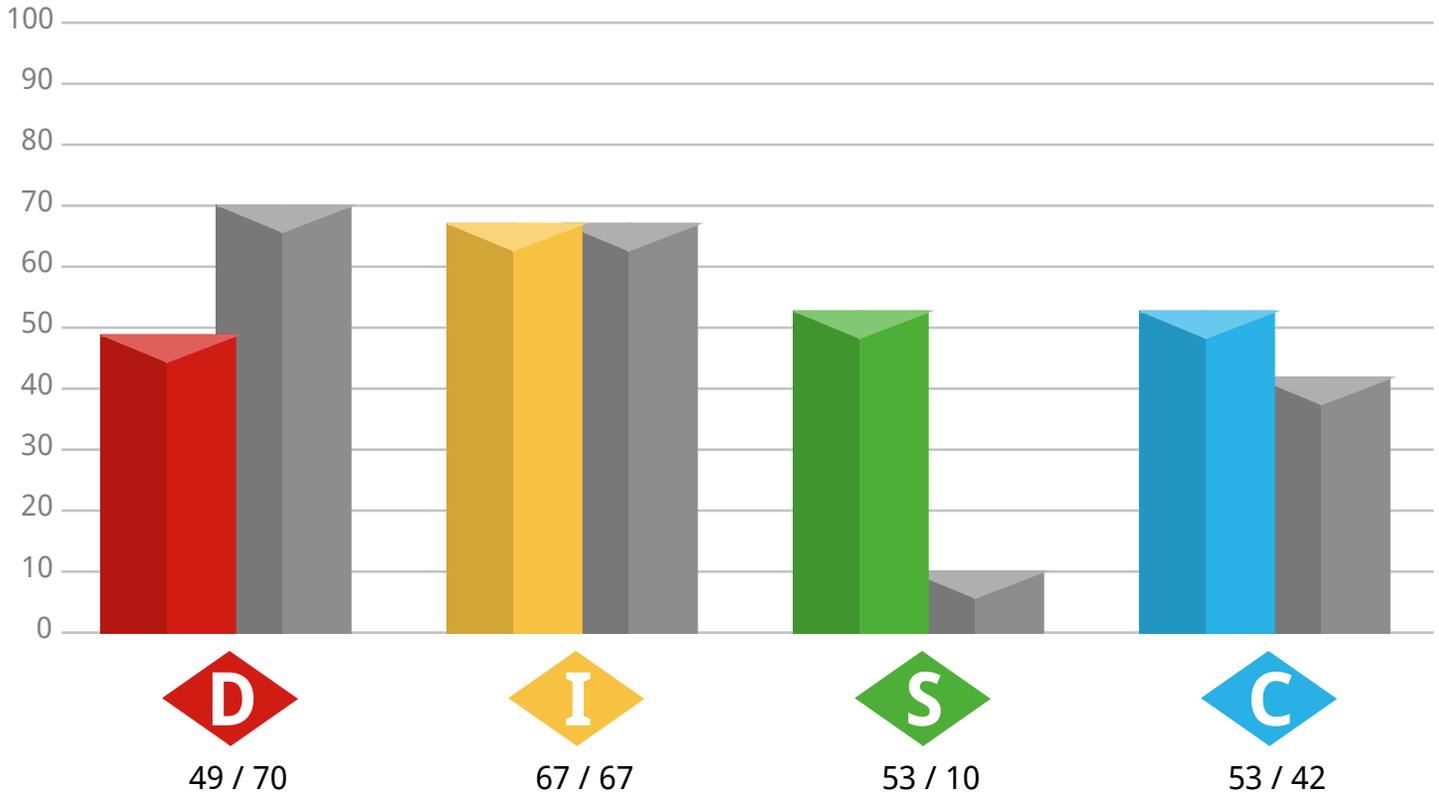




## Natural and Adaptive Styles Comparison



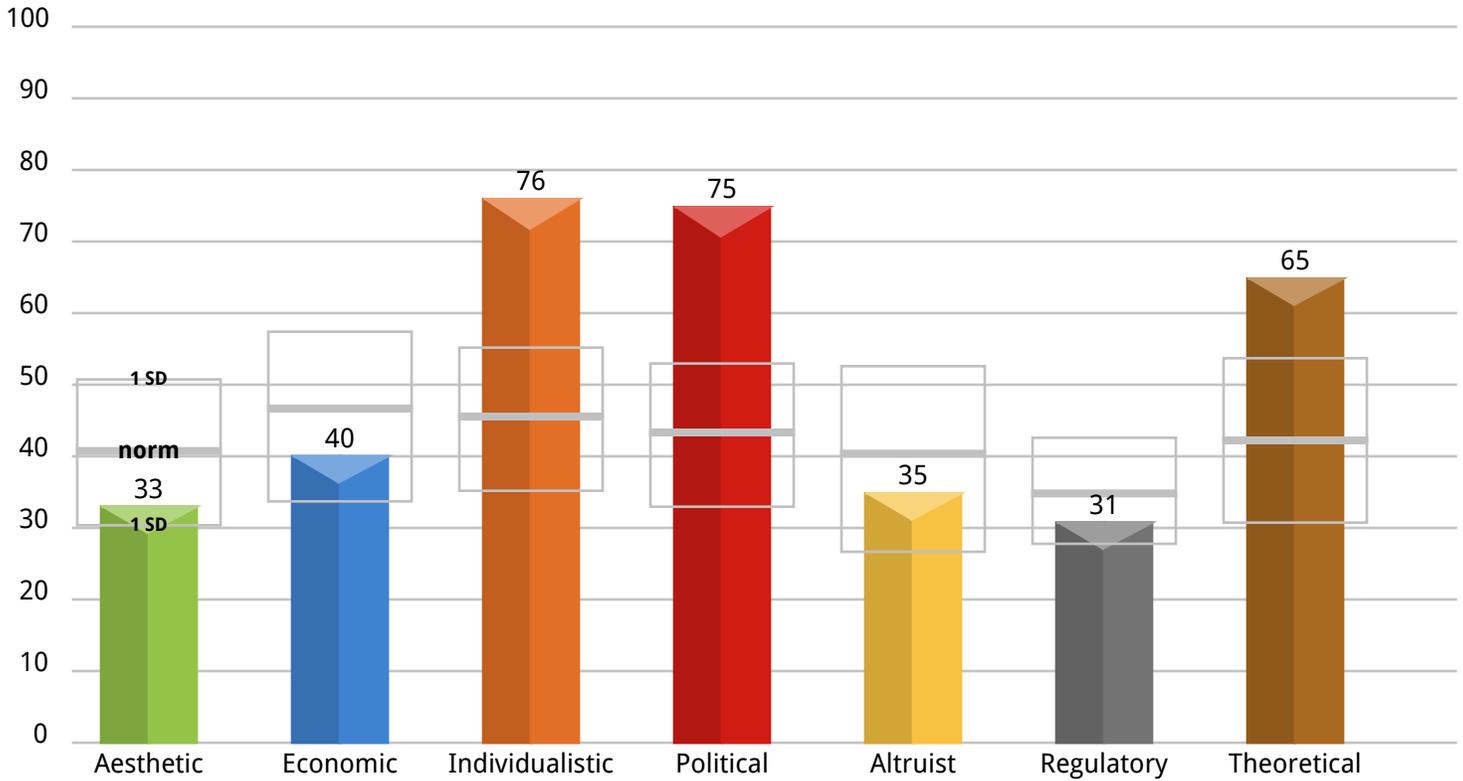
Katia Marini-Nunez

**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



Katia Marini-Nunez

<b>Average Aesthetic</b>	You are able to appreciate the benefit for balance and harmony without losing sight of the practical side of things.
<b>Average Economic</b>	You are able to perceive and create a balance between the need for economic return and other needs as well.
<b>Very High Individualistic</b>	You demonstrate high independence and project self-confidence.
<b>Very High Political</b>	You are a very strong leader, and able to take control of a variety of initiatives and maintain control.
<b>Average Altruist</b>	You are concerned for others without giving everything away; a stabilizer.
<b>Average Regulatory</b>	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
<b>High Theoretical</b>	You have a high interest level in understanding all aspects of a situation or subject.



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:**

- Sincere participation with others as a co-learner or co-facilitator.
- Likes to have an active learning environment.
- Confident even in the midst of complex material, because you have done your homework long before the session began.
- Evaluations are made based on maximizing the individual's growth more than comparatively.
- Leads the group by encouraging cooperation.
- Balances individual and group work for the participants.
- Wants to provide participants with the ability to understand principles and concepts.

### **How you prefer to receive knowledge or learn:**

- Prefers explicit instructions and measurement criteria.
- Seeks inspiration and excitement in the learning process.
- Likes self-discovery and trial and error methods occasionally.
- Sincere participation with others.
- Collects data and analyzes information.
- Looks for meaning and clear integration of the learning activities.
- Needs "what to do and when to do it" for optimal time and process management.



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:**

- Make an organized appeal for support and contributions.
- If you agree with the outcome, follow through and do what you say you will do.
- Be certain that the information you have is credible.
- Present your ideas and opinions in a non-threatening way.
- If you disagree with the direction, make an organized presentation of your position.
- Be certain that individual responsibilities are clear, and there are no ambiguities.
- Assure others that there won't be surprises.

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

- Don't be domineering or demanding.
- Don't legislate.
- Don't leave decisions hanging in the air. Be certain all decision-points have reached closure and action-plans are the result.
- Don't stick to a strictly business agenda. Loosen up a little.
- Don't use quick manipulations of ideas.
- Don't manipulate or bully others into agreeing.
- Don't offer promises you can't keep.