



## Natural and Adaptive Styles Comparison



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**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.



### **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:

- An excellent, empathic listening style.
- Able to meet new people easily and in a sincere and confident manner.
- High degree of persistence in working on specialized projects, especially over the long haul.
- Listens carefully to alternatives before making a judgment.
- Shows the rare ability to be a calming influence on angry people, because of active listening and high degree of patience and optimism.
- Persuades others not with hype, but rather with warmth, sincerity, and understanding.
- Sensitive to the needs of others on the team.
- Excellent coach or counselor with others on the team.



### **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:

- 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 usually show a positive sense of humor, and can sometimes relieve a tense moment by a subtle comment, quick wit, or verbal quip.
- Able to generate team involvement through friendly conversation and gentle persuasion of team members in a one-on-one manner.
- You want to be seen as an easy person to be around, and won't deliberately antagonize others.
- You show confidence in your ability to motivate and persuade others into the behaviors required for the desired outcome of the project.
- You show the ability to speak to audiences and motivate others with poise, confidence, and excellent verbal skills.
- You have the ability to handle pressing problems in a casual manner, but still get the problem solved.
- Displays a high energy level, especially in social situations, and is very good at meeting new people.



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:**

- Ask for input regarding people and specific assignments.
- Find some areas of common interest and involvement.
- Plan to talk about things that support dreams and goals.
- Put the details in writing, but don't plan on discussing them too much.
- Present your ideas and opinions in a non-threatening way.
- Be candid, open, and patient.
- Join in with some name-dropping, talk positively about people and their goals.

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

- Avoid being overly task-oriented.
- Don't be domineering or demanding.
- Don't legislate or issue edicts.
- Be certain all decision-points have reached closure and action-plans are the result.
- Don't manipulate or bully into agreeing.
- Don't threaten with position or power.
- Don't leave decisions hanging in the air.