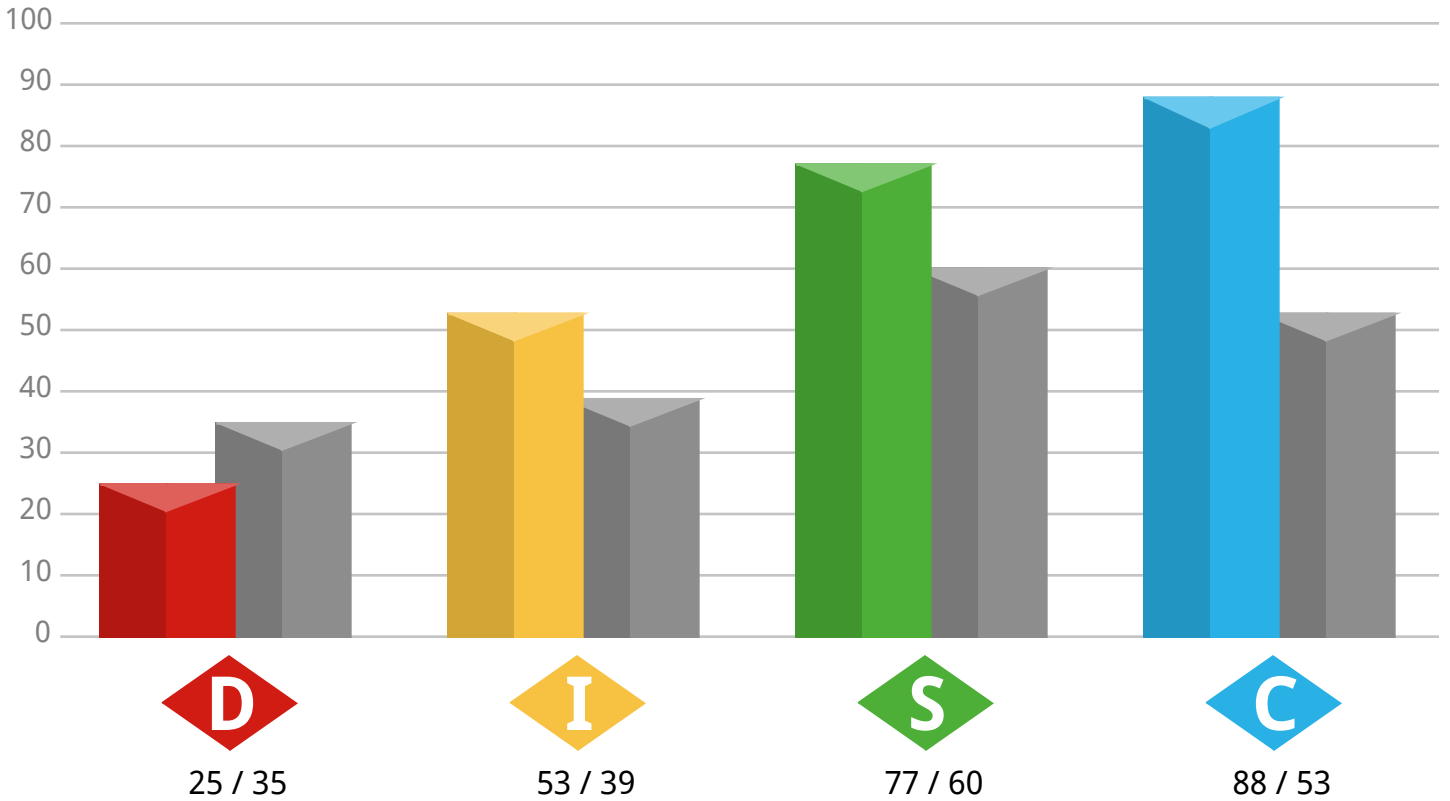




## Natural and Adaptive Styles Comparison



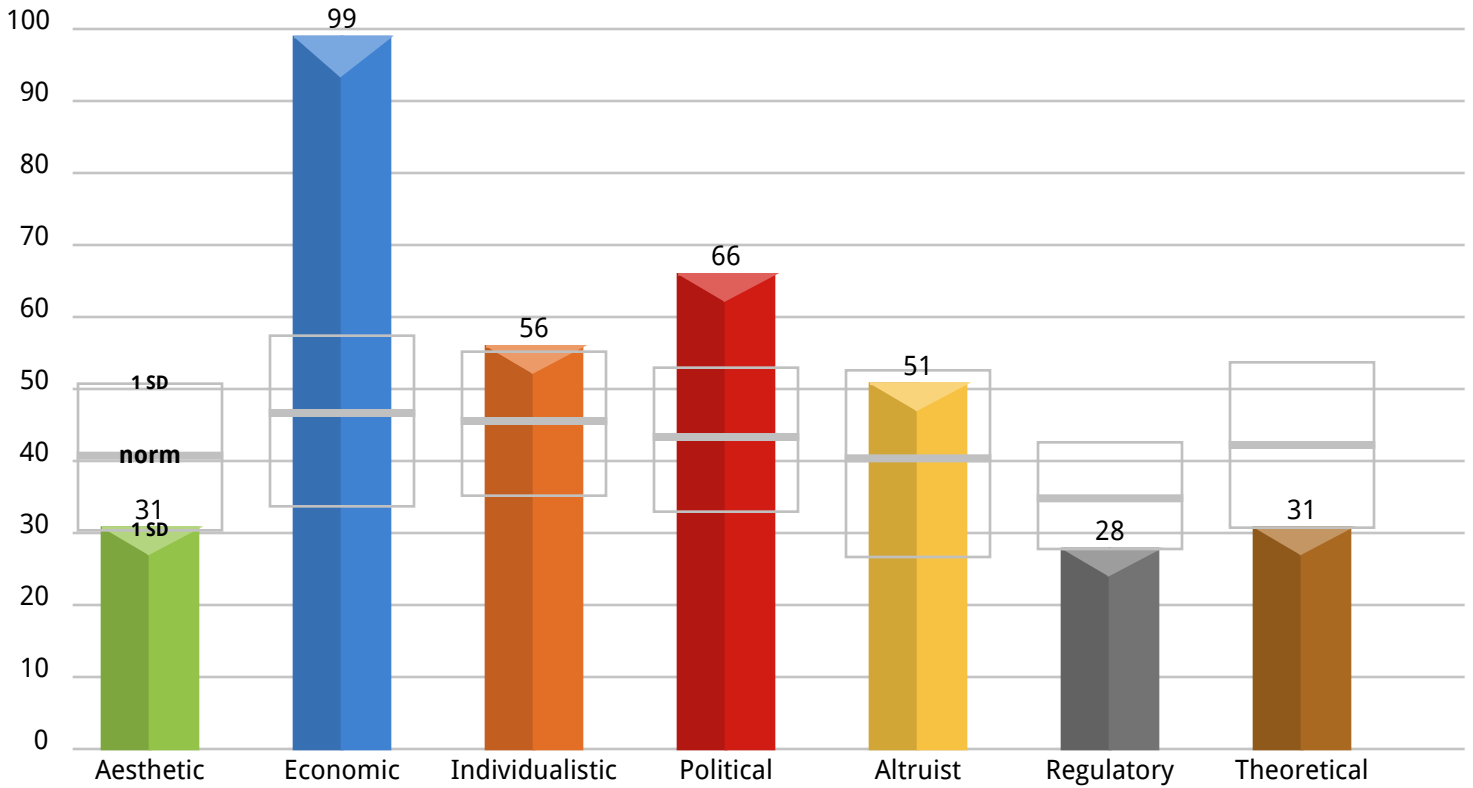
Pete Meza

**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



Pete Meza

<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>Very High Economic</b>	You are very competitive and bottom-line oriented.
<b>High Individualistic</b>	You have no problem standing up for your own rights and may impart this energy into others as well.
<b>High Political</b>	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
<b>Average Altruist</b>	You are concerned for others without giving everything away; a stabilizer.
<b>Average Regulatory</b>	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
<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:**

- Present your ideas and opinions in a non-threatening way.
- Do your homework, because others will have already done their share of it.
- Offer input on how to make the ideas become reality.
- Make an organized appeal for support and contributions.
- Be candid, open, and patient.
- If you agree with the outcome, follow through and do what you say you will do.
- Use the conversation to direct you back to the topic or issue at hand.

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

- Don't use unreliable evidence or testimonials.
- If you disagree, don't let it reflect on others personally, and don't let it affect the relationship.
- Don't 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.
- Don't leave the idea or plan without backup support.
- Don't be domineering or demanding.
- Avoid being overly task-oriented.



### **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 have the ability to focus on building your own skills and talents while also assisting others on the team in building their own skills.
- You have the ability to self-manage much of your own organizational activity and workload.
- You demonstrate a high degree of competence in your area of expertise.
- Tend to be optimistic and demonstrate high personal standards and set high goals for yourself.
- You place high expectations on yourself and others, and are able to help coach others into a stronger quality orientation.
- Will be verbal if workload or areas of responsibility need partial delegation to other professionals on the team, otherwise, tendency may be to stay focused on the tasks at hand.
- Response pattern indicates that you have the ability to be a strong achiever in technical performance and expertise within the organization.
- You tend to be verbal and articulate about many different topics and issues.



### **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:

- Appreciates security in projects, systems, and the job culture. Much of that security may be achieved by maintaining high standards of operational quality.
- Extremely high sense of quality control and detail orientation in all you do for the team or organization.
- 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.
- Persuades others on the team by careful attention to detail, and through facts, data, and logic, not emotion.
- You appreciate an occasional word of reassurance from their supervisor or board, as long as it is sincere input.
- You bring a very high level of conscientiousness and follow-through in working on detailed projects and complex assignments.
- Evaluates others on the job by their own use of procedures, standards, and quality action.
- You tend to judge others by objective standards, and want to be evaluated yourself by specific criteria as well.