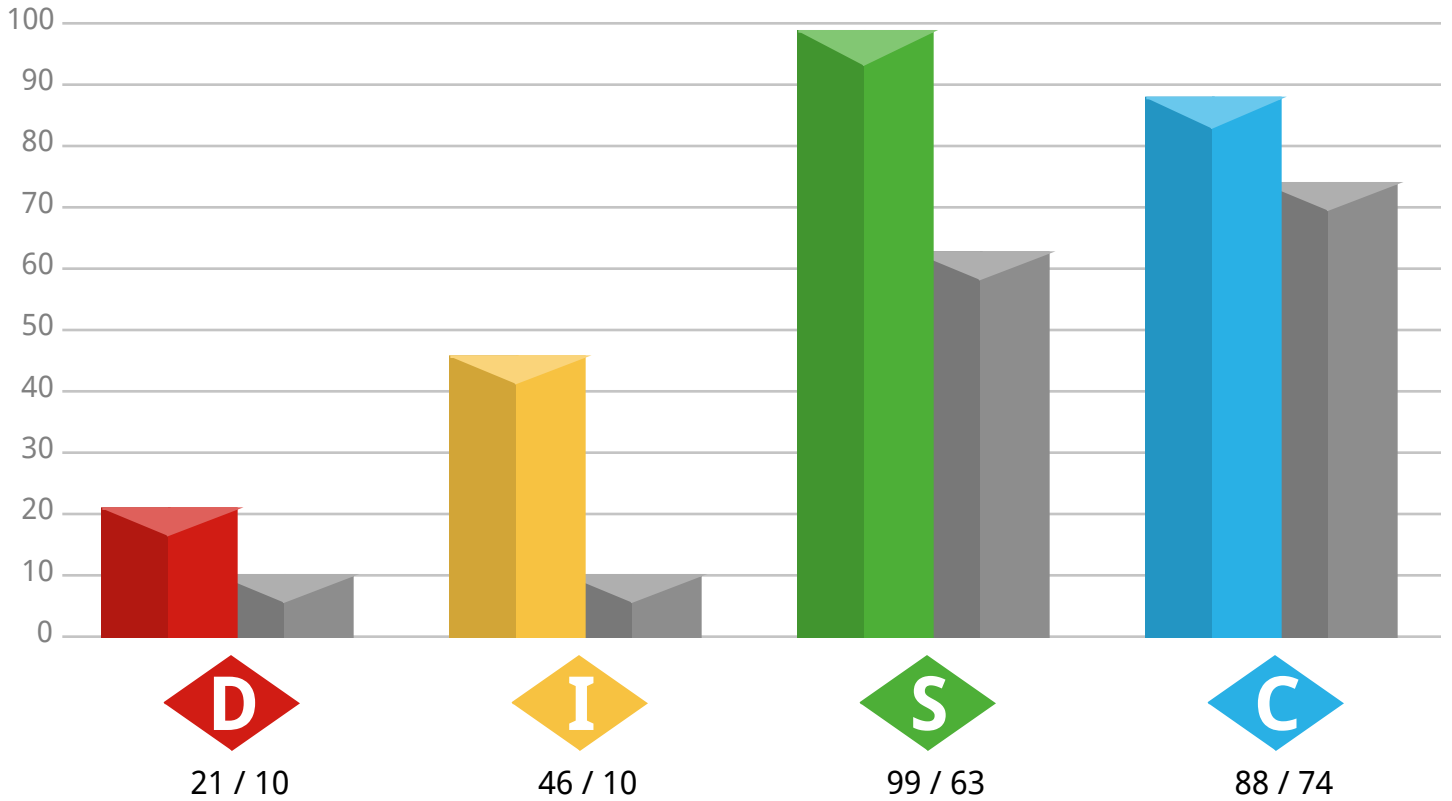




Natural and Adaptive Styles Comparison



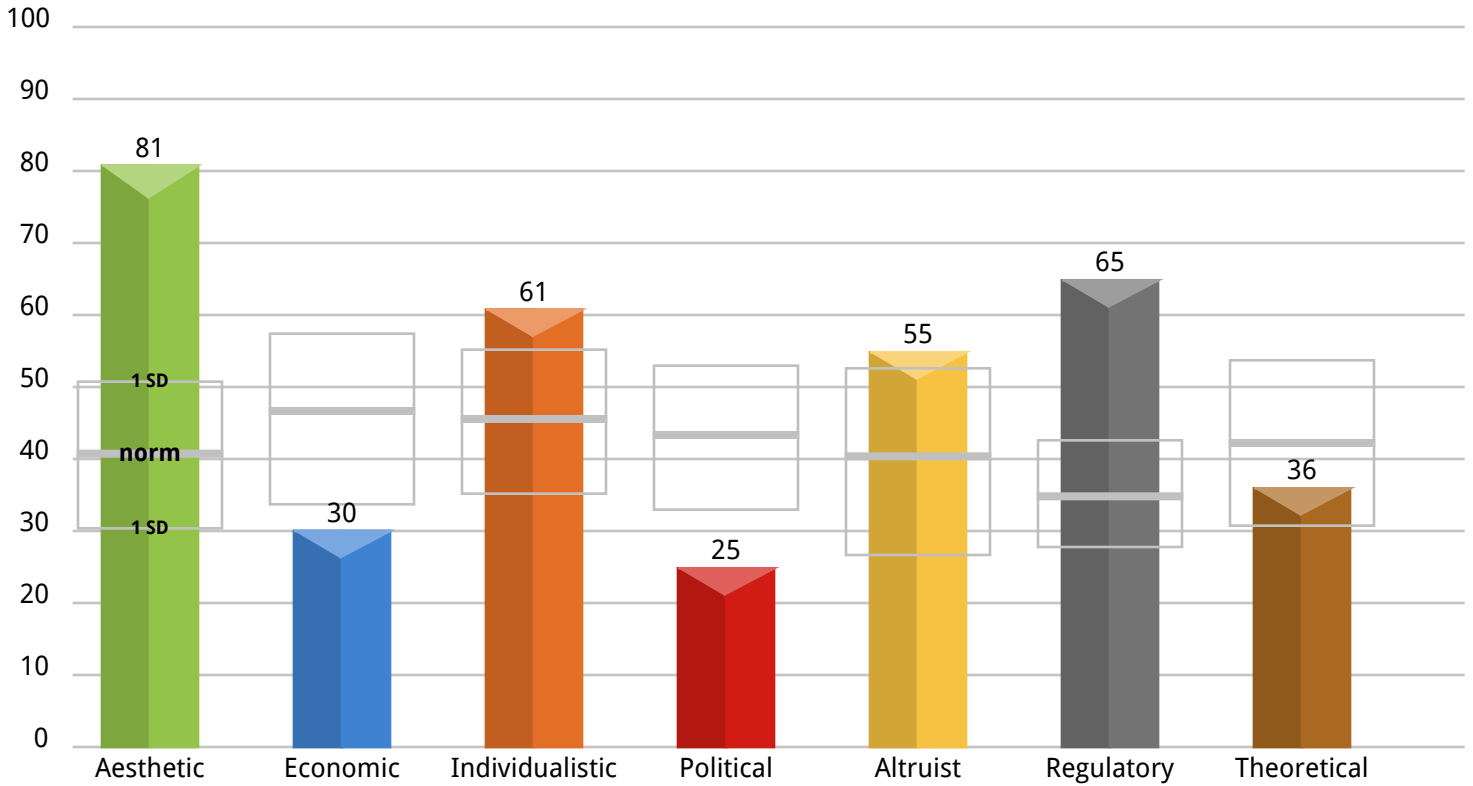
Evelena Anderson-Eley

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



Evelena Anderson-Eley

Very High Aesthetic	You place great importance in finding a good work-life balance, creating more than destroying and artistic self expression.
Low Economic	You are a team player and may put others' needs before self.
High Individualistic	You have no problem standing up for your own rights and may impart this energy into others as well.
Low Political	You are supportive of the efforts of the team; no hidden agendas. Willing to surrender control.
High Altruist	You have a high desire to help others learn, grow, and develop.
Very High Regulatory	You are well disciplined, and follow standard operating protocol and traditional ways.
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:

- Find some areas of common interest and involvement.
- Make an organized appeal for support and contributions.
- Present your ideas and opinions in a nonthreatening way.
- Approach issues in a straightforward, direct and factual way.
- Be certain that individual responsibilities are clear, and there are no ambiguities.
- Do your homework, because others will have already done their share of it.
- Use a thoughtful and logical approach to discussing ideas and options.

Things to avoid to effectively communicate with you:

- Don't manipulate or bully others into agreeing.
- Don't use someone else's opinions as evidence.
- Don't be careless or haphazard.
- Don't use quick manipulations of ideas.
- Don't be vague about what's expected.
- If you disagree don't let it reflect on others personally, and don't let it affect the relationship.
- Don't be domineering or demanding.



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:

- Scores like those who keep a careful eye on the organizational clock and maintain a keen awareness of time-lines for systems and projects.
- Others on the team may seek you out to answer a detailed question for them. (The word about your high competence and knowledge-base gets around the organization quickly.)
- Persuades others on the team by careful attention to detail, and through facts, data, and logic, not emotion.
- You bring a very high level of conscientiousness and follow-through in working on detailed projects and complex assignments.
- Brings a high degree of competence in product and process knowledge.
- May tend to get bogged down in details during some decision-making processes. The reason is that you may keep the data-gate open too long. There may be more information forthcoming that might impact the direction of the decision.
- You set high performance standards for yourself and others, and expects all to meet those standards.
- You score like those who appreciate an occasional word of reassurance from their supervisor or board, as long as it is sincere input.



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:

- On work related projects you tend to be restrained and reticent in showing emotions, and may not be extremely verbal at a team meeting, unless asked for input or if the topic is one of high importance to you.
- Brings a high degree of competence in product and process knowledge. Others on the team may seek you out to answer a detailed question for them.
- When taking risks, you score like those who take calculated, educated risks only after a thoughtful analysis of the facts and data, and have analyzed options and potential outcomes.
- You bring a very high level of conscientiousness and follow-through in working on detailed projects and complex assignments.
- May tend to get bogged down in details during some decision-making processes. The reason is that you may keep the data-gate open too long: There may be more information forthcoming that might impact the direction of the decision.
- You set high performance standards for yourself and others, and expect all to meet those standards.
- Extremely high sense of quality control and detail orientation in all you do for the team or organization.
- You keep a careful eye on the organizational clock and maintain a keen awareness of time-lines for systems and projects.