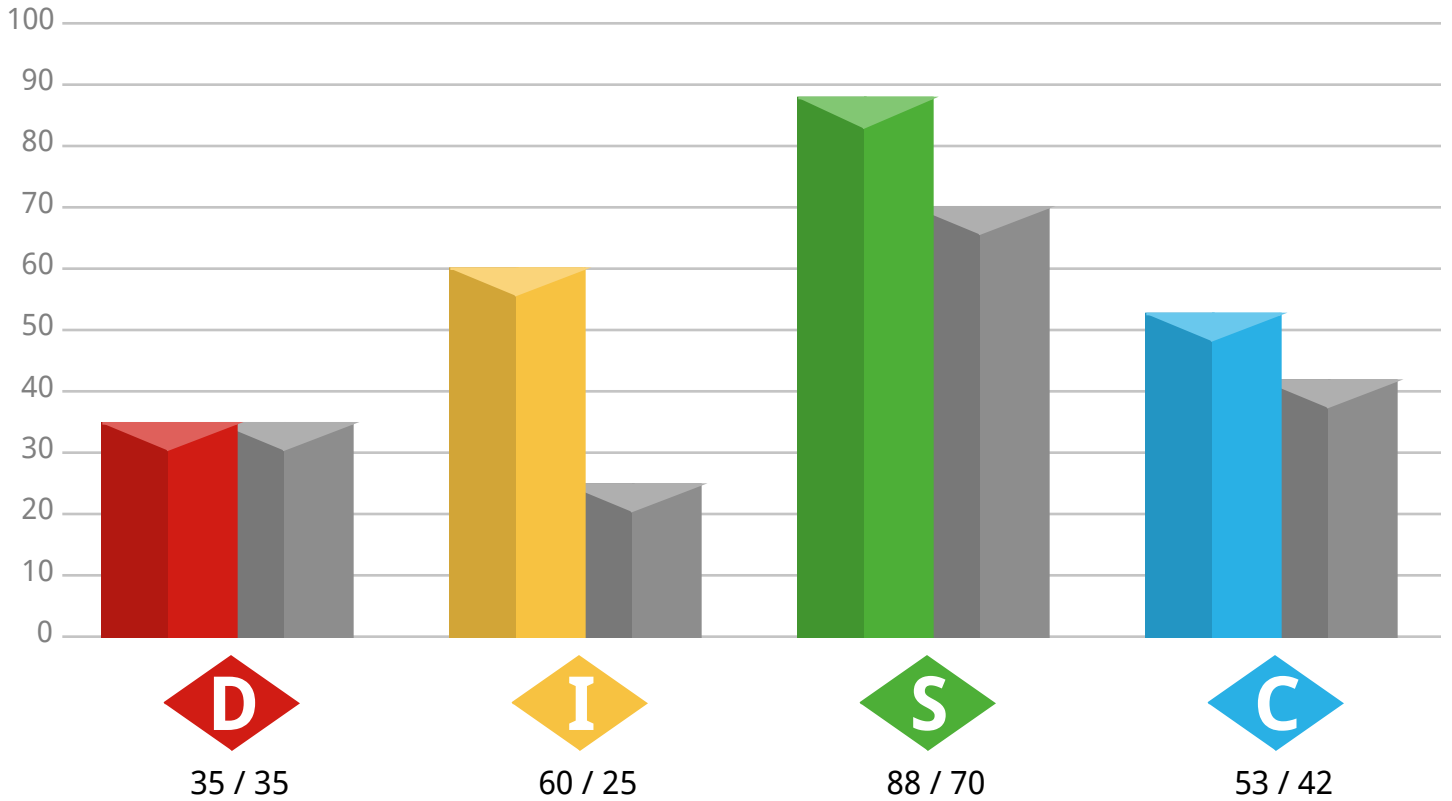




Natural and Adaptive Styles Comparison



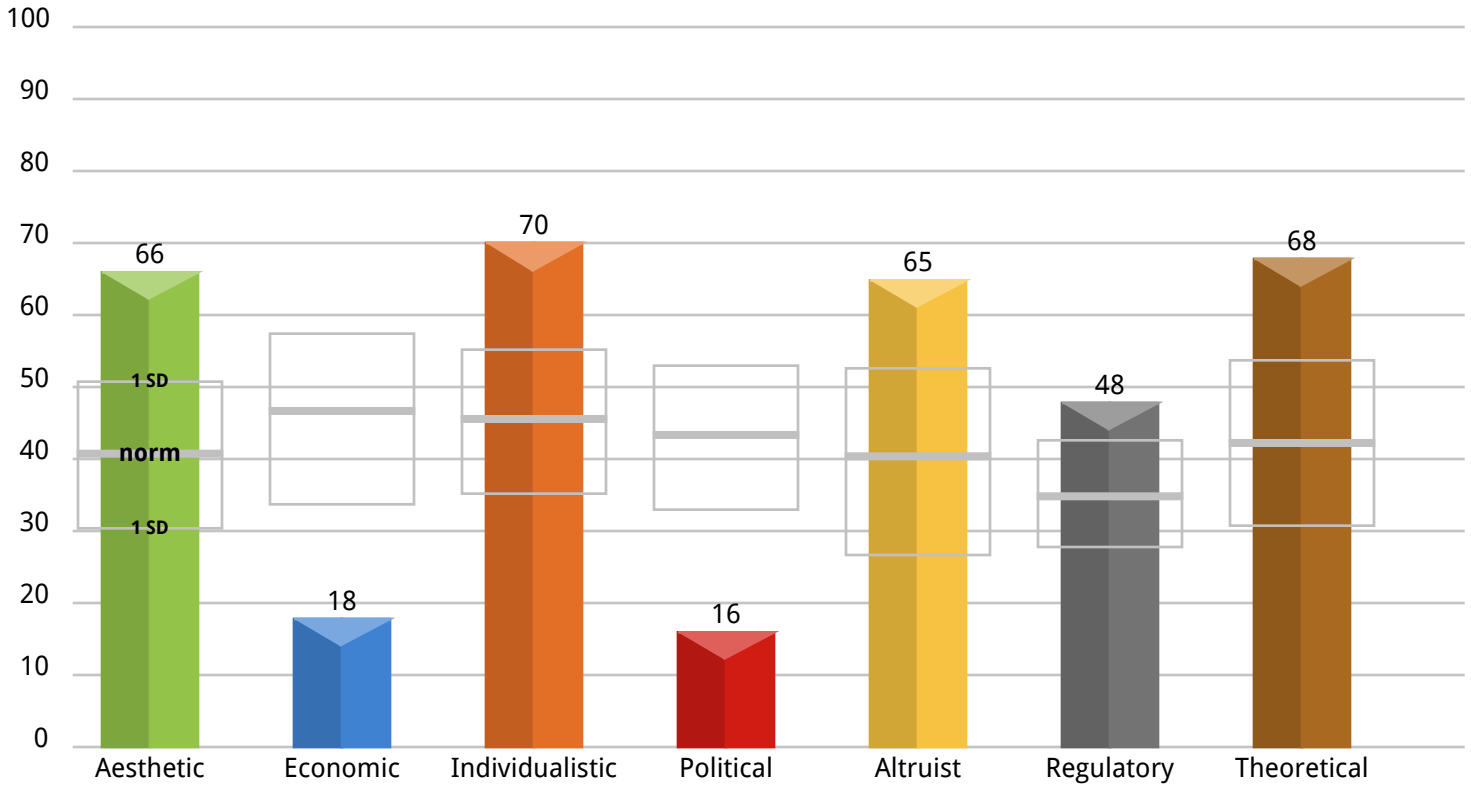
Don Johnson

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



Don Johnson

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|-----------------------------|--|
| High Aesthetic | You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space. |
| 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. |
| Very Low Political | You tend to be non-competitive and demonstrate a higher service orientation. |
| High Altruist | You have a high desire to help others learn, grow, and develop. |
| 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. |



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:

- Make an organized appeal for support and contributions.
- If you say you're going to do something, do it.
- Be certain that individual responsibilities are clear, and there are no ambiguities.
- Provide a specific, step-by-step timetable with names and responsibilities.
- Do your homework, because others will have already done their share of it.
- Provide testimonials from people seen as important and prominent.
- 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 leave things up in the air, or to work out by chance.
- Don't use unreliable evidence or testimonials.
- Avoid being impersonal or judgmental.
- Don't be domineering or demanding.
- Don't rush the issues or the decision-making process.
- 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:

- You persuade others by demonstrating personal competence and encouraging others with a sense of optimism.
- You tend to be verbal and articulate about many different topics and issues.
- Tend to be more modest than egocentric, but you also have the ability to become assertive when necessary for emphasis or communication.
- 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.
- You demonstrate a high degree of competence in your area of expertise.
- Response pattern indicates that you have the ability to be a strong achiever in technical performance and expertise within the organization.
- Tend to be optimistic and demonstrate high personal standards and set high goals for yourself.
- You have the ability to focus on building your own skills and talents while also assisting others on the team in building their own skills.



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:

- Because of your high degree of patience, some may look toward you as a generous teacher, mentor, or coach for complex projects or problems.
- You tend to be more modest than egocentric, and as a result you are able to work well with a variety of other DISC-Index™ style preferences.
- Known as one who prefers maintaining the status quo rather than making changes just for the sake of change.
- You may prefer to socialize with a rather small group of associates and build deeper relationships than have shallow relationships with a wide number of people.
- Works very effectively in specialized areas of work processes, and may serve as the 'glue' that holds a complex project together.
- You are able to model the professional stability necessary to grow within an organization.
- Known by others in the organization to have a 'long fuse' and is not easily angered while on the job, although may take some of the anger and vent it at home.
- As a leader or member of a project team, you may show a deliberate, dispassionate, and serious approach to solving problems.