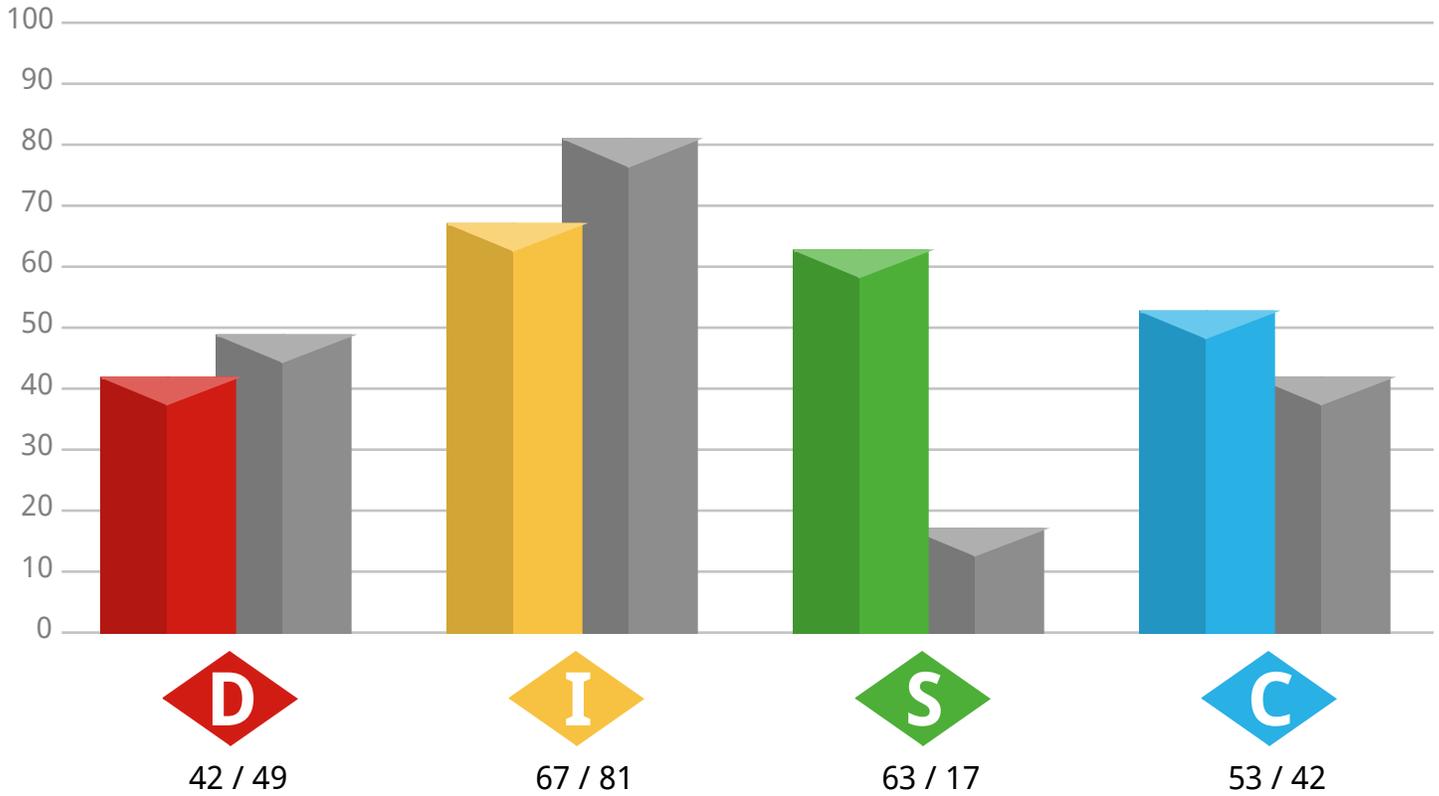




Natural and Adaptive Styles Comparison



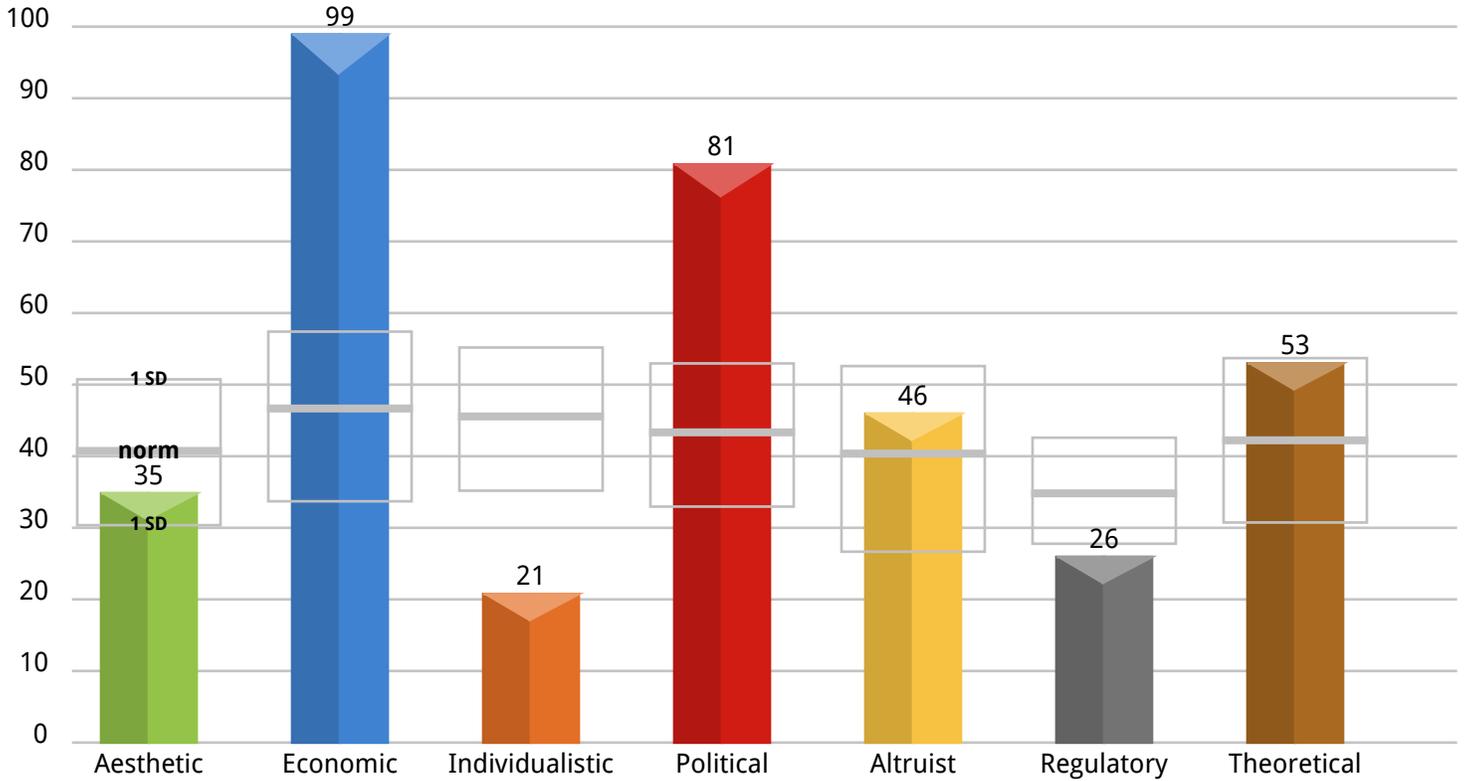
Adam Tate

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 Adam's Values



Adam Tate

Average Aesthetic	You are able to appreciate the benefit for balance and harmony without losing sight of the practical side of things.
Very High Economic	You are very competitive and bottom-line oriented.
Very Low Individualistic	You have a very high service orientation and are able to provide follow-through and support efforts.
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.
Low Regulatory	You are able to be a multi-threaded problem solver, able to shift gears and projects in a flexible way.
High Theoretical	You have a high interest level in understanding all aspects of a situation or subject.



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 Adam:

- If you agree with the outcome, follow through and do what you say you will do.
- Outline individual tasks and responsibilities in writing.
- Offer input on how to make the ideas become reality.
- Allow time to verify the issues and potential outcomes.
- If you disagree with the direction, make an organized presentation of your position.
- Break the ice with a brief personal comment.
- Be certain that the information you have is credible.

Things to avoid to effectively communicate with Adam:

- Don't legislate.
- If you disagree, don't let it reflect on others personally, and don't let it affect the relationship.
- Don't be vague about what's expected.
- Avoid being impersonal or judgmental.
- Don't leave decisions hanging in the air. Be certain all decision-points have reached closure and action-plans are the result.
- Don't use unreliable evidence or testimonials.
- Don't manipulate or bully others into agreeing.



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 persuade others by demonstrating personal competence and encouraging others with a sense of optimism.
- Tend to be rather friendly and easy-going in interacting with others.
- You have the ability to self-manage much of your own organizational activity and workload.
- You have the ability to handle people with patience, and demonstrate high technical competence in your area of expertise.
- Tend to be optimistic and demonstrate high personal standards and set high goals for yourself.
- You score like those who desire to become the best they can, or an expert, in a specific area.
- May become verbally disappointed when standards aren't met, or when the team project becomes delayed.
- Tend to be more modest than egocentric, but you also have the ability to become assertive when necessary for emphasis or communication.



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 want to seek specialized assignments that can capitalize on your social and motivational skills.
- You are known for a great ability to meet others easily and readily, and are socially poised in small or large group situations.
- Able to generate team involvement through friendly conversation and gentle persuasion of team members in a one-on-one manner.
- You tend to be very extraverted and if in the midst of a mundane project, you may use creativity or spontaneity to make the activity more exciting.
- Known as one with a remarkable ability to shift the mood from serious to lighthearted smoothly and easily.
- You show the ability to speak to audiences and motivate others with poise, confidence, and excellent verbal skills.
- You tend to be action oriented, and you are able to handle many projects simultaneously.
- Displays a high energy level, especially in social situations, and is very good at meeting new people.