



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

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?

What is the Adaptive Index?

The Adaptive Index™ measures three elements of performance:

1. **Personality** - your natural and predictable behaviors, as well as your strengths and weaknesses.
2. **Adaptiveness** - how adaptive you are in cognitive, work and interpersonal performance.
3. **Work Style** - how you perform in a designated role-leader, sales, project manager, customer service, etc.



What is included in your Adaptive Index Report?



Your Personality Section includes an analysis of your:

- **DEBSI** personality, the degree that you emphasize or de-emphasize:
 - **Results (D)**
 - **Change (E)**
 - **Moderation (B)**
 - **Process (S)**
 - **Quality (I)**
- **Strengths and weaknesses**
- **Consistency in using each of the DEBSI traits**

What is included in your Adaptive Index Report?

Your Adaptability Selection Includes an Analysis of Your:

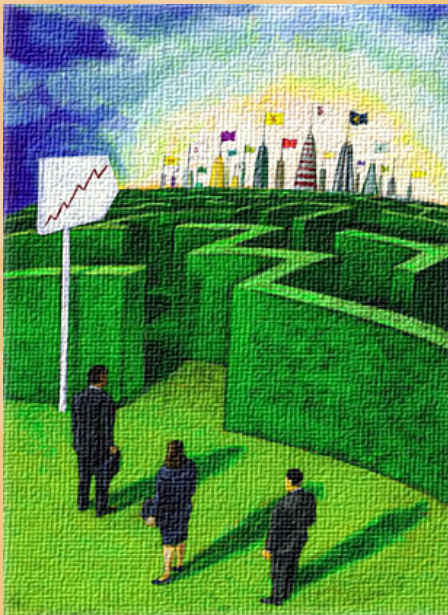
- **Cognitive Adaptiveness** - how you think and make decisions
- **Work Adaptiveness** - how you work on tasks and projects
- **Interpersonal Adaptiveness** - how you communicate, listen, negotiate and relate to others.



What is included in your Adaptive Index Report?

Your Work Style Section Includes an Analysis of:

- How you operate within a specific role
- How you can become more effective in that role
- Your most striking traits
- How you think
- How you are perceived
- How you communicate
- What motivates you? de-motivates you?
- and more...



How will this help me?

The Adaptive Index™ will identify patterns of behavior that you emphasize and rely on; your natural tendencies.

It will show you how to expand your:

- Thinking
- Decision Making
- Communication
- Listening
- Relationships
- Productivity
- and Job Performance!



Who can use the Adaptive Index?

Everyone!

Whether you're a

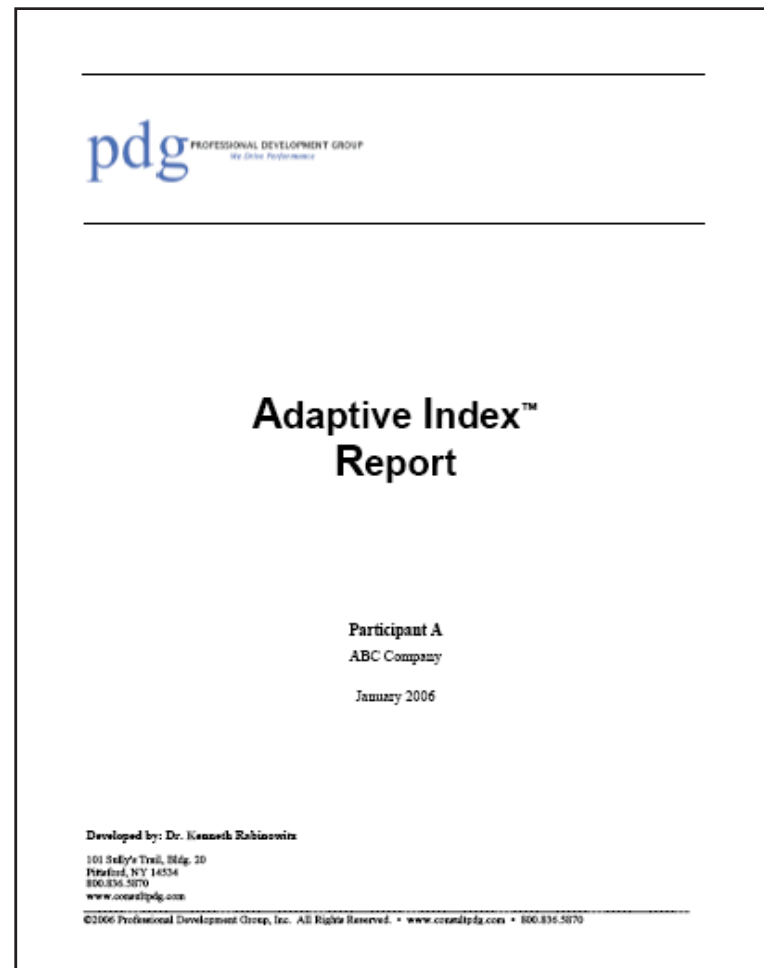
- **Leader**
- **Project Manager**
- **Sales Person**
- **Customer Service Representative**
- **Individual Employee**

The Adaptive Index will provide you with valuable information on how you work with others and how to maximize your performance.



Ready for a preview?

Following are some sample pages from an Adaptive Index Report.



What are your strengths?

What strategies can you use to maximize your strengths?

Your Top 6 Strengths	
1	Focused
2	Logical
3	Goal oriented
4	Organized
5	Consistent
6	Assertive

What are your weaknesses?

What strategies can you use to "manage" your weaknesses?

Your Top 6 Weaknesses	
1	Not creative enough
2	Too critical
3	Not supportive enough
4	Not sensitive enough
5	Not tolerant enough
6	Too picky

Alpha Index # 1

I. Your Personality - Strengths

Primary Strengths

The following six strengths were identified and ranked by you out of a group of 48 possible strengths to choose from. These strengths are "reflective" qualities that you have fully developed over a lifetime of learning. Reflective behavior is automatic and without much conscious thought.

While these strengths are important elements to your success, you might want to be aware of the following: "Your strengths often become your weaknesses, if you take the strength to its extreme." For example, being hard working when taken to the extreme can become workaholic behavior. Another simple example, being critical, when taken to the extreme can mean that you are being too critical and not assertive enough.

There are four strategies to help you maximize your strengths -

1. **Prevent yourself from becoming too extreme and excessive in that behavior.**
2. **Try to get yourself in situations that capitalize on your strengths.** There are many situations that require less of that behavior.
3. **Be as "adaptive" as you can in applying your strengths.** There are many situations that require less of that behavior.
4. **Appreciate your strengths.** It is better to focus on what you do well, than on what you don't do well. This strategy doesn't suggest that you deny or ignore your weaknesses and failures, but it does suggest that you "let 'em get down on you and"

Your Top 6 Strengths	
1	Focused
2	Logical
3	Goal oriented
4	Organized
5	Consistent
6	Assertive

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Alpha Index # 7

I. Your Personality - Weaknesses

Primary Weaknesses

You were also asked to identify and rank your six most significant weaknesses from a list of 48 possibilities.

These weaknesses are also reflective; they are innate behaviors that fail to produce the results you want in either your work or your relationships. Most weaknesses are well ingrained into personality and very difficult, if not impossible to eliminate.

Here are a few strategies to help you "manage" your weaknesses -

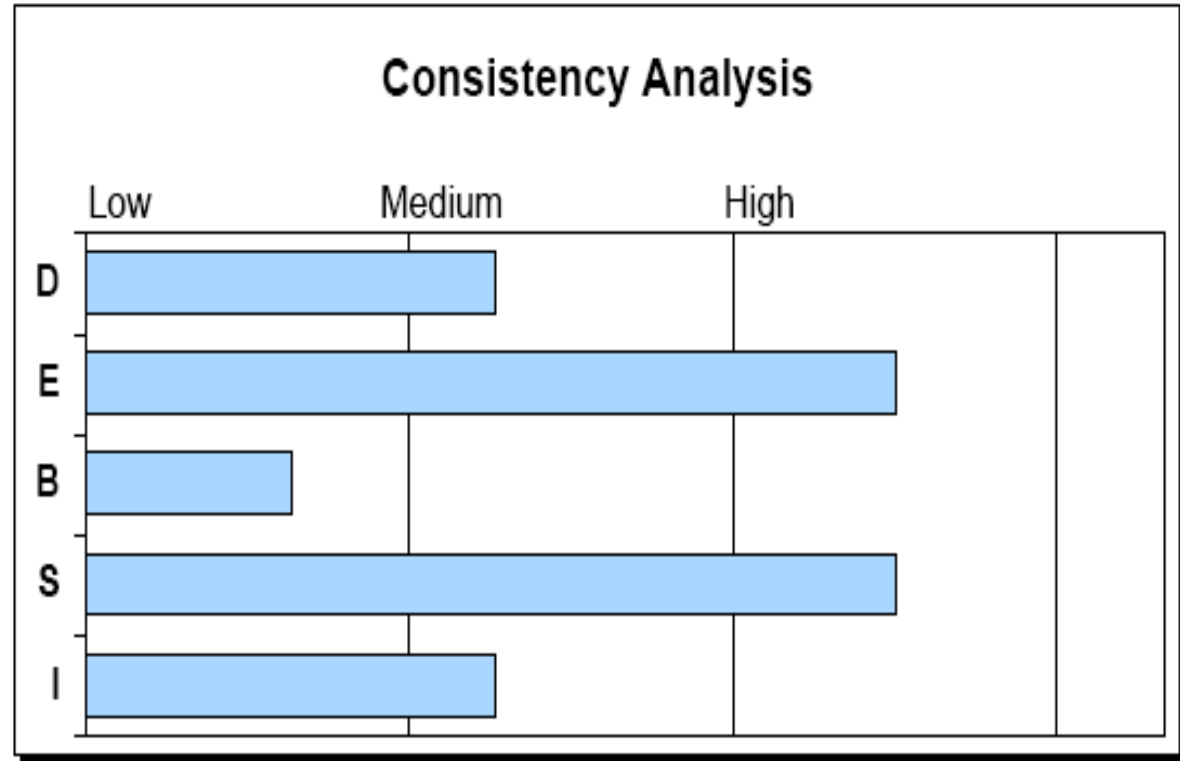
1. **Don't dwell on your weaknesses.** It becomes debilitating. Instead, be aware of them.
2. **Don't become defensive about your weaknesses.** It's all there then, either you're, or there isn't anyone who can boast that they are perfect. There has been, and never will be.
3. **Learn how to minimize your weaknesses.** There are no ideal times, by doing the type of things that make your innate weaknesses less obvious or harmful.
4. **Don't compare yourself too much to others.** There is always someone better at something you do. Instead, learn what people do well, and if you can apply it to your situation, realize being like or plucky, apply that behavior.
5. **Practice constant improvement** - as long as you don't believe about it. Try to learn and improve, but also accept who you are, even your weaknesses. Again, we each have weaknesses. The only difference is which behaviors we see weaker in, and how well we hide them.

Your Top 6 Weaknesses	
1	Not creative enough
2	Too critical
3	Not supportive enough
4	Not sensitive enough
5	Not tolerant enough
6	Too picky

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How consistent are you in your DEBSI personality?

How likely are you to apply your natural behavioral tendency?



Adaptive Index™ # 2

I. Your Personality - Consistency Analysis

Consistency Analysis

Consistency Analysis measures "how consistently you use each of the five DEBSI traits". The five C Scores and scores from predictors from behavior in six each of the DEBSI traits. The higher the C Score, the greater the validity or accuracy of that score as a predictor of your behavior. And so the C Score also only measures validity, but predictability of that trait.

- If your score is lower, (for example, 17%), it suggests that you are less consistent in that DEBSI trait. Lower scores indicate more erratic and less consistent behavior in that trait.
- If your score is moderate (for example, 47%), you are somewhat consistent in that behavioral choice. Moderate scores suggest that you are more likely to exhibit that dimension of behavior.
- If your score is high, (for example, 75%), it means that you are very consistent in that trait. And that you rely on that trait. It also means that this trait is more accurate and a valid measure of that behavior.

We categorize the C Score into three groupings: low, medium and high. Your scores are shown in the C Score Table below. You'll find an interpretation of each of your scores in the C Score Table.

Consistency Analysis






Trait	C Score	Interpretation
D	33	Your C Score for the D trait is moderate, suggesting that you are somewhat likely to share, drive and influence. You are somewhat consistent in the D trait.
E	75	Your C Score for the E trait is high, suggesting that you are consistently creative, expressive, flexible and adaptive. You are consistent in your use of the E trait.
B	19	Your C Score for the B trait is low, suggesting that you are less likely to be consistently creative, realistic, organized, structured and academic. You are less consistent in the B trait.
S	75	Your C Score for the S trait is high, suggesting that you are consistently practical, reasonable, appropriate, responsive and adaptive. You are consistent in your use of the S trait.
I	33	Your C Score for the I trait is moderate, suggesting that you are somewhat methodical, logical, precise, thorough and critical. You are somewhat consistent in the I trait.

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**Do you rely heavily on your
D, E, B, S or I trait?**

Trait	C Score	Interpretation
D	38	Your C Score for the D trait is moderate, suggesting that you are somewhat decisive, direct, driven and efficient. You are moderately consistent on the D traits.
E	75	Your C Score for the E trait is high, suggesting that you are consistently creative, expressive, flexible and innovative. You are consistent in your use of the E traits.
B	19	Your C Score for the B trait is low, suggesting that you are less likely to be consistently cautious, realistic, responsive, controlled and moderate. You are less consistent in the B traits.
S	75	Your C Score for the S trait is high, suggesting that you are consistently practical, reasonable, supportive, cooperative and reliable. You are consistent in your use of the S traits.
I	38	Your C Score for the I trait is moderate, suggesting that you somewhat analytical, logical, precise, thorough and critical. You are moderately consistent in the I traits.

How adaptive are you in your cognitive behavior?

Cognitive Factor		DESCRIPTION
D Decisive Thinking		Decisive thinking (D) is a linear approach that focuses on the results and bottom line. Decisive thinking is more of a “ready fire aim” approach. It is a linear, “forward moving” thought process.
E Creative Thinking		Creative thinking (E) is an outward approach that focuses on change. Creative thinking is more of a “ready flexible fire” approach. It is an outward, “beyond the box” thought process.
B Cautious Thinking		Cautious thinking (B) is a squared approach that focuses on the immediate needs. Cautious thinking is more of a “ready careful fire” approach. It is a squared, “within the box” thought process.
S Practical Thinking		Practical thinking (S) is a circular approach that focuses on the process. Practical thinking is more of a “ready practical fire” approach. It is a circular, “close the loop” thought process.
I Analytical Thinking		Analytical thinking (I) is an inward moving approach that focuses on quality. Analytical thinking is more of a “ready aim fire” approach. It is an inward, “do it right” thought process.

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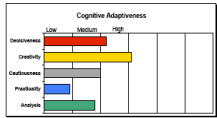
II. Cognitive Adaptiveness

The Cognitive Adaptiveness Index measures how you adapt to a familiar and decision maker. It measures how adaptive you are as a thinker on the CEBRI scale.

Decision: (D), Creativity (E), Cautious (B), Practicality (S), Analytical (I)

Cognitive Factor	DESCRIPTION
D Decisive Thinking	Decisive thinking (D) is a linear approach that focuses on the results and bottom line. Decisive thinking is more of a “ready fire aim” approach. It is a linear, “forward moving” thought process.
E Creative Thinking	Creative thinking (E) is an outward approach that focuses on change. Creative thinking is more of a “ready flexible fire” approach. It is an outward, “beyond the box” thought process.
B Cautious Thinking	Cautious thinking (B) is a squared approach that focuses on the immediate needs. Cautious thinking is more of a “ready careful fire” approach. It is a squared, “within the box” thought process.
S Practical Thinking	Practical thinking (S) is a circular approach that focuses on the process. Practical thinking is more of a “ready practical fire” approach. It is a circular, “close the loop” thought process.
I Analytical Thinking	Analytical thinking (I) is an inward moving approach that focuses on quality. Analytical thinking is more of a “ready aim fire” approach. It is an inward, “do it right” thought process.

The Cognitive Adaptiveness Index measures how you adapt, from perception to interpretation to decision making. The higher the score, the more likely you are to adapt to the given Adaptive Index category. The lower the score, the less likely you are to adapt to the given category. Please note that low scores do not suggest inefficiency. It only measures adaptability; the lowest score you experience may indicate in different cases.



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How do you adapt as a thinker and decision maker?

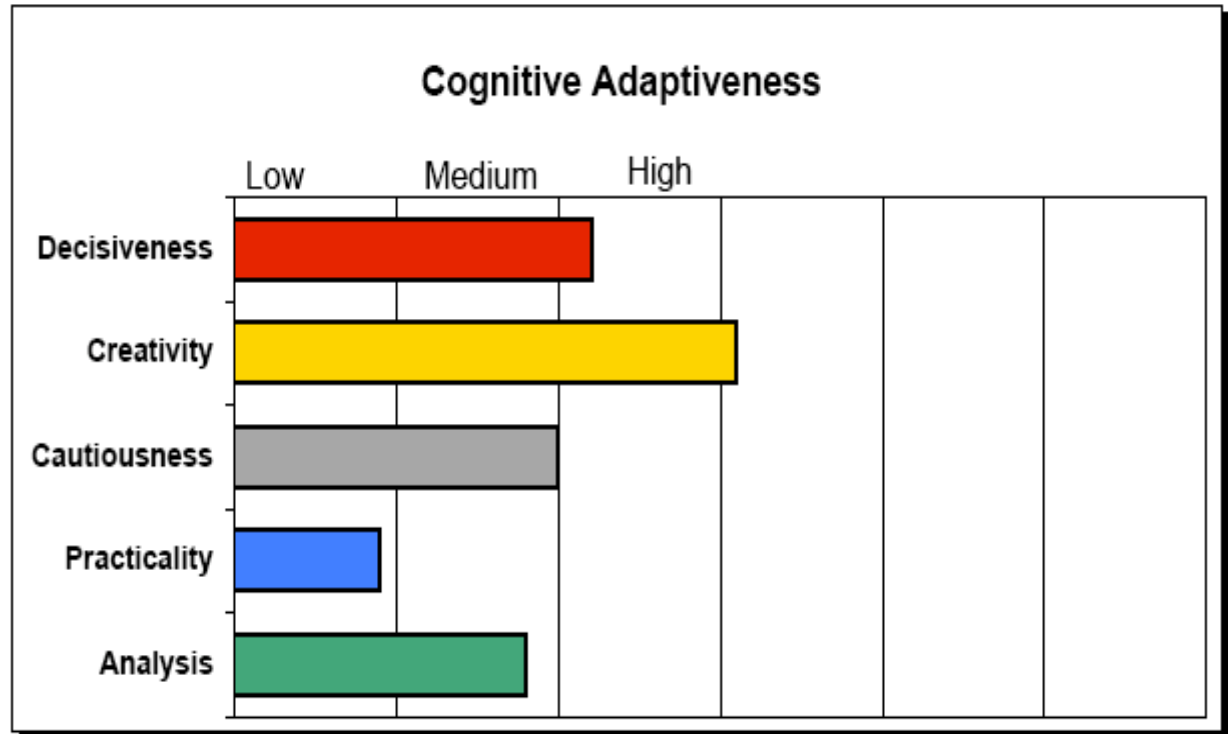
Are you D?
Decisive thinker?

Are you E?
Creative thinker?






Are you B?
Cautious thinker?

Are you S?
Practical thinker?

Are you I?
Analytical thinker?



How adaptive are you in your work behavior?

Work Adaptiveness Factor		DESCRIPTION
D Efficiency		A D oriented way of working that is characterized as “faster, shorter, direct and outcome oriented”.
E Innovation		An E oriented way of working that is characterized as “faster, longer, flexible and change oriented”.
B Balance		A B oriented way of working that is characterized as “immediate, realistic, controlled and applications oriented”.
S Reliability		An S oriented way of working that is characterized as “slower, steadier, consistent and process oriented”.
I Precision		An I oriented way of working that is characterized as “slower, deeper, exacting and quality oriented”.

Adaptive Index™ # 12


IV. Work Adaptiveness

Work Adaptiveness is the “ability and willingness to adapt the way you work on tasks and projects” based on cognitive and experiential adaptations. See the “DEED” chart as the foundation for understanding adaptive behavior. You will be assessed on five work styles:

- Efficiency (D), Innovation (E), Balance (B), Reliability (S), Precision (I)

Work Adaptiveness Factor	DESCRIPTION
D Efficiency	An D oriented way of working that is characterized as “faster, shorter, direct and outcome oriented”.
E Innovation	An E oriented way of working that is characterized as “faster, longer, flexible and change oriented”.
B Balance	An B oriented way of working that is characterized as “immediate, realistic, controlled and applications oriented”.
S Reliability	An S oriented way of working that is characterized as “slower, steadier, consistent and process oriented”.
I Precision	An I oriented way of working that is characterized as “slower, deeper, exacting and quality oriented”.

This final graph will show you how you tend to work. And how you get the job done. High scores suggest that you are adaptive in that method in work process. Low scores suggest that you may have a more of a middle of the road approach. And Low scores suggest that you are not currently adaptive in that type of work process.



Work Pattern Adaptiveness

Low High

Efficiency

Innovation

Balance

Reliability

Precision

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How do you adapt in the way you work on tasks and projects?

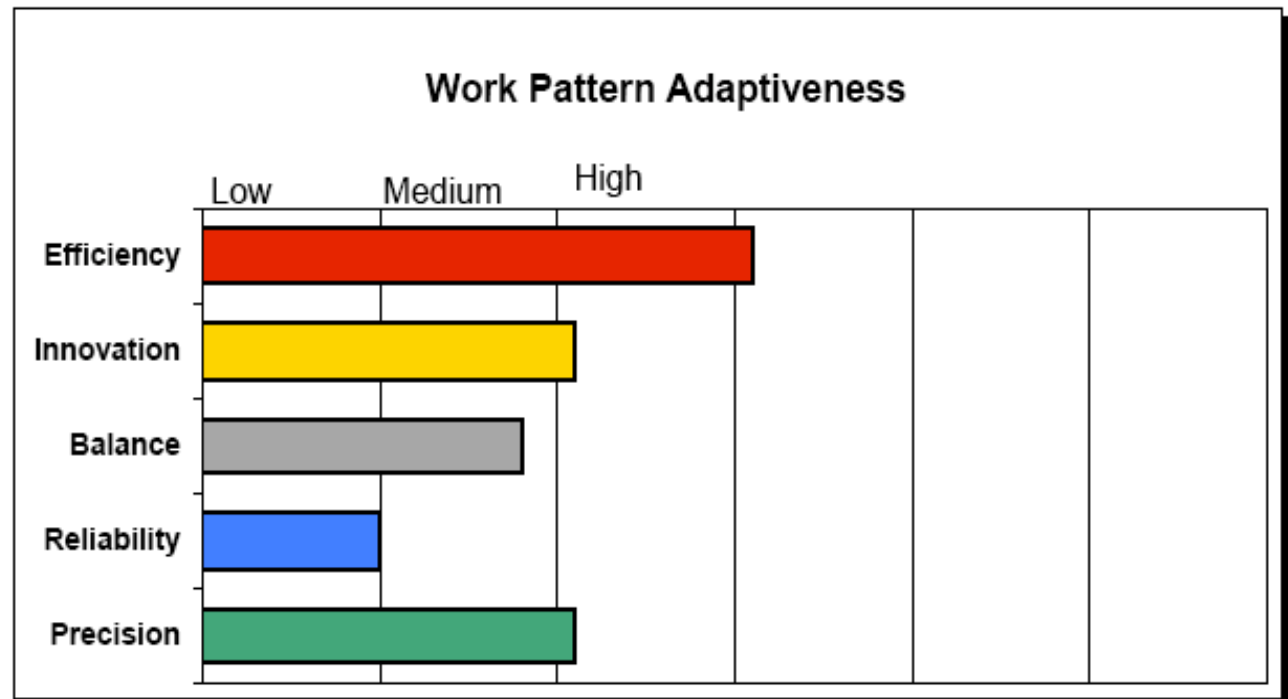
Are you D?
Efficient worker?

Are you E?
Innovative worker?






Are you B?
Balanced worker?

Are you S?
Reliable worker?

Are you I?
Precise worker?



How adaptive are you in your Interpersonal Behavior?

Interpersonal Factor		DESCRIPTION
D Direct		Directness (D) is pointed - a concise and direct type of communication. The direct communicator projects a nonverbal look that is judgmental and talks in a “faster, shorter, firmer” sounding voice. Directness is taken as more of a “telling” type of message with its pointed nature. The Direct communicator tries to build clarity; a high level of understanding. By building clarity, they establish understanding and a more efficient interaction.
E Expressive		Expressiveness (E) is persuasive - a convincing and expressive type of communication. The expressive communicator projects a nonverbal look that is animated and talks in a “faster, longer, flexible” sounding voice. Expression is often perceived as more of a “selling” type of message with its persuasive overtones. The expressive communicator tries to build rapport with others. They work hard to build acceptance and influence, as they relate to the other person’s needs.
B Responsive		Responsiveness (B) is parallel – a careful and responsive type of communication. The responsive communicator projects a nonverbal look that is concerned and talks in a “faster, shorter, softer” sounding voice. Responsiveness communication is often perceived as more of a “suggestion” type of message. The responsive communicator tries to build confidence in their relationship with others.
S Supportive		Supportiveness (S) is practical; a cooperative and careful type of communication. The supportive communicator projects a nonverbal look that is empathetic and talks in a “slower, shorter, flexible” sounding voice. Supportive exchanges are viewed as more of a “discussion”. The supportive communicator tries to build trust in their relationships. Trust becomes an important factor for the supportive communicator, whether they are judging others in relationship to it, or as part of their interpersonal makeup.
I Logical		Logical (I) behavior is precise; a credible and articulate type of communication. The logical communicator projects a nonverbal look that is analytical and talks in a “slower, longer, flatter” sounding voice. Logical exchanges are viewed as more of an “explanation”. The logical communicator tries to build credibility in their relationships. Credibility is based on being logical, specific and factual where possible.

Adaptation # 11

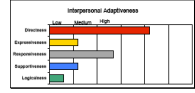
III. Interpersonal Adaptiveness

Interpersonal Adaptiveness is "your ability and willingness to adapt to the communication and relationship needs of the people you are interacting with... Interpersonal Adaptiveness does not refer to content and delivery content. The interpersonal response is merely your interpersonal position in the situation."

Dimensions (D), Expressiveness (E), Responsiveness (B), Supportiveness (S), Logical (I)

Interpersonal Factor	DESCRIPTION
D	Directness (D) is pointed - a concise and direct type of communication. The direct communicator projects a nonverbal look that is judgmental and talks in a "faster, shorter, firmer" sounding voice. Directness is taken as more of a "telling" type of message with its pointed nature. The Direct communicator tries to build clarity; a high level of understanding. By building clarity, they establish understanding and a more efficient interaction.
E	Expressiveness (E) is persuasive - a convincing and expressive type of communication. The expressive communicator projects a nonverbal look that is animated and talks in a "faster, longer, flexible" sounding voice. Expression is often perceived as more of a "selling" type of message with its persuasive overtones. The expressive communicator tries to build rapport with others. They work hard to build acceptance and influence, as they relate to the other person's needs.
B	Responsiveness (B) is parallel - a careful and responsive type of communication. The responsive communicator projects a nonverbal look that is concerned and talks in a "faster, shorter, softer" sounding voice. Responsiveness communication is often perceived as more of a "suggestion" type of message. The responsive communicator tries to build confidence in their relationship with others.
S	Supportiveness (S) is practical; a cooperative and careful type of communication. The supportive communicator projects a nonverbal look that is empathetic and talks in a "slower, shorter, flexible" sounding voice. Supportive exchanges are viewed as more of a "discussion". The supportive communicator tries to build trust in their relationships. Trust becomes an important factor for the supportive communicator, whether they are judging others in relationship to it, or as part of their interpersonal makeup.
I	Logical (I) behavior is precise; a credible and articulate type of communication. The logical communicator projects a nonverbal look that is analytical and talks in a "slower, longer, flatter" sounding voice. Logical exchanges are viewed as more of an "explanation". The logical communicator tries to build credibility in their relationships. Credibility is based on being logical, specific and factual where possible.

The Interpersonal Adaptiveness Graph illustrates how "the edge" in people's needs in your communication, listening and behavior others. Please keep in mind that you may receive a score that you are not likely to adapt to in your communication (see the table below). Your score might be low for the edge in the circle, it does not mean that you are not competent in that skill or behavior.



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How do you adapt to the communication and relationship needs of the people you interact with?

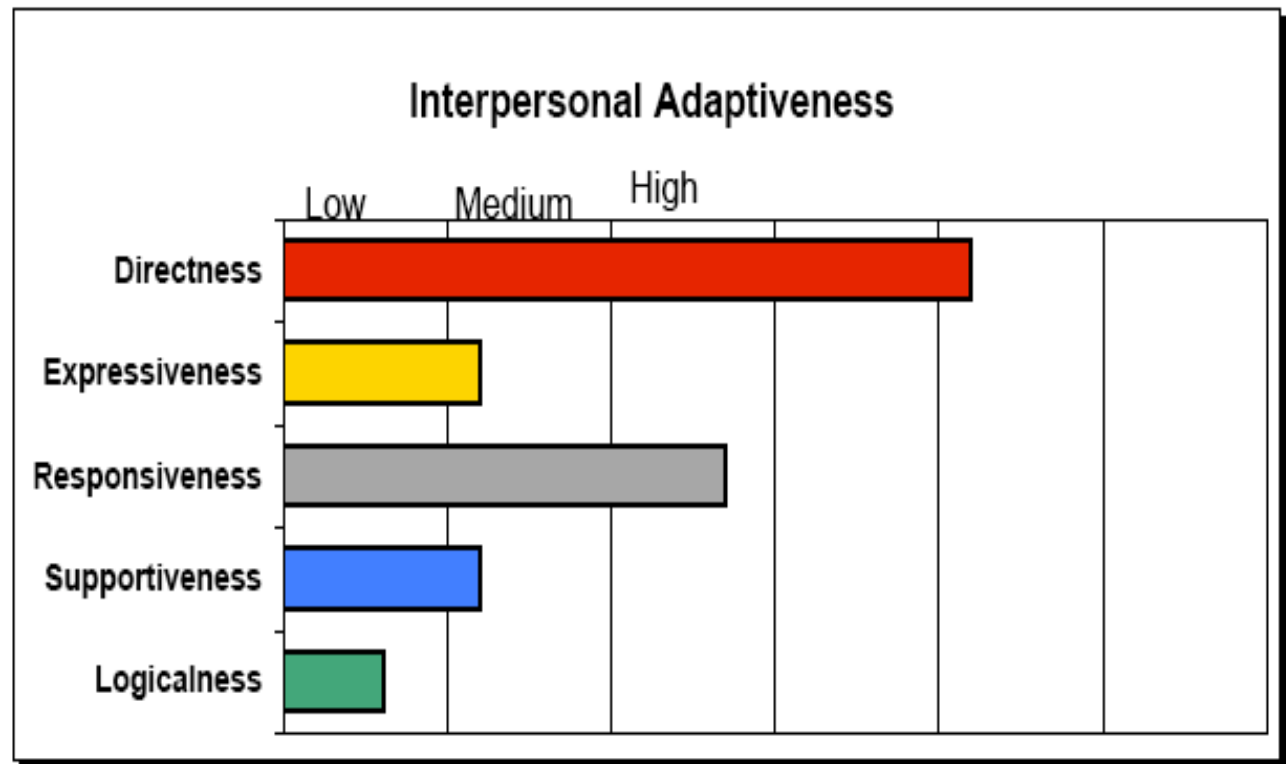
Are you D?
Direct Communicator?

Are you E?
Expressive Communicator?

Are you B?
Responsive Communicator?

Are you S?
Supportive Communicator?

Are you I?
Logical Communicator?



What is your work style?

What are your performance patterns as a:

- ***Leader?***
- ***Project manager?***
- ***Sales person?***
- ***Customer service rep?***
- ***Individual employee?***

What are your most striking traits?

How are you perceived?

How do you think?

How do you work with others?

How do you work on tasks?

How do you make decisions?

How do you communicate?

What motivates you?

What de-motivates you?

What are your strengths?

How do you like to be treated?

How do you like other to work?

When are you at your best?

How do you maximize your style?

What are your performance patterns as a sales person?

How do your customers view you?

How do you handle objections?

How do you build customer rapport?

How do you present?

How do you handle conflict?

How do you negotiate?

How do you communicate?

How do you close?

What are your listening patterns?

How do you prospect?

How do you assess needs?

How can you increase sales?

What is your sales focus?

What are your sales strengths?

Sound interesting?

Ready to get started?

Taking the survey is easy!

You can take the Adaptive Index on the PDG website.

It should take only 15 minutes to complete.

Call us at 800-836-5870 or e-mail us at info@consultpdg.com and get your Adaptive Index Report today!

The screenshot shows the Professional Development Group website. At the top is a navigation menu with links: Home, About PDG, Services, What's New, Public Workshops, Publications, and Contact Us. Below the menu is the PDG logo and tagline "We Drive Performance™". The main content area is titled "Online Surveys" and features a sidebar with various survey options: Job Fit™, Adaptive Index™ (highlighted in orange), Adaptive Selling® Index, Communications Screening, Internal Customer Satisfaction, Performance Development Survey™ (360°), Selection Testing, Team Inventory, and Work Climate Inventory™. The main content area for the Adaptive Index™ includes a description: "The Adaptive Index™ measures the interrelationships between behavioral factors to determine how you tend to work. These behavioral patterns are the basis for your 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 communications needs of your peers, customers and teammates." Below this is a list of benefits: "The Adaptive Index™ will help you:" followed by a bulleted list: "Understand the way you work and communicate", "Perform your job more skillfully", "Develop a more versatile approach to working with others", "Sharpen your interpersonal skills", and "Reduce job conflicts". To the right is a login form with fields for Email, Name, Company, Current Position, and Password, along with Submit and Reset buttons. At the bottom of the page are three tabs: Adaptive People, Adaptive Organization, and Adaptive Sales.