



F O R T É[®]

PROFILE *Model*

Model for: Demo

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.

COMMUNICATION INTELLIGENCE™

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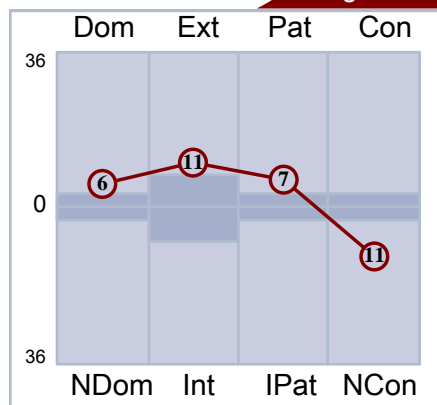
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Demo is convincing, using both tenacity and persuasion. He/She delegates detail and solicits technical support. His/Her orientation is to the big picture and can be considered a good negotiator who usually prefers flexibility and independence. He/She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

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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 this level of extroversion are good-natured, optimistic and people-oriented. They tend to rely on others for technical competence and prefer to be involved in people programs.

Demo uses persuasion to get things done through people and wants to be liked. He/She will usually have a happy, optimistic disposition. He/She is good at establishing lines of communication and will always find something to talk about. He/She likes to develop people and is good at team building. He/She has a lot of confidence in what others can do, but will sometimes get burned.

He/She tends to be naturally good at selling and makes a good contact person. He/She tends to know a lot of people and is a good mixer. He/She likes to dress well, make a good impression and to receive praise.

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.

- 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, 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 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/she will be demotivated if:

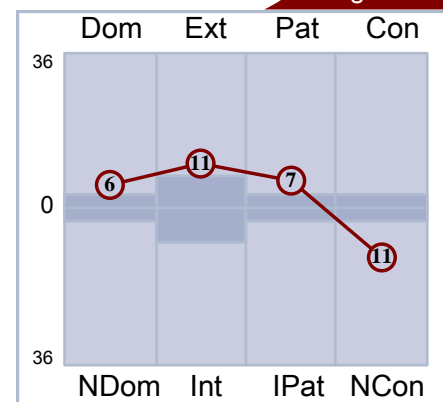
- __ (a) He/She perceives that he/she is not liked.
- __ (b) He/She is not invited into meetings with his/her peers.
- __ (c) He/She has his/her territory (opportunity) reduced in size.
- __ (d) He/She feels he/she is not part of the team.
- __ (e) He/She does not have enough people contact.

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.

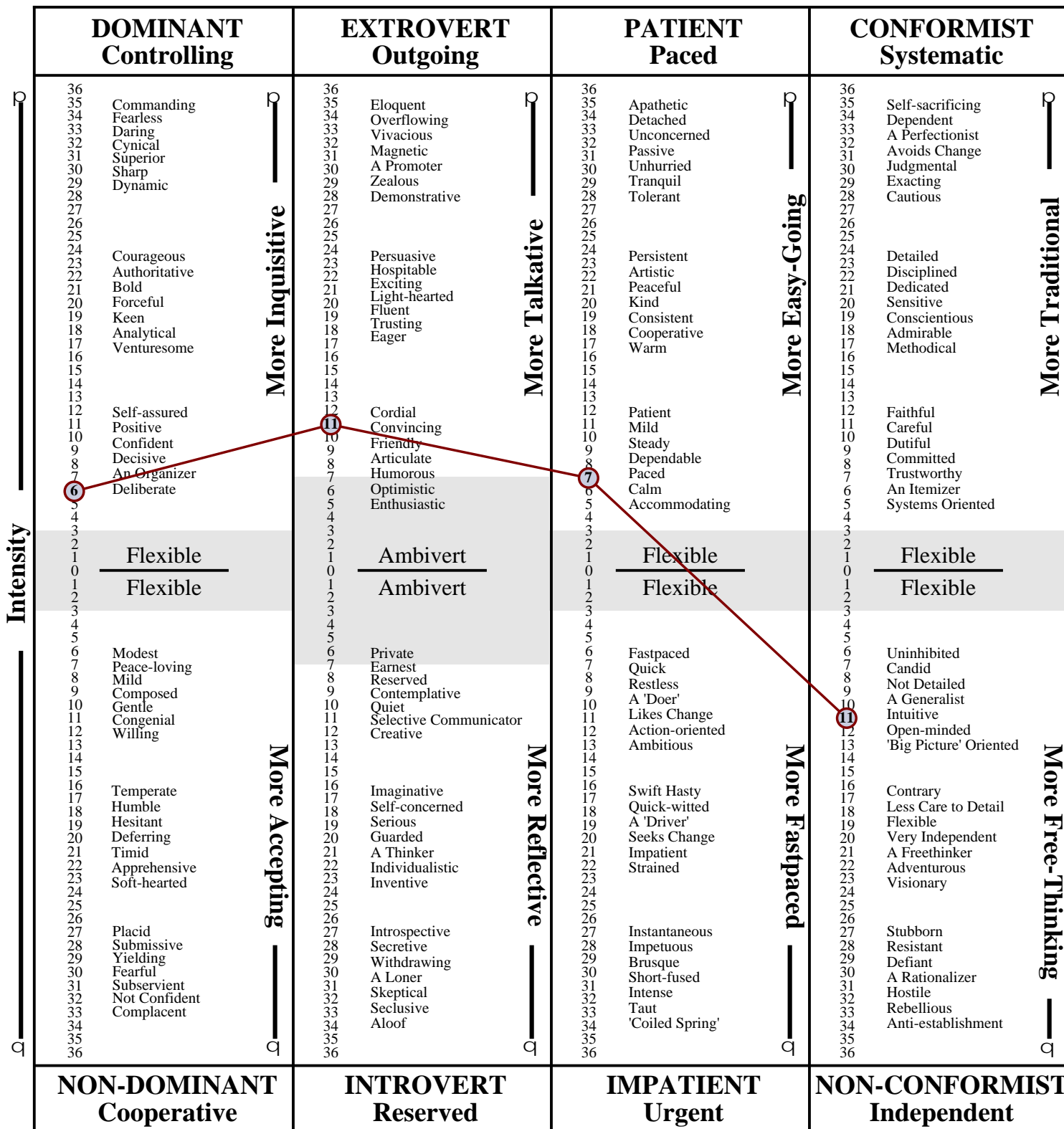
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Primary



Position: Demo Created By: Alice Doe
 Organization: Forté Demo Site Date: August 28, 2012

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