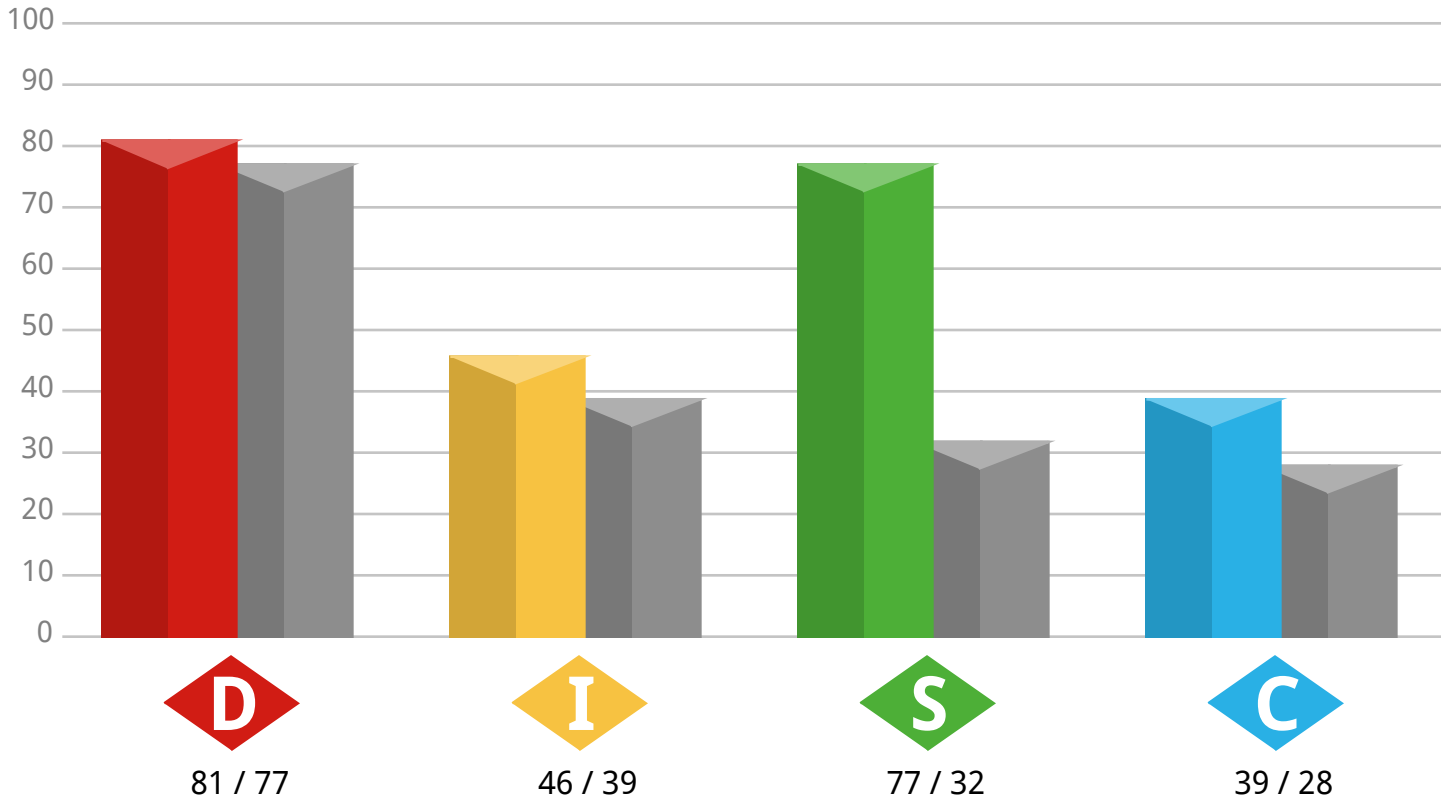




## Natural and Adaptive Styles Comparison



Reh Harvey

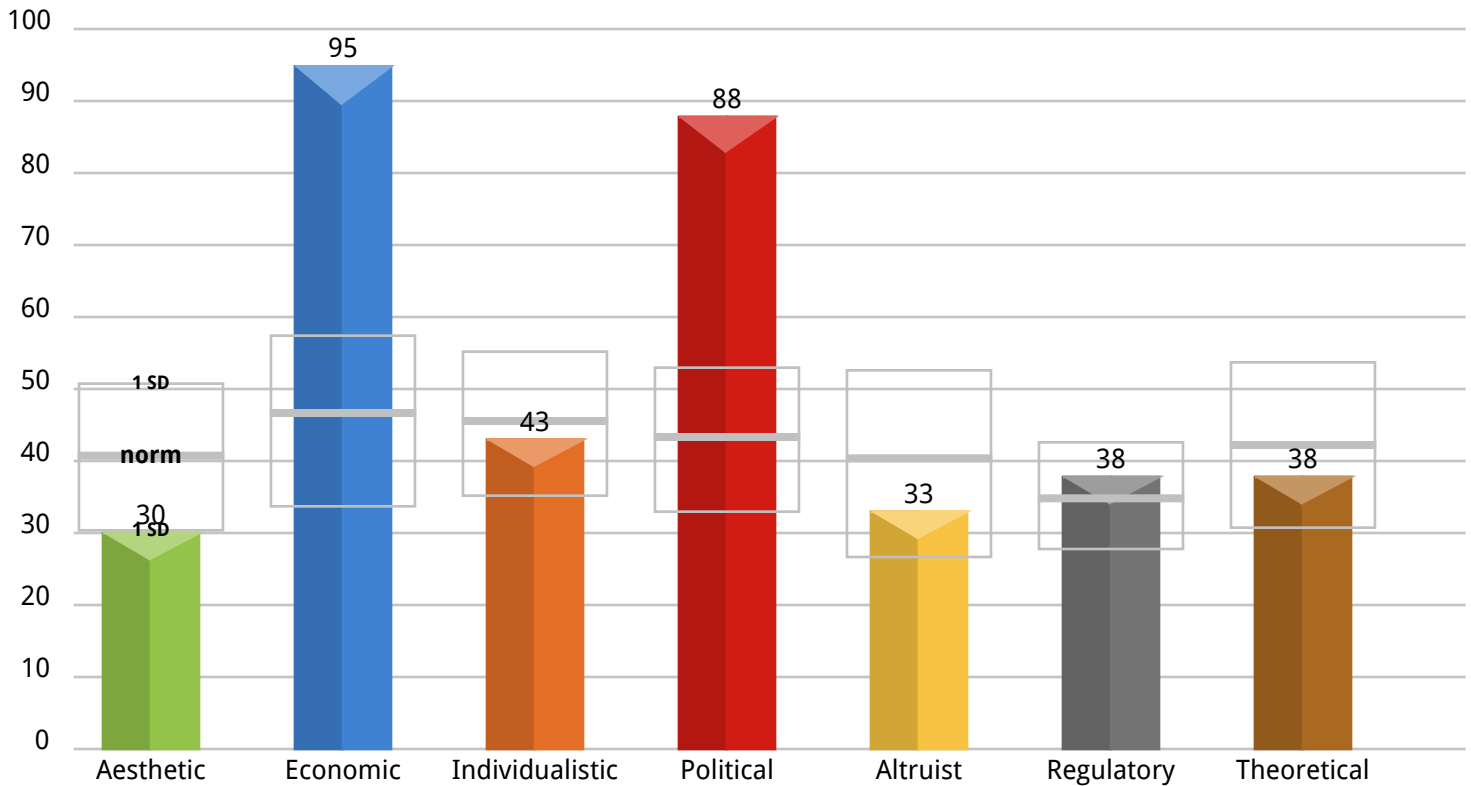
**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your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



Reh Harvey

|                         |                                                                                                            |
|-------------------------|------------------------------------------------------------------------------------------------------------|
| Low Aesthetic           | You have a bottom-line approach focusing on functionality over form or aesthetics.                         |
| Very High Economic      | You are very competitive and bottom-line oriented.                                                         |
| Average Individualistic | You are not an extremist and able to balance the needs of both others and self.                            |
| Very High Political     | You are a very strong leader, and able to take control of a variety of initiatives and maintain control.   |
| 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. |
| 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 you:**

- Appeal to how you will benefit or be assisted in this transaction.
- Draw out personal goals and find areas of common interest and involvement.
- Provide specifics about probability of success or effectiveness of options.
- Provide details of the problem or issue in writing.
- If you disagree, take issue with the facts, not the person.
- Watch carefully for early signs of disagreement or dissatisfaction.
- Do your homework. Come prepared with objectives, requirements, and support materials in a well-organized package.

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

- Don't make promises you can't keep.
- Don't threaten with position power.
- Don't ramble on or waste Reh's time.
- Don't be demanding or domineering.
- Don't over-direct or command.
- Don't force Reh to respond quickly to your objectives.
- Don't pretend to be an expert if you are not.



### 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 bring a natural curiosity and you're usually willing to try your hand at many different challenges.
- You create win-win situations by encouraging members to combine personal and group goals.
- You may show a high opinion of your work (i.e., some ego is attached to the end product).
- You tend to be a bit more introverted than extroverted.
- You motivate others by showing them your hard work and action, as you lead by doing and demonstrating, not delegating and assigning.
- Goals of others are likely balanced against your own goals before you buy in.
- You are considered a resourceful person, with a high degree of options at the ready.
- You show leadership by being accountable for your own work.



### **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:

- You want to be seen as a strong individualist who likes to make your own path.
- You show others that you can think quickly on your feet to solve a variety of problems and issues.
- You are a very resourceful individual and one who can adapt to many different environments quickly.
- You are frequently looking for new, better, and more efficient ways of getting things done.
- You are a strong self-starter who shows a high sense of urgency to get things done... now.
- Your high degree of self-confidence in taking risks coupled with your high ego strength will yield one who will take full responsibility for the risks.
- You speak your mind, and may sometimes be blunt, or even sarcastic when under pressure.
- You show a wide variety of interests in many areas of the organization.