



FORTÉ[®]

PROFILE *Model*

Model for: Performance Consultant

Forté Communication Style Profile Models are most robust and predictive when at least three individuals familiar with the position or relationship complete the Forté Profile Survey, review their results, and then collaborate on the completion of a group response to a final Profile Model.

The final Forté Profile Model is a powerful tool in the understanding and coaching of effective interpersonal communication and productivity.

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Page 3 - This page describes the communication style of your profile model "In a nutshell." Every communication style consists of a combination of four communication style strengths as shown: Dominance / Non-Dominance (Dom/NDom), Extroversion / Introversion (Ext/Int), Patience / Impatience (Pat/IPat), and Conformity / Non-Conformity (Con/NCon).

Page 4 - This page gives a full description of the 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 strength. The secondary strength is the strength located furthest below the mid-line.

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

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

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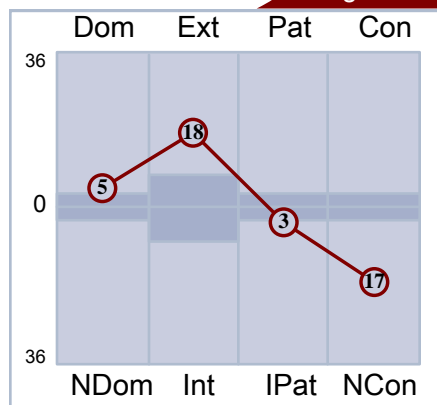
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Performance Consultant is very convincing and persuasive. He/She prefers others handle the details, but relates to team effort. He/She enjoys communications and people interface but is fairly independent. He/She responds very well to big-picture opportunities.

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Primary Strength: Extroversion +
Secondary Strength: Non-Conformity +

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

EXTROVERSION + - People and Fluency Strength

Those with high extroversion are outgoing, persuasive, trusting and empathic. They usually have strong communication skills, using enthusiasm, keen motivation and an unfailing optimistic outlook when dealing with others.

Often Performance Consultant will seize opportunities. He/She is good with promotional campaigns, teamwork, coordinating people and developing others' ideas and marketing them. He/She wants and NEEDS to be liked to be most effective.

Performance Consultant knows a great many people and tends to have a lot of acquaintances rather than a few close friends.

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 his/her people. He/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 the Forte are reflected below. These have a synergistic effect on the primary strength and how it is maximized. Following are some descriptive words and summary paragraphs based on the location and interaction of ALL the 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, this individual needs most of the following items in his/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) He/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, he/she will be demotivated if:

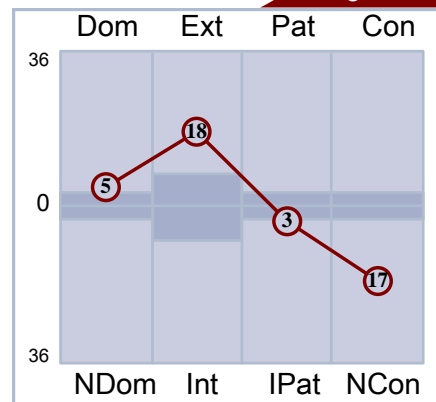
- __ (a) He/She perceives that he/she is not liked.
- __ (b) He/She is not invited into meetings with his/her peers.
- __ (c) He/She has his/her territory (opportunity) reduced in size.
- __ (d) He/She feels he/she is not part of the team.
- __ (e) He/She does not have enough people contact.

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.

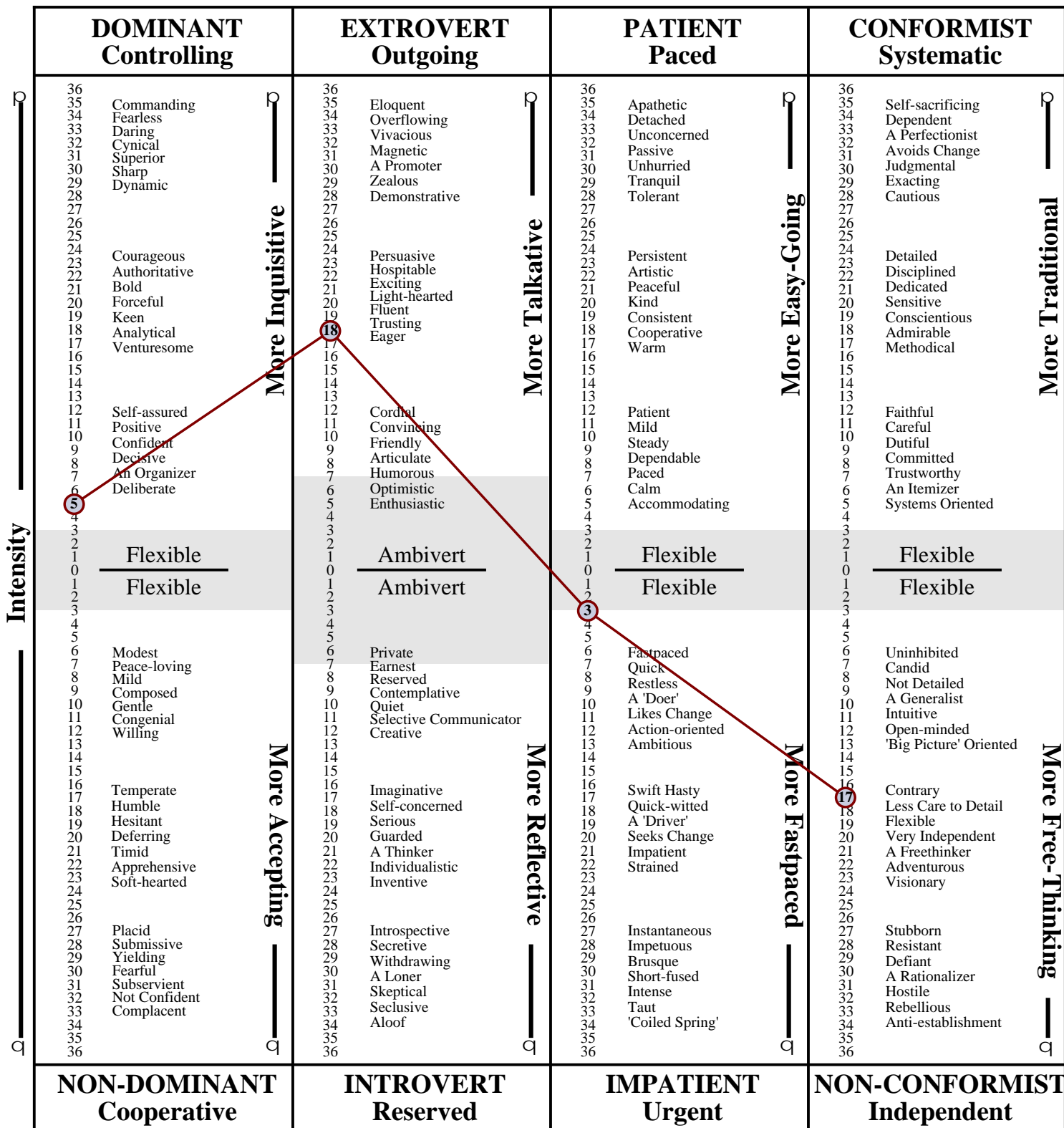
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Profile Model

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Primary



Position: Performance Consultant
Organization: Forté Demo Site

Created By: Alice Doe
Date: August 8, 2019

Directions: Read each statement and rate it in regard to the above position by using the guide below and circling the corresponding number.

The above position requires a person who:

Guide: 1-Rarely 2-Seldom 3-Sometimes 4-Often 5-Usually

1.	Has the ability to take charge in the absense of supervision.	1	2	3	4	5
2.	Has a highly persuasive style to get things done.	1	2	3	4	5
3.	Acquires and analyzes facts.	1	2	3	4	5
4.	Can make decisions based on incomplete information & unique situations.	1	2	3	4	5
5.	Is regular in the performance of specific tasks.	1	2	3	4	5
6.	Is detailed and accurate in day-to-day functions.	1	2	3	4	5
7.	Can analyze and be innovative on conceptual matters.	1	2	3	4	5
8.	Has the ability to evaluate significant amounts of data.	1	2	3	4	5
9.	Is specific rather than generalized in performance.	1	2	3	4	5
10.	Has a talkative, eager approach.	1	2	3	4	5
11.	Takes firm, authoritative action with stornq independence.	1	2	3	4	5
12.	Has the confidence to make unpopular decisions.	1	2	3	4	5
13.	Has the ability to motivate or inspire others into action.	1	2	3	4	5
14.	Has an intuitive understanding of people's problems and needs.	1	2	3	4	5
15.	Has a very conscientious approach to tasks and responsibilities.	1	2	3	4	5
16.	Is a tolerant, patient, consistent person.	1	2	3	4	5
17.	Has the ability to cope with the existing environment.	1	2	3	4	5
18.	Has warm and personal relationships with others.	1	2	3	4	5
19.	Has an optimistic and positive outlook at all times.	1	2	3	4	5
20.	Needs tangible proof of information used.	1	2	3	4	5
21.	Has a strong, competitive desire to win.	1	2	3	4	5
22.	Commands exact precision of control functions and detail checking.	1	2	3	4	5
23.	Is cooperative with others and willing to adjust.	1	2	3	4	5
24.	Adheres to systems and rules.	1	2	3	4	5
25.	Makes black and white decisions.	1	2	3	4	5
26.	Has discipline and dedication regardless of self-interest.	1	2	3	4	5
27.	Has an outgoing, gregarious personality.	1	2	3	4	5
28.	Is willing to listen to other people.	1	2	3	4	5
29.	Makes objective appraisals of people.	1	2	3	4	5
30.	Strives for greater efficiency and eliminates wasted motion.	1	2	3	4	5