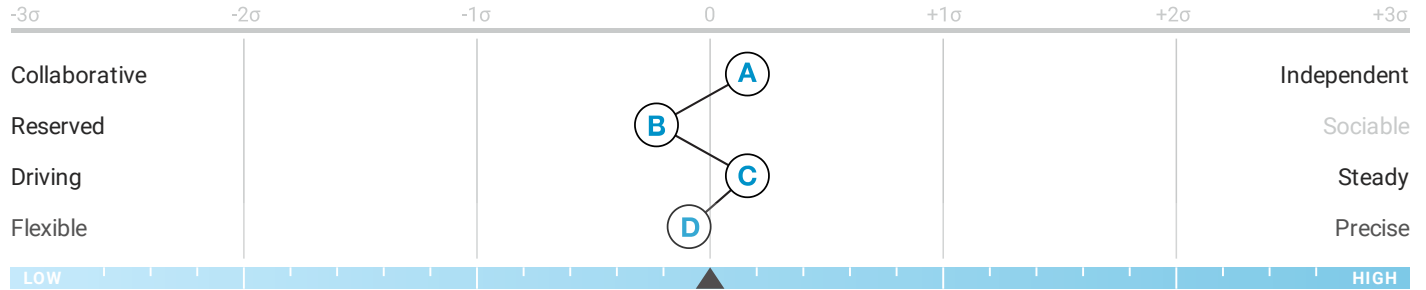


An Adapter is a bridge-builder, comfortable with changing situations.

Adapter

Behavioral



LOW

HIGH

M: 36

B Extraversion

Reserved

Is moderately...
Introspective
Matter-of-fact
Analytical

Needs some...
Opportunities to reflect
Room for introspection
Freedom from office politics

A Dominance

Independent

Is moderately...
Independent and Cooperative
Assertive and Accepting of company policies
Self-confident and Accommodating

Needs some...
Balance of: Independence and Encouragement
Control of own activities and Reassurance
To be challenged and Harmony

C Patience

Steady

Is moderately...
Agreeable and Intense
Patient and Restless
Stable and Driving

Needs some...
Balance of: Long-term affiliation and Variety
Ability to work at a steady pace and Opportunities to work at a faster than average pace
Familiar surroundings and Mobility

D Formality

Flexible

Is moderately...
Serious and Informal
Diligent and Tolerant of uncertainty
Reserved and Flexible

Needs some...
Balance of: Understanding of rules and regulations and Freedom from rigid structure
Specific knowledge of the job and Freedom of expression
Freedom from risk of error and Opportunities to delegate details

A = B

Task- or people-oriented

Situationally task- or people-oriented

A = C

Proactive or responsive

Situationally proactive or responsive

A = D

Comfortable or cautious with risk

Moderate drives to both control the decision and do it right
May experience tension when making decisions

B = C

Time to connect

Situationally quick or takes time to connect

B = D

Formal or informal

Situationally formal or informal

C = D

Casual or careful with rules

Situationally casual or careful with rules