

Forté Communication Style Profile

Communication Improvement Action Plan

People Ø Process Ø Performance Improvement Solutions

prepared for

Sam McDermott [sample report]

For Perpetual Performance Improvement,
Complete Forté® Survey 3 EVERY 30 DAYS.

Adapting Update Due

August 28, 2010

-- Your Forté Provider --
The Forte Institute, LLC

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Page 3 - This page describes your communication style "In a nutshell." Every communication style consists of a combination of four communication style strengths as shown: Dominance / Non-Dominance, Extroversion / Introversion, Patience / Impatience, and Conformity / Non-Conformity

Page 4 - This page gives a full description of your primary strength. The primary strength is defined as the strength located highest above the mid-line of the primary profile graph, and is the most influential of your communication style strengths. Your secondary strength is the strength located furthest below the mid-line.

Page 5 - This page describes how all your strengths work together.

Page 6 - On page six, you will discover your self-motivational data, which explains the bestwork/life atmosphere for you. It also shows factors that will demotivate you.

Page 7 - This page begins with defining your current logic style, the style you are using now to make decisions. Your logic style can change based on your current environment.

The second part of page seven describes your current stamina level, which measures endurance from below average to very high. Your stamina level can change based on your internalized feelings regarding goal attainment.

Due to environmental changes, your logic style and stamina level can change when your adapting profile (Adapting Update Survey) is updated.

Page 8 - This page begins with your adapting profile analysis, giving you information on ways you have been feeling about your environment... how you are currently adapting.

The second part of page eight lists your goal attainment index. This is an indication of how you feel regarding meeting goals over the last 30 days. Your result can change when your adapting profile is updated.

Page 9 - 11 - These pages describe your perceiver profile, how you are most likely coming across to others. The perceiver profile is a correlation between how you are (*your primary profile*) and how you are feeling within your environment (*your most recent adapting profile*). It also provides you with a specific communication strategy for the next four weeks. Your perceiver profile can change when your adapting profile (*Adapting Update Survey*) is updated.

Pages 12 - 13 - These pages show the trends of your adapting and perceiver profiles and logic, stamina and goals trends. Life span trending and measurement are developed from this information.

Page 15 - After you have read your entire communication style report, complete this page and return it to Forté. It is our way to continually improve the Forté system for you.

Sam McDermott [sample report]
Senior Engineer
Castle Concrete
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Quarryville
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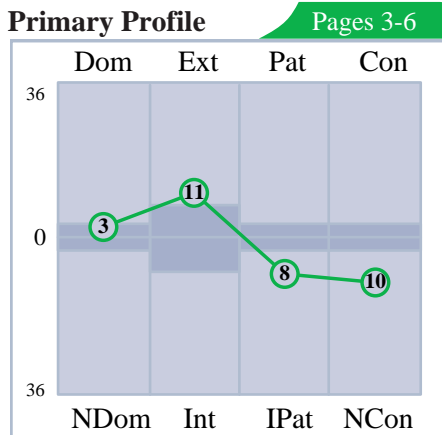
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Sam is very convincing and persuasive. She prefers others handle the details, but relates to team effort. She enjoys communications and people interface but is fairly independent. She responds very well to big-picture opportunities.

Special Note: Your Forte Primary Profile reflects who you are and your strengths. It remains consistent across your lifespan.

December 8, 2003



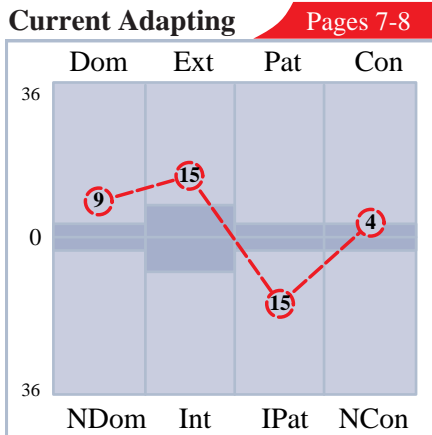
Primary Strength: Extroversion
Secondary Strength: Non-Conformity

Special Note: Forte is not a once-then-done profile. You can update your adapting/perceiver profile as often as every 30 days. Forte is a lifespan tool used to help you communicate with others most effectively.

Data below good through August 28, 2010

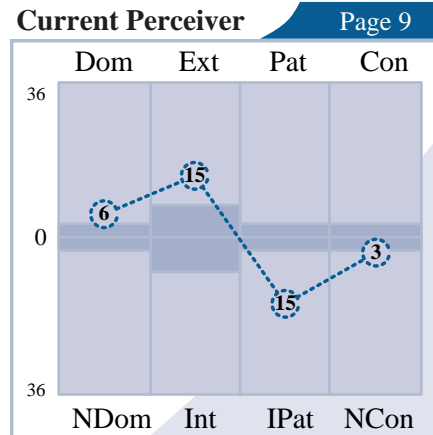
July 29, 2010

To: Others at Work



July 29, 2010

To: Others at Work



Data below good through August 28, 2010

Current Logic: Facts and Feelings
Current Stamina: Very High
Current Goals: Meeting Most Goals

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Following is a description of the primary strength in your Forté Communication Style as indicated on page one. This strength has more influence than your other strengths and normally constitutes 45 to 55 percent of your communication and self-motivation preferences.

EXTROVERSION - People and Fluency Strength

Those with this level of extroversion are good-natured, optimistic and people-oriented. They tend to rely on others for technical competence and prefer to be involved in people programs.

Sam uses persuasion to get things done through people and wants to be liked. She will usually have a happy, optimistic disposition. She is good at establishing lines of communication and will always find something to talk about. She likes to develop people and is good at team building. She has a lot of confidence in what others can do, but will sometimes get burned.

She tends to be naturally good at selling and makes a good contact person. She tends to know a lot of people and is a good mixer. She likes to dress well, make a good impression and to receive praise.

LEADERSHIP STYLE: "PERSUASIVE" Manager who accomplishes leadership by reading and controlling people. The emphasis is on influence. The extrovert naturally likes the leadership role, will act on the environment and wants to develop her people. She will delegate both details and authority.

SENSITIVE AREAS: Not feeling appreciated or feeling left out.

POTENTIAL REACTIONS: Verbal comments that can be very direct if they feel unwanted, ostracized or not liked.

All strengths and their intensity in your Forte are reflected below. These have a synergistic effect on your primary strength and how it is maximized. Following are some descriptive words and summary paragraphs based on the location and interaction of ALL your strengths.

- Friendly ● Persuasive ● Empathetic ●
- Stimulating ● See Opportunities ● Outgoing ●
- Very Fluent ● Delegate Freely ●

These individuals often are verbally startling. They need to feel expanding opportunities available to them at work and socially. They want to be liked, but value independence. They can present and relate well to intangibles and most frequently are in the people business. They like positive environments, to develop and train people and to learn from people of accomplishment.

- Prefer Options ● Uninhibited ● Very Independent ●
- Generalize ● Self-Confident ● Risk-Takers ●
- Enjoy the Unusual ●

These individuals like to find new and different ways to do things. They like bending the rules and prefer not to report their activities. They are big-picture oriented and usually dislike detail. These people are not held by tradition or past methods.

- Self-Starters ● Poised ● Assertive ●
- Positive ● Like Challenge ●

They have a strong impact on people and like to be in control. They are self-assured, especially in their people skills, and will respond positively to a results-oriented approach.

- Competitive ● Goal-Oriented ● Like Change ●
- Hard-Driving ●

They can shift to new approaches easily and will press for action. They are very flexible and quick to express themselves. Fluent communicators, they like growing, fast-moving organizations.

To be successful and self-motivated, Sam needs most of the following items in her environment:

- __(a) A lot of interaction with people.
- __(b) To meet new people and make friends.
- __(c) Opportunity to make more money and improve status.
- __(d) To be a team player within the organization.
- __(e) Praise and public recognition.
- __(f) To identify with an organization that has prestige and a good public image.
- __(g) To be aware of what is going on in the organization.
- __(h) To be accepted and liked by others.
- __(i) To have daily challenges.
- __(j) To have a results-oriented approach to any given project.
- __(k) She will want direct, to-the-point communications.
- __(l) A fast pace with a lot of variety.
- __(m) Freedom from routine.
- __(n) New environments in which to work and/or play.
- __(o) Assignments that require quick action.
- __(p) Freedom from rules, details and reports.
- __(q) A generous amount of independence and unusual assignments.
- __(r) To find new ways of doing things away from tradition.

In contrast, she will be demotivated if:

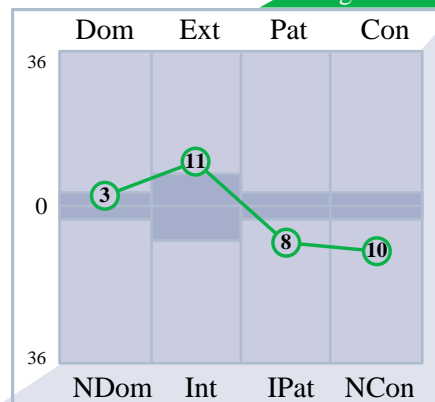
- __(a) She perceives that she is not liked.
- __(b) She is not invited into meetings with her peers.
- __(c) She has her territory (opportunity) reduced in size.
- __(d) She feels she is not part of the team.
- __(e) She does not have enough people contact.

Special Note: The self-motivators are in no special order. The alphabetical letters to the left of each statement are used to help rank-order the self-motivators in Forté Performance Coaching.

December 8, 2003

Primary Profile

Pages 3-6



There are many different approaches to making decisions. No one way is consistently better than any other way. In fact, the styles typically change based on environment.

CURRENT LOGIC (Decision Making Style) - Valid through August 28, 2010

How you are currently adapting to Others at Work

Sam's responses indicate that at the point of making decisions in the Work environment with Others, she currently tends to rely on:

BOTH FACTS AND FEELINGS: She has reasonable, practical logic and is comfortable using both fact and feeling. Research has shown these individuals to have good common sense. They usually balance their inner feelings with external conditions before making up their minds.

The range of logic levels are: (There is no order of importance)

FACTS ● FACTS/FEELINGS ● FEELINGS ● INTUITIVE FEELINGS

CURRENT STAMINA - Valid through August 28, 2010

STAMINA reflects the degree of endurance, awareness and responsiveness present in an individual. Anything which is alive will respond to a stimulus. This Forté element measures HOW responsive Sam feels toward her current work environment.

STAMINA is aptly described as an individual's "battery" and is used up at a more rapid rate when in a distressful environment. It can be recharged in many ways; commonly with food, sleep, relaxation and recreation. When an individual's STAMINA runs down, the following symptoms tend to appear:

1. Increased susceptibility to accidents.
2. Increased susceptibility to mental errors.
3. Lack of concentration.
4. Negative attitude toward completion of goals, both individual and/or team.

The range of stamina levels are: (There is no order of importance)

BELOW AVERAGE ● AVERAGE ● ABOVE AVERAGE ● HIGH ● VERY HIGH

VERY HIGH STAMINA: Sam's stamina level means that in addition to normal daily routines, outside activities will be sought in an effort to use the excess energy. She would also tend to misunderstand people with less stamina and think they are lazy. Almost any goal or task can be conquered. Unless diverted, Sam will be a high achiever.

Please note, the information on pages 7, 8, and 9 are valid through August 28, 2010.

After this date, you can complete a Forté Adapting Survey at Forte Online to update the information. It is important to note that information on page 7, 8, and 9 CYCLE over time and environment.

CURRENT ADAPTING PROFILE - Valid through August 28, 2010

How you are currently adapting to Others at Work

Sam's responses to the Forté adapting survey indicate how she has been feeling about or adapting to work. Usually these feelings or roles occur over the four week period prior to completing the adapting survey. Following are areas of movement that have been indicated from her responses:

DOMINANCE UP: This indicates she has felt the need to be more decision oriented, assertive and forceful than would be natural because of the pressures in her environment.

PATIENCE DOWN: Things are not happening as quickly as desired; perhaps deadlines are not being met. Her sense of urgency is increasing with a need to move at a faster pace.

CONFORMITY JUMP: She has recently felt the need to go from being a big-picture generalist with less concern for details to a person concerned with getting things done in a very orderly and systematic manner. This could be due to the inability to delegate the details to someone else as would normally be desired.

CURRENT GOALS - Valid through August 28, 2010

How we adapt to changing conditions and how we feel about the results of those changes or roles is measured by the Forté system. The Goals Index measurement tells us to what level a person feels goals are being met with others in the work environment. The scale below gives you an idea of the range Forté tracks. This index is updated with each adapting update.

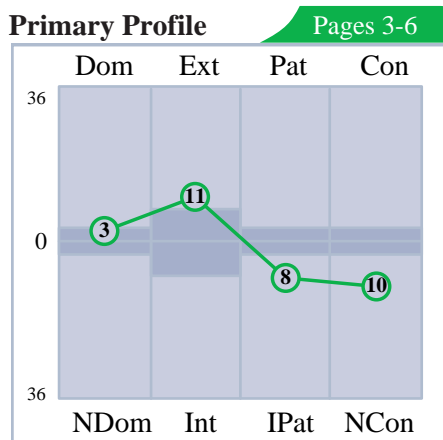
The Goals Index range is: (There is no order of importance)

FEW GOALS, IF ANY ● SOME GOALS ● MOST GOALS ● MEETING GOALS

Sam's responses to the survey card indicate that during the above mentioned period, the response level was:

MOST GOALS: This would indicate that there is some concern; perhaps some goals are not being reached. It may also indicate that Sam feels the rewards gained are not sufficient for the effort required during this time.

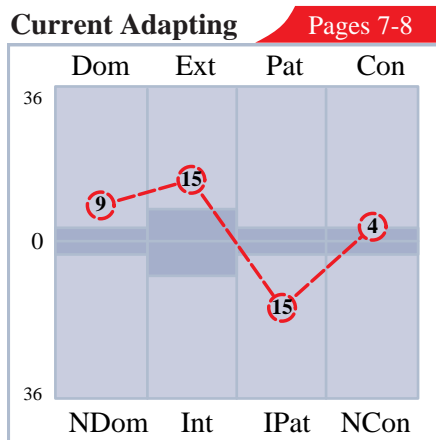
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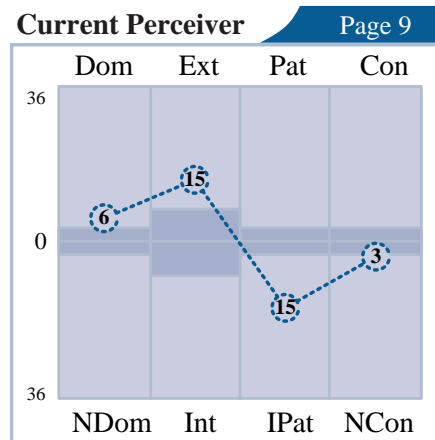
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How you are (*your Primary Profile*) and how you are feeling within your environment (*your current Adapting Profile*), when correlated, can tell you how you are most likely being perceived (*your current Perceiver Profile*), that is, how you are most likely coming across to others. The Forté Perceiver Profile is updated with every adapting survey. Not only does it show how you are most likely coming across to others, but also suggests your Forté Communication Style Strategy or expectations through **August 28, 2010**.

PERCEIVING LOWER CONFORMITY: Others are not perceiving your need for increased detail and step-by-step procedures. Over the next several weeks be sure to inform others you need more detail and step-by-step communication, preferably in writing, than would be expected. Be sure to explain why and the results will be closer to your needs and expectations.

PERCEIVING LOWER DOMINANCE: Those you are communicating with are not perceiving your feelings that decisions are needed and goals need to be reached. Express to others the situations you have concerns about, providing more details than normal so they will fully understand why you feel as you do.

CURRENT ADAPTING STRATEGY - Valid through August 28, 2010

Page 9 offered some suggested interpersonal communication strategies to better match your adapting and perceiver profiles. Review the strategies, individually or with your coach and complete the following elements to achieve your goals by:

WHO 1) Identify who this is relevant to. 2) Who can help you the most?	WHAT (INPUT) Identify what you need from yourself or others to reach your current goals.	WHAT (OUTPUT) Identify what is the desired result / outcome.	WHEN What is your target deadline for this?
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DETAIL STRATEGY

DECISION STRATEGY

PEOPLE STRATEGY

PACE STRATEGY

OBSTACLES TO OVERCOME

PERFORMANCE COACHING - OTHER IMPORTANT GOALS / OBJECTIVES

There may be other areas that you want to focus help on and gain achievements - perhaps your coach can help with a project / presentation / time management issue or technical skill development. Use this page to develop a goal to meet that need. Use SMART (Specific Measurable Achievable Realistic Timebound) to write your goals.

PERSONAL GOAL

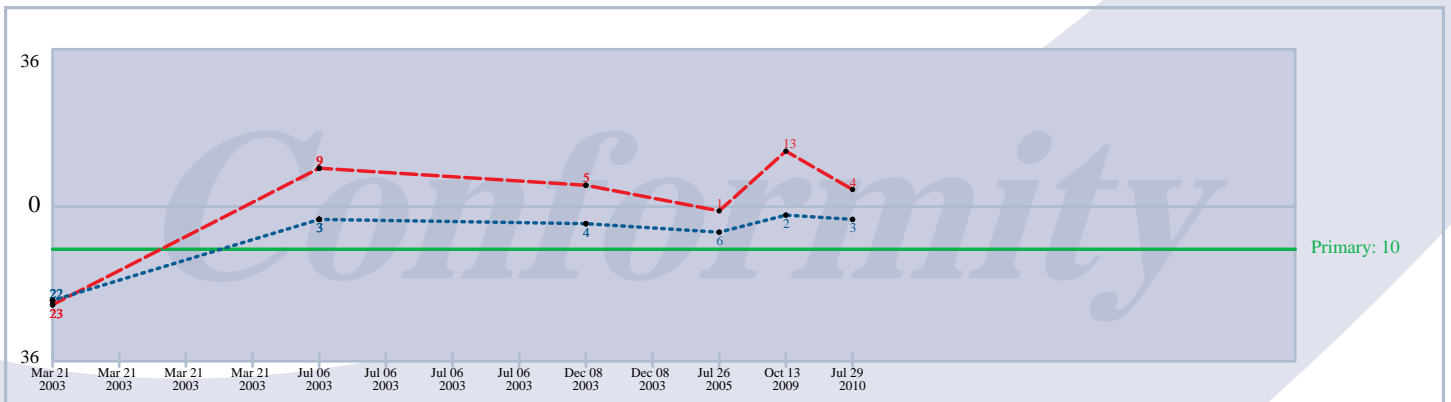
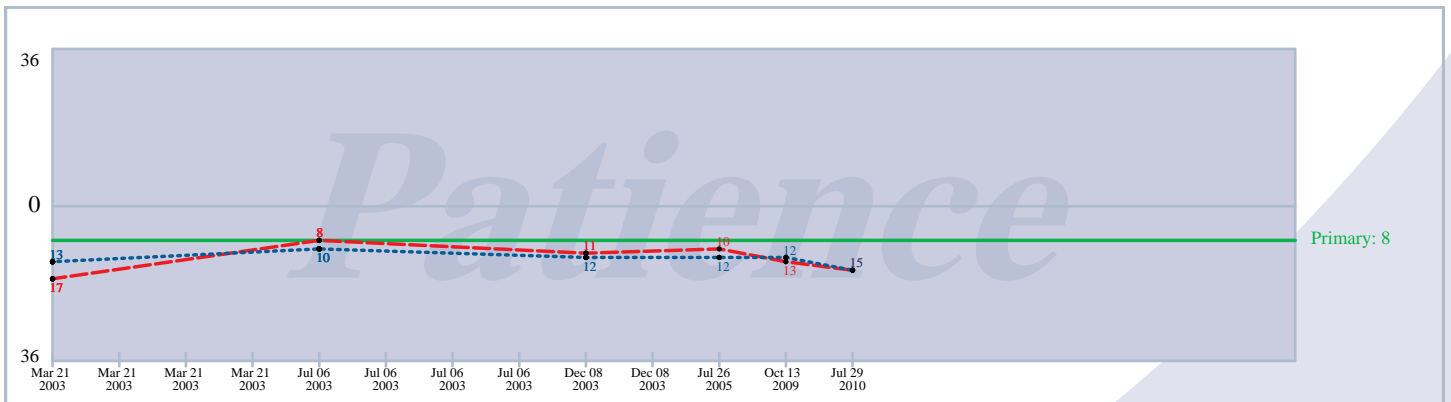
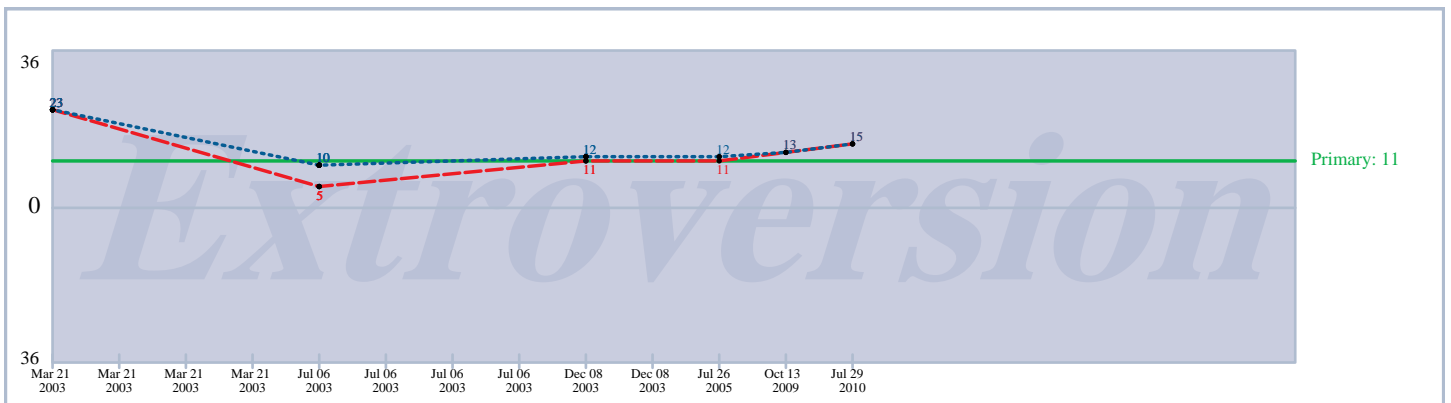
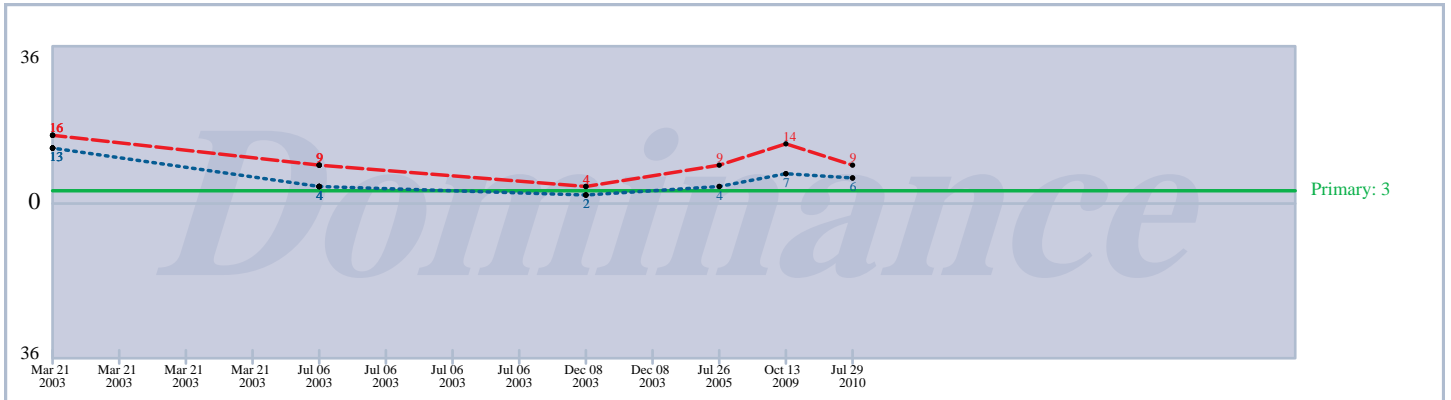
BUSINESS GOAL

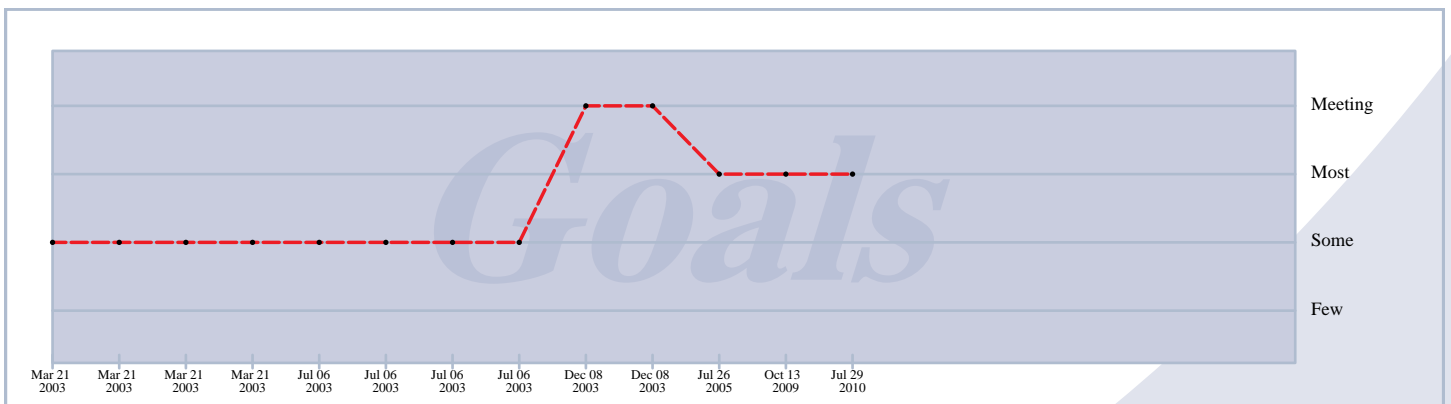
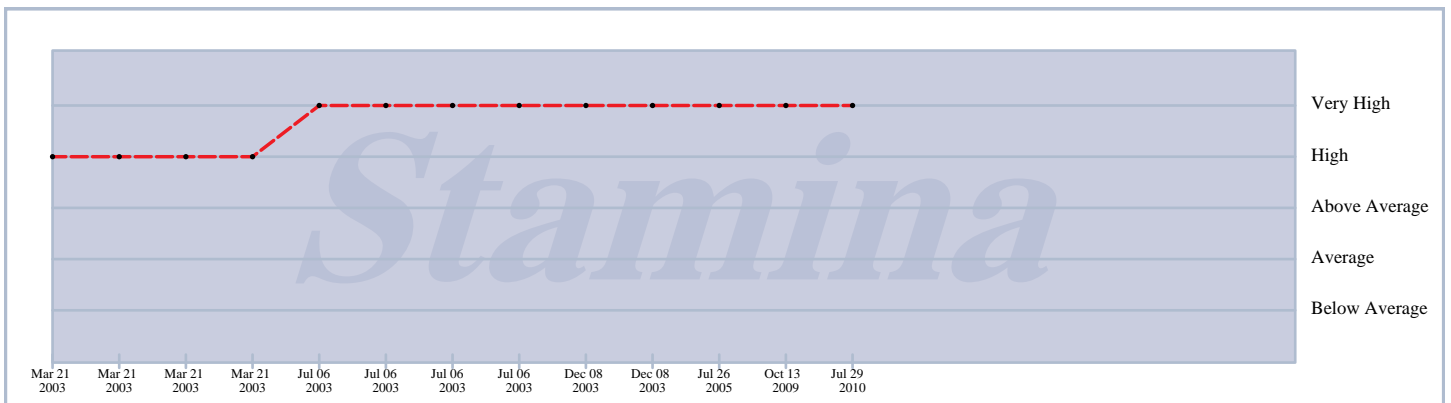
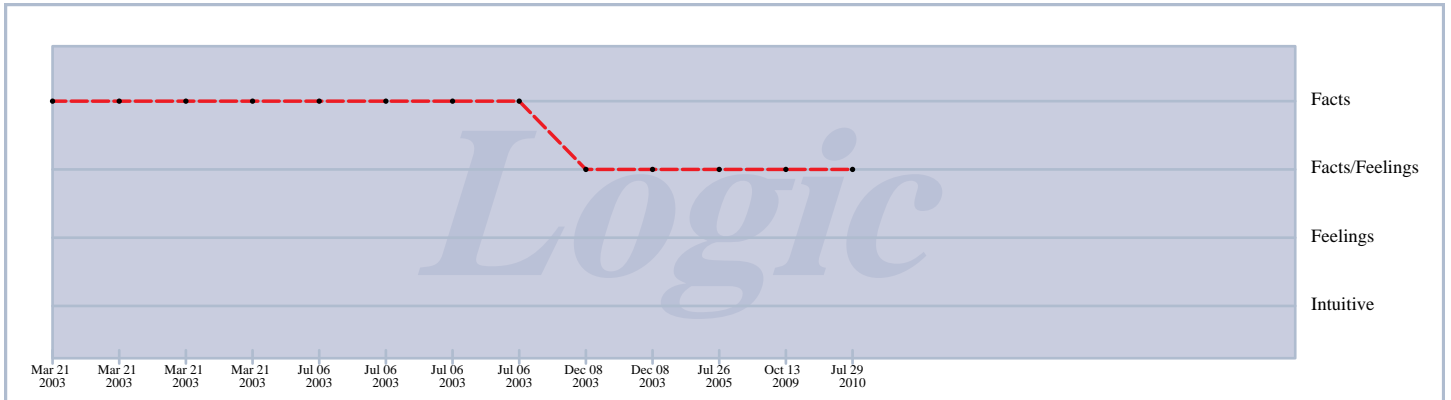
SELF IMPROVEMENT GOAL

SUMMARY/ACTION STEPS

ORDER of IMPORTANCE					
ACTION to BE TAKEN					
TIME COMMITMENT					
MEASUREMENT of SUCCESS					
COMPLETION DEADLINE					

— Primary - - - Adapting ····· Perceiver

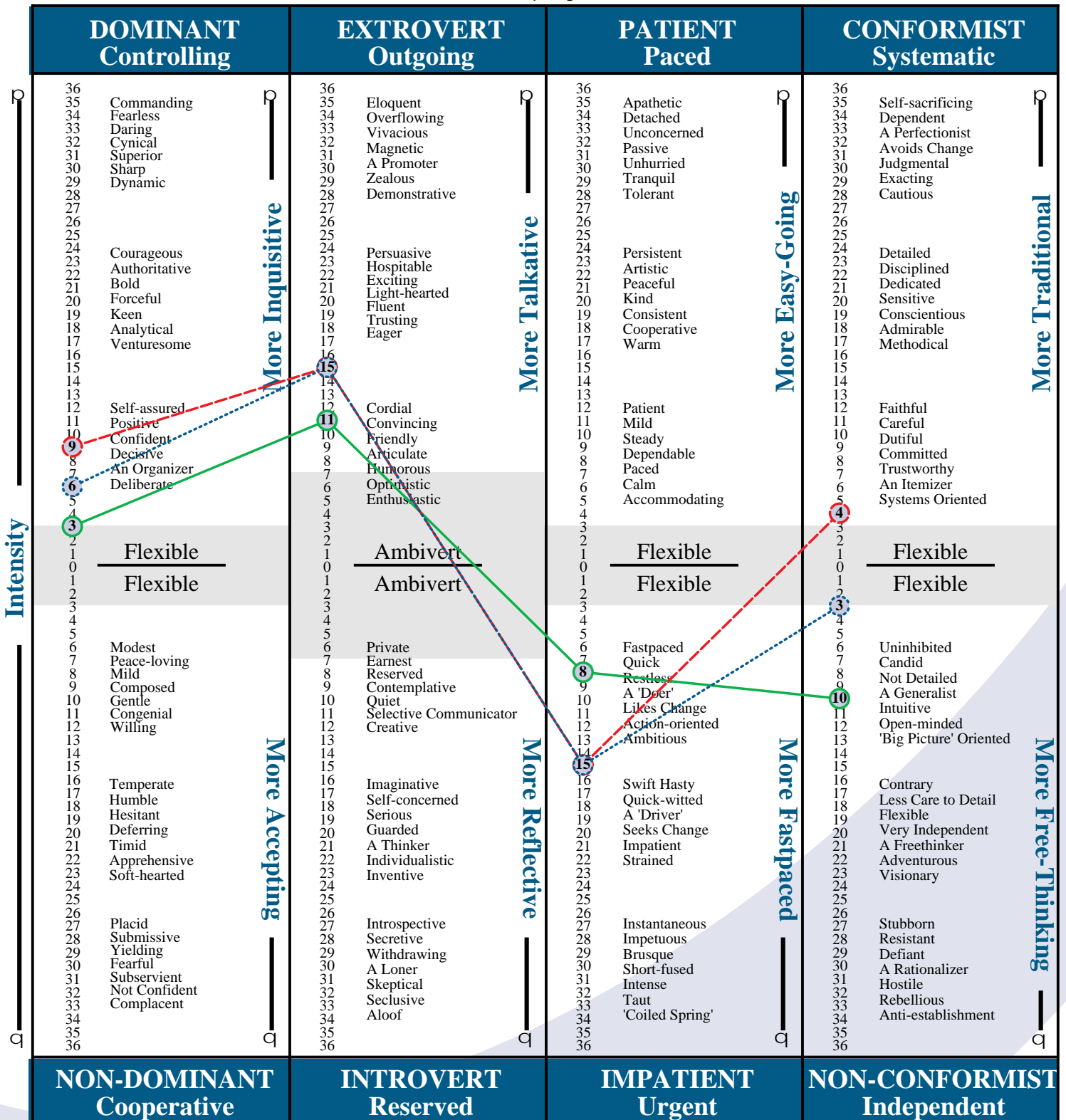




• INTERPERSONAL COMMUNICATIONS •

Adapting/Perceiver: Others at Work

— Primary - - - - - Adapting Perceiver

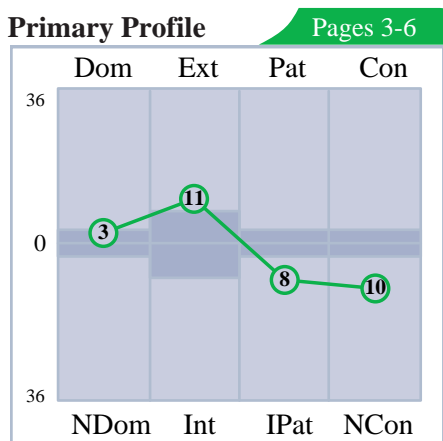


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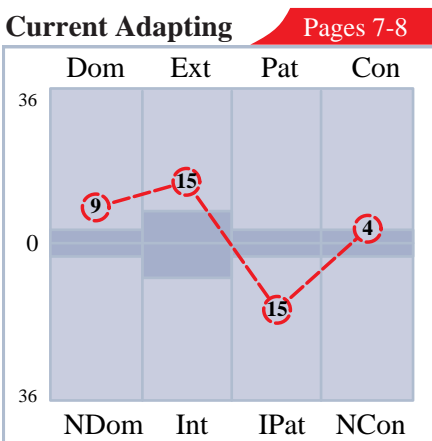
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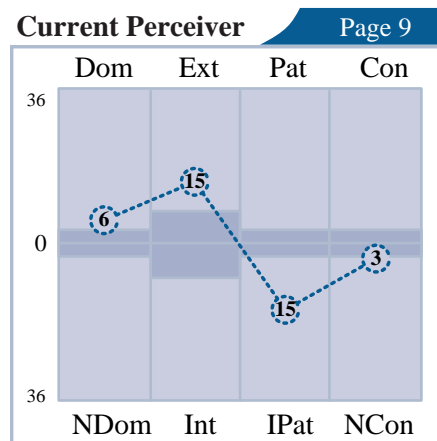
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Primary Strength: Extroversion
Secondary Strength: Non-Conformity

Current Logic: Facts and Feelings
Current Stamina: Very High
Current Goals: Meeting Most Goals

Data below good through August 28, 2010

Primary and Adapting Survey Input

1-4	6-4	11-4	16-4	21-3	26-4	1-4	6-5	11-5	16-3	21-4	26-2
2-5	7-4	12-4	17-4	22-5	27-4	2-4	7-3	12-4	17-5	22-5	27-3
3-4	8-4	13-5	18-4	23-4	28-3	3-5	8-5	13-4	18-3	23-4	28-3
4-5	9-3	14-4	19-5	24-4	29-4	4-4	9-5	14-5	19-5	24-5	29-4
5-4	10-5	15-5	20-3	25-4	30-5	5-4	10-5	15-5	20-3	25-3	30-2

Rate the overall accuracy of your Forté Communication Style Report:

() Less than 60% () 60-69% () 70-79% () 80-89% () 90-100%

Signature: _____ Date: ____/____/____

Please sign and mail to: TFI R&D - 141 Middle Oaks - Wilmington, NC 28409 or fax to (910) 452-4339.

This Forté communication style report is a special tool utilized by this organization in helping its people achieve the highest levels of communication and productivity.