

SOCIAL STYLE ANALYSIS (ADAPT)

Orderly? Commander? Extrovert? Agreeable?

The desire to understand and the ability to relate and work with people unlike ourselves requires a sensitivity hungered for in the workplace. The essence of the ADAPT* program is to present the participants with the sensitivity to improve the quality of their relationships within the work experience through the study of behaviors of themselves and others.

This acquired sensitivity involves understanding the value of differences among people and how these differences need to work together for the greatest good to the organization and the people who work for the organization—the ability to ADAPT.

Traditional? Boomer? Gen X? Gen Y?

The purpose of ADAPT is to improve our interpersonal skills which in turn improves relationships, increases productivity, and reduces stress. The seminar helps us look at our behavioral characteristics and the impact of these traits on others. This session also deals with recognizing behavior patterns in others (co-workers, peers, supervisors, and customers). Once a person recognizes these behavior patterns and cultural motivators, the skill of adapting, or “flexibility,” is examined. The seminar relies on active involvement, practice, and team learning and includes built-in follow-up and application.

- Leaders can interact better with their direct reports.
- Team members work better together.
- Friends have more fun.

Making it Work

Since the seminar is aimed at recognizing our own behavior pattern as well as those of others, the Perception Profile is an integral part of the program. With over 40 years of validation, this process includes a prework instrument that participants distribute to *others* in order to determine their own predominant behavior pattern. The profile contains more than just a two-dimensional grid. A third dimension, *FLEXIBILITY*—the amount of effort one is willing to exert to help others feel more comfortable during an interaction—adds to the discussion. The profile feedback received during the seminar is intended to act as a point of reference, a “language,” regarding behavior patterns and the resulting interaction.

**ADAPT is produced in partnership with Perception Profiles, Inc. of Edina, MN.*

YOUR
BEHAVIOR PATTERN

JOHN
DOE

			★

EXTROVERT
COMMANDER

**PEOPLE
FORWARD**

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