



## FuturaADEP General Kelly Lee

---

**Date:** 2013-01-10

---

**Name:** Kelly

---

**Last Name:** Lee

---

**Gender:** Female

---

**Email:** selizondo@grupomultivex.com

---

**City:** USA

---

**Country:** USA

---

**Profile:** Detail Oriented - Persuasive (D High - P Half)

---

## Instructions

### How to Use This Report?

Read the full report. It is divided into two parts.

The first part focuses on understanding the characteristics of your behavioral style in many environments (work, social, under stress, etc.) and offers strategies to increase personal effectiveness. You should be aware that there is no "best style". Each style has its strengths and opportunities unique for growth and continuous improvement. The behavioral descriptions mentioned in this report are just tendencies for your group style and may or may not apply specifically to you.

The second part provides action plans for you and other people with whom you interact. You are encouraged to share these with another's action plans to greatly improve each of these relationships.

### Adaptability

Besides knowing your behavioral style, the report will identify the ways in which you can apply your style, either to enhance the strengths or diminish weaknesses in order to meet the needs of a particular situation or relationship. This is called adaptability. Through your values and interactions, successful and less successful with others, you may learn to modify and adapt your behavior.

It is essential to be aware of our natural preferences and trends. In this way you can disable the extreme behaviors before they sabotage you. This is achieved through the rapid identification of the individual needs of others, according to the basis of behavior signals that we provide, and then we can adapt our behavior so that other people feel comfortable with us. The best part of this process is that people will teach you how to treat them if you know how to read the signals from your behavioral styles.

Adaptability is the key to the construction of all successful relationships. Adaptable people are conscious when deciding how to respond to a person, a situation or event.

## How To Read And Interpret Your Graphics I and II?

The starting point is the questions that have been provided and that you have answered based on your personal criteria; at the end, a report with the evaluation of your results will be delivered. This report contains two graphs along with their respective descriptions.

### Graphic I - Adaptability style pattern:

This graphic portrays the self-perception of the behavior tendencies that you consider should be used at work, within the society, or with your family. This tendency can change depending on the different environments.

### Graphic II - Perception of yourself, of what you really are or Innate Style Pattern:

This graphic describes those behaviors that you present during stressful or frustrating situations.

The report will help you understand the predominant traits of your behavior style. These traits are a result from the different combinations in graphics I and II.

When graphics I and II are similar, it means that you are comfortable. However if your Adapted Style (Graphic I) is different from your Innate Style (Graphic II), this could cause stress if it is present during a long period of time and one can infer that you would behave in ways that may not be as comfortable or natural for you.

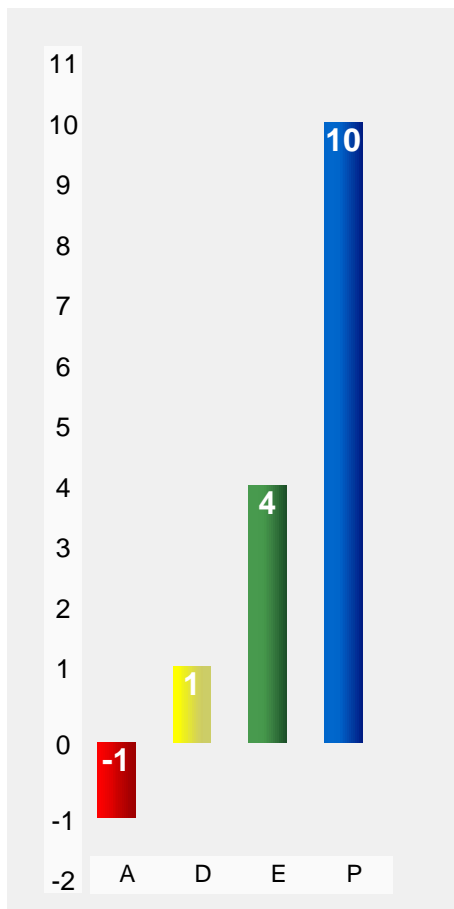
## Natural and Adapted Style

Environments	Natural	Adapted
--------------	---------	---------

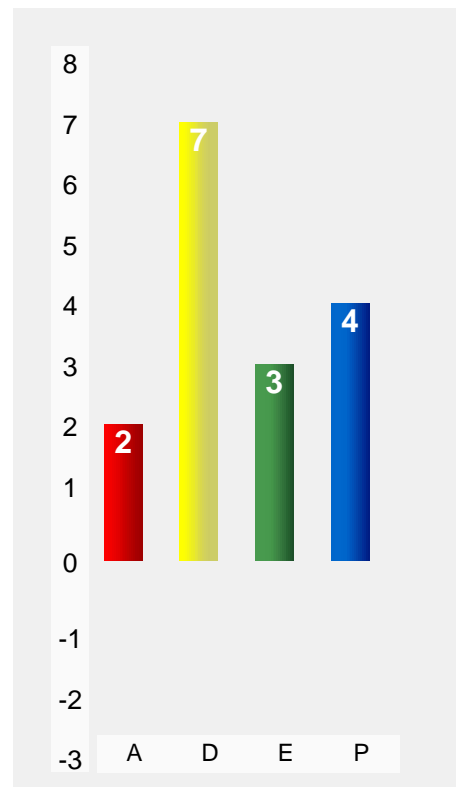
## FuturaADEP Graphs



Natural Style



Adapted Style



## Basic Description



### General Characteristics

Kelly is very responsible and analytical. She is oriented towards planning. She is able to handle the procedures as well as the people involved in carrying them out. She has a soft, friendly and outgoing personality, but is also very cautious. She knows how to value people's efforts and likes to motivate them, so she evaluates them based on their skills.

### Organizational Value

- Is an observer.
- Is detailed.
- Stimulates company growth.
- Knows how to differentiate the urgent from what is important.

### Aspects that must observe and improve

Kelly does not like to be criticized and likes to do things her own way, for this reason it is advisable that she is more flexible and accepts other people's points of view.

### Reaction to the stress

Kelly does not like to be under pressure and can act in an irrational and selfish way.

## How does Kelly work?



In his work Kelly is characterized by being someone accurate, analytic, mature and polite, has tact and is precise. Constantly seeks good quality and continuous improvement of the organization for which she work

## How does Kelly communicate?



Kelly speaks in a diplomatic way, systematic and methodical, is often an excellent teacher and is directed in a polite manner to her interlocutors, tends to be a good speaker and very convincing in her negotiations

## Kelly's strengths



Kelly is a person who can follow rules when tries to carry out a project effectively and can relate and feel positively challenged to get what she wants. Works under defined conditions as pursues effective results

## Kelly's weaknesses



Kelly lacks motivation and self-discipline, which leads him to not perform up to her true capabilities. Often she miss interesting opportunities because thinks will require much effort

## What areas should Kelly improve?



Kelly must learn to face the fear and increase her personal safety. With greater courage can go further and engage deeply. Should leave her protective shell, and give oneself to others being more detached



## How should Kelly be managed?



Kelly Is a person in support of rules and knows how to follow instructions. Is not hard to explain something to her as is always aware that things have an order and a process. She is closer to the goal than you can imagine, tends to be an extremist with work. She would be a good resource to provide workshops and train others, so it is important to train her constantly

## How can one be a good coach for Kelly?



Kelly has the knowledge needed for a good coach. Can perform managing any team in the company. Has the ability to explain and itemize the things for the benefit of others. Offering this opportunity would be of great help to colleagues and the company. For which her mentor can work with her, offering some training workshops

## How should one communicate with Kelly?



With Kelly you must communicate in such a way that there is a clear understanding. Is of those people who ask a lot and her conversations can be long. Has a very friendly way to communicate, but can sometimes be repetitive and boring for her peers

## How should work be delegated to Kelly?



With Kelly is not difficult to delegate tasks, because is very enterprising and is among those who think that the functions can be divided so that all bring different ideas. Is very good communicating and fully complies with the tasks assigned. Takes care of not to make mistakes. Is cooperative, when there is a lot of work you can count on her

## How should one make decisions with Kelly?



With Kelly you must make decisions that do not affect her person, nor his coworkers. She is always aware of everybody and cares for not affecting anyone. When making decisions involving her, is preferable that no one is affected, so she can give a good performance

## How should problems be faced with Kelly?



A Kelly likes to solve her problems doing a full scan from the root to achieve effective solutions. Is good solving conflicts, but sometimes engages more than necessary. We must communicate quickly with her and explain the situation. In order to find alternatives that do not affect anyone in particular

## How should Kelly be motivated?



To motivate Kelly may be used people particularly influencing her. This group would provide an incentive through a space in which to talk, dialogue, share, go out, in short a friendly atmosphere, from which she feels part and where she likes to be

## How should feedback be provided to Kelly?



Is good to work the feedback with Kelly, since she likes having an opinion about how is her performance going. This process will allow her to prepare better or maintain her usual standard. Is rigorous in her working techniques, so expects to have an assessment of her exercise

## How should Kelly be congratulated?



Kelly likes celebrations and share among peers. Pleases him to be congratulated in front of people. This may help improve her own perception and how is projected to others

## How should Kelly be disciplined?



You must be aware in the way that you call attention to . Is recommended to do in private, as the opposite may bother her a lot and lead to a bad reaction

## Adapted Environment

### Situation at Work



Kelly Is a person who follows step by step instructions from her superior, try not to fail at some step suggested, although the assignment and the way was ordered by her boss take longer and require more resources she would be incapable of disobey

### Projects and Aspirations



Kelly is a person who makes decisions, as long as she can perform a previous evaluation of the situation in order to guarantee a positive answer. She performs a meticulous analysis of the strategies that can benefit her and in this way, prevent mistakes

## Teamwork



Kelly when working with others states the benefit to do everything orderly, according to the instructions provided or considering parameters that enforce to do everything step by step in order to obtain successful results

## Communication at Work



Kelly is discrete and surprisingly diplomatic in her expressions. She is a conciliator in nature, eludes confrontation and prefers to negotiate instead of putting up a fight. She is guarded, never says more than she should, but will eventually get what she wants dodging others. She is easygoing, will never yell or argue but will stand by her convictions since she is very stubborn.

Kelly only establishes superficial relationships. When addressing others, she only does so for strictly professional reasons. She can communicate with people who are expert or skilled and can contribute with extra insight about

how to perform her tasks. She respects authority and performs work with high levels of quality, that in general, exceeds her supervisor's expectations. She lacks communication skills, tends focus on her duties, has a hard time relaxing since she is always so busy with details and specifics, wanting to take control over the entire situation.

## Creativity



Kelly would be very capable of proposing and be the best in her team by presenting creative and different alternatives but as long as these are under the principles and rules of the organization.

Kelly is a person who stimulates her creativity with the details and accuracy when working on her goals. Her work is based on her best plan design, which will always contain details and excessive explanations due to her insatiable search of perfection

## Relations With Workmate or Classmate



Kelly is calm, pleasant and balanced. She is very emotionally stable, rarely loses her composure or gets upset. She tends to be very nice and attracts many people due to her natural sense of humor. She can be a little apathetic, does not get involved in social activities. Beneath her calm appearance, there is a fearful and shaky heart. She would like to have more interpersonal skills, in order to experience more situations in which she can make better use of her assets.

Kelly is a person who has difficulty asking for help and is not spontaneous

when collaborating. Tends to be associated with few people in her work or study, but her ties are very frontal and honest.

## Initiative

Kelly shows a lot of initiative. She likes to prepare activities with enough time and will not wait for her to be instructed; she tries to do it first. She is very diligent and extremely responsible. She tries to assist those who have not finished their tasks in order to benefit the company. She is a hard worker and makes sure to keep her working style. She works on her own, with little supervision and gives good results.

## Leadership

Kelly is the type of person who can catch everyone's attention due to the way in which she expresses. She is very communicative and diplomatic; with these qualities she can attract followers and influence them to think in a similar way. When talking, she is careful and faithful to her words. Many people see her as a great leader, but she can also be very insistent and impose her way of thinking.

## Motivation

In order for Kelly to be motivated at work, order needs to be present and work standards need to be strictly followed. She likes to challenge herself, and achieving her goals is a great incentive. She believes one should be satisfied with the workplace and the job in order to carryout one's functions in an optimal way.



## Decision Making

With Kelly , decisions will be taken with extreme caution. She makes extensive analyses in order to determine if it is the right decision or not. She is careful to search for every type of information that can support the decision that she will make. She dedicates time to observation and feels that her assessment is always the right one.

## Questions Suggested for the Interview



**Tell me about a time when you delegated a project effectively.**

**What have you done in your previous job that was beyond expectations?**

**Give me an example of when your persistence has been fruitful. Give me an example of when you have achieved something with your persistence that others could not.**

**Give me an example of a time when you took a risk to achieve a goal. What was the result?**

---

**Give me an example of when taking your time to make a decision gave good results.**

**Can you remember a time when you pressed your team for them to get the job done faster, even if the result were not optimal?.**

**All jobs have their frustrations and problems. Describe some examples of working conditions, specific tasks or assignments that have been unsatisfactory.**

**How would you define \"success\" for someone in your career?**

**Give me an example of the most significant goal you set out professionally. How did you achieve it? What were the obstacles? How did you overcome them?**

---

**What have been some of the best ideas that you sold to a superior? How did you do that?**

## Frequently Asked Questions – FuturaDISC

### QUESTIONNAIRES

#### **How are the questionnaires developed?**

They are developed based on the selection of Behavior Factors that are revealed when the FuturaDISC test is configured.

#### **How is the stream established in order for the applicant to answer in an instinctive way?**

Each applicant is presented with a series of questions that simulate being in a peaceful scenario. However, unexpected obstacles arise, represented by the visual questions which make concentration necessary.

#### **If each test is unique, how is consistency and comparability guaranteed?**

The questions are developed from a data base that has carefully assessed (through previous qualitative validations) their comprehensive and meditative equivalence.

#### **Why is there no time limit to perform the test?**

It is considered that by not establishing a time limit, the applicant is allowed to answer the questions with more ease and take the necessary time to understand and analyze each question.

### STANDARDS AND PROCEDURES

#### **Against to what standards are the results compared?**

As stated by William Moulton Marston in the first paragraph of his famous book "Emotions of Natural People":

*"Are you a normal person? Probably..."*

Each person is considered unique, reason for which each report is processed individually, without making comparisons with accumulated results from previous reports.

### DEFINITIONS

#### **Validity**

A test's legitimacy is determined by the way in which the theory and the evidence support the obtained results.

#### **Rationale of the Results**

Any scientific validation needs to start by a clear understanding of the interpretation of the results' rationale which a test intends to measure.

### **Development**

It describes the concepts that have used to develop the test and to what it is intended to measure by their application.

### **Consistency**

It refers to the continuance in using the same methodology and conditions in all of the validation procedures, independently of the person that is being evaluated.

### **Qualitative Validation**

It refers to the deep analysis of the perception and understanding of the contents, through the observations, remarks and deliberations made about each.

### **Required Environment**

It is necessary to develop an environment that allows the participants to feel comfortable and express themselves freely, in order to clearly and objectively determine the perceptions and interpretations of the questionnaire by the participants, and of the results obtained through the test.

### **Calibration**

It refers to the improvement in the composition of each text when it is considered that it adds relevance to each.

### **Standardization / Universalization**

Universalization refers to making sure that the questions as well as the reports of the results can be understood by people in any region that speak the language in which the test is presented.

### **Report Standardization**

It is necessary to present a detailed rationale for each recommended interpretation of the results, along with a summary of the evidence and the theory that supports the objective of the test.

## **PSYCHOLOGISTS**

### **Why are so many psychologists used?**

In order to give the tests richness and magnitude. Each psychologist has validated the

contributions of psychologists in other countries without knowing their identity.

## VALIDATION

### What types of validations are done?

Three types of validations are done:

#### 1.- Qualitative Validation:

it is done through group sessions before and after the creation of the questionnaires in order to measure the validity of the questions and of the results that are generated by each selection.

#### 2.- User Validation

The user performs two types of validations from the Control Panel:

##### a.- Predictive Validation:

it involves delivering the test to an applicant before selecting him/her for a job opening. Three months later, it is necessary to make a comparison between the employee's performance and the expected results based on the test.

##### b.- Concurrent Validation

it involves delivering the test to an applicant that already works in the company and making a comparison between the employee's current performance and the expected results generated by the test.

#### 3.- Pearson's Correlation:

While the reports are being processed, a data base is being fed which is processed later by applying the Pearson's correlation index in order to control the relationships between the expected and actual results.

The tests are calibrated in a continuous way in order for these correlations to become more precise.

## INNATE AND ADOPTED STYLE

### What does it mean when the Innate and Adopted Style graphics result to be very different?

It means that the applicant needs to make an effort to adapt his innate style in order for it to match the style required in the environment for which the individual is applying.

This can cause stress for the individual. However this may not always be the case but when it arises, it can happen in different levels of intensity.

Some people have a higher ability to adapt. For this reason, one cannot automatically infer that the difference between both styles have a direct relationship with the applicant's level of stress.

Modern life and technological advances allow people to adapt more easily to the different environments, without significantly impacting their personal and work life, even if both have very different styles.

**Why does FuturaDISC present in the same report, an Innate Style Section and another one for Adopted Style?**

Because we are not able to split a person into two pieces. There are always traits that are demonstrated and overlap in both environments.

In this way, instead of investigating the life of a candidate through social networks, with this report one can obtain a more holistic view.

## IMAGES

**What do the images that appear in the questionnaires and on the reports mean?**

These are visual aids that graphically represent situations where behaviors are involved and that reflect FuturaDISC dimensions.