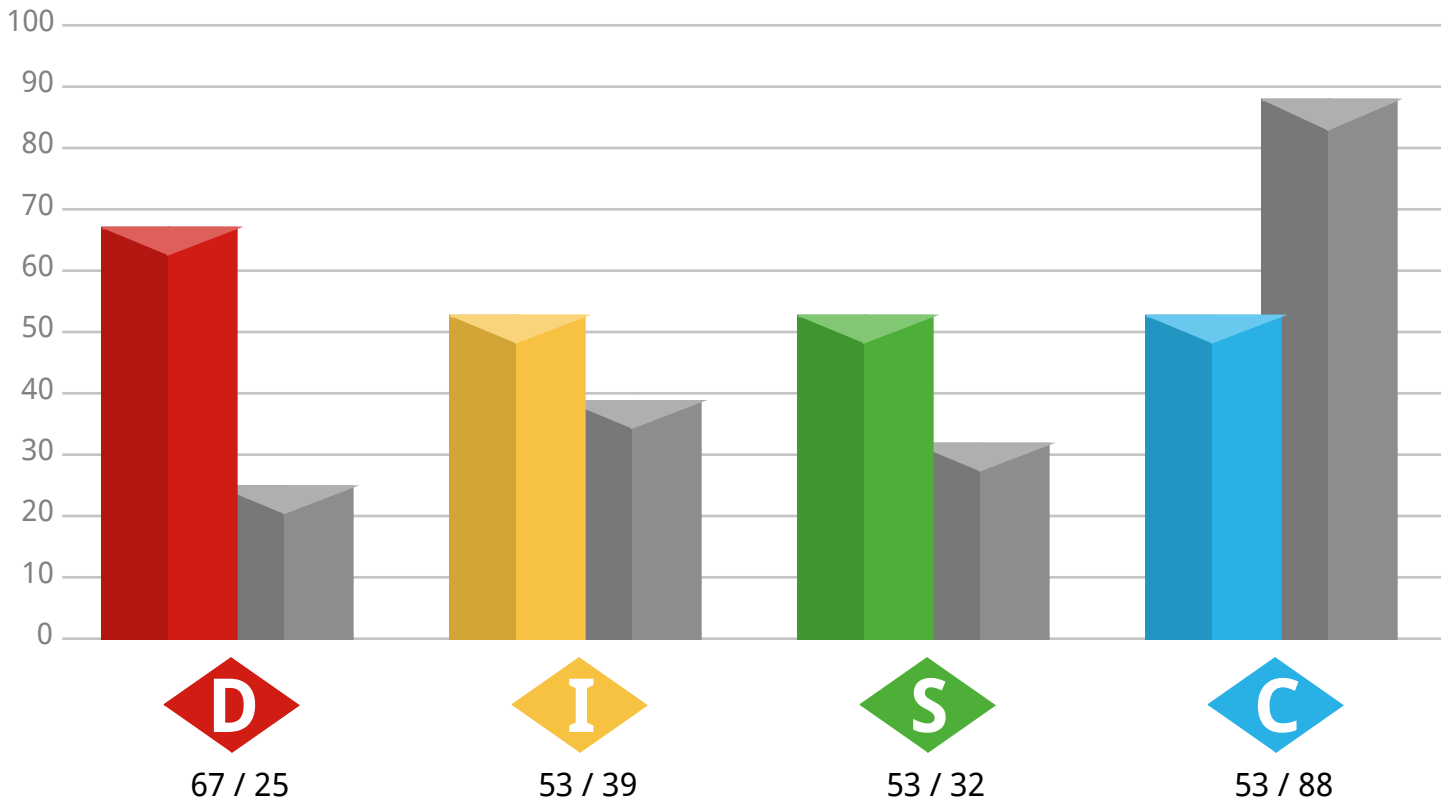




## Natural and Adaptive Styles Comparison



Frank Allgood

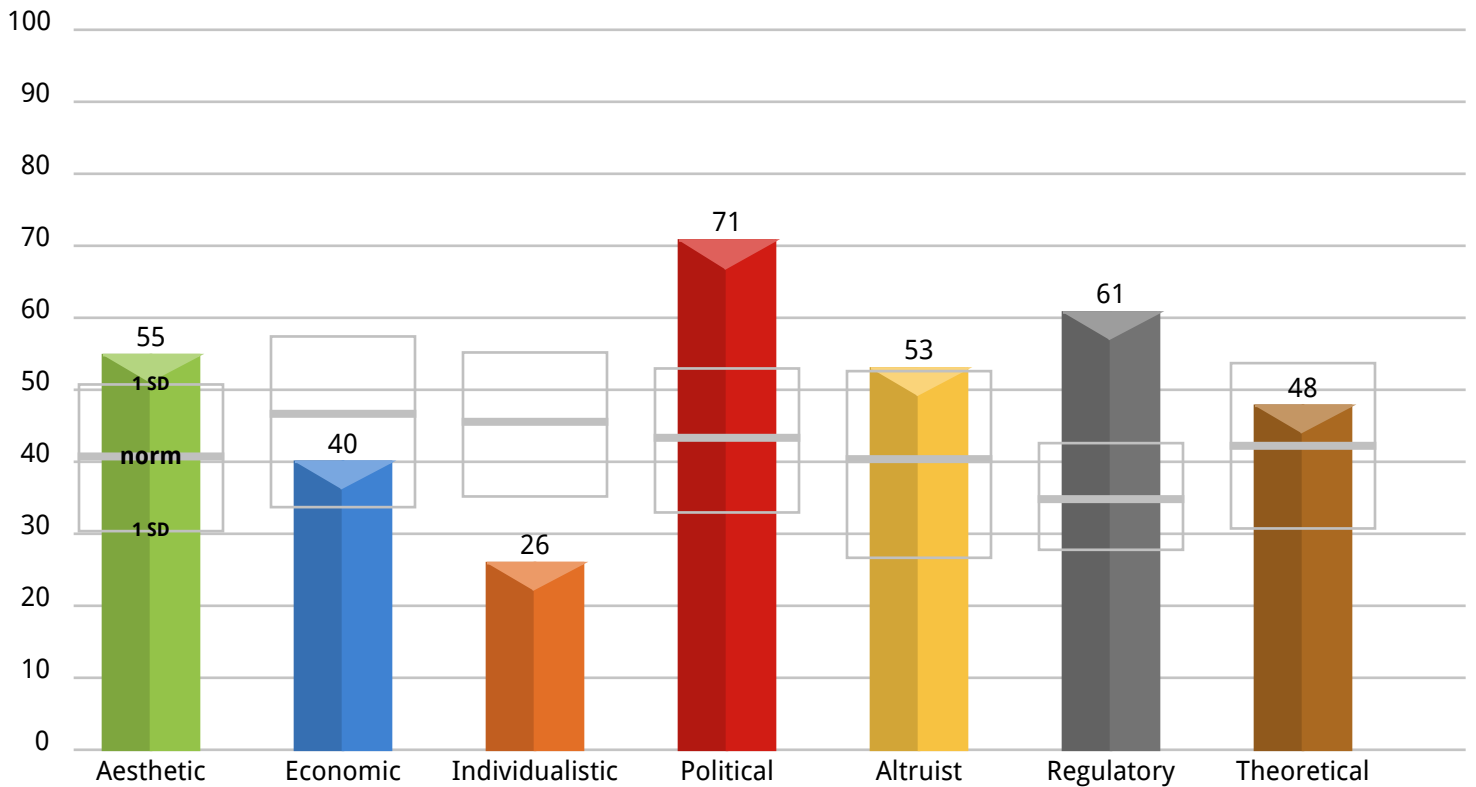
**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your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



Frank Allgood

|                     |  |
|---------------------|--|
| 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. |
| Average Economic    | You are able to perceive and create a balance between the need for economic return and other needs as well.                                    |
| Low Individualistic | You are able to support the efforts of the team without demanding the limelight; a supportive team player.                                     |
| Very High Political | You are a very strong leader, and able to take control of a variety of initiatives and maintain control.                                       |
| High Altruist       | You have a high desire to help others learn, grow, and develop.  |
| High Regulatory     | You have a strong preference for following established systems or creating them if none present.   |
| Average Theoretical | You are able to balance the quest for understanding and knowledge with the practical needs of a situation.                                     |



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 Frank:**

- Provide immediate incentives for his willingness to help on the project. Ask for his opinions.
- Be efficient: Hit the major points first.
- Be specific about what's needed to be done, and who is going to do it.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Plan to talk about things that support his dreams and goals.
- Be certain to emphasize next action steps.
- Plan some extra time in your schedule for talking, relating, and socializing, but let him take the lead, and don't be surprised if the socializing ends abruptly.

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

- Don't talk down to him.
- Avoid leaving loopholes or vague issues hanging in the air.
- Don't forget or lose things necessary for the meeting or project.
- Avoid wild speculations without factual support.
- When disagreeing, don't let it reflect on him personally.
- Avoid being overly task-oriented.
- When agreeing, don't reinforce with "I'm with you, Frank."



### **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:

- A continuous trail-blazing attitude that clears the way for others to follow.
- Certainly known to others as a self-starter. This is contributed by the High D and S being lower than D.
- May be seen by some as aggressive and determined to meet or exceed goals or expectations.
- Wants to achieve tangible, measurable, real-time results.
- Brings a very high sense of urgency to projects and tasks. Gets things done... now.
- Forward-thinking on planning ideas and activities related to the big-picture.
- Shows a need to be responsive and to move quickly to maximize results.
- Seen by others as flexible, versatile, and one who acts positively in all environments.



### **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 be skeptical of making changes just for the sake of change, especially when the alternative is unfamiliar, new or unproven.
- Motivated to maintain emotions in a cool, calm, collected, and controlled manner. This is contributed by the High C and Low I preferences.
- Demonstrates to others the completion of projects with a high degree of precision and accuracy, and expects the same from them.
- In work situations you are somewhat conventional, and a bit cautious about sudden decisions that impact quality or policy.
- In judging the workspace of others, you tend to equate neatness with higher quality work and disorganization with lower quality work.
- Supports the idea that assigning roles and responsibilities grows an effective and efficient organization.
- May show a lower trust level with newer people in the organization until they have established their credibility.
- On the job, may tend to align with others who show equally high quality control.