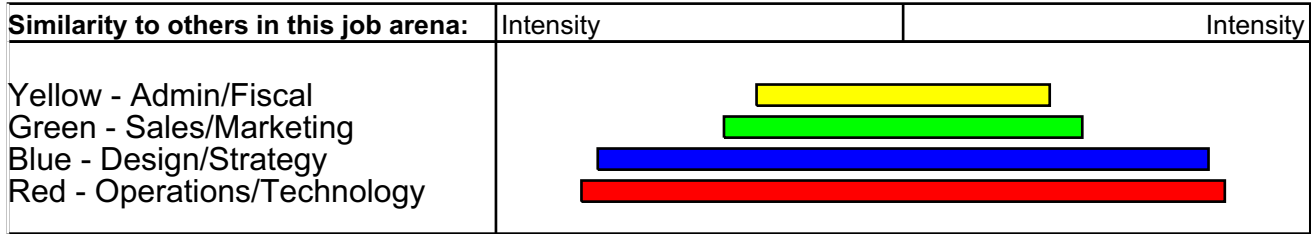


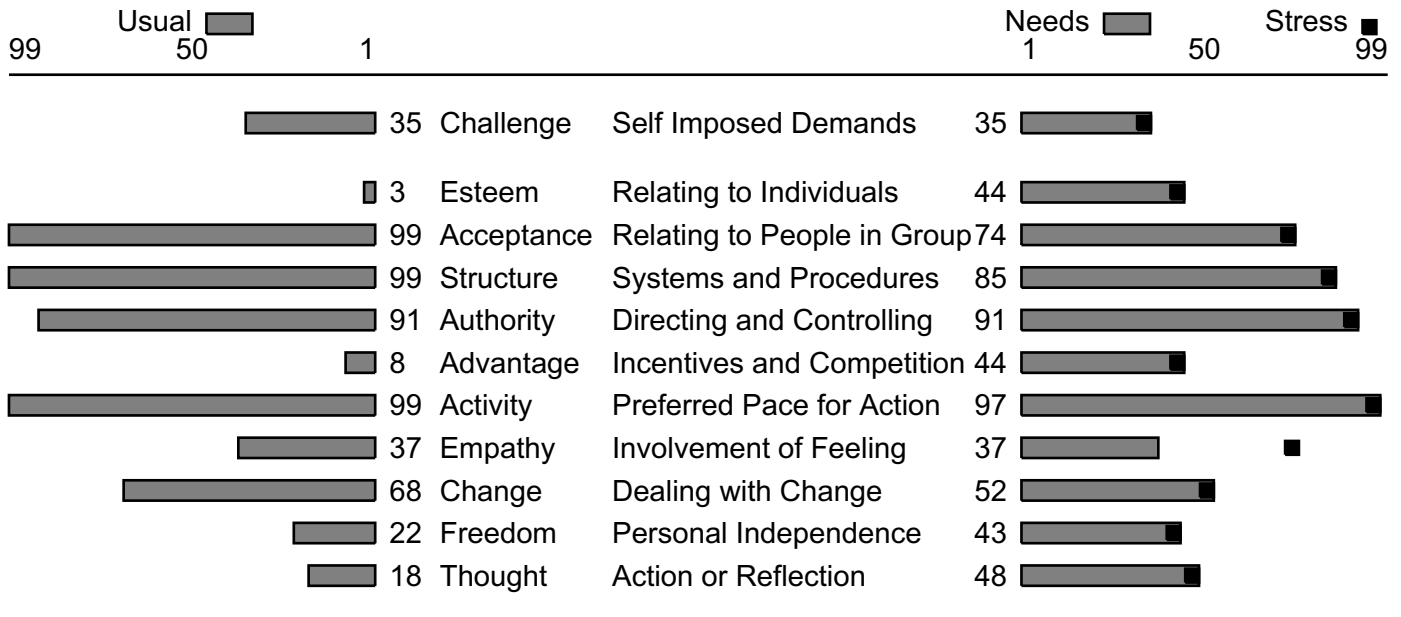
This Report Prepared For
FRED WEBBERKING
26 October 2009

Blue Bunny

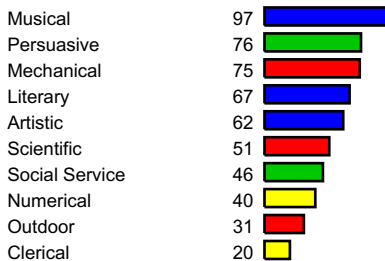
Organizational Focus (Professional Strengths)



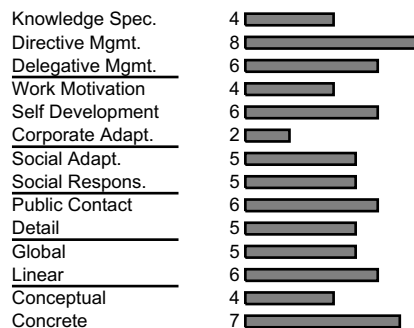
Components



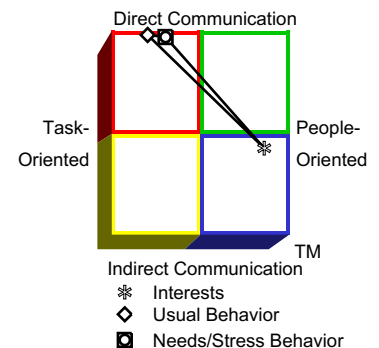
Areas of Interest



Preferred Work Styles



Life Style Grid® (Interpersonal Strengths)



FRED WEBBERKING:

In *working with others*, he meets people easily, and doesn't want to face obstacles alone.

When *giving or accepting direction*, he is meticulous, if not fussy about details; he depends on having orderly and systematic procedures; outwardly pleasant, he will frequently seem dogmatic, even pedantic.

As to *competitiveness and stamina*, he generally demonstrates warm, sympathetic attitudes and feelings toward others. Vigorous and forceful, he has plenty of energy reserves. He is enthusiastic and persuasive.

Suggestions for coaching FRED WEBBERKING:

Capitalize on his team orientation, and reassure him in pressure situations. *Acceptance*

Provide definite, pre-planned activities. *Structure*

- * Regular, face-to-face discussions provide a way for him to vent his frustrations and voice his opinions. *Authority*

Give detached, practical and objective support. *Empathy*

- * Try to minimize pressure situations, which lead to restless tension and impulsiveness. *Activity*

Criticize and correct him gently, and be reassuring. Utilize his strengths; avoid exposing his weaknesses. *Challenge*

** Particularly significant; may impact other areas*

INTERPERSONAL NEEDS SUMMARY

Major behavioral needs are listed below.

GETTING ALONG WITH OTHERS

You need respect and recognition from people in general rather than approval from just a few individuals.

GIVING AND ACCEPTING DIRECTION

You have a stronger-than-average need for personal and organizational backing and support.

HANDLING CONFLICT AND COMPETITION

You must have opportunities to persuade others and to handle disagreements or conflicts directly and on a person-to-person basis.

EMOTIONAL AND PHYSICAL STAMINA

You are most effective when given a busy schedule of definite things to do.

ORGANIZING AND PLANNING

Abrupt changes in day-to-day plans and responsibilities are best kept to a minimum.

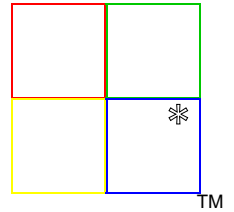
PROBLEM-SOLVING AND DECISION-MAKING

Where practical, your responsibilities and activities should be definite and involve a minimum of ambiguity.

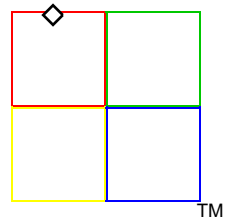
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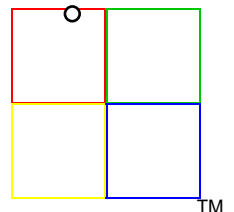
Your BLUE Asterisk shows that you like to:
 focus on planning
 innovate or create
 combine these activities with selling or promoting
 look at things theoretically, while also focusing on directing and motivating people
 influence people indirectly



Your RED Diamond shows that you are usually:
 friendly
 direct and open with people
 logical and objective
 energetic
 decisive



Your RED Circle shows you are most comfortable when people around you:
 are friendly
 give you plenty to do
 are direct when they talk to you
 are objective and rational
 give you clear-cut decisions to make



Your RED Square shows that your stress behavior may include your being:
 too oriented towards "people" and too little oriented towards individuals
 busy for the sake of it
 insensitive
 impulsive
 restless

