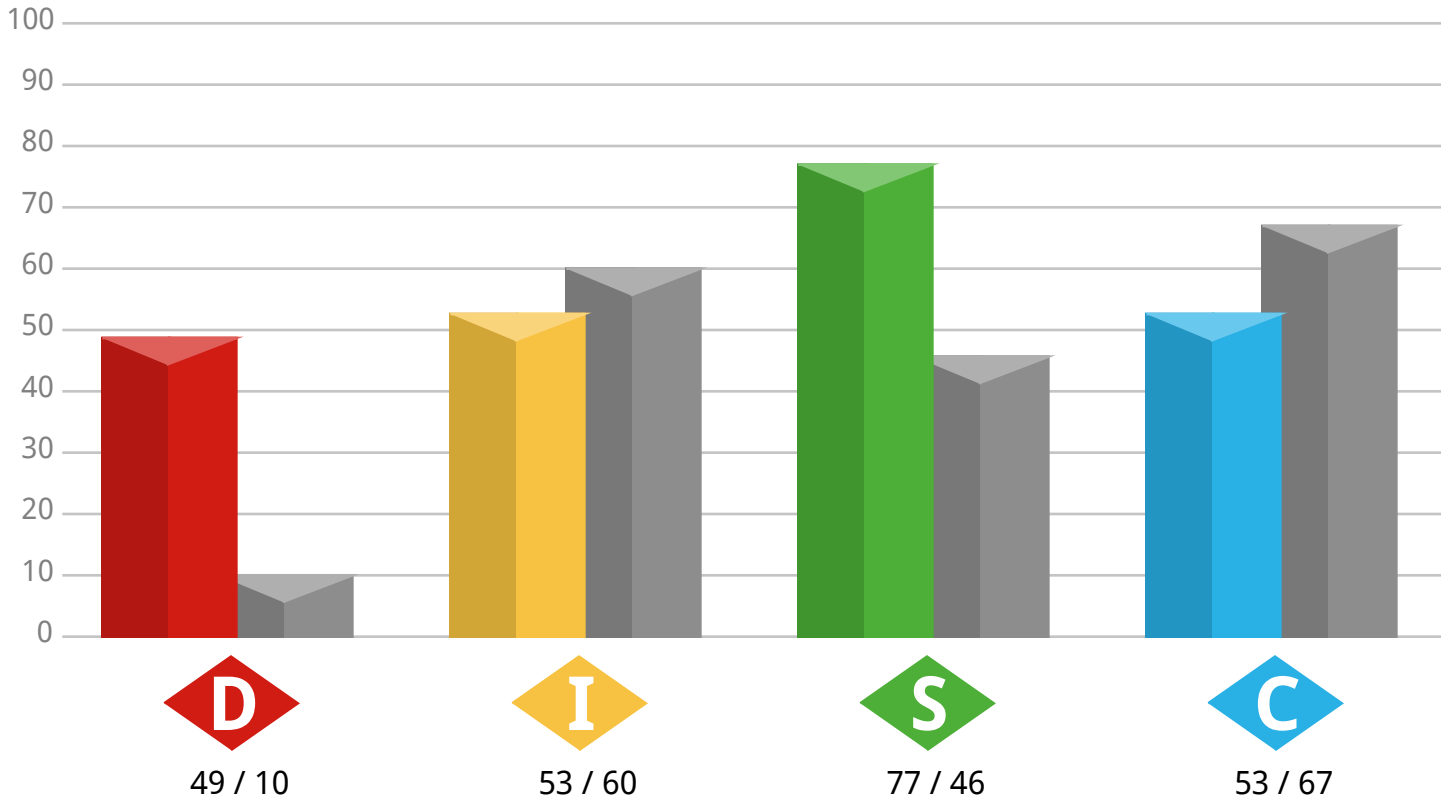




## Natural and Adaptive Styles Comparison



Ronald Baron

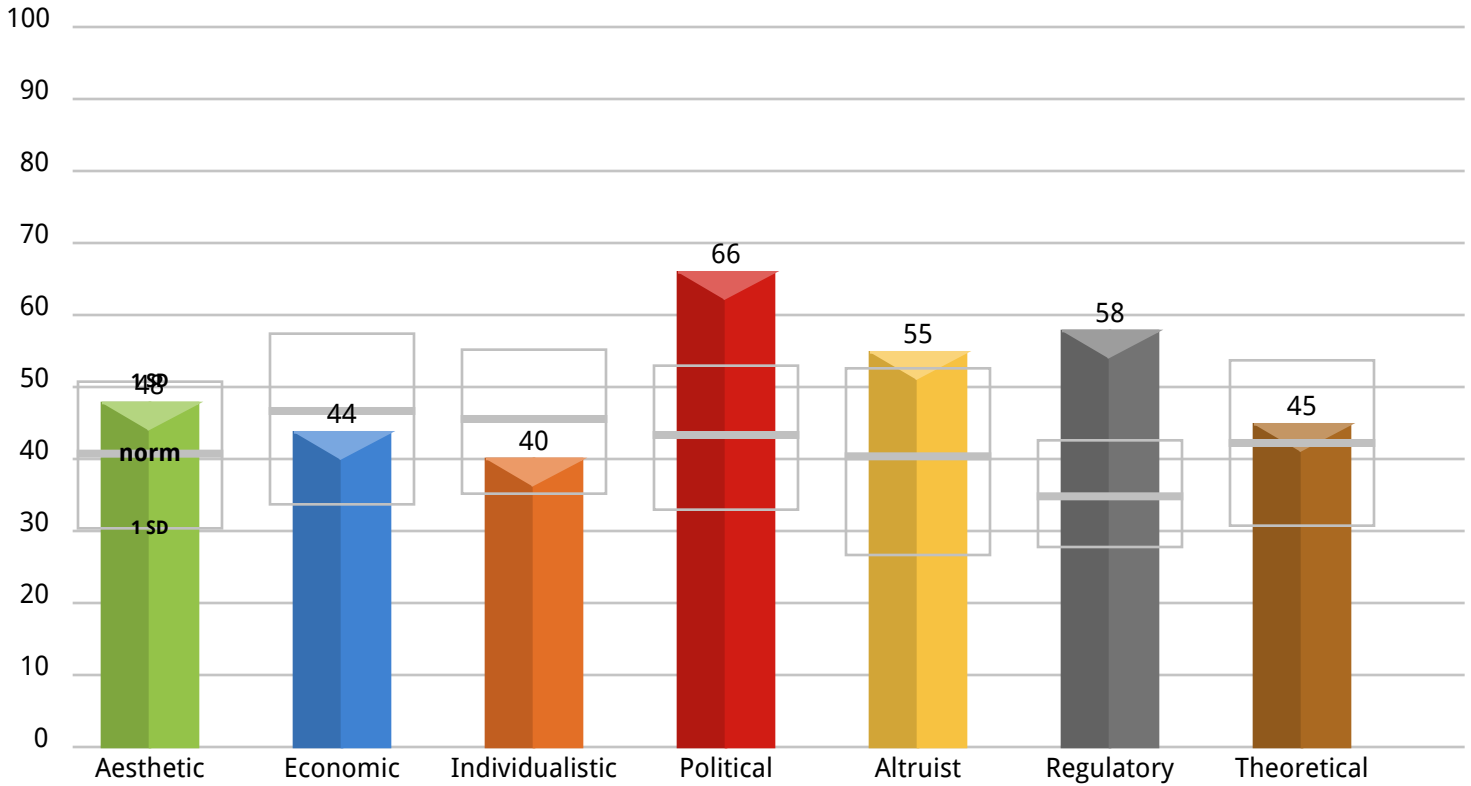
**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your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



Ronald Baron

<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>Average Economic</b>	You are able to perceive and create a balance between the need for economic return and other needs as well.
<b>Average Individualistic</b>	You are not an extremist and able to balance the needs of both others and self.
<b>High Political</b>	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
<b>High Altruist</b>	You have a high desire to help others learn, grow, and develop.
<b>High Regulatory</b>	You have a strong preference for following established systems or creating them if none present.
<b>Average Theoretical</b>	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:**

- Allow time to verify the issues and potential outcomes.
- Provide testimonials from people seen as important and prominent.
- Use the conversation to direct you back to the topic or issue at hand.
- Provide a specific, step-by-step timetable with names and responsibilities.
- Ask for input regarding people and specific assignments.
- Outline individual tasks and responsibilities in writing.
- Be candid, open, and patient.

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

- Don't stick to a strictly business agenda. Loosen up a little.
- Don't offer assurances and guarantees you can't fulfill.
- Don't be vague or ambiguous.
- Don't manipulate or bully others into agreeing.
- Don't leave things up in the air, or to work out by chance.
- Don't leave the idea or plan without backup support.
- Don't rush the issues or the decision-making process.



### **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.
- 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.
- You place high expectations on yourself and others, and are able to help coach others into a stronger quality orientation.
- You have a large knowledge-base and a continuing appetite to learn more.
- Able to express a sense of humor, but you become very serious about work tasks and projects, especially in the desire to maintain a high quality control.
- Tend to be more modest than egocentric, but you also have the ability to become assertive when necessary for emphasis or communication.
- Tend to be optimistic and demonstrate high personal standards and set high goals for yourself.



### **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:

- Job related decisions are made by gathering facts and considering the needs of the people involved.
- Shows the rare ability to handle both the people-side and the detail-side of a project with equal poise and confidence.
- Shows a high degree of conscientiousness and thoroughness in handling any project.
- On complex assignments, will show the ability to handle both the people-side and the detail-side of a project with equal skill and confidence.
- Because of attention to both people and quality control, has the ability to contribute to a pleasant and efficient work environment.
- Maintains high quality control standards while also being sensitive to the needs of others on the team.
- Shows a special characteristic of being able to help others on the team to visualize the activities necessary to lead to success in a complex project or design.
- Wants to be seen as one who has ability to take the seed of an idea and make it develop into a successful solution.