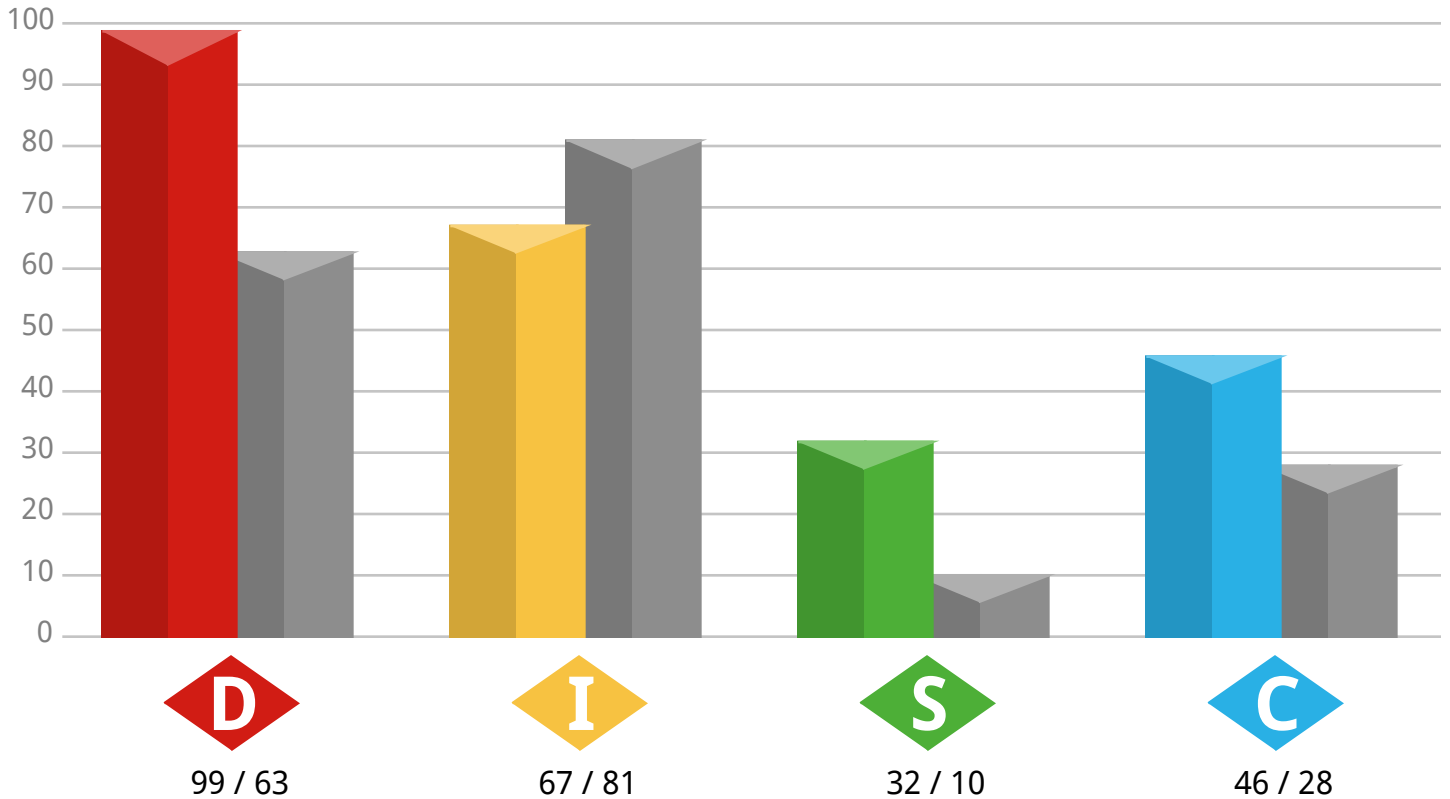




## Natural and Adaptive Styles Comparison



Robert Cribb

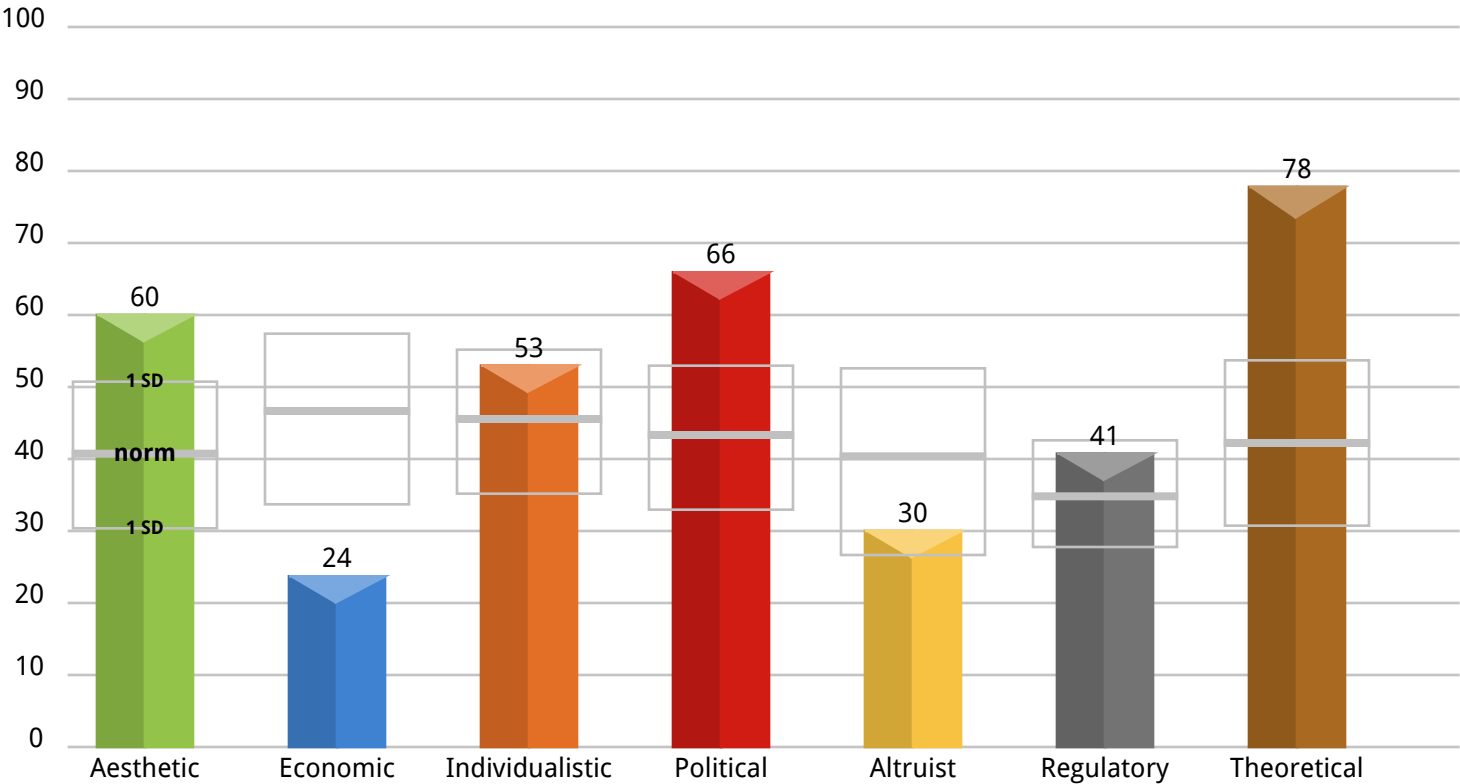
**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your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



Robert Cribb

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.
Average Individualistic	You are not an extremist and able to balance the needs of both others and self.
High Political	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
Average Altruist	You are concerned for others without giving everything away; a stabilizer.
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 you:**

- Be certain to emphasize next action steps.
- Offer input on how to make the ideas become reality.
- Provide immediate incentives for your willingness to help on the project. Ask for your opinions.
- Provide options for you to express your opinions and make some of the decisions.
- Join in with some name-dropping, talk positively about people and their goals.
- Motivate and persuade yourself by referring to objectives and expected results.
- Plan to talk about things that support your dreams and goals.

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

- Don't stick too rigidly to the agenda. Let Robert lead the way to more social conversation.
- Avoid leaving loopholes or vague issues hanging in the air.
- Avoid wild speculations without factual support.
- Avoid getting bogged down in facts, figures, or abstractions.
- Don't make decisions for Robert.
- Don't come in with a ready-made decision, unless you are ready to discuss a variety of options and accept changes.
- Avoid making guarantees and assurances when there is a risk in meeting them.



### 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 are perceived as one who is a very resourceful person: Well-networked and influential.
- The High D plus High I preferences bring a high degree of assertiveness and persuasiveness to projects and activities.
- Ability to motivate others on the team, instill a higher sense of urgency, and help to get the project done on time and budget. Factors contributing to this include the High D and Lower S.
- Seen by others as flexible, versatile, and one who acts positively in all environments.
- Certainly known to others as a self-starter. This is contributed by the High D and S being lower than D.
- Fueled by ego and optimism, you may be seen as a bold risk-taker. The Lower S and C preferences add energy to this preference.
- Able to take charge of a project, even in mid-stream, and work hard to make it a success.
- Shows a strong ability to easily take command of a project or situation.



### **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:

- May fear limitations or restrictions on your flexibility or spontaneity.
- Motivated to bring a high sense of enthusiasm to projects and ideas.
- You want to be seen as one who can work with people, and get things done through mutual cooperation.
- When pressured on the job, you may become more persuadable and less firm in opinions.
- Can move the team or organization toward your own goals with great skill.
- Able to maintain a positive public image through a variety of assignments.
- You persuade stakeholders by your personal and friendly approach.
- You tend to seek freedom from routine, control, and minutia, and try to enlist the help of others on those details.