



F O R T É

[®]
Communication Style **REPORT**

Prepared For: *James Doe*

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

Next Adapting Update Due: *February 12, 2015*

Your Forté Provider:

Forté Demo Site

141 Middle Oaks Drive
Wilmington, NC
910.452.5152
Elyse.DAuria@theforteinstitute.com

The Forté Institute, LLC

141 Middle Oaks Drive
Wilmington, NC 28409

www.theforteinstitute.com
info@theforteinstitute.com

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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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James Doe
Sample
Sample
Sample

Forté Provider: Forté Demo Site
Provider Phone: 910.452.5152
Provider Fax: 910.452.4339

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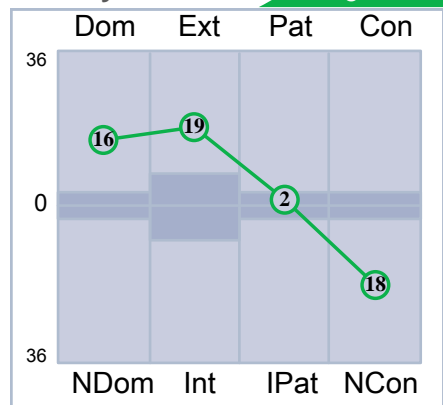
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Fax: Sample

James is convincing, using both tenacity and persuasion. He delegates detail and solicits technical support. His orientation is to the big picture and can be considered a good negotiator who usually prefers flexibility and independence. He is a very likable individual.

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

April 9, 2012

Primary Profile Pages 3-6



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

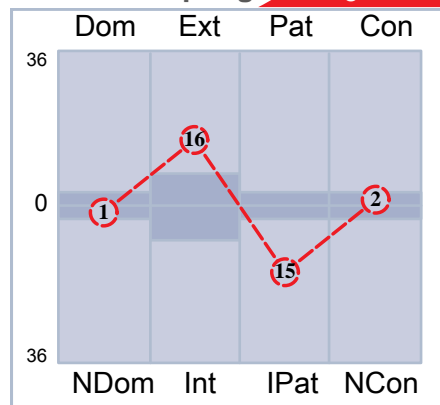
Special Note: Forte is not a once-then-done profile. You can update your adapting/perceiver profile as often as every 30 days. Forte is a lifespan tool used to help you communicate with others most effectively.

Data below good through February 12, 2015

January 13, 2015

To: Clients on Sales Calls

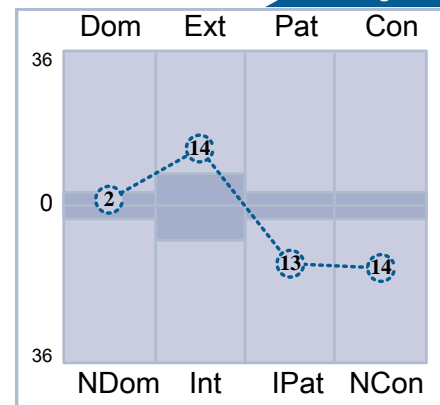
Current Adapting Pages 7-8



January 13, 2015

To: Clients on Sales Calls

Current Perceiver Page 9



Data below good through February 12, 2015

Current Logic: Feelings
Current Stamina: Very High
Current Goals: Meeting Most Goals

Forté ID: 10001-10001-15000-199

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.

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

James 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 people. He 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 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.

- Persuasive ● Very Friendly ● Enthusiastic ●
- Eager to Please ● Outgoing ● Empathetic ●
- Congenial ●

These individuals are very effective in social skills and enjoy positive environments. They like to be with people and like to talk freely, often in general terms. They read people very well and want to make a positive first impression.

- Open-Minded ● Dislike Trivia ● Uninhibited ●
- Flexible ● Prefer Independence ●

They enjoy working with big-picture potential and are interested in being liked if the relationship is not too 'binding.' They have a limited interest in follow-up and are quite independent of controls.

- Organizers ● Self-Reliant ● Self-Confident ●
- Poised ●

They are self-assured, especially in their people-coordination abilities. They have a strong impact on people and do not like scrutiny and questioning.

- Casual ● Unhurried ● Steady ●
- Warm ● Determined ● Easygoing ●

They work well in people programs and will take the time to listen. They persistently pursue opportunities, despite setbacks, with a pleasant disposition that does not offend others.

To be successful and self-motivated, James needs most of the following items in his 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 will want direct, to-the-point communications.
- ___(l) A stable, harmonious working environment.
- ___(m) A minimum of communication style conflicts.
- ___(n) Adequate time to think things over/adjust.
- ___(o) A limited number of last-minute time pressures.
- ___(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.

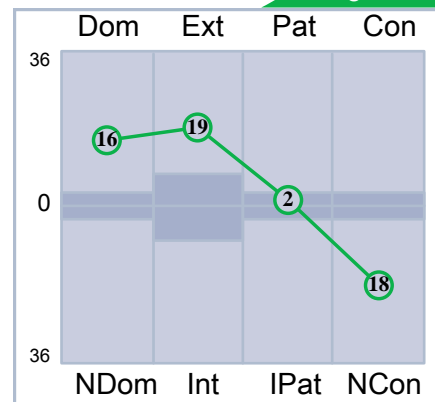
In contrast, he will be demotivated if:

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

April 9, 2012

Primary Profile

Pages 3-6



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.

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 February 12, 2015

How you are currently adapting to Clients on Sales Calls

James's responses indicate that at the point of making decisions in the Sales Calls environment with Clients, he currently tends to rely on:

HIS FEELINGS: The current tendency is to be subjective and rely on intuitive feelings, not just the facts. This decision style lends itself to sales, counseling or other types of people interaction.

The range of logic levels are: (There is no order of importance)

FACTS ● FACTS/FEELINGS ● FEELINGS ● INTUITIVE FEELINGS

CURRENT STAMINA - Valid through February 12, 2015

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 James 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

VERY HIGH STAMINA: James's stamina level means that in addition to normal daily routines, outside activities will be sought in an effort to use the excess energy. He would also tend to misunderstand people with less stamina and think they are lazy. Almost any goal or task can be conquered. Unless diverted, James will be a high achiever.

Please note, the information on pages 7, 8, and 9 are valid through February 12, 2015.

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.

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CURRENT ADAPTING PROFILE - Valid through February 12, 2015

How you are currently adapting to Clients on Sales Calls

James's responses to the Forté adapting survey indicate how he has been feeling about or adapting to Sales Calls. 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 DROP: He has recently felt the need to move from being a decisive person to using a non-dominant, cooperative communication style. Others evidently were in a position of making decisions that he would normally prefer to make.

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 February 12, 2015

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 Sales Calls environment. The scale below gives you an idea of the range Forté tracks. This index

The **Goals Index** range is: (There is no order of importance)

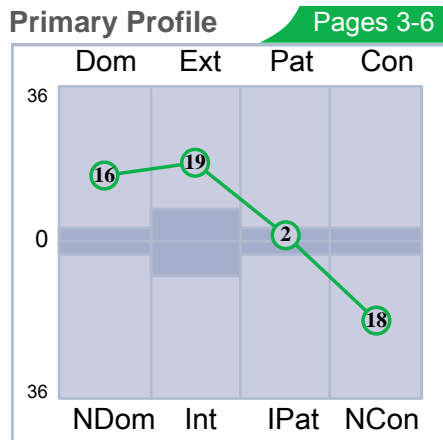
FEW GOALS, IF ANY ● SOME GOALS ● MOST GOALS ● MEETING GOALS

James'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 James feels the rewards gained are not sufficient for the effort required during this time.

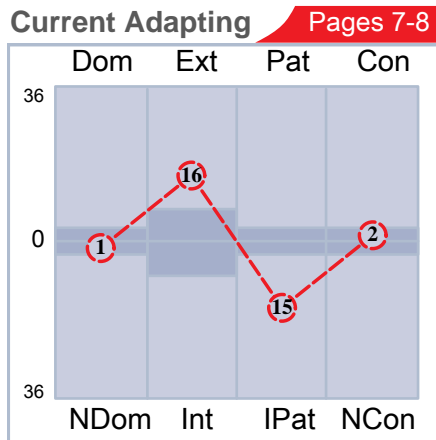
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April 9, 2012



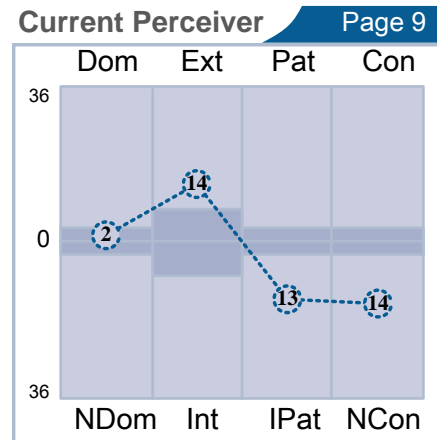
January 13, 2015

To: Clients on Sales Calls



January 13, 2015

To: Clients on Sales Calls



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 **February 12, 2015**.

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 February 12, 2015

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?
DETAIL STRATEGY			
DECISION STRATEGY			
PEOPLE STRATEGY			
PACE 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

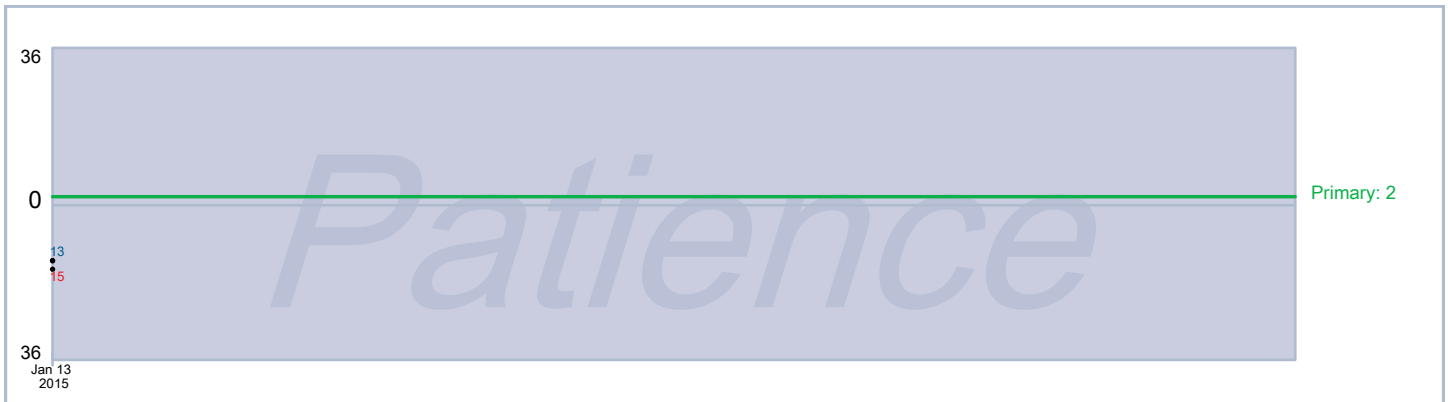
SELF IMPROVEMENT GOAL

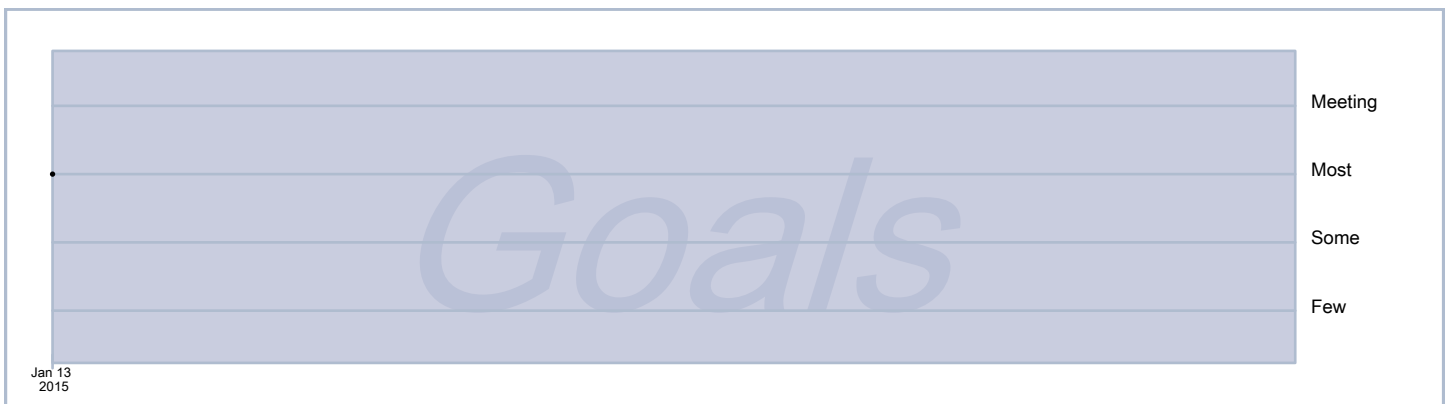
SUMMARY/ACTION STEPS

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

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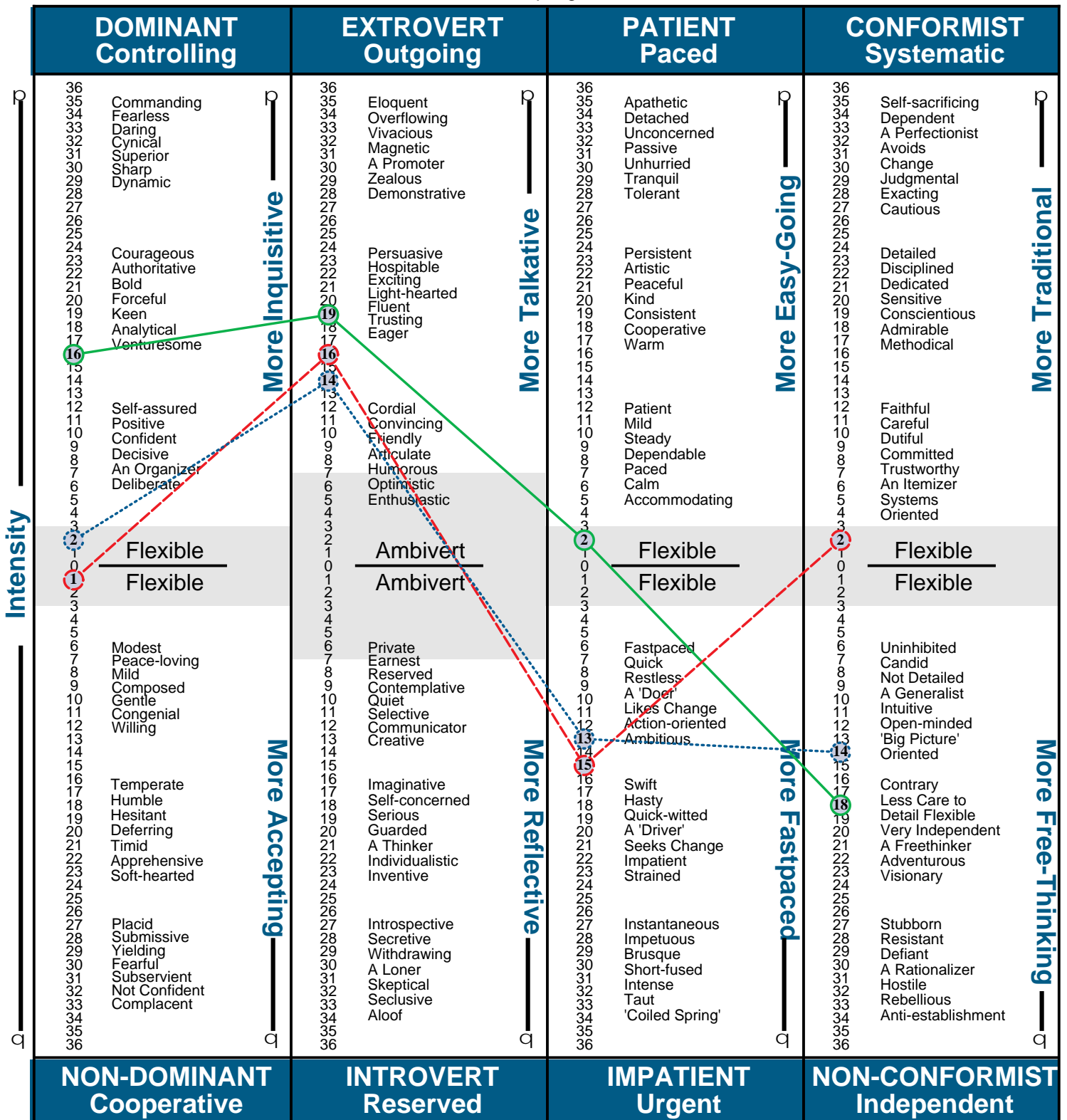
— Primary - - - Adapting ····· Perceiver





Adapting/Perceiver: Clients on Sales Calls

— Primary - - - - Adapting Perceiver



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James Doe
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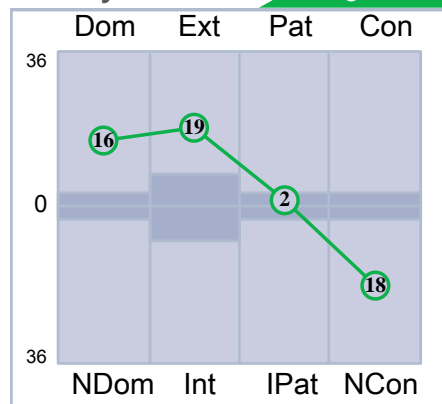
Forté Provider: Forté Demo Site
Provider Phone 910.452.5152
Provider Fax: 910.452.4339

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Phone: Sample
Fax: Sample

April 9, 2012

Primary Profile Pages 3-6

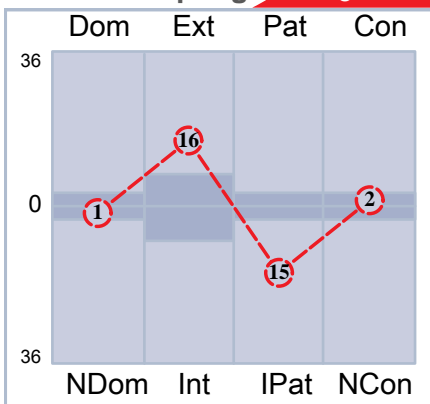


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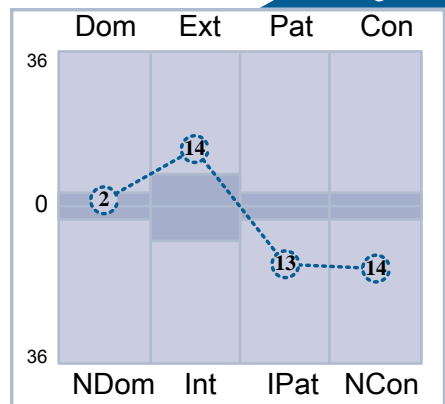
Current Adapting Pages 7-8



January 13, 2015

To: Clients on Sales Calls

Current Perceiver Page 9



Data below good through February 12, 2015

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

Current Logic: Feelings
Current Stamina: Very High
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...?

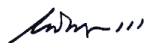
You can look at your Forté Adapting Update Trends on pages 12/13 (they are added to your report with the first adapting update) and get a good idea. During those times, was your dominance/non-dominance adapting up or down, your extroversion/introversion adapting up or down, your patience/impatience adapting 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."**