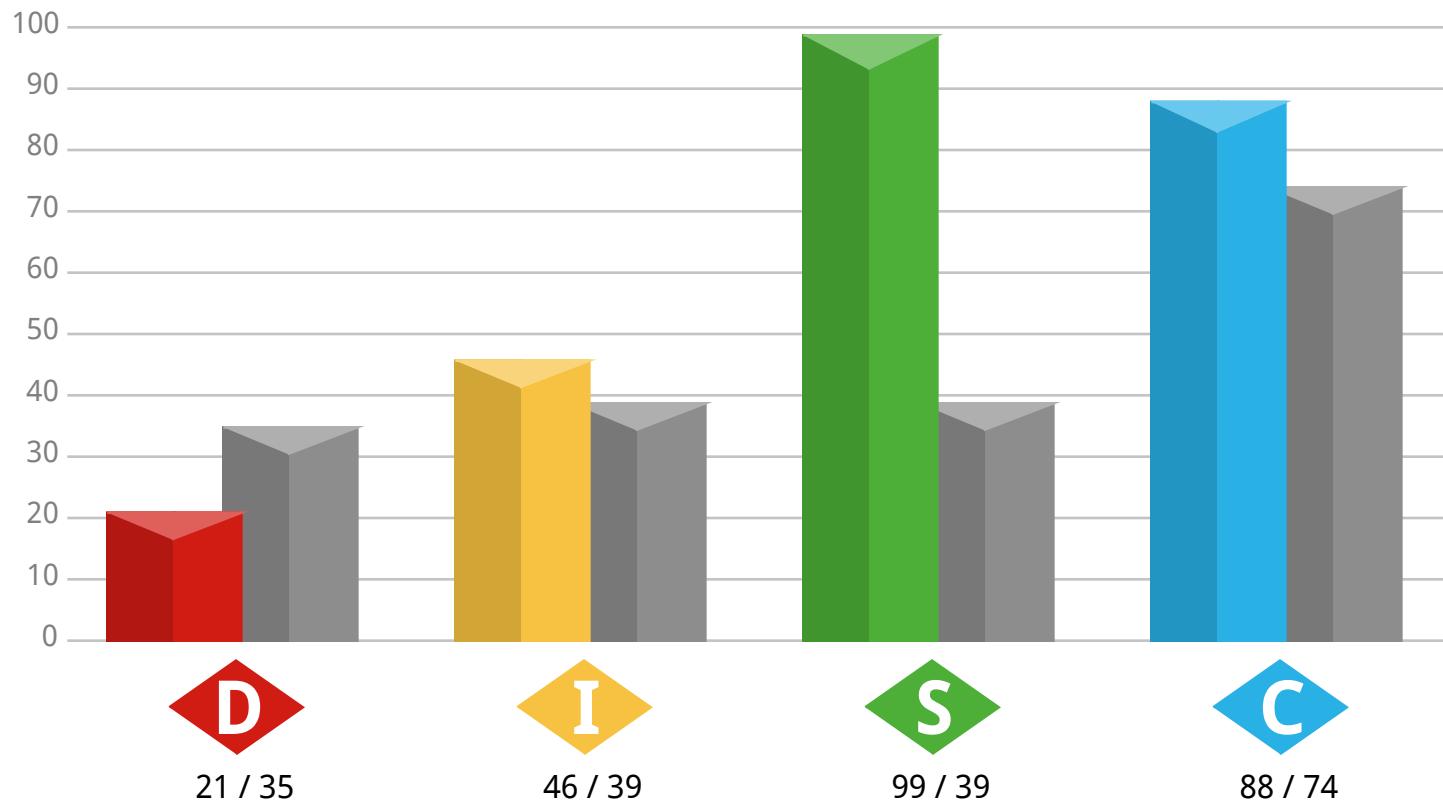




Natural and Adaptive Styles Comparison



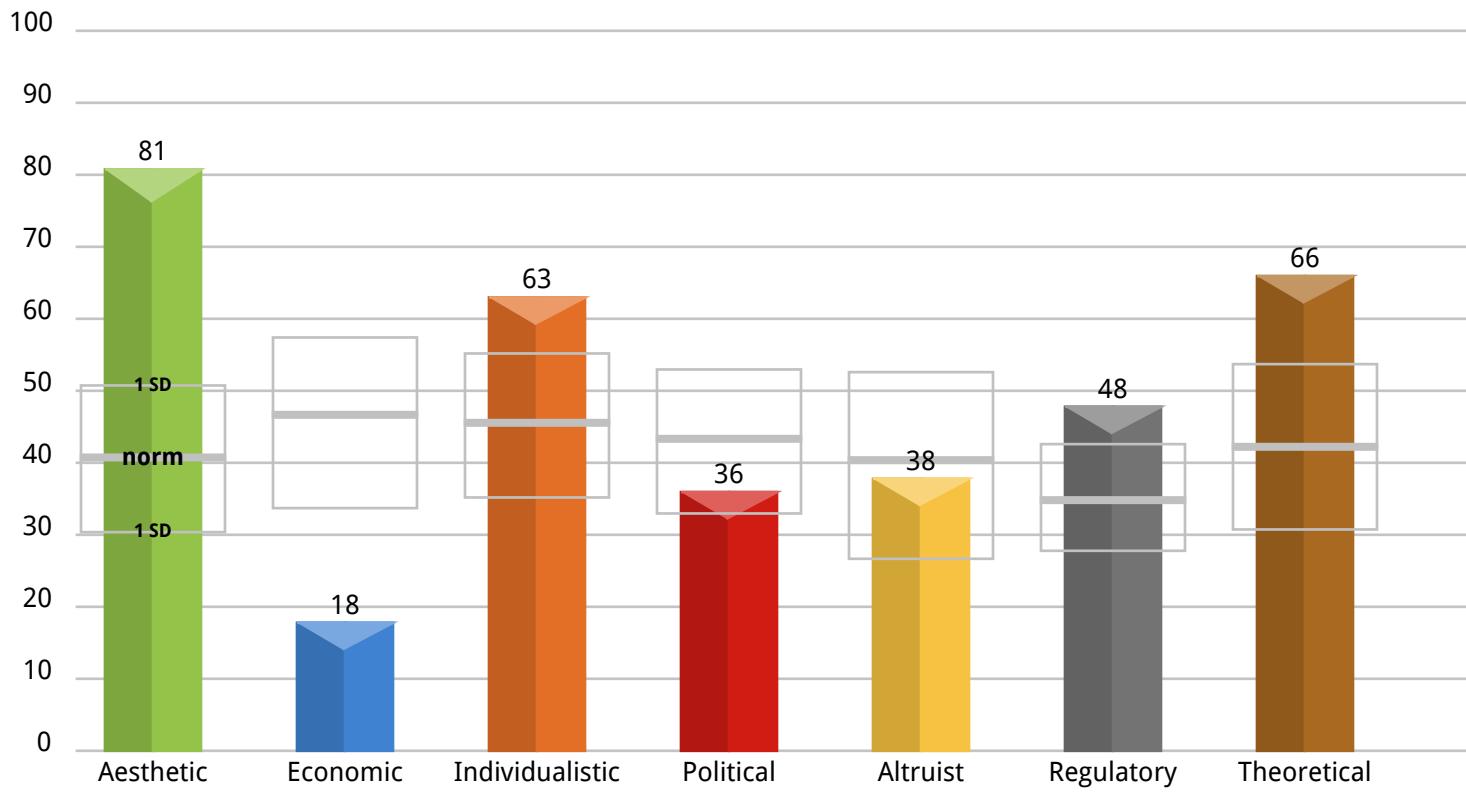
Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress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



Very High Aesthetic	You place great importance in finding a good work-life balance, creating more than destroying and artistic self expression.
Very Low Economic	You may try to help meet customers' needs (internal and external) before your own.
High Individualistic	You have no problem standing up for your own rights and may impart this energy into others as well.
Average Political	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
Average Altruist	You are concerned for others without giving everything away; a stabilizer.
High Regulatory	You have a strong preference for following established systems or creating them if none present.
High Theoretical	You have a high interest level in understanding all aspects of a situation or subject.



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:

- Decisions are made after careful consideration of all variables and inputs. This process may take a bit more time in the view of some others on the team, but the decision will be a quality outcome.
- You have a need for specific details related to your area of authority and responsibility.
- Has a high sense of 'neatness' in the organizational workspace and at home. Everything in its place is preferred over clutter of some other style preferences.
- Evaluates others by their own use of procedures, standards, and quality action.
- Appreciates security in projects, systems, and the job culture. Much of that security may be achieved by maintaining high standards of operational quality.
- Scores like those who keep a careful eye on the organizational clock and maintain a keen awareness of time-lines for systems and projects.
- You bring a very high level of conscientiousness and follow-through in working on detailed projects and complex assignments.
- You tend to judge others by objective standards, and want to be evaluated yourself by specific criteria that is provided, preferably in writing.



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 show an excellent questioning style in order to get into the details of an issue.
- In the workplace, you prefer order over chaos, and will work to create and preserve order.
- You set high quality control standards, for yourself and others, in order to minimize mistakes.
- On the job, may tend to align with others who show equally high quality control.
- Supports the idea that assigning roles and responsibilities grows an effective and efficient organization.
- Tends to be most effective in a work culture where conflicts are kept to a minimum.
- You demonstrate excellent critical thinking ability.
- You have a rare skill of being able to weigh both intuition and data in very skillful ways when making decisions.



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 Emily:

- Be certain to follow through on your part of the project.
- Be certain that individual responsibilities are clear, and there are no ambiguities.
- If you agree with the outcome, follow through and do what you say you will do.
- Assure others that there won't be unexpected surprises.
- Take your time to be precise and thorough.
- Provide assurances about input and decisions.
- Outline individual tasks and responsibilities in writing.

Things to avoid to effectively communicate with Emily:

- Don't use quick manipulations of ideas.
- Don't whine about all of the work you have to do.
- Don't offer assurances and guarantees you can't fulfill.
- Don't be rude, abrupt, or too fast-paced in your delivery.
- Don't manipulate or bully others into agreeing.
- Don't use unreliable evidence or testimonials.
- Don't leave things up in the air, or to work out by chance.