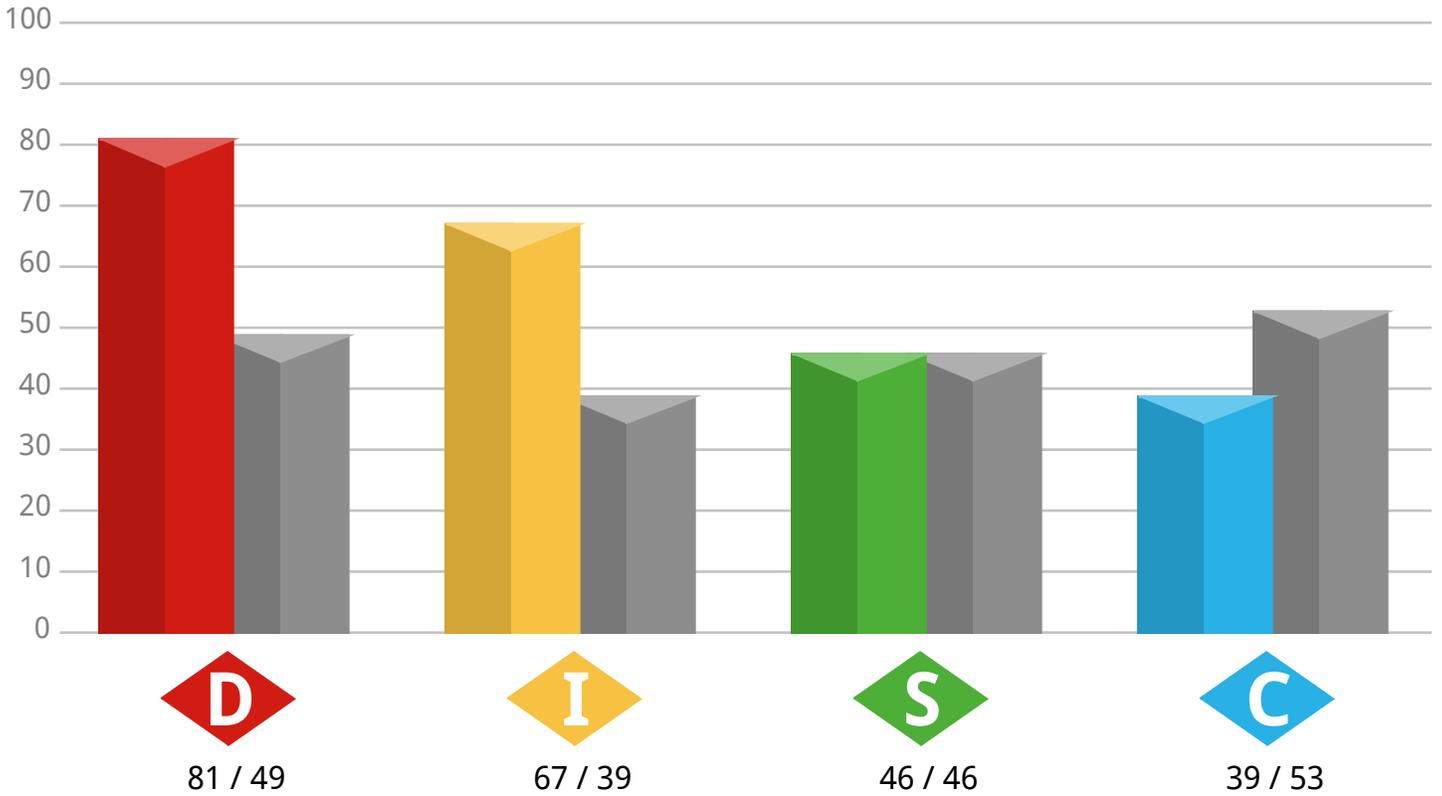




## Natural and Adaptive Styles Comparison



Erik Fedler

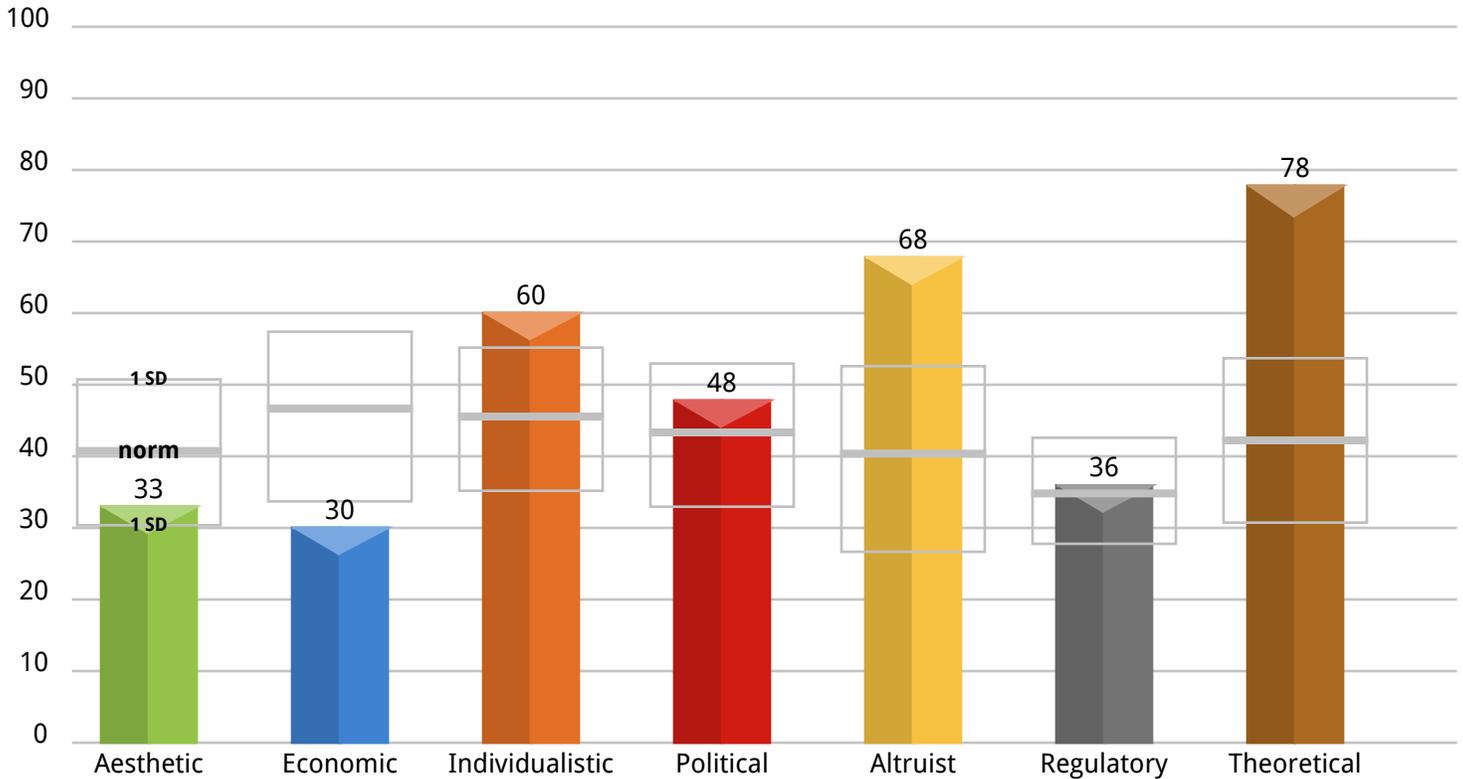
**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your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



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<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>Low Economic</b>	You are a team player and may put others' needs before self.
<b>High Individualistic</b>	You have no problem standing up for your own rights and may impart this energy into others as well.
<b>Average Political</b>	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
<b>High Altruist</b>	You have a high desire to help others learn, grow, and develop.
<b>Average Regulatory</b>	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
<b>Very High Theoretical</b>	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 specific about what's needed to be done, and who is going to do it.
- Provide testimonials from people you see as important and prominent.
- Provide immediate incentives for your willingness to help on the project. Ask for your opinions.
- Use your own words to direct you back to the topic or issue at hand.
- Be certain to emphasize next action steps.
- When agreeing, support the ideas and potential results, not the person.
- When disagreeing, take issue with the methods or procedures, not with the person.

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

- Don't direct or order.
- Avoid making guarantees and assurances when there is a risk in meeting them.
- Avoid asking rhetorical questions, or useless ones.
- Don't be sloppy or disorganized.
- Don't leave decisions hanging in the air. Be certain all decision points have reached closure and action-plans are the result.
- Avoid getting bogged down in facts, figures, or abstractions.
- Don't forget or lose things necessary for the meeting or project.



### **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:

- Is seen by others as a mover & shaker and one who loves to compete with the best.
- Certainly known to others as a self-starter. This is contributed by the High D and S being lower than D.
- Forward-thinking on planning ideas and activities related to the big-picture.
- When the climate is favorable, the High I nature allows for optimism and a friendly affect. When the climate becomes antagonistic, the High D nature presents a tough and determined response.
- Seen by others as flexible, versatile, and one who acts positively in all environments.
- Usually looks on the positive side, emphasizing strengths and successes while minimizing limitations.
- Has the ability to take an ambiguous idea, modify it, and create a practical solution... all very quickly.
- A very active agent in all you do. This comes in part from the Lower S preferences.



### **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:

- Probably wouldn't consider yourself a high risk-taker or instant innovator on a new method or potential fad, as you prefer the tried and tested methods that are known to work.
- You are able to model the professional stability necessary to grow within an organization.
- You tend to be more modest than egocentric, and as a result you are able to work well with a variety of other DISC-Index™ style preferences.
- Known by others to show a high degree of internal loyalty to people, projects, and ideals.
- You tend to resist the impulses toward fad solutions, and prefers to establish your own processes instead.
- Wants to be seen as friendly and easygoing without being an extremist.
- Shows extremely high levels of patience in working with others.
- Known by others in the organization to have a 'long fuse' and is not easily angered while on the job, although may take some of the anger and vent it at home.