



FORTÉ[®] *Interaction* REPORT

The Forté Interaction Report is a valuable tool in building and maintaining key relationships. This report helps two people understand how to communicate effectively and grow a relationship in a positive, productive and sustainable way.

The second page of the report compares the Primary Communication Style Profiles of two individuals. From this, the individuals should base their long term relationship.

The third page of the report compares the most recent adapting updates of the two individuals. They should be adapting to the same environment to be meaningful.

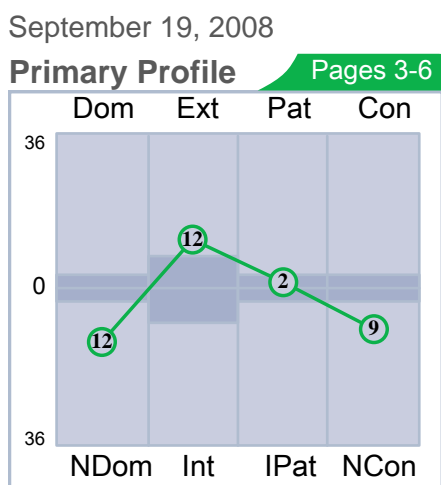
Your Adapting Update profile will most likely change each time you complete a Forté Adapting Update. Therefore, the more recent the adapting update, the more timely and accurate the report will be.

Page five describes how the other individual is **SELF-MOTIVATED**. Each person has unique SELF-motivators. This page is an important tool in learning how to really adapt to one another. To make this information most powerful, respondents should review their respective page five information with one another. They should select and share with each other their **TOP FIVE** self-motivators, from the entire page, then work together to make them happen for each other! We suggest you rank order the top five choices.

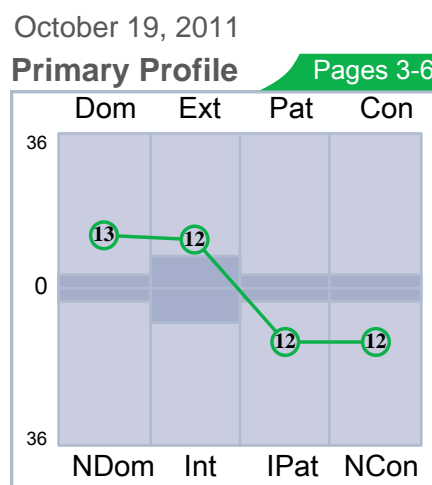
Sue, this Profile Interaction report helps you communicate with Joe in a positive and productive way. The system compares your communication style profile with Joe's communication style profile.

IMPORTANT NOTE: Sue, when comparing profiles pay special attention to strength intensity. Strength intensity is measured by the distance each strength is from the center line of the style graph on page 1 of the Forté profile report.

The higher the strength number, or the further the distance from the center line, the stronger the strength is. If you and Joe have the same primary strength, one most likely will have stronger primary strength intensity. STAMINA is also important in interactions.



Sue Jones

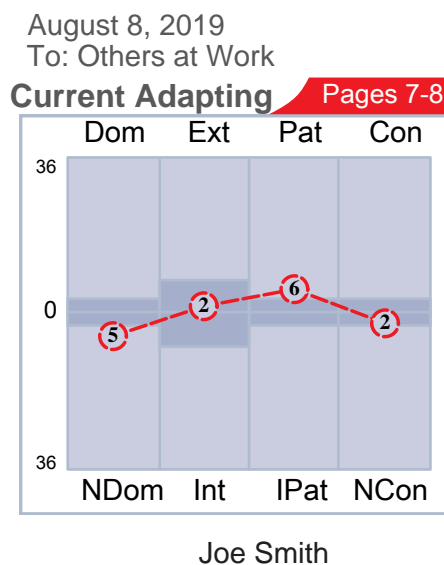
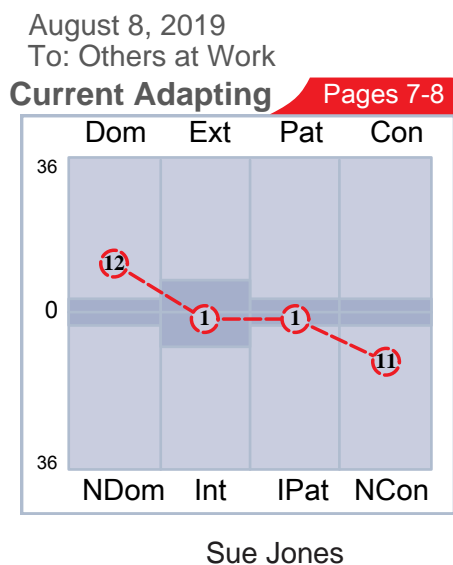


Joe Smith

Sue is very outgoing and friendly, having a warm, non-threatening, easygoing manner. She will use persuasion to influence others and is not demanding. She will easily delegate both authority and details and is very big-picture oriented. She prefers less structure or rules to follow. She is very good in people activities.

Joe will be personable and can use either a persuasive style or direct command when communicating with others. He will be results and big-picture oriented. Typically he is aggressive, very competitive and independent. He is a non-conformist and anxious to find better ways to do things away from tradition or rules, making quick decisions and taking risks.

This Forté interaction report not only compares your primary communication profiles, Sue, but also your individual environmental adapting profiles. This summary of the environmentally produced adapting profile shows how you both are adapting to daily challenges in relationships and life. As an adapting profile also reports a person's most recent feelings toward accomplishing goals... IT MUST BE CURRENT... no more than 30 days old. Complete a new Adapting Update if the date above the adapting profile is 30 days or older. The Forte System does NOT printout Adapting data over 30 days old.



Current Adapting Styles

Sue is very bottom-line oriented. She can be aggressive, authoritative, sometimes even dictatorial, very competitive, and independent. She is a non-conformist and anxious to find better ways to do things away from tradition or rules, making quick decisions and taking risks.

Joe 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.

Sue, to help you further understand the differences between you and Joe, the following is an outline of possible areas of misunderstanding. We also review how you can help one another in accomplishing productive relationships.

Sue, you are primarily EXTROVERTED, focusing on people and teams. You prefer team efforts as opposed to a one-person show. You are persuasive in communications. You will "sell" rather than "tell." However, with Joe, be direct or you can talk past the point. Your charm may be misperceived as you're not feeling serious about things, when, in fact, you are.

Joe is DOMINANT and prefers to be in control of situations. Be aware he tends to be technically oriented. He comes across "harder" than he realizes. Joe will expect you to have the technical data he wants to know before making decisions. Joe develops systems that, if you learn, will blend well with his system. Remember, be direct!

When you and Joe interact, misunderstandings can arise because you like to talk ("sell vs. tell"). Joe, on the other hand, likes short, direct, to-the-point statements. Sue, you want to be very brief and systematic to get the point or message across to Joe. Your two communication styles work well together combining your "people" abilities and Joe's technical skills. Just remember, Sue, your EXTROVERTED communication style will want to be the spokesperson and Joe's DOMINANT communication style will want to be in charge. To communicate with Joe, you must be willing to be direct and listen.

For the data to be meaningful the adapting profile dates shown above should not be more than two (2) weeks apart, and not more than thirty (30) days from the date of this interaction report. If either or both of these conditions exist seek a new Forté Adapting Update from Forte Online. You can complete and submit Adapting Updates before a new, updated interaction is completed. The closer the Forté Adapting Update Survey dates are, the more beneficial the report.

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

- ___(a) To have daily challenges.
- ___(b) To produce tangible results.
- ___(c) To have a position with power and prestige.
- ___(d) Direct answers and candor in all communications.
- ___(e) To have the respect of the leadership.
- ___(f) A generous amount of freedom from controls, constant supervision and details.
- ___(g) To be able to measure results on a regular basis in monetary terms (keep score).
- ___(h) Opportunities to be in charge, make decisions and be responsible for the results achieved.
- ___(i) Opportunities for people interaction.
- ___(j) To meet new people and make friends.
- ___(k) The team approach to getting things done.
- ___(l) Opportunities for success and status.
- ___(m) A fast pace with a lot of variety.
- ___(n) Freedom from routine.
- ___(o) New environments in which to work and/or play.
- ___(p) Assignments that require quick action.
- ___(q) Freedom from rules, details and reports.
- ___(r) A generous amount of independence and unusual assignments.
- ___(s) To find new ways of doing things away from tradition.

In contrast, he will be demotivated if:

- ___(a) There is a lack of challenge.
- ___(b) He has too much close supervision.
- ___(c) He receives nebulous answers to questions.
- ___(d) There is vacillating leadership.
- ___(e) There is a lack of significant goals.

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.

October 19, 2011
Primary Profile Pages 3-6

