie and cross out those limitations that do not apply. Highlight one to three statements that are hindering her performance and develop an action plan to eliminate or reduce these tendencies.*

Jamie has a tendency to:

- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Overuse praise in motivating others.
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Be optimistic regarding possible results of her program.
- Be so enthusiastic that she can be seen as superficial.
- Make decisions based on surface analysis.

# CHECKLIST FOR COMMUNICATING

*Communication can be directly related to the effectiveness of a fitness program. Listed below is a list of statements describing things to "do" in order to effectively communicate with Jamie.*

## Do's

- Define clearly (preferably in writing) what you think Jamie should be doing on her own to make your advice effective.
- Look for hurt feelings or personal reasons if you find that Jamie is not keeping her appointments or is not following your advice.
- Provide testimonials from athletes/exercisers Jamie admires.
- Plan an approach to her exercise program which supports her goals and intentions. Remember that, for her, it may be more important to be able to win friends and influence people through exercise than to win competitions.
- Provide guarantees that any change you propose to make in her workout program will increase accuracy and minimize risk; give assurances that the new techniques will help achieve her results.
- Try to be stimulating, fun-loving, fast-moving. Mix things up. Jamie will respond better to an exercise program which includes variety, such as circuit training or cross training (unless the session is short).
- Start a session, however briefly, with a personal comment. Break the ice.
- Provide ideas for implementing recommendations. Ways to make exercise more fruitful and fun.
- Provide personal assurances that what you are asking her to do will improve her fitness level. Give clear and specific solutions.
- Ask ("how?") questions to draw her opinions.
- Ask for her opinions/ideas regarding other exercisers, what she thinks makes a particular athlete good or bad.
- Leave time for relating, socializing.

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# DON'TS ON COMMUNICATING

*Communication strategies are one of the most important keys to developing and maintaining rapport with your clients. There are "communication don'ts" that will tend to alienate an effective relationship with Jamie. Review these statements and avoid them where possible.*

## Don'ts

- Don't be vague.
- Don't waste time trying to be impersonal, judgmental or too task-oriented. Jamie views both her private sessions and her workouts as social occasions.
- Don't try to change her rapidly or all at once. Work on one thing at a time for plenty of time.
- Don't insist that she do her workouts alone. It may work better to pair her up with another partner and suggest that they practice together. If people are involved in her exercise programs, she'll exercise more often.
- Don't kid around too much, or "stick to the agenda" too much.
- Don't be domineering or demanding; don't dictate to her on the basis of your superior knowledge or skill.
- Don't debate about results. Make your decisions and recommendations based upon what you see and try to figure out why she is not improving if she is exercising consistently.
- Don't force her to respond quickly to your opinions; don't say "Here's how I see it," right away. Suggest gently and ask her if she agrees.
- Don't keep deciding for her, or she'll lose initiative and interest needed to exercise consistently.
- Don't be abrupt and rapid.
- Don't leave decisions hanging in the air. By the end of the first session you should be able to tell Jamie what her major weaknesses are and how you and she are going to go about correcting them.



## IDEAL ENVIRONMENT

*This section identifies the ideal exercise environment based on Jamie's basic style. People with limited flexibility will find themselves uncomfortable working out in any situation not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific environments and activities that Jamie enjoys and also those that create frustration.*

- Little conflict between people.
- Freedom from control and detail.
- Democratic trainer with whom she can associate.
- Workouts with a high degree of people contacts.
- An environment in which she may deal with people on a personal, intimate basis.
- A stable and predictable environment.

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# KEYS TO COACHING

*Below are listed a number of needs Jamie has which must be met for her to receive maximum benefit from an exercise program. Look over the needs and see what can be done to meet them.*

## Jamie needs:

- To discipline herself to the routine of consistent exercise. To spend more time polishing her technique, something she may detest doing.
- A complete program devised for improving her workout program and time to adjust to changes gradually.
- To stifle emotions where appropriate. Maintain an even keel. Don't get too pumped-up or too down when exercising.
- A rational approach to decision making while exercising. To learn to be ruled by intellect rather than emotions.
- A feeling of belonging--to know how important she is to others.
- To maintain focus on her own workout, using proper technique, and be less social.
- Better organization of her workout schedule.
- To set measurable fitness goals.
- A warm and friendly workout environment.
- Shortcut methods that don't negatively affect results.
- Help on controlling time and setting priorities.
- Rewards in terms of improved results, not just flattery and praise.
- Steps to be taken to ensure her workout is performed in a logical sequence.

# KEYS TO MOTIVATING

*Below is a list of what Jamie wants from a fitness program and from a trainer. People are motivated by the things they want. Look over the wants and see what can be done to meet them.*

Jamie wants:

- No restrictions to hamper results. If it works, use it.
- Participation in setting the agenda and the pace of her instruction.
- To be trusted to exercise on her own.
- To be judged by her results and her accomplishments rather than her form.
- Flattery, praise, popularity and positive reinforcement.
- Freedom to talk and converse with both her trainer/fitness professional and other exercisers.
- Group activities associated with exercise or athletics.
- Unusual, new or difficult workouts.
- Visible rewards in what is most important to her--to be accepted into the club.
- The chance to have fun (exercise hard--work hard).
- Freedom from many rules and regulations.
- To exercise with people who aren't bothered by her displays of emotion.
- Freedom from control and obsessive attention to correcting minor flaws.

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# PERCEPTIONS

*A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Jamie's self-perception and how, under certain conditions, others may perceive her behavior. Understanding this section will empower Jamie to project the image that will allow her to control the situation.*

## "See Yourself As Others See You"

### SELF-PERCEPTION

Jamie usually sees herself as being:

Enthusiastic  
Charming  
Persuasive

Outgoing  
Inspiring  
Optimistic

### OTHERS' PERCEPTION

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

Self-Promoting  
Overly Optimistic

Glib  
Unrealistic

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

Overly Confident  
Poor Listener

Talkative  
Self-Promoter

## SECTION TWO: Additional Insights

How much do you feel you're having to adapt your Core Style in your environment.

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

The Adapted graph that follows 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 workout environment.

For example, let's say the high point on your Core graph is a (D) and you feel the need to avoid D tendencies when you are with your fitness coach or just working out or engaged in a sport with a friend. This could cause your D 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 workout situation 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 person would probably not be the "Life of the party," while an extroverted would talk to everyone - which may cause one or both 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

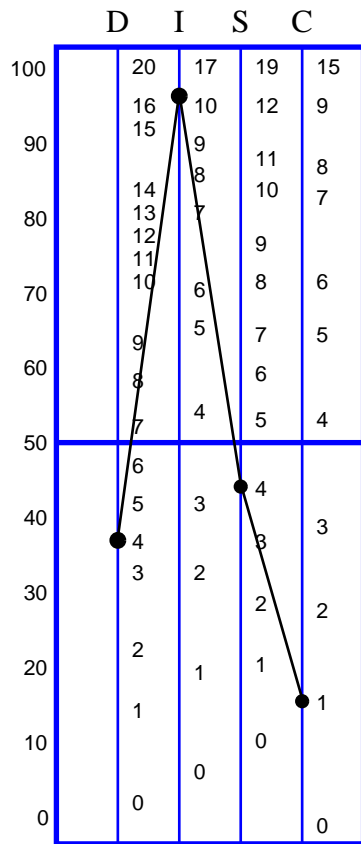
**Jamie Smith**

2-11-2006

**MOST**

**Graph I**

"Adapted" Style



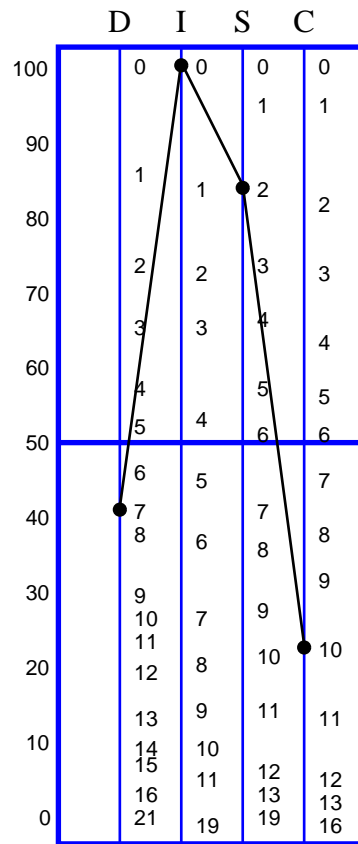
Score  
%

4	11	4	1
38	96	45	17

**LEAST**

**Graph II**

"Core" Style



7	0	2	10
42	100	84	24

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# ONE-WORD DESCRIPTORS

## Your Unique Strengths

Based on Jamie's responses, the report has marked those words that describe her. They describe how she solves problems and meets challenges (D), influences people (I), responds to the pace of the environment (S) and how she responds to rules and procedures (C) set by others.

Dominance	Influencing	Steadiness	Compliance
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		Exacting
Determined	Warm		Neat
Aggressive	Convincing	Possessive	Systematic
Competitive	Polished	Predictable	Diplomatic
Decisive	Poised	Consistent	Accurate
Venturesome	Optimistic	Deliberate	Tactful
Inquisitive	Trusting	Steady	Open-Minded
Responsible	Sociable	Stable	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		Impetuous	
Unobtrusive	Critical	Hypertense	Careless with Details

# FITNESS TIPS

The following guidelines are adapted from the American College of Sports Medicine.

1. Consult your physician before beginning an exercise program.
2. Develop a personalized program that will guide you in achieving your individual goals.
3. Set specific, realistic, measurable and challenging goals.
4. Balance your fitness program by including the following components:
  1. Cardiorespiratory endurance
  2. Muscular strength and endurance
  3. Flexibility
  4. Relaxation
  5. Proper nutrition
  6. Self-awareness
5. Find the activities that you enjoy. If you enjoy the activity, you will look forward to your workout.
6. Safety should be a primary concern. Be aware of technique, body alignment and posture; these are critical for positive improvements and will help prevent injury.
7. Start your exercise routine slowly. Slow, static stretching is recommended following your warm-up. (Hold each stretch 15-30 seconds)
8. Drink plenty of water before, during, and after exercise.
9. Do not exercise when you are ill.
10. If you feel fatigued during the day, slow down your workout.
11. Moderation is important while exercising--listen to your body.
12. Increase your intensity and frequency as you become more fit.
13. Wear comfortable clothing that breathes.
14. Cool down after each workout by walking or doing slower movements until heart rate is less than 100 beats per minute.
15. Learn how to monitor your heart rate while exercising. If you have difficulty, consider using a heart rate monitor.



# FITNESS ACTION PLAN

Name: Jamie Smith

The following are examples of areas in which you may want to individualize to your personal training program. Circle one to three areas and develop an action plan(s) to bring about the desired results. Look over the report for possible areas of focus.

Communications  
Fitness Schedule  
Self-Esteem  
Lifestyle Issues  
Fitness Education  
Dietary Habits

Personal Development  
Attitudes  
Fitness Goals  
Program Design  
Motivation/Reward System  
Priorities

Area:

- 1.
- 2.
- 3.

Area:

- 1.
- 2.
- 3.

Area:

- 1.
- 2.
- 3.

1. What are the 3 most important things you want to achieve from your fitness program?
2. How will you commit to your areas of improvement?
3. How will you reward and reinforce yourself for your achievements?
4. What are your risks or costs associated with not committing to fitness and healthful living?

Date to Begin \_\_\_\_\_ Date to Review \_\_\_\_\_

# THE SUCCESS INSIGHTS® WHEEL

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.

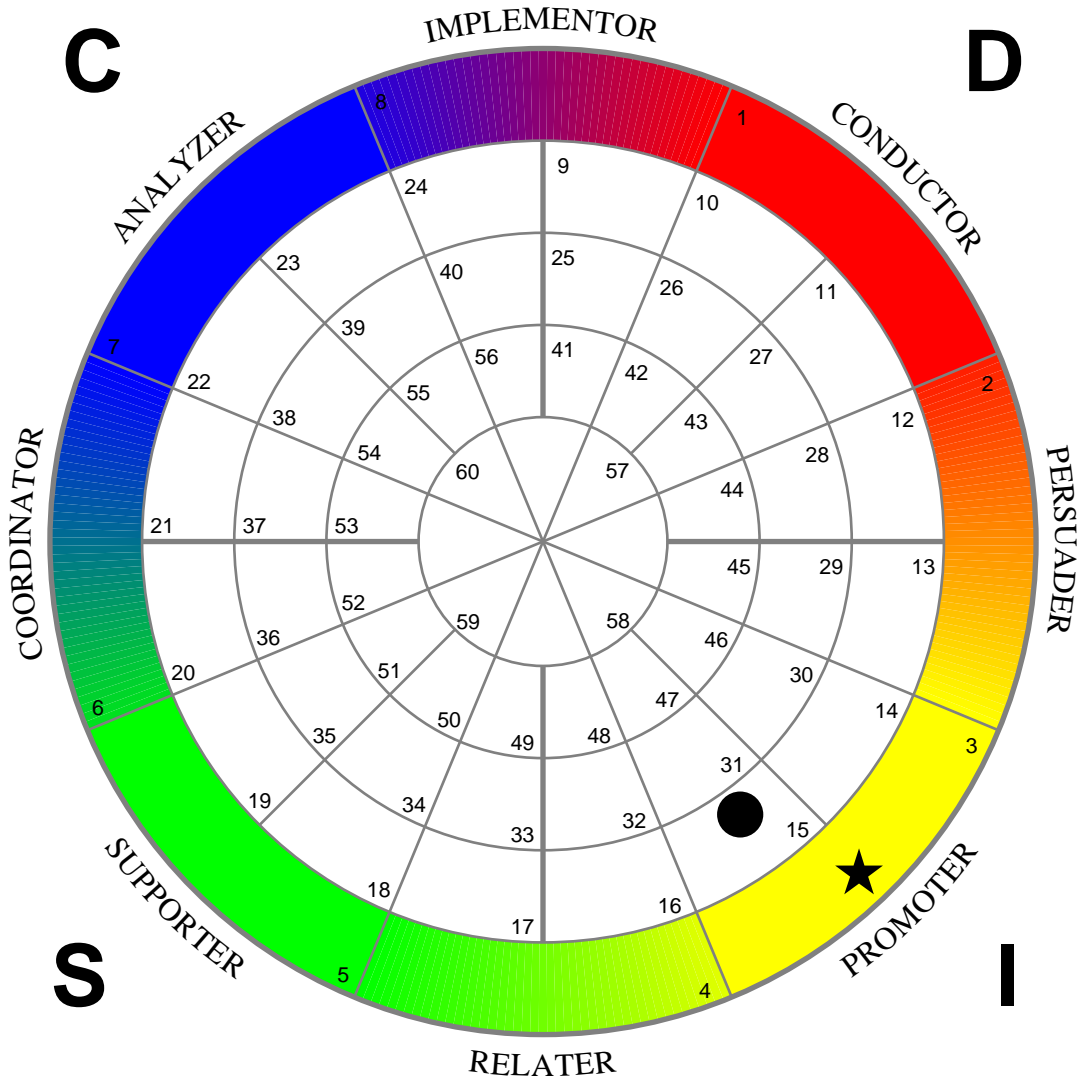
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.

# THE SUCCESS INSIGHTS® WHEEL

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2-11-2006



Adapted: ★ (3) PROMOTER  
 Natural: ● (15) RELATING PROMOTER

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