

# NATURAL AND ADAPTED STYLE

*Clay's natural style of dealing with problems, people, pace of events and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.*

## PROBLEMS - CHALLENGES (Natural)

Clay uses a laid-back and peaceful approach to problem solving. He tends to solve problems in a reactive and team-oriented manner. Clay tends to be unobtrusive and avoids confrontation so he can be seen as a true team player.

## PROBLEMS - CHALLENGES (Adapted)

Clay sees no need to change his approach to solving problems or dealing with challenges in his present environment.

## PEOPLE - CONTACTS (Natural)

Clay is sociable and optimistic. He is able to use an emotional appeal to convince others of a certain direction. He likes to be on a team and may be the spokesman for the team. He will trust others and likes a positive environment in which to relate.

## PEOPLE - CONTACTS (Adapted)

Clay feels that convincing people can only be done within the framework of logical facts presented by a totally objective person. He rarely displays emotion when attempting to influence others.

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## PACE - CONSISTENCY (Natural)

Clay is comfortable in an environment in which there are few projects going on concurrently. He is appreciative of the team concept and feels quite secure in an environment where the need to move from one activity to another quite quickly is held to a minimum.

## PACE - CONSISTENCY (Adapted)

Clay sees his natural activity style to be just what the environment needs. What you see is what you get for activity level and consistency. Sometimes he would like the world to slow down.

## PROCEDURES - CONSTRAINTS (Natural)

Clay is concerned with doing things right. He can be quite worrisome and possibly fearful that mistakes will crop into the procedure. He will follow rules and procedures to the letter and feels comfortable in a situation in which exact standards and written procedures are the rule of the day.

## PROCEDURES - CONSTRAINTS (Adapted)

Clay shows little discomfort when comparing his basic (natural) style to his response to the environment (adapted) style. The difference is not significant and Clay sees little or no need to change his response to the environment.

## **ADAPTED STYLE**

*Clay sees his present work environment requiring him to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why he is adapting this behavior.*

- Critical appraisal of data.
- Using a proven, procedure-oriented method when implementing change.
- Precedence of quality over efficiency.
- Making decisions in an objective, unemotional manner.
- Compliance to high standards.
- Precise, analytical approach to work tasks.
- Sensitivity to existing rules and regulations.
- Accomplishing tasks without many people contacts.
- Careful, thoughtful approach to decision making.
- Gathering data in a logical, systematic way.
- Projecting a limited display of emotion.
- Traditional, quality-oriented work model to follow.