

CURRENT ADAPTING PROFILE - Valid through September 27, 2006

How you are currently adapting to Others at Work

William'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:

DOMINANCE DOWN: He is not being allowed to be as in control as may be desired; perhaps stepping back and not being as forceful or assertive as would be typical.

EXTROVERSION DOWN: Usually one of two things is happening: either there has been some disappointment (letdown) by a person or persons, or it has become necessary for him to spend more time alone figuring things out or doing more of the details himself.

PATIENCE JUMP: He has recently felt the need to go from being an urgent, action-oriented person to one being more patient and easygoing. Possibly this is due to being forced to wait on others for things to happen. It could also be the need to do routine things in a timely fashion.

CONFORMITY UP: He feels the need to pay more attention to the system or details, emphasizing precision and accuracy, while trying to be more organized or systematic. He is being more cautious and security conscious.

CURRENT GOALS - Valid through September 27, 2006

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 should be updated every 30 days.

The Goals Index range is:

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

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

SOME GOALS: This would indicate William feels that recent expectations are too great to be properly handled. Some things may even be out of control due to excessive stress. Several key goals could be dimming.