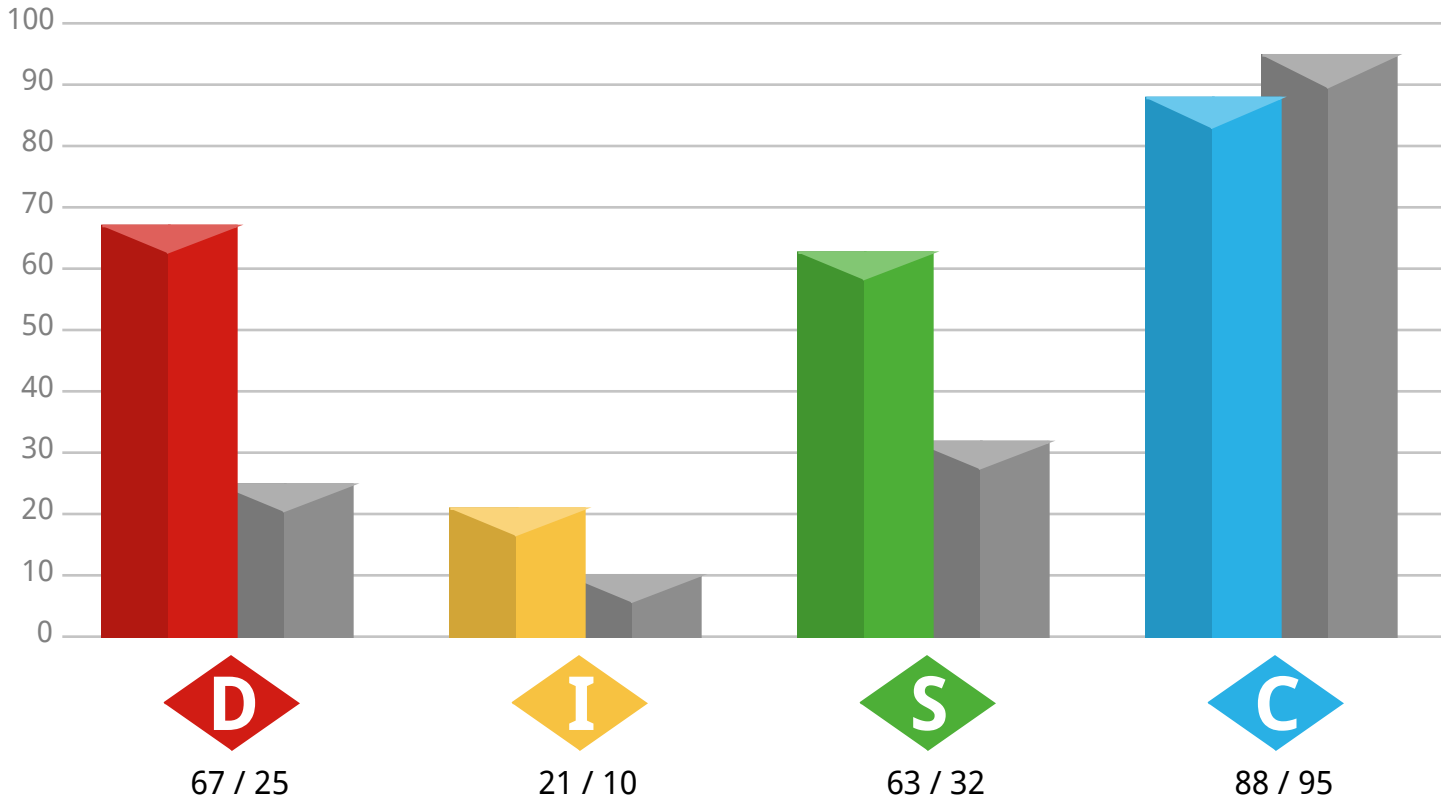




Natural and Adaptive Styles Comparison



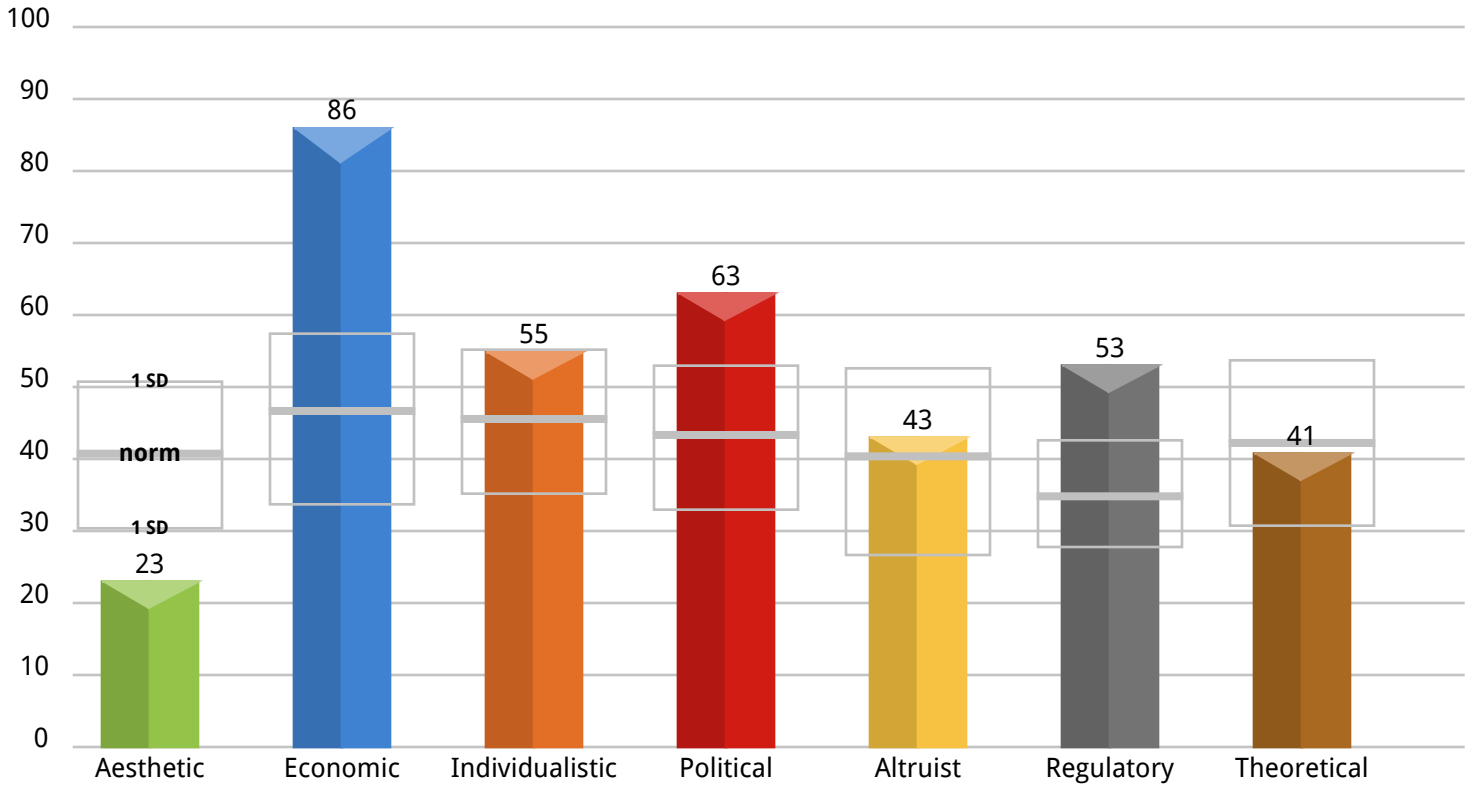
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Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure.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



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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.
High Political	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
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.
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:

- Three rules: Make it quick, make it engaging, and make for the door.
- 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.
- When agreeing, support the ideas and potential results, not the person.
- Be efficient: Hit the major points first.
- Prepare your case in advance; don't 'wing-it' using charm alone.
- Get to the point quickly and don't ramble.
- Make assurances that there won't be surprises.

Things to avoid to effectively communicate with you:

- Don't whine about all of the work you have to do.
- Don't use unreliable evidence or testimonials.
- Avoid leaving loopholes or vague issues hanging in the air.
- Don't be vague about what's expected of either of you.
- When disagreeing, don't let it reflect on others personally.
- Don't push too hard.
- Don't make decisions for others.



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:

- Able to look at a project from both a big-picture perspective and the details and minutia that contribute to each step.
- Motivates others with a sense of competition and urgency.
- Strong initiator of creative new ideas, and seen as an agent of change within an organization. This comes especially from the Higher D traits.
- When in high thought-processing mode, may be somewhat restrained in sharing ideas or expressing feelings.
- Tends to be assertive and at the vanguard of leadership in new, creative ideas and solutions.
- Shows dominance in many new situations, and an ability to quickly analyze the facts.
- Brings a future-oriented awareness to problems and solutions.
- Two somewhat opposing drives emerge: The drive for quick, visible results coupled with an equal drive for high quality control. In an ideal world both can be accomplished simultaneously. However, in reality, sometimes these two drives are very difficult to achieve. (We may achieve one at the expense of the other.)



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:

- Tends not to like interruptions while working on detailed projects.
- Places importance on having accurate data on which to make decisions.
- You show an excellent questioning style in order to get into the details of an issue.
- The High C preferences show that you are one who is motivated to demonstrate a high degree of quality control awareness in all projects and processes.
- You show a broad-based awareness of the political and economic implications of any decision that is made on behalf of the organization.
- Sets an example for others in being systematic and logical in developing procedures.
- Likes to do things correctly the first time, so additional time may be needed in the short run, to prevent mistakes in the long run.
- In the workplace, you prefer order over chaos, and will work to create and preserve order.