



FORTÉ®

Communication Style REPORT

Prepared For: *Bob Sponge*

For Ongoing Performance Improvement, Complete your Forté® Adapting Update as often as every 30 days.

Next Adapting Update Due: *September 7, 2019*

Your Forté Provider:

Forté Demo Site

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WHO YOU ARE

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 best work/life atmosphere for you. It also shows factors that will demotivate you.

HOW YOU ARE ADAPTING

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 compared to your Primary Profile.

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.

STRATEGY

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.

TRENDS

Pages 12 - *This page shows the trends of your Adapting and Perceiver Profile updates, and can hold up to 18 updates for trending purposes. Typically, Adapting Updates are done every 30 days for the first 90 days, then every 90 days thereafter.*

Pages 13 - *This page shows the trends for your Current Logic, Stamina and Goals Index. Coordinated with page 12, up to 18 updates may be tracked. These measures help build higher levels of resiliency, and are important measures within the Forte Performance Coaching process.*

Page 14 - This page displays a Pattern Chart showing the primary, current adapting and perceiver patterns at a glance.

Page 15 - This page takes a look and gives you the "how", that the Forte Process measure individual Resiliency. The key is to learn how we were adapting during those times of resiliency, then how to reinforce those important behaviors in a consistent way.

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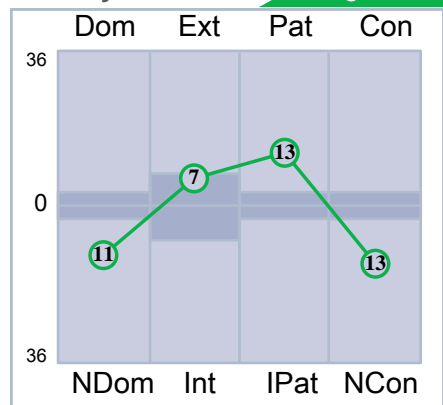
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Bob is very warm and talkative, yet very willing to listen. He makes the best of whatever comes along and pleasantly influences the conversation. He may be swayed by others but usually is unmotivated by those flaunting authority or regulations. Persistent persuasion with little worry about detail is his style.

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

August 8, 2019

Primary Profile Pages 3-6



Primary Strength: Patience
Secondary Strength: Non-Conformity

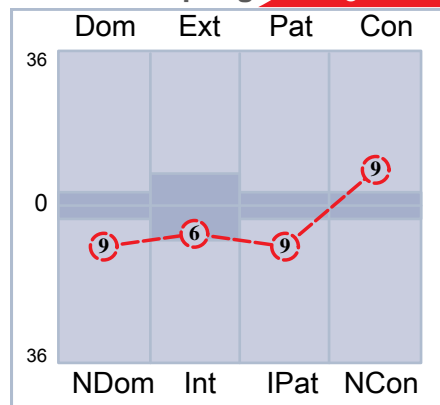
Special Note: Forte is not a once-then-done profile. You can update your adapting/perceiver profile as often as every 30 days. Forte is a lifespan tool used to help you communicate with others most effectively.

Data below good through September 7, 2019

August 8, 2019

To: Others at Work

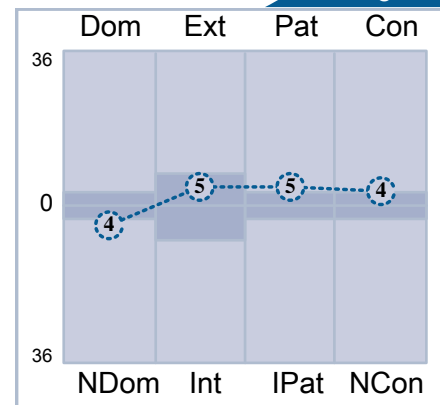
Current Adapting Pages 7-8



August 8, 2019

To: Others at Work

Current Perceiver Page 9



Data below good through September 7, 2019

Current Logic: Facts and Feelings
Current Stamina: Below Average
Current Goals: Meeting Most Goals

Forté ID: 10001-10001-15000-329

Your Forté Information can be updated at
<http://www.theforteinstitute.com>
Use the Individual Login and enter your Forté ID & PIN

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.

PATIENCE - Pace and Rate of Motion Strength

These people tend to be directed by their environment rather than acting on it. They also tend to be emotionally well-adjusted and can take things as they come. They like time to think things over; their first answer, if pushed, will not be their best one.

Bob is very consistent and has an innate ability to approach things in a methodical way, pushing ahead in a proactive manner. He will usually not drive to be the leader, except as demanded by family or other pressures. He functions best in a position of support to a strong leader. Bob is a team player.

He likes a stable, consistent environment and needs time to adapt. He makes good friends and prefers long-lasting relationships. He does not like conflicts so he tends to keep his feelings and opinions to himself. He likes to be part of the decision process and needs to be appreciated for his persistence and determination.

LEADERSHIP STYLE: "PLANNER" Manager, he will take what comes, adjust and persistently push ahead. He will set goals in realistic time frames and then proceed to meet the deadlines. He will seek input from others in making decisions and earn/gain the respect of those who work with him. He will lean heavily on what has worked in the past and will delegate both authority and details.

SENSITIVE AREAS: Unjustified or erratic pressure and too many projects going at one time. Likes to finish what is started.

POTENTIAL REACTIONS: Avoid conflict and step back so as not to make a scene, but he WILL express his feelings later.

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.

- Warm ● Pleasant ● Cooperative ●
- Patient ● Persistent ● Casual ●
- Informal ●

These individuals can handle routine involvement in verbal contact. They can roll with the punches and enjoy a relaxed and easy pace. They will want to know what is expected of them and in what time frame.

- Candid ● Not Fussy ● Uninhibited ●

They are very casual with specifics and usually dislike detail. They like freedom from controls and the big-picture perspective.

- Friendly ● Persuasive ● Empathetic ●
- People Pleasers ● Outgoing ● Fun-Loving ●
- Cordial ●

They depend on individuals and cooperation. They are normally slow, deliberate talkers who enjoy social contact and being with individuals. They are warm, friendly and nonchalant. They want to be liked, but will not get upset if someone differs in opinion.

- Mild ● Modest ● Composed ●
- Non-Threatening ●

Unassuming and easygoing, they will operate well with guidance and direction but will resent being supervised too closely.

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

- __(a) An environment in which there is harmony and cooperation.
- __(b) A minimum of conflicts and a steady, stable structure.
- __(c) A pace set for him with no sudden or abrupt changes.
- __(d) To be forewarned of changes so that there is sufficient time to adjust.
- __(e) Encouragement of creativity.
- __(f) Understanding how personal efforts contribute to the overall goals.
- __(g) Validation of self-worth.
- __(h) To know that there is strong, capable leadership in his environment.
- __(i) Direction as to what is to be done and when.
- __(j) A predictable environment that affords a significant amount of protection and peace.
- __(k) Opportunities for people interaction.
- __(l) To meet new people and make friends.
- __(m) The team approach to getting things done.
- __(n) Opportunities for success and status.
- __(o) Freedom from rules, details and reports.
- __(p) A generous amount of independence and unusual assignments.
- __(q) To find new ways of doing things away from tradition.

In contrast, he will be demotivated if:

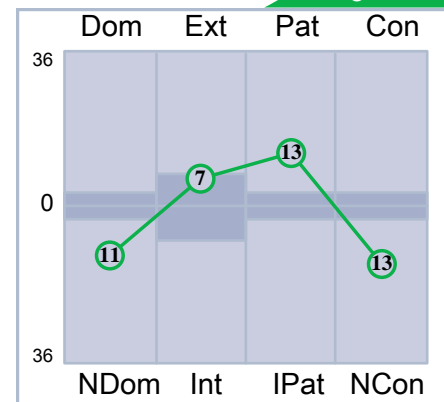
- __(a) He is constantly pressured at the last minute.
- __(b) There are too many communication style conflicts.
- __(c) There are too many unexpected changes occurring.
- __(d) Expectations are too high and/or not clear.

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.

August 8, 2019

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 September 7, 2019

How you are currently adapting to Others at Work

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

BOTH FACTS AND FEELINGS: Currently He 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 September 7, 2019

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 Bob feels toward his 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

BELOW AVERAGE STAMINA: Bob's stamina level means that he should pace tasks or duties. Distress should be minimized. He is comfortable and effective outside of distressful situations. Rest periods tend to keep him productive but extra duties/projects can cause a decrease in productivity. Morale can drop rapidly under prolonged distress.

Please note, the information on pages 7, 8, and 9 are valid through September 7, 2019.

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 September 7, 2019

How you are currently adapting to Others at Work

Bob's responses to the Forté adapting survey indicate how he 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 his responses:

EXTROVERSION DROP: He has recently felt the need to use less of a talkative, outgoing, friendly communication style . . . favoring introverted, quiet, reserved thoughts and actions. Possibly he felt the need to be alone to think things through.

PATIENCE DROP: He has recently felt the need to go from a patient, easygoing communication style to an urgent, action-oriented one. This could be a result of his feeling a need to get things done that are running behind time or past deadline.

CONFORMITY JUMP: He 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 September 7, 2019

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 at 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)

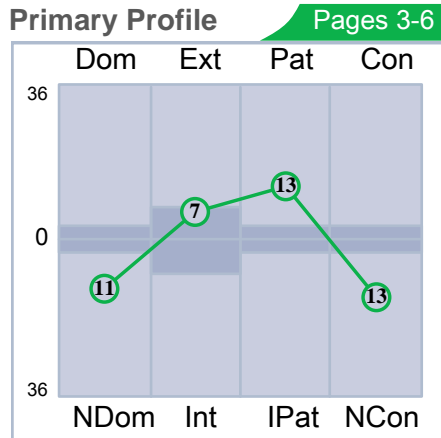
FEW GOALS, IF ANY ● SOME GOALS ● MOST GOALS ● MEETING GOALS

Bob'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 several goals are not being currently reached. It may also indicate that Bob feels the rewards gained are not sufficient for the effort required during this time.

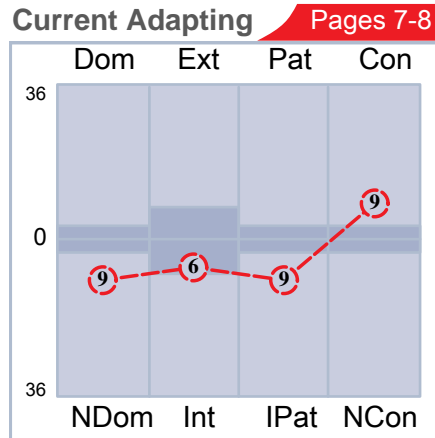
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August 8, 2019



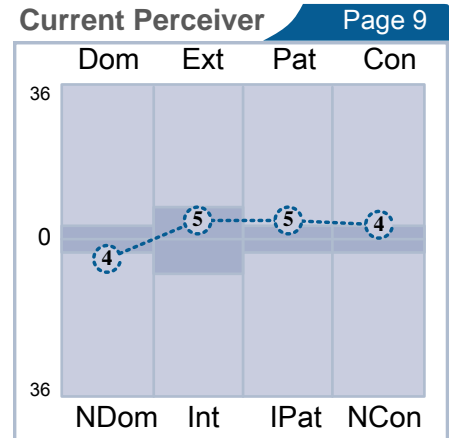
August 8, 2019

To: Others at Work



August 8, 2019

To: Others at Work



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 **September 7, 2019**.

PERCEIVING HIGHER PATIENCE: Those you are communicating with are not perceiving your increased feelings of urgency. You may not be getting results from others as quickly as you would like or expect. Over the next several weeks be certain to explain to others why requests need faster response so both your expectations and the expectations of others will be met.

PERCEIVING HIGHER EXTROVERSION: Others are perceiving you are feeling higher levels of extroversion than you really are. There may be times, now, when the levels of verbal communication from others will seem too much. When communicating with others over the next several weeks let them know you have a number of projects going and the more focused or to-the-point the verbal communication is, the more effective you will be.

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 HIGHER DOMINANCE: Those you are communicating with do not realize you are sincerely seeking input and/or direction from others for important decisions. When discussing issues important to you, in the next several weeks, go out of your way to ask for input, being specific as to why the additional input is sought.

CURRENT ADAPTING STRATEGY - Valid through September 7, 2019

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?
PACE STRATEGY			
PEOPLE STRATEGY			
DETAIL STRATEGY			
DECISION STRATEGY			
OBSTACLES TO OVERCOME			

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

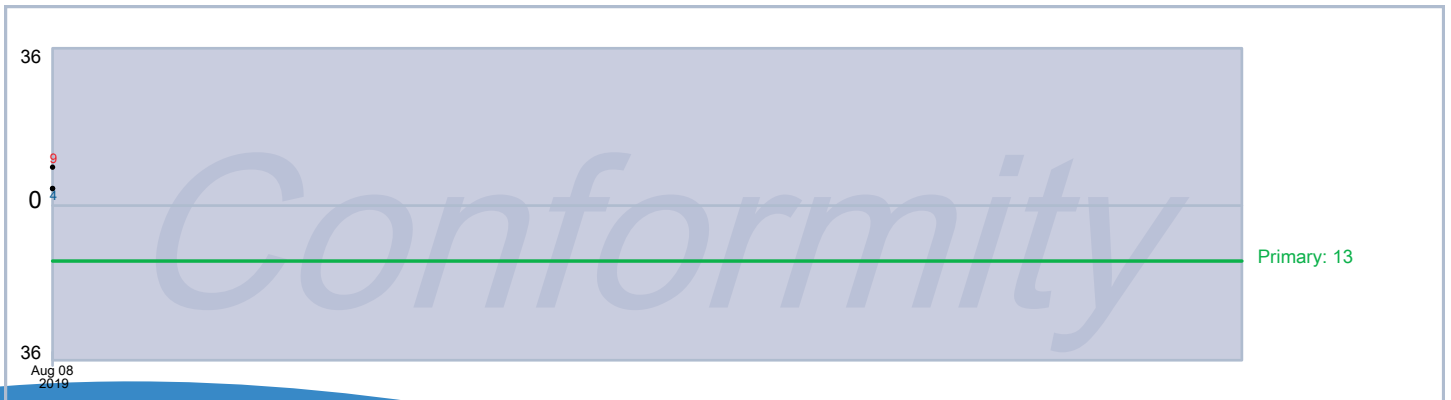
BUSINESS GOAL

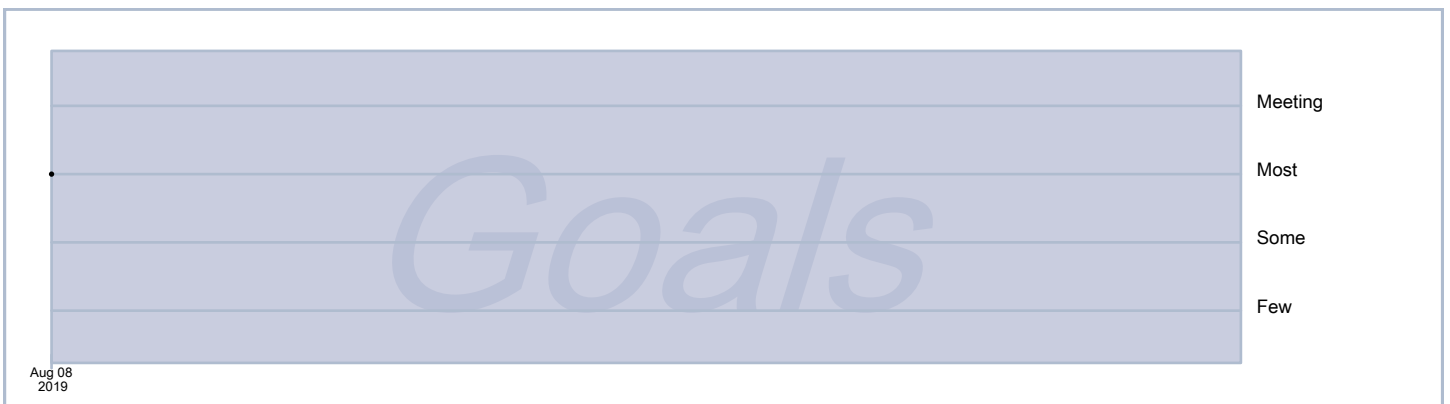
SELF IMPROVEMENT GOAL

SUMMARY/ACTION STEPS

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

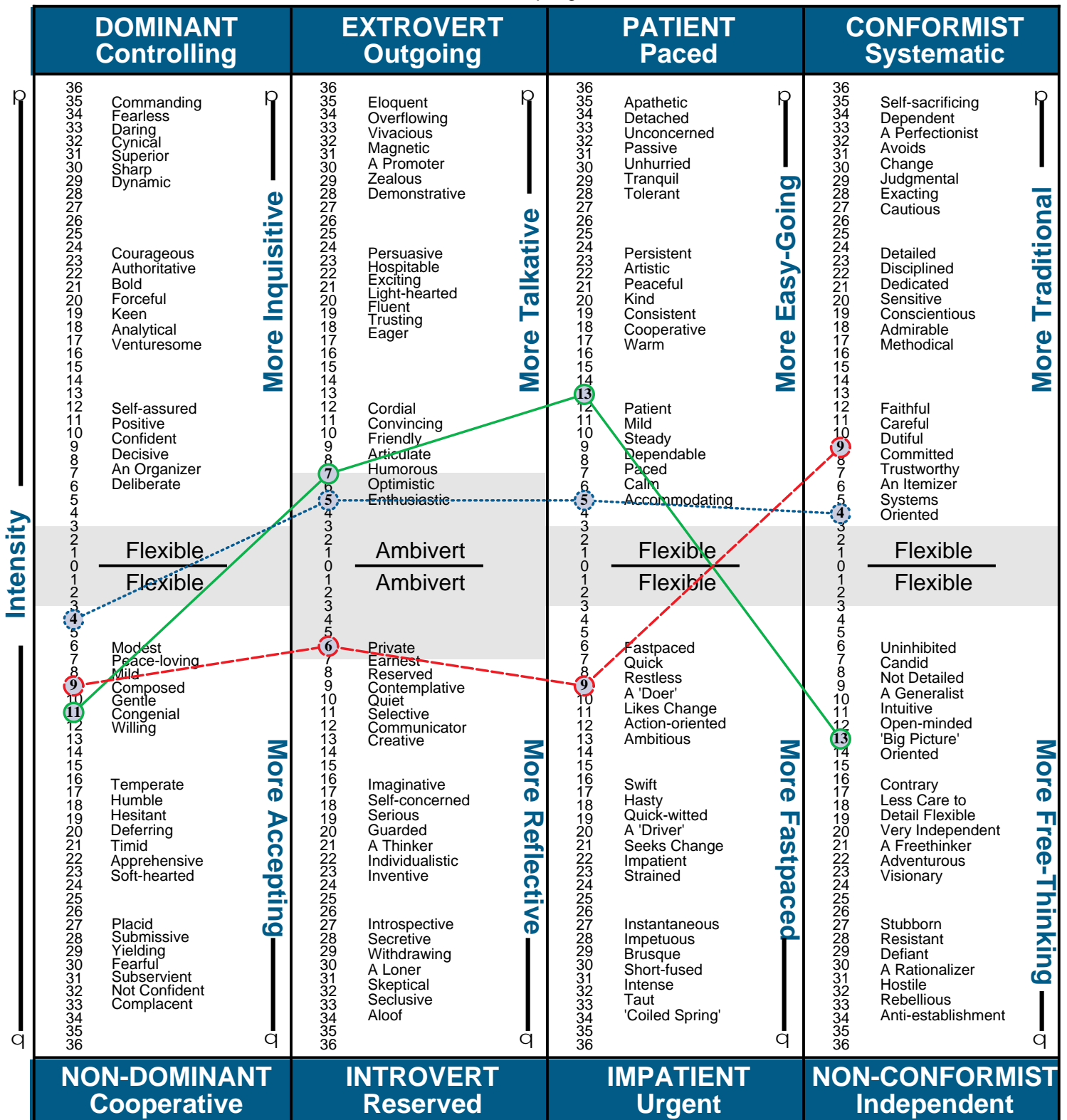
— Primary - - - Adapting ····· Perceiver





Adapting/Perceiver: Others at Work

— Primary - - - Adapting Perceiver



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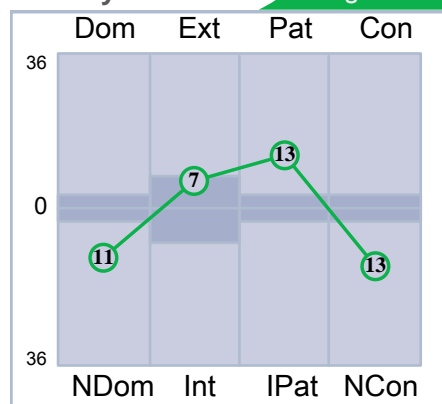
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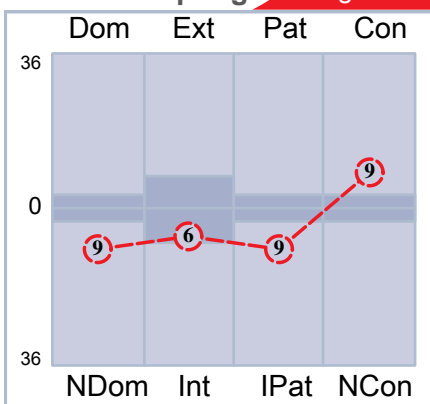
Primary Profile Pages 3-6



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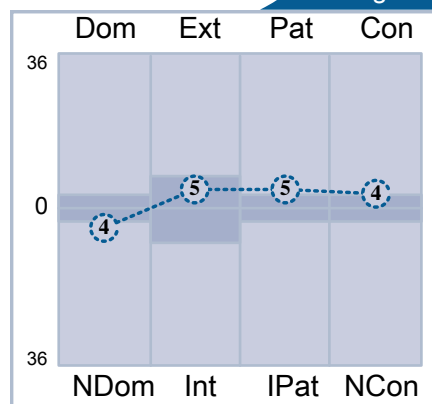
August 8, 2019
To: Others at Work

Current Adapting Pages 7-8



August 8, 2019
To: Others at Work

Current Perceiver Page 9



Data below good through September 7, 2019

Primary Strength: Patience
Secondary Strength: Non-Conformity

Current Logic: Facts and Feelings
Current Stamina: Below Average
Current Goals: Meeting Most Goals

One of the unique measures of the Forté Communication Style Report is Resiliency. Resiliency is defined as having the ability to manage and/or bounce back from tough times. We all have been there; it is a normal part of life. Whenever we see the stamina level high or very high, and the goals index most or meeting goals that indicates you are in the Resiliency Zone. The key is; what were you doing differently during that timeframe? What was working...?

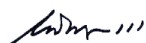
You can look at your Forté Adapting Update Trends on pages 12/13 (they are added to your report with the first adapting update) and get a good idea. During those times, was your dominance/non-dominance adapting up or down, your extroversion/introversion adapting up or down, your patience/impatience adapting up or down, your conformity/non-conformity, adapting up or down? As you recall and validate those adapting behaviors, make note of them and use those notes to recall and reinforce what you know has worked for you.

Success builds on success, and how we manage and/or bounce back from tough times, our resiliency, only makes us better!

The FORTÉ[®] Suite

After working with thousands of organizations and millions of individuals, The Forté Suite has evolved. As the first strengths-based communication style report in 1978, with the ability to update your Forté Adapting and Perceiver information (pages 7 -9) as often as every 30-days, we were asked and now have delivered these additional advanced personal and interpersonal development tools. From your very first Forté Report, the benchmark, through your adapting updates/trending and, ultimately, to the measures of Resiliency, the feedback is continuously focused on how to improve your understanding of yourself and how to best adapt and balance with others. You will find Forté easy to use, with powerful, very accurate results. We count on your feedback to us, as well. Together, the Forté Suite will only get better.

Sincerely yours,



C. D. "Hoop" Morgan, III
Founder/Chairman



Communication Style Profile
Influence others effectively



Adapting Updates
Environmental Impact as
Life Goes On



Interaction Reports
Synergy, Minimize Conflict



Team Pulse
High Performing
Teams



i360
Feedback for Improved
Performance



Profile Model
Better Hiring Decisions



Performance Coaching
Coach to High Performance



Resiliency Zone
Ability to Cope

**"People don't change...
They evolve through education, experience, and feedback."**