Natural and Adaptive Styles Comparison

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42 / 49	67 / 74	53 / 32	67 / 28
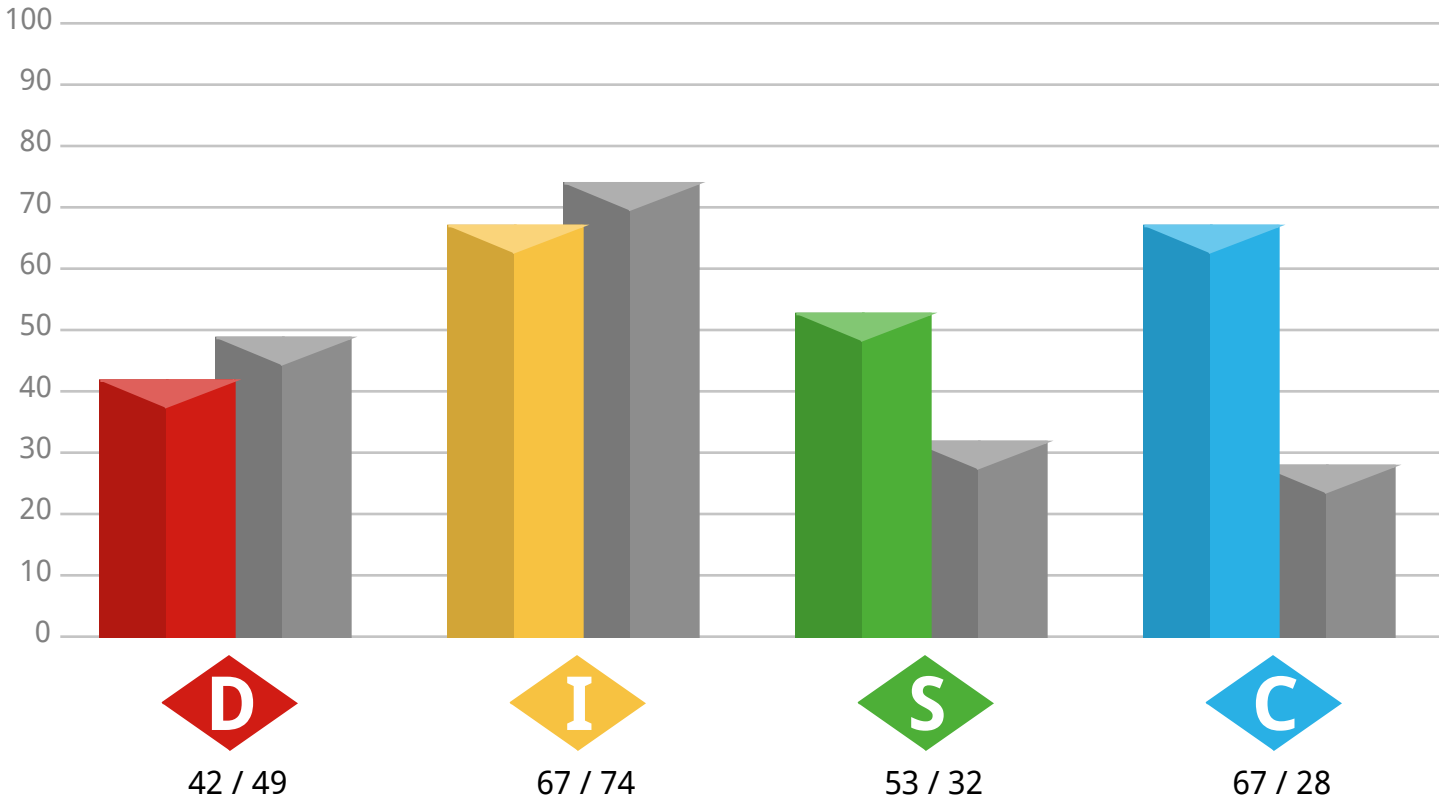
Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

Adaptive Style:

The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adapt to this style for too long you may become stressed and less effective.

Executive Summary of your Values
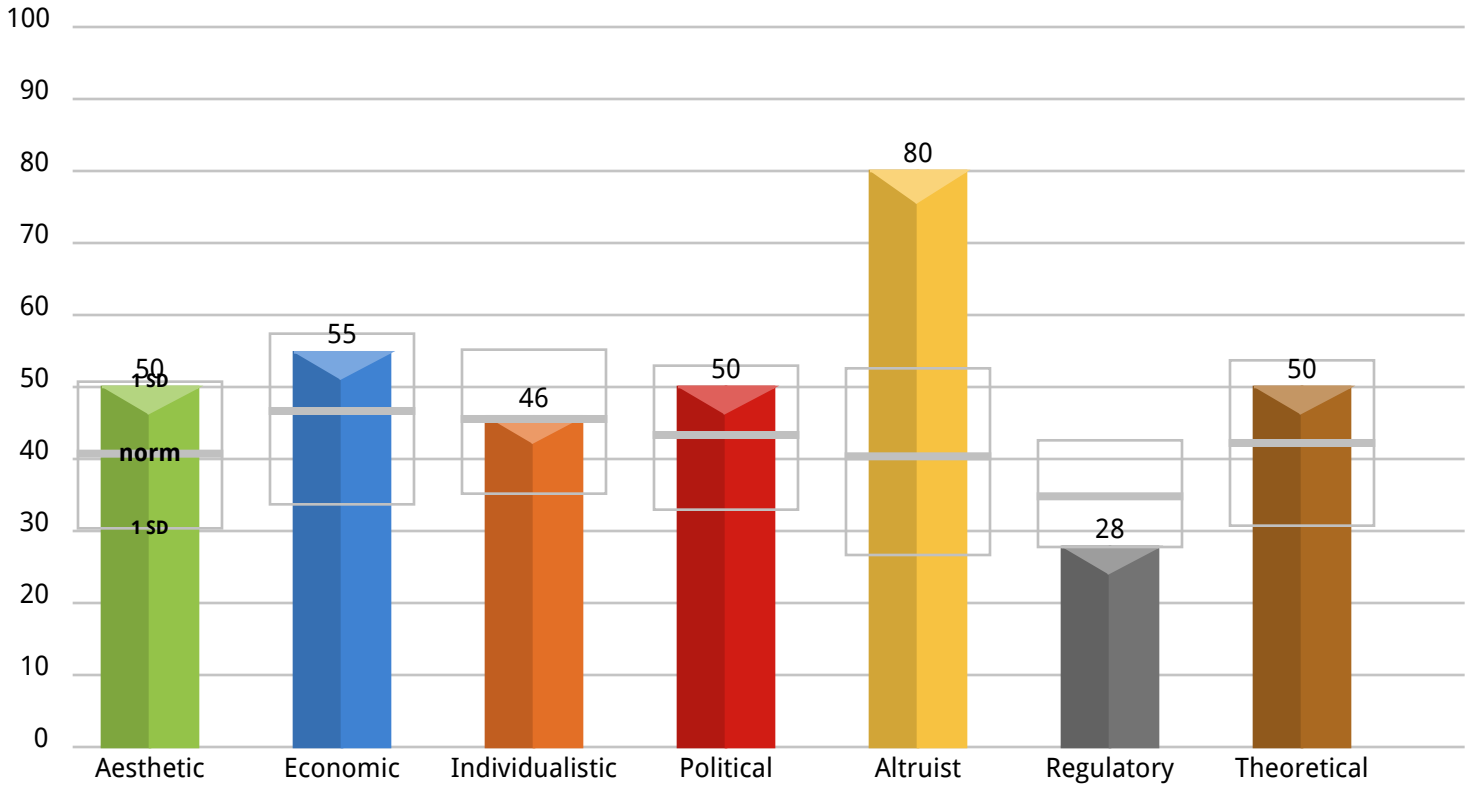
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Average Aesthetic	You are able to appreciate the benefit for balance and harmony without losing sight of the practical side of things.
Average Economic	You are able to perceive and create a balance between the need for economic return and other needs as well.
Average Individualistic	You are not an extremist and able to balance the needs of both others and self.
Average Political	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
Very High Altruist	You have a very high sincerity-factor and a high empathy for others' needs.
Average Regulatory	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
Average Theoretical	You are able to balance the quest for understanding and knowledge with the practical needs of a situation.

This page is unique in this report because it is the only one that doesn't speak directly to you, rather to those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

Things to do to effectively communicate with you:

- Provide assurances about input and decisions.

- Present your ideas and opinions in a non-threatening way.

- Offer input on how to make the ideas become reality.

- Be accurate and realistic, don't over-inflate ideas or outcomes.

- Make an organized appeal for support and contributions.

- If you say you're going to do something, do it.

- If you disagree with the direction, make an organized presentation of your position.

Things to avoid to effectively communicate with you:

- Don't leave the idea or plan without backup support.

- Don't use quick manipulations of ideas.

- Don't leave decisions hanging in the air. Be certain all decision-points have reached closure and action-plans are the result.

- If you disagree, don't let it reflect on others personally, and don't let it affect the relationship.

- Don't be unrealistic with deadlines.

- Don't force others to agree quickly with your objectives and position. Provide some time to warm up to the ideas.

- Don't be vague about what's expected.

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Natural Style Pattern:

Your natural style is the way you tend to behave when you aren't thinking about it. This is where you are most comfortable (natural). This is also the style you will revert back to when under stress or moving too quickly to be consciously thinking about modifying your behavior. Finally, this is the style you should seek to be true to in your daily roles. Being natural will return better results with less effort and stress. The following statements are true to just your unique natural style:

- You have the ability to handle people with patience, and demonstrate high technical competence in your area of expertise.

- Response pattern indicates that you have the ability to be a strong achiever in technical performance and expertise within the organization.

- You tend to be verbal and articulate about many different topics and issues.

- You have the ability to focus on building your own skills and talents while also assisting others on the team in building their own skills.

- May become verbally disappointed when standards aren't met, or when the team project becomes delayed.

- Able to express a sense of humor, but you become very serious about work tasks and projects, especially in the desire to maintain a high quality control.

- You have a large knowledge-base and a continuing appetite to learn more.

- Tend to be rather friendly and easy-going in interacting with others.

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Adaptive Style Pattern:

This is the style of behavior you adapt to when you are conscious of your own behavior, when you feel you are being observed or whenever you are trying to better fit a situation. This is not a natural style for you, but still one of your two styles none-the-less. In other words, it is the way you feel you "should" behave when thinking about it. The statements below are specific to your individual Adaptive style:

- You want to be known as very people oriented. You like people, and want to be liked in return.
- You show motivation for a strong determination towards own agenda, and will work to motivate others to that position.
- Motivated to be very well networked and you know a wide variety of people within the profession. This can be of enormous benefit to the team or organization as additional contacts become necessary.
- You tend to be action oriented, and you are able to handle many projects simultaneously.
- May want to seek specialized assignments that can capitalize on your social and motivational skills.
- You tend to be very extraverted and if in the midst of a mundane project, you may use creativity or spontaneity to make the activity more exciting.
- You want to be seen as an easy person to be around, and won't deliberately antagonize others.
- You prefer a favorable social environment rather than an antagonistic one, and will work to maintain the positive environment.

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