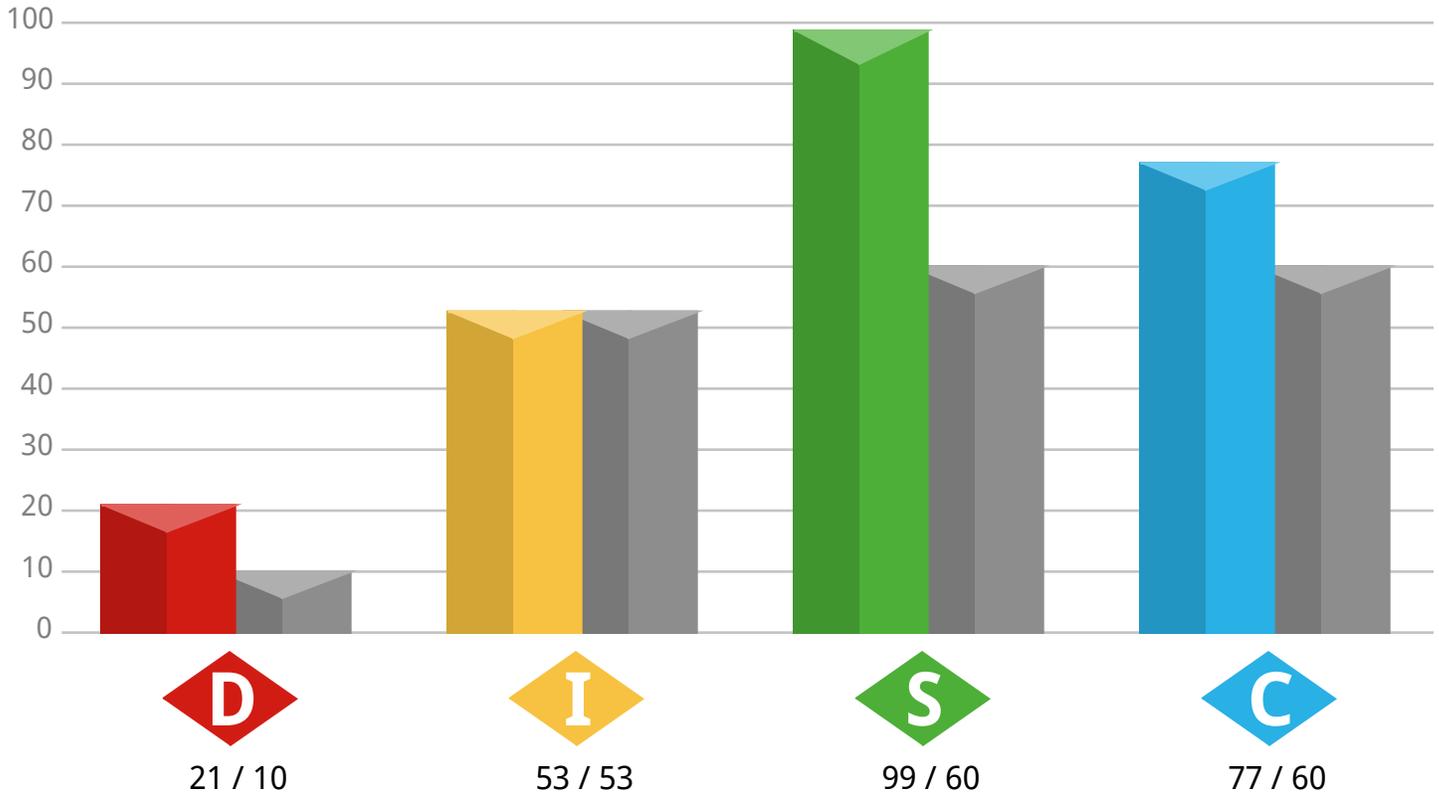




Natural and Adaptive Styles Comparison



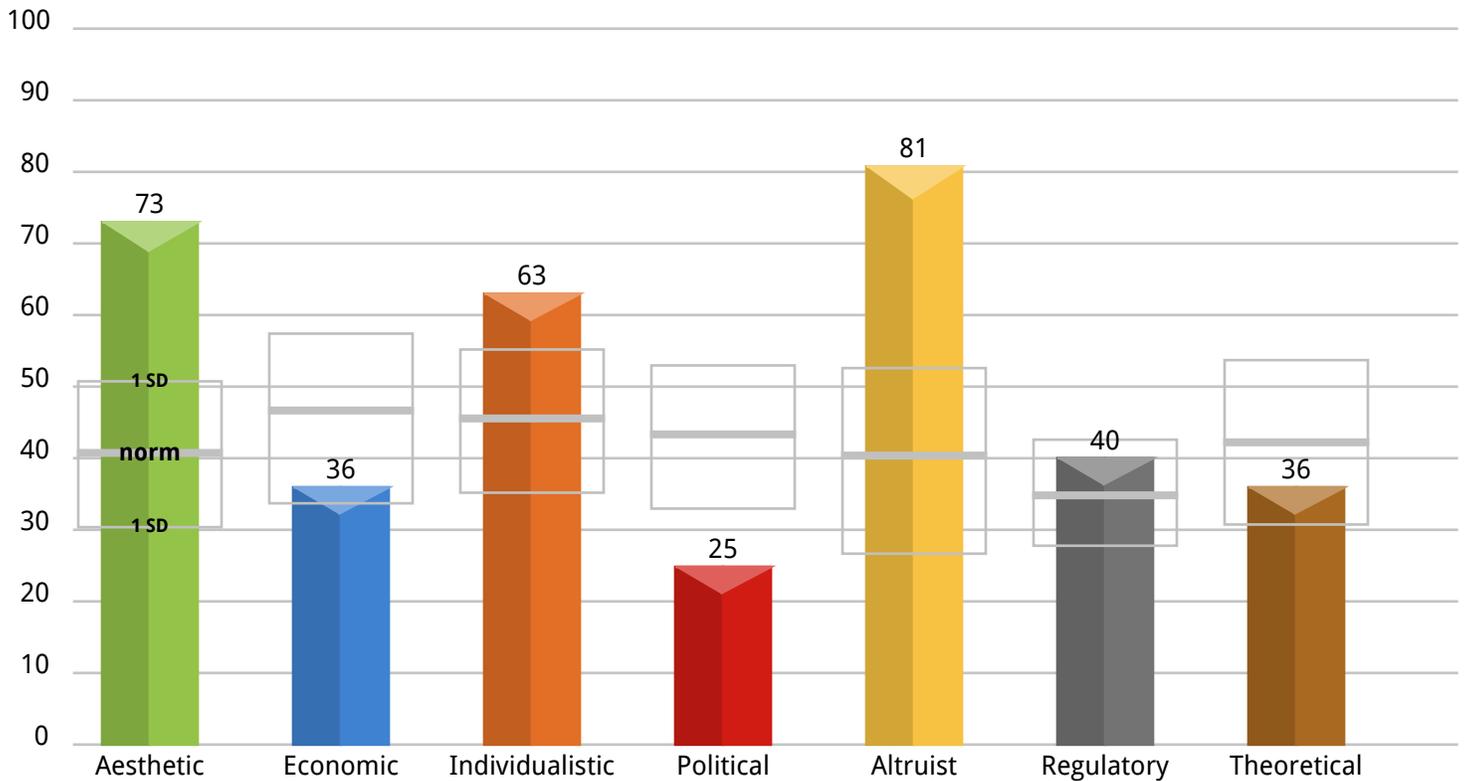
Kristie Hamlin

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 Kristie's Values



Kristie Hamlin

Very High Aesthetic	You place great importance in finding a good work-life balance, creating more than destroying and artistic self expression.
Average Economic	You are able to perceive and create a balance between the need for economic return and other needs as well.
High Individualistic	You have no problem standing up for your own rights and may impart this energy into others as well.
Low Political	You are supportive of the efforts of the team; no hidden agendas. Willing to surrender control.
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.



Based on how you tend to behave you have certain preferences for how you like to convey information, teach, instruct or share knowledge with others. This is also true of how you like to receive information and learn. Understanding your behavioral preferences here will help increase your effectiveness in teaching or instructing others, and in being taught and learning.

How you prefer to share knowledge or teach:

- Shows patience with tedious, technical, and specialty tasks and helping others to learn.
- Appreciates intellectual recognition.
- Wants to provide participants with the ability to understand principles and concepts.
- Confident even in the midst of complex material, because you have done your homework long before the session began.
- Balances individual and group work for the participants.
- Enriches the content with stories and experiences.
- Sincere participation with others as a co-learner or co-facilitator.

How you prefer to receive knowledge or learn:

- High perseverance in learning mode, and will re-analyze facts until clarity emerges.
- Likes controlled variety in the learning environment.
- Needs "what to do and when to do it" for optimal time and process management.
- Seeks inspiration and excitement in the learning process.
- Collects data and analyzes information.
- Learns by considering possibilities and thinking through ideas.
- As a participant, prefers a balance between individual and group work.



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 Kristie:

- Present your ideas and opinions in a non-threatening way.
- Allow time to verify the issues and potential outcomes.
- Assure others that there won't be surprises.
- If you disagree with the direction, make an organized presentation of your position.
- Be candid, open, and patient.
- Provide testimonials from people seen as important and prominent.
- Be certain that individual responsibilities are clear, and there are no ambiguities.

Things to avoid to effectively communicate with Kristie:

- Don't be unrealistic with deadlines.
- Avoid being impersonal or judgmental.
- Don't offer promises you can't keep.
- Don't legislate.
- Don't use quick manipulations of ideas.
- Don't whine about all of the work you have to do.
- Don't push too hard.