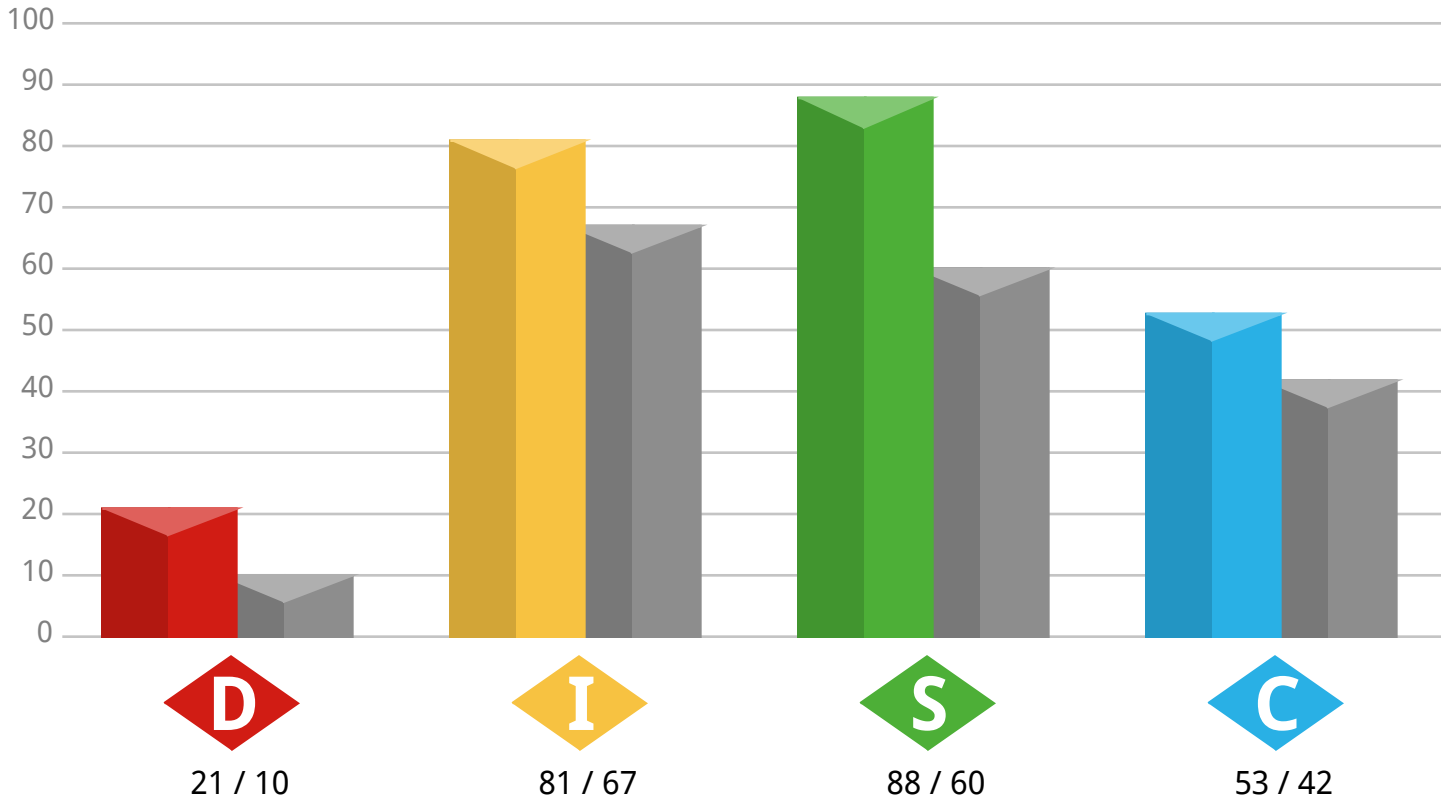




Natural and Adaptive Styles Comparison



Cindy Kyle

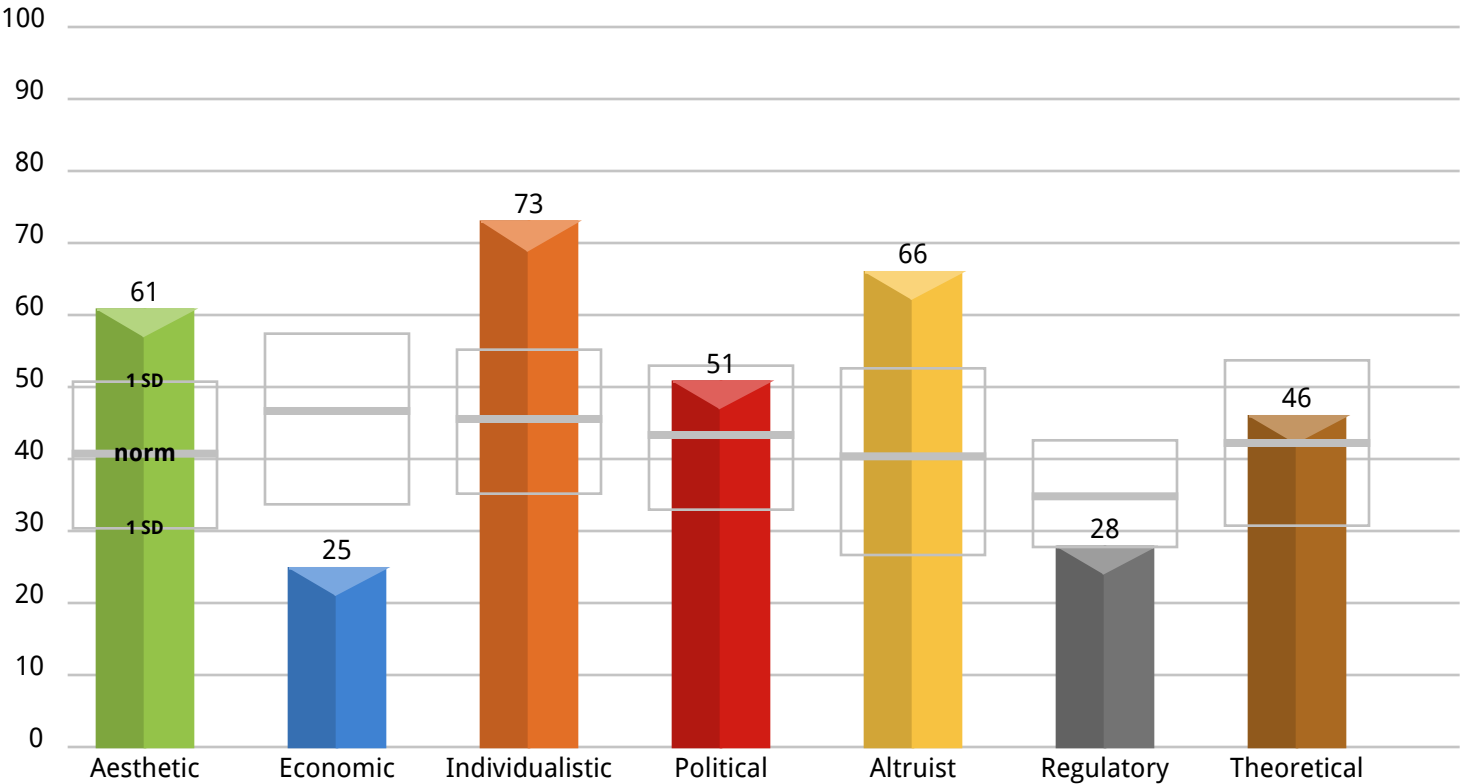
Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress 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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High Aesthetic	You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.
Low Economic	You are a team player and may put others' needs before self.
Very High Individualistic	You demonstrate high independence and project self-confidence.
Average Political	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
High Altruist	You have a high desire to help others learn, grow, and develop.
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:

- Do your homework, because others will have already done their share of it.
- Be accurate and realistic, don't over-inflate ideas or outcomes.
- List pros and cons to suggestions you make.
- Break the ice with a brief personal comment.
- Be certain to emphasize next action-steps.
- Use the conversation to direct you back to the topic or issue at hand.
- Outline individual tasks and responsibilities in writing.

Things to avoid to effectively communicate with you:

- Don't leave the idea or plan without backup support.
- Don't stick to a strictly business agenda. Loosen up a little.
- Don't whine about all of the work you have to do.
- Don't threaten with position or power.
- Don't offer promises you can't keep.
- Don't be domineering or demanding.
- Don't push too hard.



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.
- You have the ability to self-manage much of your own organizational activity and workload.
- Tend to be optimistic and demonstrate high personal standards and set high goals for yourself.
- Will be verbal if workload or areas of responsibility need partial delegation to other professionals on the team, otherwise, tendency may be to stay focused on the tasks at hand.
- You place high expectations on yourself and others, and are able to help coach others into a stronger quality orientation.
- May become verbally disappointed when standards aren't met, or when the team project becomes delayed.
- Tend to be more modest than egocentric, but you also have the ability to become assertive when necessary for emphasis or communication.
- You tend to be verbal and articulate about many different topics and issues.

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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 show the rare ability to be a calming influence on angry people, because of your active listening and high degree of patience and optimism.
- Wants to be seen as one who is socially poised without being an extremist.
- Your peers who score in similar ways tend to be unselfish people and who are ready to assist in helping others grow and develop professionally.
- Is known for being sensitive to the needs of others on the team.
- You may be sought out by others in the organization to assist with a personal or team problem.
- Able to get along with a wide variety of others.
- You have the ability to meet new people easily and in a sincere and confident manner and prefer networking with internal and external stakeholders rather than working in solitary conditions.
- On the job, may tend to say 'yes' more than 'no' when asked to help out with a colleague's project or problem.