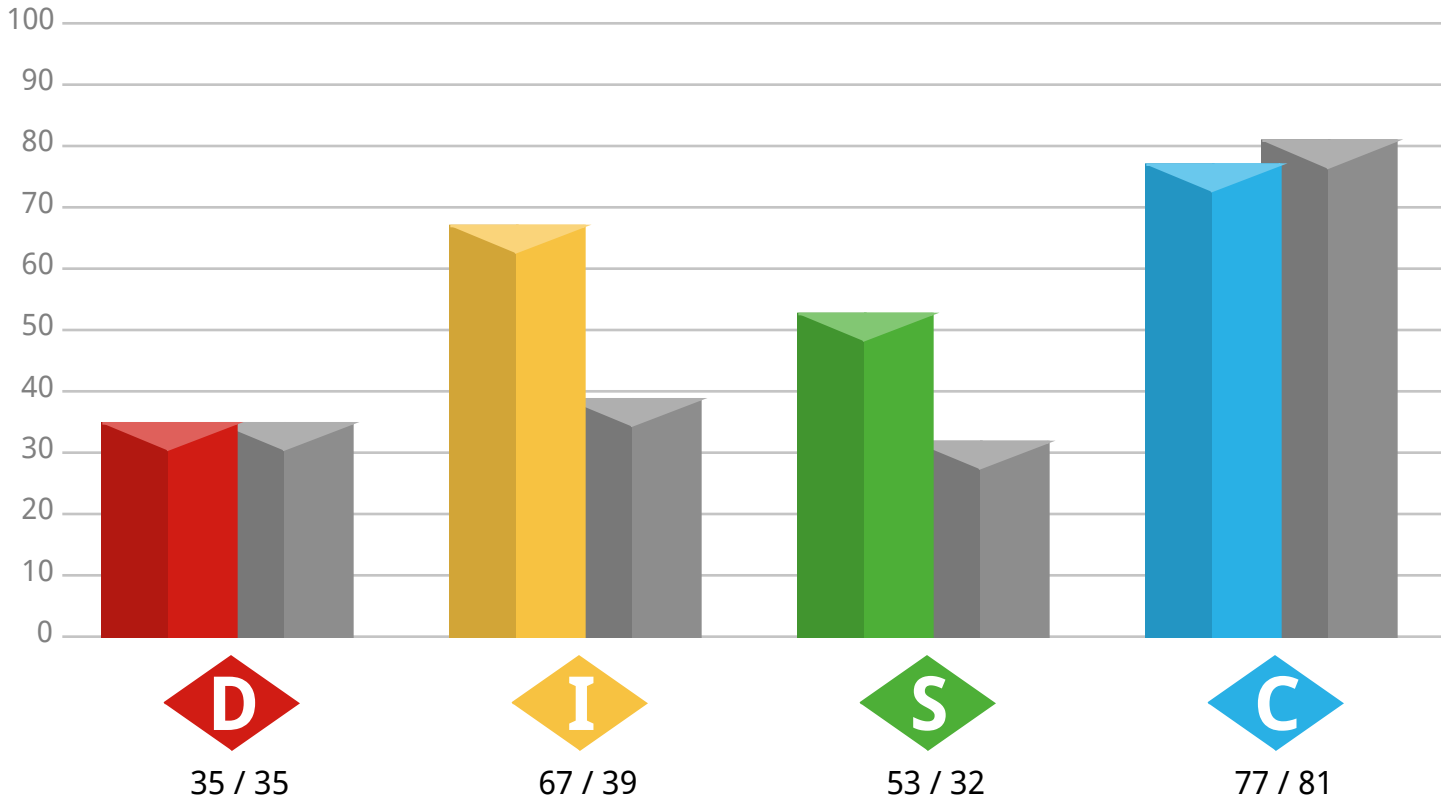




Natural and Adaptive Styles Comparison



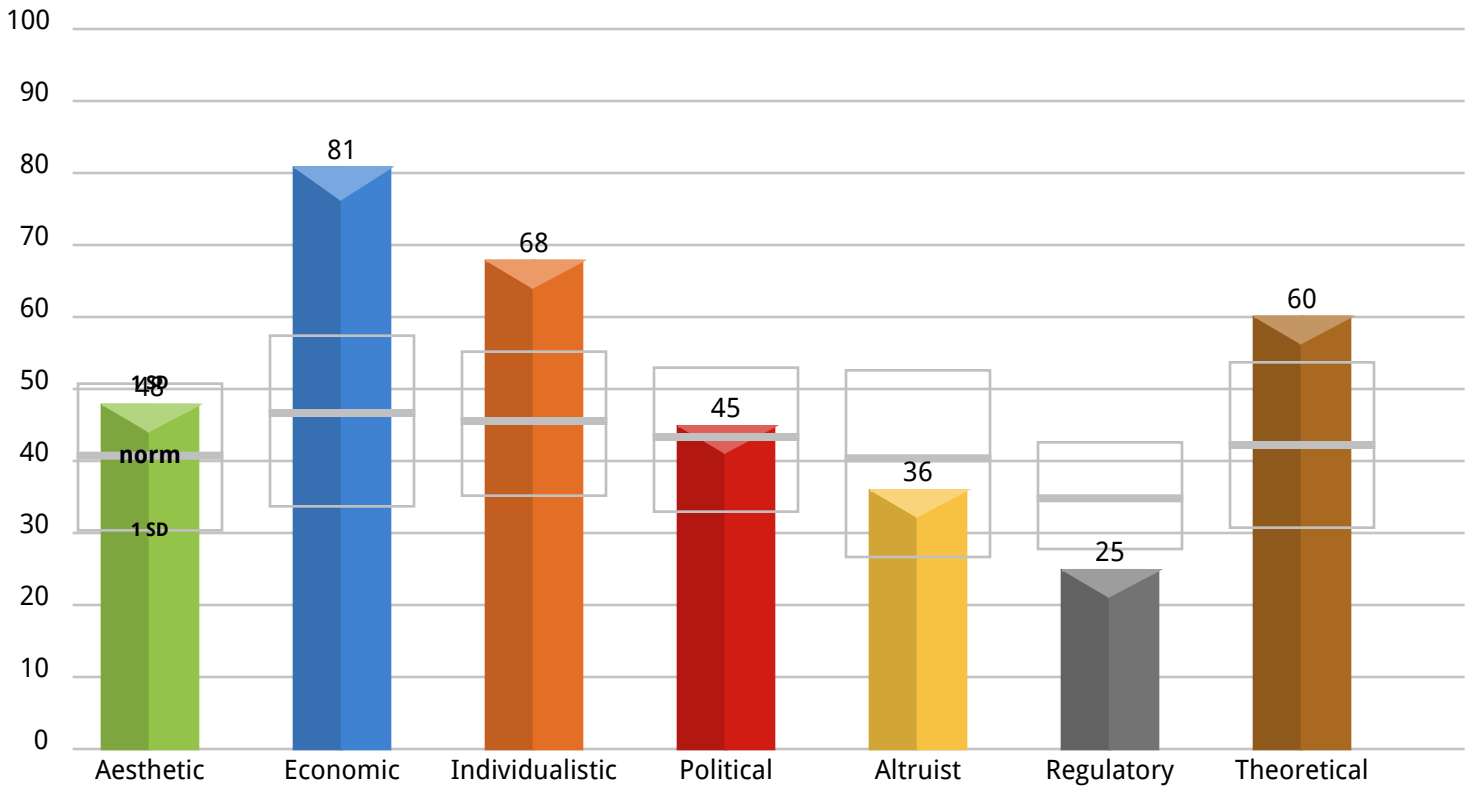
Astrid Rives

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



Astrid Rives

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.
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.
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 you:

- If you agree with the outcome, follow through and do what you say you will do.
- Provide testimonials from people seen as important and prominent.
- Be certain that the information you have is credible.
- Do your homework because that will be critical to the success of the conversation or meeting.
- Prepare your case in advance; don't 'wing-it' using charm alone.
- Be certain to conclude the communication with some modes of action and specific next-steps for all involved.
- Use a thoughtful and logical approach to discussing ideas and options.

Things to avoid to effectively communicate with you:

- Don't legislate.
- Don't be dogmatic.
- Be certain all decision-points have reached closure and action-plans are the result.
- Don't use quick manipulations of ideas.
- Don't rush the issues or the decision-making process until you have buy-in.
- Leave things up in the air, or to work out by chance.
- Don't fail to follow through. If you say you're going to do something, do it.



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:

- May fear losing on a project or proposal.
- Has ability to take the seed of an idea and make it develop into a successful solution.
- May become somewhat impatient or aggressive when under pressure.
- Able to accomplish complex tasks by working enthusiastically with people.
- Will follow-up carefully on project details, especially if they have been delegated to others.
- 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.
- High optimism and desire to win.
- Has the ability to carry out detailed action plans, and verbalize the steps in an articulate manner.



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:

- Highly aware of the dangers of making mistakes through hasty decisions.
- May be somewhat difficult to get to know on a personal level, because of not being extremely verbal with others, unless in a small group environment.
- Supports the idea that assigning roles and responsibilities grows an effective and efficient organization.
- Places importance on having accurate data on which to make decisions.
- You like to be aware of the rules, procedures and protocol so that you can follow them. You may display disappointment when others don't follow the same standards.
- 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.