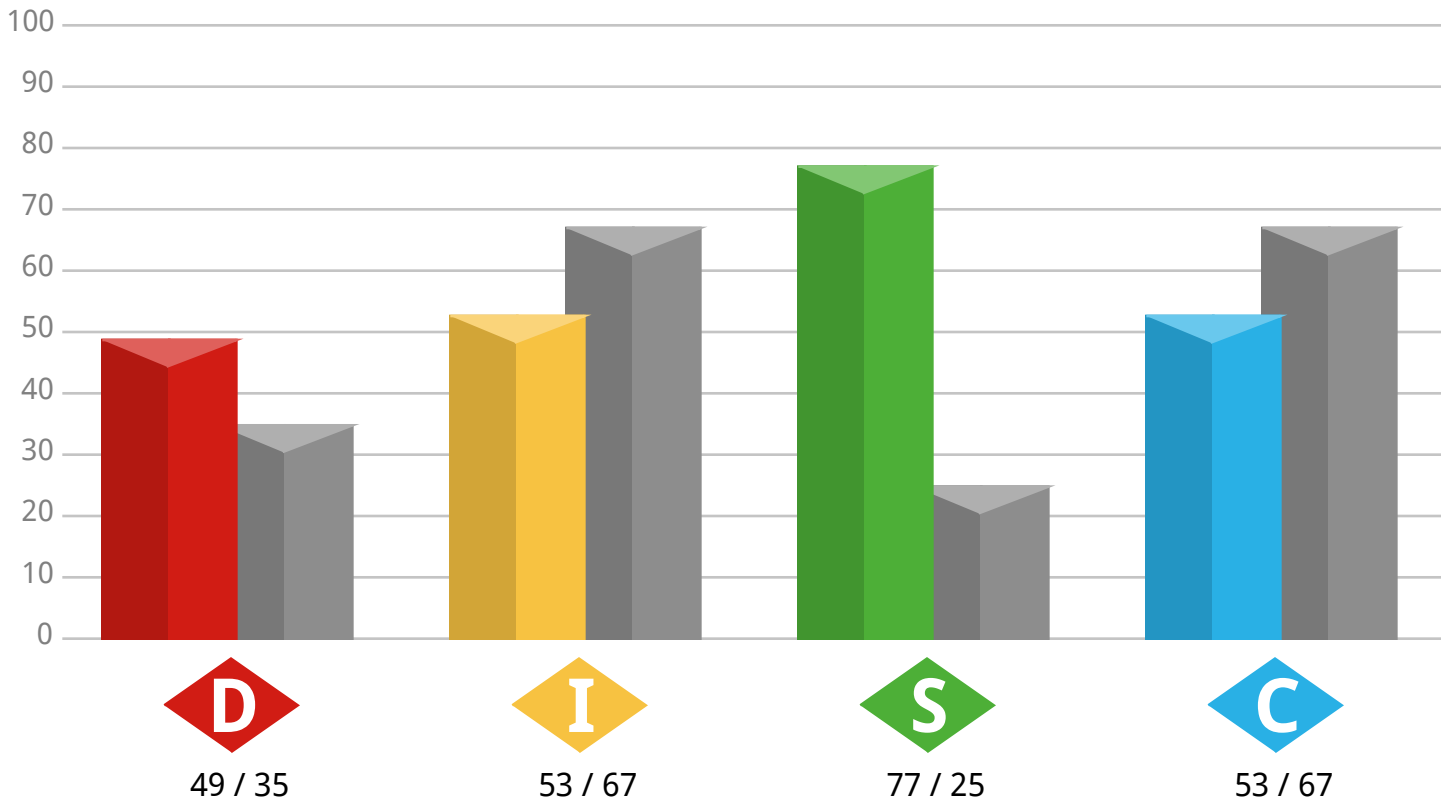




## Natural and Adaptive Styles Comparison



Jennifer Pham

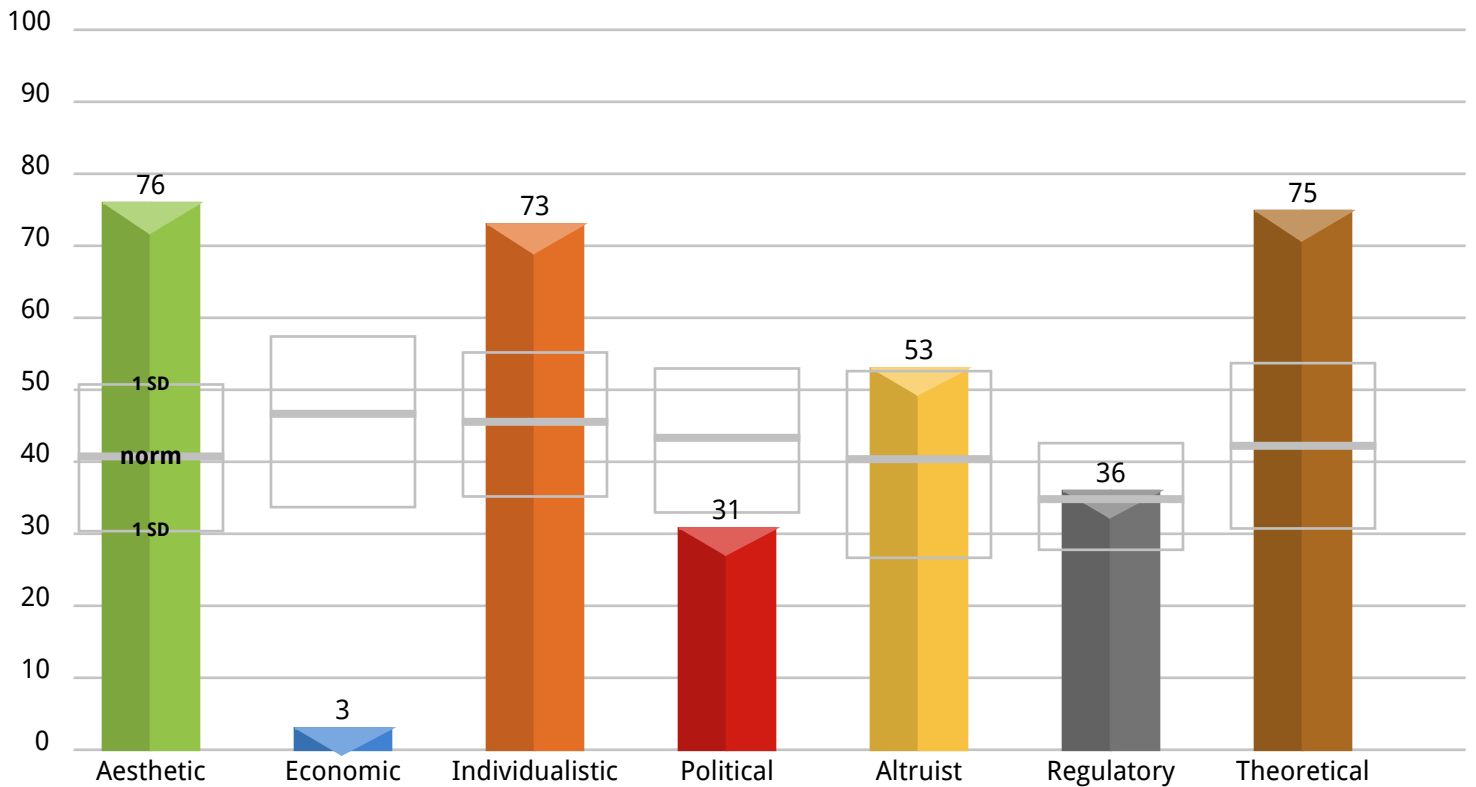
**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your 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 Jennifer's Values



Jennifer Pham

Very High Aesthetic	You place great importance in finding a good work-life balance, creating more than destroying and artistic self expression.
Very Low Economic	You may try to help meet customers' needs (internal and external) before your own.
Very High Individualistic	You demonstrate high independence and project self-confidence.
Low Political	You are supportive of the efforts of the team; no hidden agendas. Willing to surrender control.
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.
Very High Theoretical	You are passionate about learning for its own sake. You are continually in learning mode and bringing a very high degree of technical or knowledge base credibility.



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 Jennifer:**

- Provide logical and practical evidence.
- Offer input on how to make the ideas become reality.
- Break the ice with a brief personal comment.
- Be accurate and realistic, don't over-inflate ideas or outcomes.
- Present your ideas and opinions in a non-threatening way.
- Provide testimonials from people seen as important and prominent.
- If you say you're going to do something, do it.

### **Things to avoid to effectively communicate with Jennifer:**

- Don't stick too rigidly to the agenda.
- Don't fail to follow through. If you say you're going to do something, do it.
- Don't use unreliable evidence or testimonials.
- Avoid being overly task-oriented.
- Don't be unrealistic with deadlines.
- Don't leave things up in the air, or to work out by chance.
- Don't force others to agree quickly with your objectives and position. Provide some time to warm up to the ideas.



### **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:

- Tend to be more modest than egocentric, but you also have the ability to become assertive when necessary for emphasis or communication.
- You have the ability to self-manage much of your own organizational activity and workload.
- You tend to be verbal and articulate about many different topics and issues.
- You have the ability to handle people with patience, and demonstrate high technical competence in your area of expertise.
- You have a large knowledge-base and a continuing appetite to learn more.
- 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.



### **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:

- When offering individual or team criticism, will usually do this in a positive and constructive manner, so that no one loses self-esteem.
- Motivated to accomplish complex tasks by working enthusiastically with people.
- May fear losing on a project or proposal.
- Will follow-up carefully on project details, especially if they have been delegated to others.
- On complex assignments, will show the ability to handle both the people-side and the detail-side of a project with equal skill and confidence.
- May overuse position power or detail orientation to get own way.
- Has the ability to carry out detailed action plans and verbalize the steps in an articulate manner.
- Shows a special characteristic of being able to help others on the team to visualize the activities necessary to lead to success in a complex project or design.