



FORTÉ[®]

Communication Style REPORT ADAPTING UPDATE

Prepared For: *Victoria Ward*

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

Next Adapting Update Due: *June 16, 2022*

Your Forté Provider:

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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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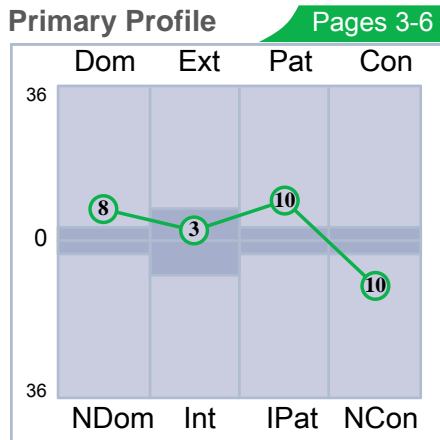
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Victoria is very warm, friendly and outgoing. She is very patient with a good sense of timing, and very persistent. She is somewhat independent, is good at planning and initiating big-picture activities and able to perfect process functions. She is a good listener and is easygoing, but will push for results in a very persuasive manner.

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

October 4, 2012

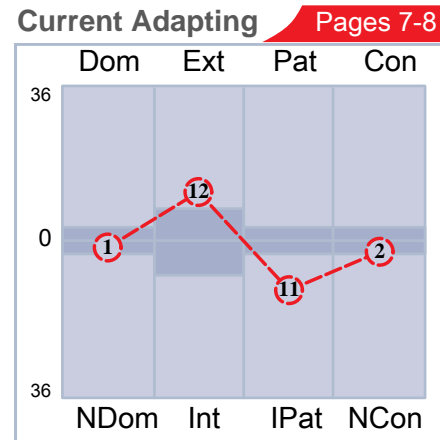


Special Note: Forte is not a once-then-done profile. You can update your adapting/perceiver profile as often as every 30 days. Forte is a lifespan tool used to help you communicate with others most effectively.

Data below good through June 16, 2022

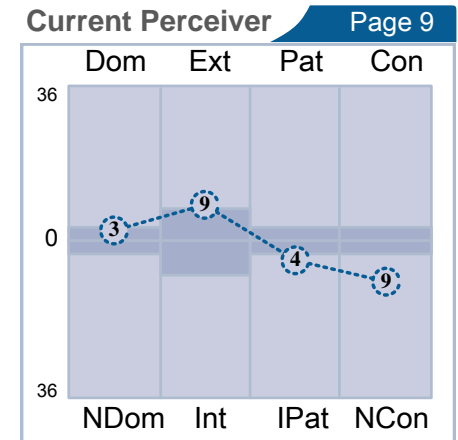
May 17, 2022

To: Others at Work



May 17, 2022

To: Others at Work



Primary Strength: Patience
Secondary Strength: Non-Conformity

Data below good through June 16, 2022

Current Logic: Facts and Feelings
Current Stamina: High Stamina
Current Goals: Meeting Goals

Forté ID: 10001-10001-73323-91

Your Forté Information can be updated at
<http://www.theforteinstitute.com>
Use the Individual Login, 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.

PATIENCE - Pace and Rate of Motion Strength

These people tend to be directed by their environment rather than acting on it. They also tend to be emotionally well-adjusted and can take things as they come. They like time to think things over; their first answer, if pushed, will not be their best one.

Victoria is very consistent and has an innate ability to approach things in a methodical way, pushing ahead in a proactive manner. She will usually not drive to be the leader, except as demanded by family or other pressures. She functions best in a position of support to a strong leader. Victoria is a team player.

She likes a stable, consistent environment and needs time to adapt. She makes good friends and prefers long-lasting relationships. She does not like conflicts so she tends to keep her feelings and opinions to herself. She likes to be part of the decision process and needs to be appreciated for her persistence and determination.

LEADERSHIP STYLE: "PLANNER" Manager, she will take what comes, adjust and persistently push ahead. She will set goals in realistic time frames and then proceed to meet the deadlines. She will seek input from others in making decisions and earn/gain the respect of those who work with her. She will lean heavily on what has worked in the past and will delegate both authority and details.

SENSITIVE AREAS: Unjustified or erratic pressure and too many projects going at one time. Likes to finish what is started.

POTENTIAL REACTIONS: Avoid conflict and step back so as not to make a scene, but she WILL express her feelings later.

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 promotions. They like to be with individuals and like to talk freely, often in general terms. They read individuals very well and want to make a positive first impression.

- Organizer ● Independent ● Self-Confident ●
- Poised ●

They are self-assured, especially in their individuals coordination abilities. They have a strong impact on individuals.

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

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

- Dislike Follow-Up ● Self-Reliant ● Candid ●
- Uninhibited ●

These individuals prefer to be involved with intangibles or something with 'big picture' or 'blue sky' elements. They are option-oriented with great freedom of choice.

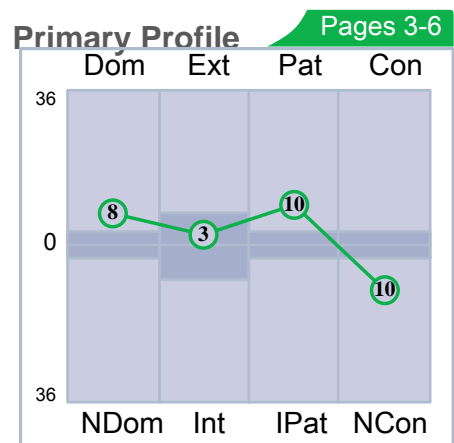
To be successful and self-motivated, Victoria needs most of the following items in her environment:

- ___(a) An environment in which there is harmony and cooperation.
- ___(b) A minimum of conflicts and a steady, stable structure.
- ___(c) A pace set for her with no sudden or abrupt changes.
- ___(d) To be forewarned of changes so that there is sufficient time to adjust.
- ___(e) Encouragement of creativity.
- ___(f) Understanding how personal efforts contribute to the overall goals.
- ___(g) Validation of self-worth.
- ___(h) To have daily challenges.
- ___(i) To have a results-oriented approach to any given project.
- ___(j) She will want direct, to-the-point communications.
- ___(k) Opportunities for people interaction.
- ___(l) To meet new people and make friends.
- ___(m) The team approach to getting things done.
- ___(n) Opportunities for success and status.
- ___(o) Freedom from rules, details and reports.
- ___(p) A generous amount of independence and unusual assignments.
- ___(q) To find new ways of doing things away from tradition.

In contrast, she will be demotivated if:

- ___(a) She is constantly pressured at the last minute.
- ___(b) There are too many communication style conflicts.
- ___(c) There are too many unexpected changes occurring.
- ___(d) Expectations are too high and/or not clear.

October 4, 2012



***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 June 16, 2022

How you are currently adapting to Others at Work

Victoria's responses indicate that at the point of making decisions in the Work environment with Others, she currently tends to rely on:

BOTH FACTS AND FEELINGS: Currently She has reasonable, practical logic and is comfortable using both fact and feeling. Research has shown these individuals to have good common sense. They usually balance their inner feelings with external conditions before making up their minds.

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

FACTS ● FACTS/FEELINGS ● FEELINGS ● INTUITIVE FEELINGS

CURRENT STAMINA - Valid through June 16, 2022

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 Victoria feels toward her 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

HIGH STAMINA: Victoria's stamina level means that she can function well in a demanding environment. People with this level of stamina are usually very effective in accomplishing tasks and can handle management level jobs. Longer hours and DISTRESS related situations can be handled if necessary.

Please note, the information on pages 7, 8, and 9 are valid through June 16, 2022.

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.

CURRENT ADAPTING PROFILE - Valid through June 16, 2022

How you are currently adapting to Others at Work

Victoria's responses to the Forté adapting survey indicate how she 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 her responses:

DOMINANCE DROP: She 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 she would normally prefer to make.

EXTROVERSION UP: This would indicate an effort to be more friendly, empathetic and sensitive in terms of people; perhaps she is being more communicative in general or is working to develop more people skills.

PATIENCE DROP: She 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 her feeling a need to get things done that are running behind time or past deadline.

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

CURRENT GOALS - Valid through June 16, 2022

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 at Work environment. The scale below gives you an idea of the range Forté tracks. This index is updated with each adapting update.

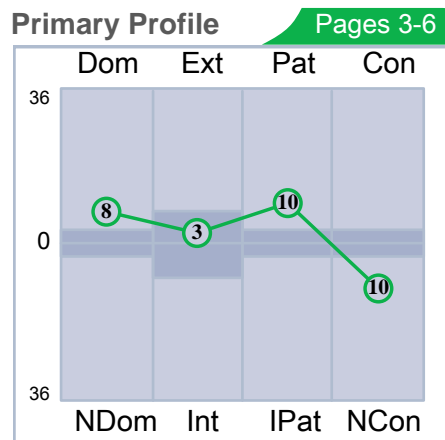
The Goals Index range is: (There is no order of importance)

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

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

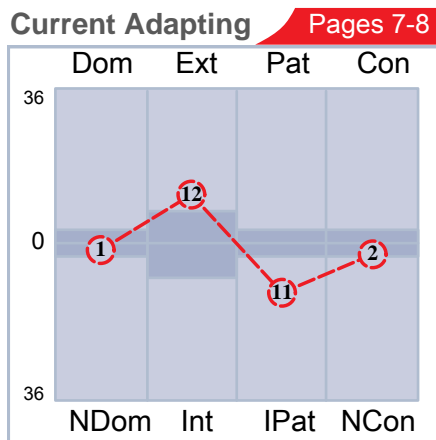
MEETING GOALS: This would indicate that the current environment is being handled and Victoria is confident that everything will come out as expected. Goals in this current environment are being met.

October 4, 2012

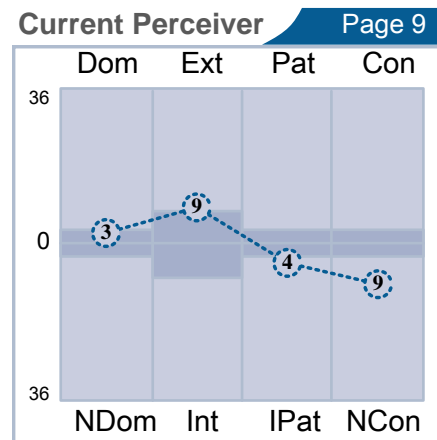


Data below good through June 16, 2022

May 17, 2022
To: Others at Work



May 17, 2022
To: Others at Work



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 **June 16, 2022**.

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 PATIENCE: Those you are communicating with are not perceiving your increased feelings of urgency. You may not be getting results from others as quickly as you would like or expect. Over the next several weeks be certain to explain to others why requests need faster response so both your expectations and the expectations of others will be met.

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.

PERCEIVING LOWER EXTROVERSION: Those you are communicating with are not perceiving your desires for more people-to-people communication and/or people-oriented solutions. It is important you emphasize this increased sensitivity when communicating with others over the next few weeks. Increased verbal communication will help goals to be realized sooner.

CURRENT ADAPTING STRATEGY - Valid through June 16, 2022

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	WHAT (INPUT)	WHAT (OUTPUT)	WHEN
1) Identify who this is relevant to. 2) Who can help you the most?	Identify what you need from yourself or others to reach your current goals.	Identify what is the desired result / outcome.	What is your target deadline for this?
DETAIL STRATEGY			
PACE STRATEGY			
DECISION STRATEGY			
PEOPLE 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 (**S**pecific **M**easurable **A**chievable **R**ealistic **T**imebound) to write your goals.

PERSONAL GOAL

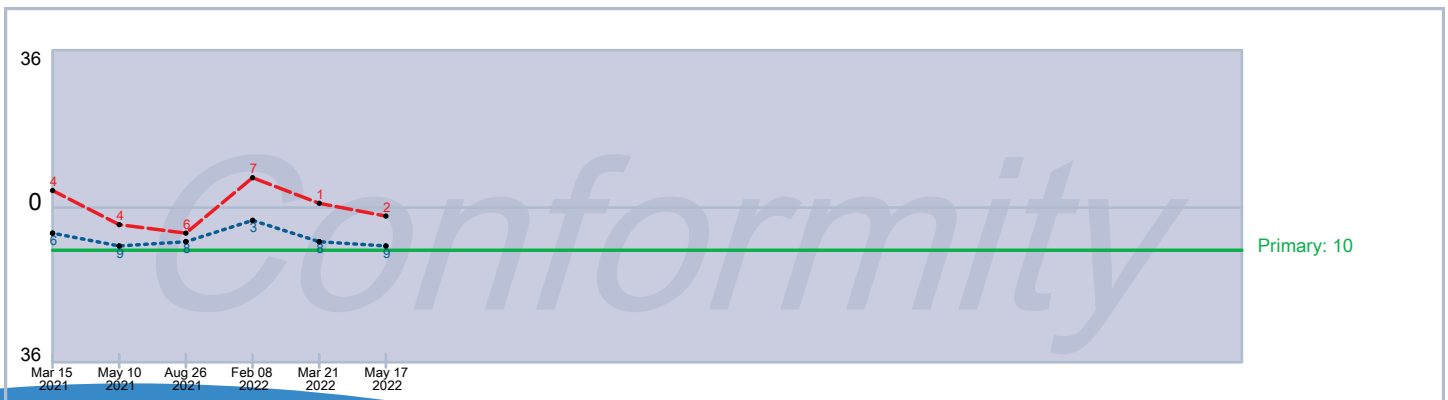
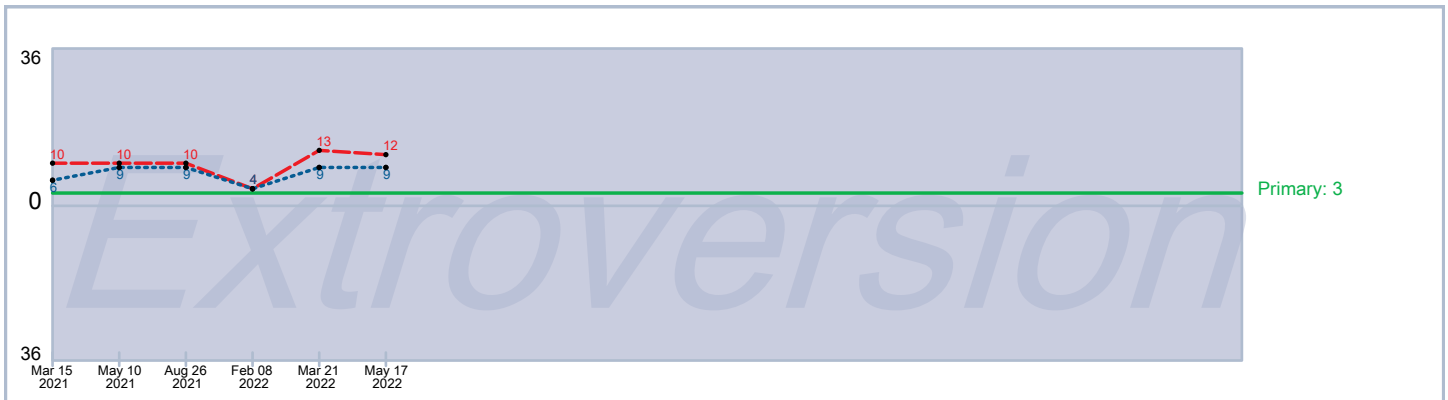
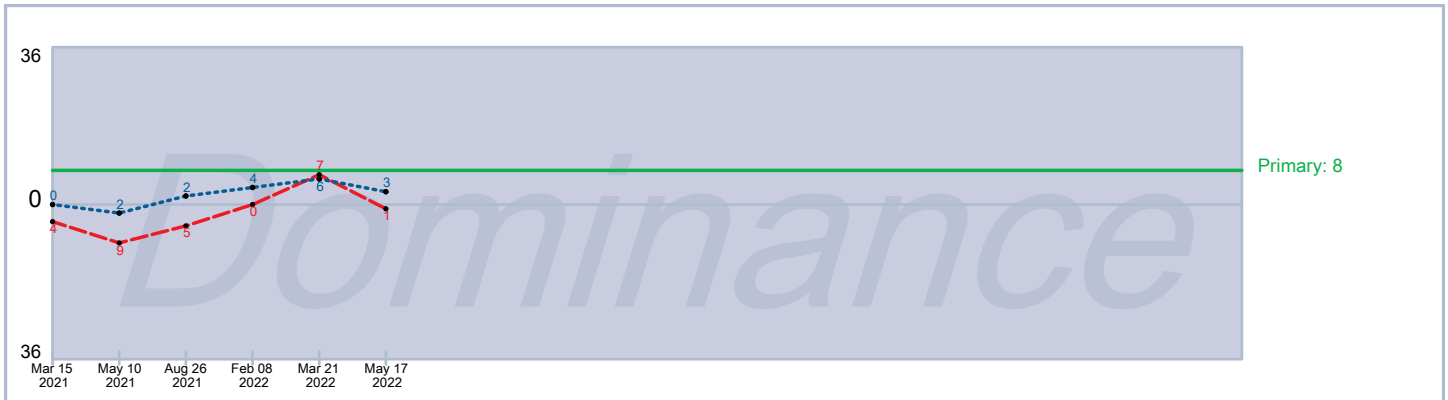
BUSINESS GOAL

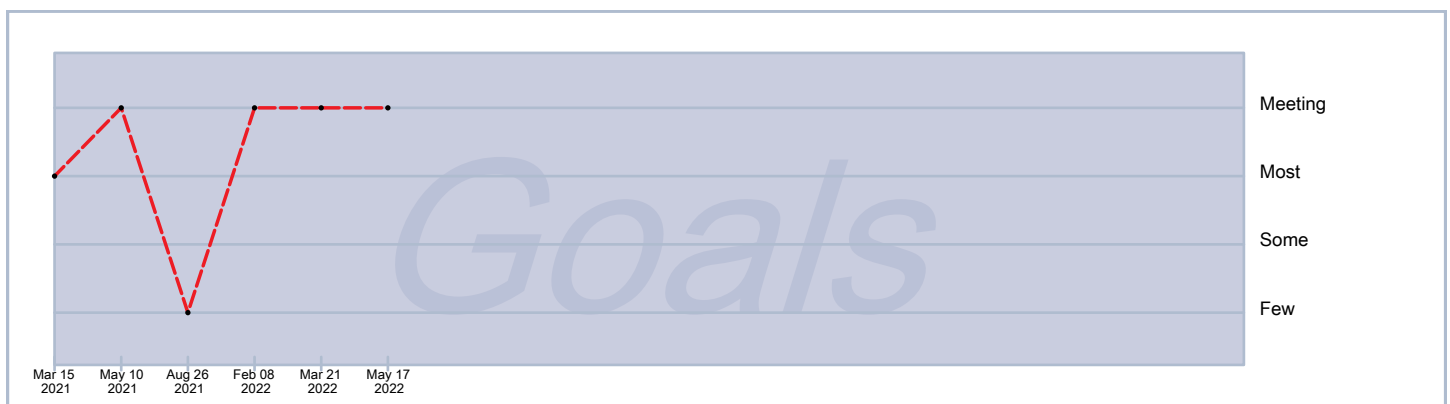
SELF IMPROVEMENT GOAL

SUMMARY/ACTION STEPS

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

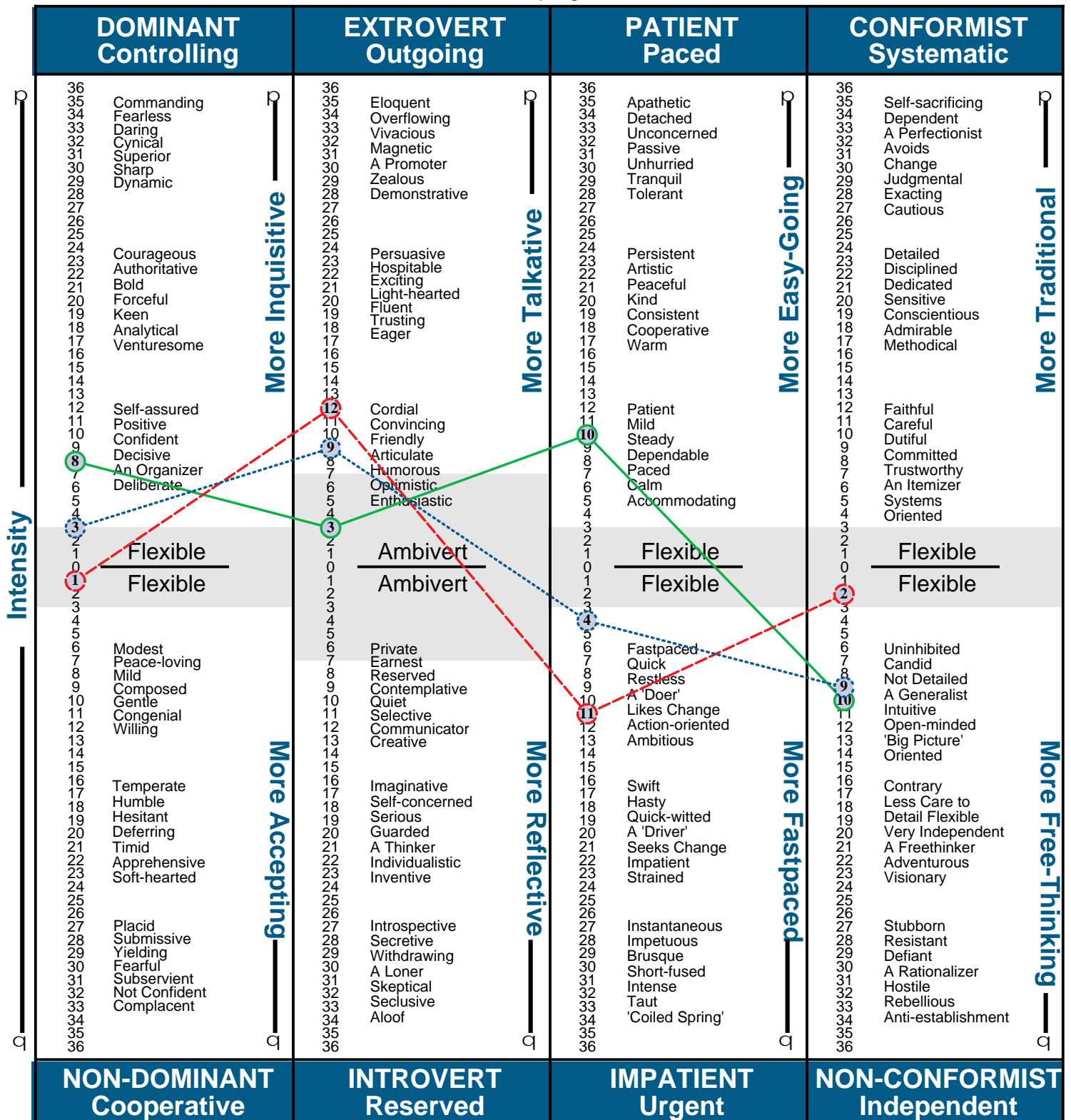
Primary Adapting Perceiver





Adapting/Perceiver: Others at Work

— Primary — Adapting — Perceiver



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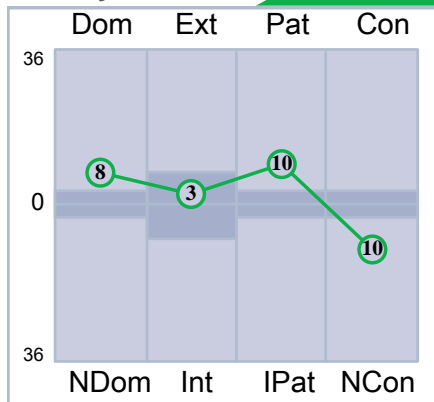
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October 4, 2012

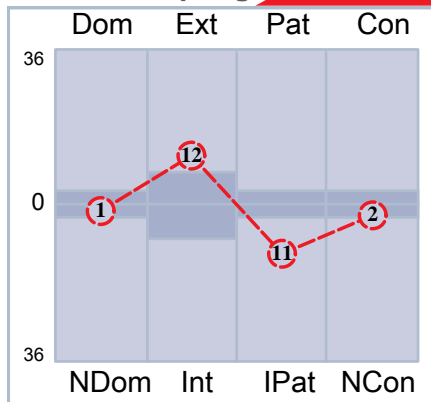
Primary Profile Pages 3-6



May 17, 2022

To: Others at Work

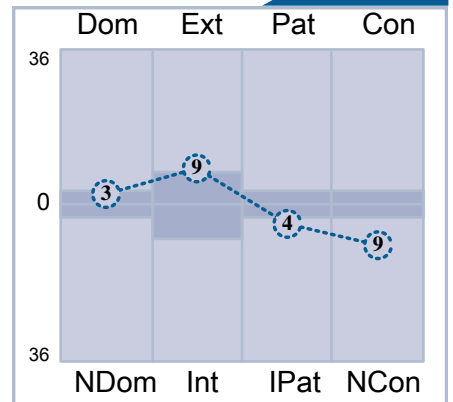
Current Adapting Pages 7-8



May 17, 2022

To: Others at Work

Current Perceiver Page 9



Primary Strength: Patience
Secondary Strength: Non-Conformity

Current Logic: Facts and Feelings
Current Stamina: High Stamina
Current Goals: Meeting Goals
Current Resilience: Resiliency

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."**