

Assessment Tools

Adaptive Index™

The **Adaptive Index™** measures how you tend to think, work and communicate. The **Adaptive Index™** was developed to help you understand your “natural style.” Learning about your style should help you determine how adaptive you are, and how to expand your performance.

This assessment tool will help you:

- Perform your job more skillfully
- Identify your patterns and preferences
- Understand the way you work and communicate
- Develop a more versatile approach to working alone and with others
- Reduce job conflicts
- Sharpen your interpersonal skills

Sample Adaptive Index™ Results

The **Adaptive Index™** measures the interrelationships between behavioral factors to determine how you tend to work. These behavioral patterns are the basis for a person’s work style, the characteristics and traits you bring to the job. By understanding your style, you are better able to adapt to the style and communication needs of your peers, customers and teammates.

There are five behavioral patterns:

The following graph shows how much emphasis you place in each behavioral pattern:

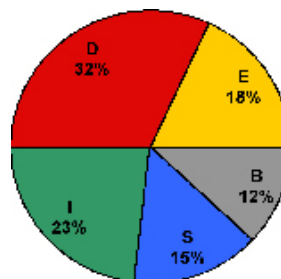
Director (someone who is efficient, clear, decisive)

Expander (someone who is innovative, convincing, adaptive)

Balancer (someone who emphasizes caution, moderation)

Stabilizer (someone who is reliable, cooperative, practical)

Improver (someone who is precise, cautious, logical)



(Scores of 30 percent or more suggest a strong emphasis of that behavior trait. Scores of 20-29 percent suggest a moderate level of that trait. Scores under 19 percent indicate a de-emphasis of that trait.)

For example: The above **Adaptive Index™** reflects an emphasis on the “E” or Expander, someone who is innovative, convincing and adaptive. How can an Expander best adapt to others with the same or differing styles?

Adapt your style to the behavior of your colleagues, team members and clients with the **Adaptive Index™**.

The Challenge:

Do you know how adaptive you are?

Do you know how you are perceived by others?

Do you know the best way to interact with others?

Do you know how to “adapt” your style to improve performance?

Taking the **Adaptive Index™** will help you learn about your style and increase your performance as you learn to become more adaptive.

Training and Consulting Services Available:

Adaptive Index™
 Adaptive Leadership™
 Adaptive Selling®
 Beyond Gold™ Customer Service
 Better Together™ Team Effectiveness
 Change Management
 CLEAR Communications™
 Conflict Management
 Enhancing Client Relationships
 Executive Coaching
 Interviewing & Selection
 Job FIT™
 Leading Virtual Teams
 Negotiation Skills
 Performance Development Survey (360°)
 Project Leadership
 Project Management Tools & Techniques
 Work Climate Inventory

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