

Forté Profile Full Report Respondent A



THE
FORTÉ®
INSTITUTE

• INTERPERSONAL •
COMMUNICATIONS

Forté® Communication Style Profile
Prepared For

Paul Collins

Communication Improvement Action Plan
People ► Process ► Performance Improvement Solutions

For Perpetual Performance Improvement,
Complete Forté® Survey 3 EVERY 30 DAYS.

Adapting Update Due
November 19, 2005

Website: www.theforteinstitute.com
eMail Address: info@theforteinstitute.com

The Forté Institute
141 Middle Oaks Drive
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Phone: (910) 452-5152 Fax: (910) 452-4339
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The Forté® Institute

October 20, 2005

Interpersonal Communication Solutions

13:42 a.m.

Understanding Your Forté Communication Style Report Profile For Paul Collins

Who You Are

Page 1 - This page describes your communication style "In a nutshell." Every communication style consists of a combination of four communication style strengths as shown: Dominance / Non-Dominance (Dom/NDom), Extroversion / Introversion (Ext/Int), Patience / Impatience (Pat/IPat), and Conformity / Non-Conformity (Con/NCon).

Page 2 - This page gives a full description of your primary strength. The primary strength is defined as the strength located highest above the mid-line of the primary profile graph, and is the most influential of your communication style strengths. Your secondary strength is the strength located furthest below the mid-line.

Page 3 - This page describes how all your strengths work together.

Page 4 - On page four, you will discover your self-motivational data, which explains the best work/life atmosphere for you. It also shows factors that will demotivate you.

How Are You Adapting

Page 5 - This page begins with defining your current logic style, the style you are using now to make decisions. Your logic style can change based on your current environment.

The second part of page five describes your current stamina level, which measures endurance from below average to very high. Your stamina level can change based on your internalized feelings regarding goal attainment.

Due to environmental changes, your logic style and stamina level can change when your adapting profile (Adapting Update Survey) is updated.

Page 6 - This page begins with your adapting profile analysis, giving you information on ways you have been feeling about your environment... how you are currently adapting.

The second part of page six lists your goal attainment index. This is an indication of how you feel regarding meeting goals over the last 30 days. Your result can change when your adapting profile is updated.

Strategy

Page 7 - This page describes your perceiver profile, how you are most likely coming across to others. The perceiver profile is a correlation between how you are (your primary profile) and how you are feeling within your environment (your most recent adapting profile). It also provides you with a specific communication strategy for the next four weeks. Your perceiver profile can change when your adapting profile (Adapting Update Survey) is updated.

Trends

Pages 8 & 9 - These pages show the trends of your adapting and perceiver profiles and logic, stamina and goals trends. Lifespan trending and measurement are developed from this information.

PROFILE VALIDATION - After you have read your entire communication style report, complete this page and return it to Forté. This response sheet serves in the ongoing validation process regarding the accuracy of the Forté system. It is our way to continually improve the Forté system for you.

The Forté® Institute

October 20, 2005

Interpersonal Communication Solutions

13:42 a.m.

Profile for Paul Collins
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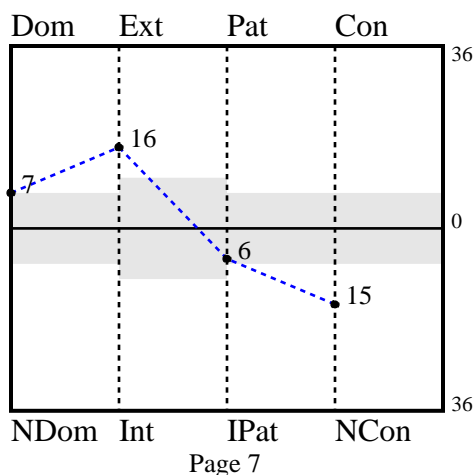
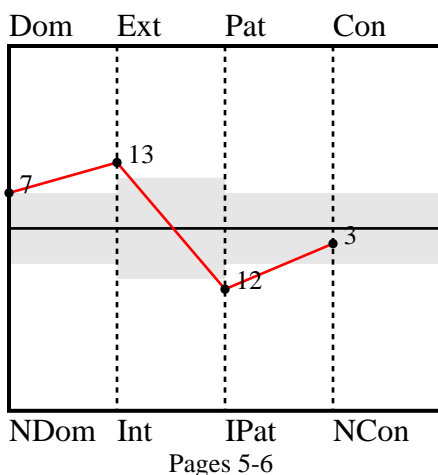
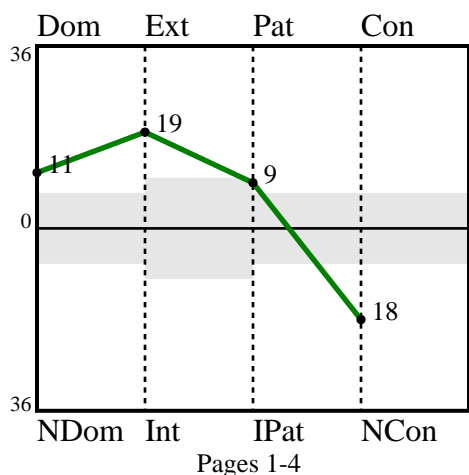
Paul is convincing, using both tenacity and persuasion. He delegates detail and solicits technical support. His orientation is to the big picture and can be considered a good negotiator who usually prefers flexibility and independence. He is a very likable individual.

---- Data below good through: November 19, 2005 ----

Primary Profile - December 5, 2000

Current Adapting - October 20, 2005
 To: Others at Work

Current Perceiver - October 20, 2005
 To: Others at Work



Primary Strength: Extroversion +
 Secondary Strength: Non-Conformity +

Data below good through: November 19, 2005
 Current Logic: Intuitive Feelings
 Current Stamina: High Stamina
 Current Goals Index: Most Goals

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13:42 a.m.

PRIMARY COMMUNICATION STRENGTH

Profile For Paul Collins

Following is a description of the primary strength in your Forte Communication Style as indicated on page one. This strength has more influence than your other strengths and normally constitutes 45 to 55 percent of your communication and self-motivation preferences.

EXTROVERSION + : People and Fluency Strength

Those with high extroversion are outgoing, persuasive, trusting and empathic. They usually have strong communication skills, using enthusiasm, keen motivation and an unfailing optimistic outlook when dealing with others.

Often Paul will seize opportunities. He is good with promotional campaigns, teamwork, coordinating people and developing others' ideas and marketing them.

He wants and NEEDS to be liked to be most effective.

Paul knows a great many people and tends to have a lot of acquaintances rather than a few close friends.

LEADERSHIP STYLE: "PERSUASIVE" Manager who accomplishes leadership by reading and controlling people. The emphasis is on influence. The extrovert naturally likes the leadership role, will act on the environment and wants to develop his people. He will delegate both details and authority.

SENSITIVE AREAS: Not feeling appreciated or feeling left out.

POTENTIAL REACTIONS: Verbal comments that can be very direct if they feel unwanted, ostracized or not liked.

The Forté® Institute

October 20, 2005

Interpersonal Communication Solutions

13:42 a.m.

COMMUNICATION STYLE COMPOSITE

Profile For Paul Collins

All strengths and their intensity in your Forte are reflected below. These have a synergistic effect on your primary strength and how it is maximized. Following are some descriptive words and summary paragraphs based on the location and interaction of ALL your strengths.

Persuasive
Eager to Please
Congenial

Very Friendly
Outgoing

Enthusiastic
Empathetic

These individuals are very effective in social skills and enjoy positive environments. They like to be with people and like to talk freely, often in general terms. They read people very well and want to make a positive first impression.

Open-Minded
Flexible

Dislike Trivia
Prefer Independence

Uninhibited

They enjoy working with big-picture potential and are interested in being liked if the relationship is not too 'binding.' They have a limited interest in follow-up and are quite independent of controls.

Organizers
Poised

Self-Reliant

Self-Confident

They are self-assured, especially in their people-coordination abilities. They have a strong impact on people and do not like scrutiny and questioning.

Casual
Warm

Unhurried
Determined

Steady
Easygoing

They work well in people programs and will take the time to listen. They persistently pursue opportunities, despite setbacks, with a pleasant disposition that does not offend others.

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October 20, 2005

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13:42 a.m.

SELF-MOTIVATIONAL DATA

Profile For Paul Collins

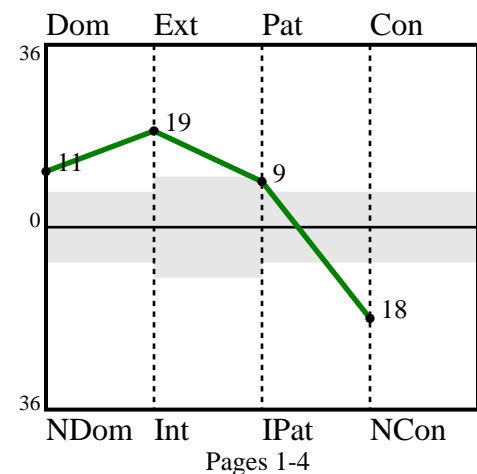
To be successful and self-motivated, Paul needs some of the following items in his environment:

- ___ (a) A lot of interaction with people.
- ___ (b) To meet new people and make friends.
- ___ (c) Opportunity to make more money and improve status.
- ___ (d) To be a team player within the organization.
- ___ (e) Praise and public recognition.
- ___ (f) To identify with an organization that has prestige and a good public image.
- ___ (g) To be aware of what is going on in the organization.
- ___ (h) To be accepted and liked by others.
- ___ (i) To have daily challenges.
- ___ (j) To have a results-oriented approach to any given project.
- ___ (k) He will want direct, to-the-point communications.
- ___ (l) A stable, harmonious working environment.
- ___ (m) A minimum of communication style conflicts.
- ___ (n) Adequate time to adjust.
- ___ (o) A limited number of last-minute time pressures.
- ___ (p) Freedom from rules, details and reports.
- ___ (q) A generous amount of independence and unusual assignments.
- ___ (r) To find new ways of doing things away from tradition.

In contrast, he will be demotivated if:

- ___ (s) He perceives that he is not liked.
- ___ (t) He is not invited into meetings with his peers.
- ___ (u) He has his territory (opportunity) reduced in size.
- ___ (v) He feels he is not part of the team.
- ___ (w) He does not have enough people contact.

Primary Profile - December 5, 2000



Special Note: The self-motivators are in no special order. The alphabetical letters to the left of each statement are used to help rank-order the self-motivators in Forté Performance Coaching.

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CURRENT LOGIC (Decision making style) - Valid thru November 19, 2005

Profile For Paul Collins

How you are currently adapting to your environment

There are many different approaches to making decisions. No one way is consistently better than any other way. Paul's responses would indicate that at the point of making decisions in the Work environment with Others, he currently tends to rely on:

INTUITIVE FEELINGS. His decision process is subjective, relying on conditioned intuition and experience versus just the objective facts. This decision style is excellent with people interaction. A fact-oriented associate will provide balance in other decision-making situations.

CURRENT STAMINA - Valid through November 19, 2005

STAMINA reflects the degree of endurance, awareness and responsiveness present in an individual. Anything which is alive will respond to a stimulus. This Forté element measures HOW responsive Paul feels toward his current Work environment.

STAMINA is aptly described as an individual's "battery" and is used up at a more rapid rate when in a distressful environment. It can be recharged in many ways; commonly with food, sleep, relaxation and recreation. When an individual's STAMINA runs down, the following symptoms tend to appear:

1. Increased susceptibility to accidents.
2. Increased susceptibility to mental errors.
3. Lack of concentration.
4. Negative attitude toward completion of goals, both individual and/or team.

Paul has a **HIGH STAMINA LEVEL** and can function well in a demanding environment. People with this level of stamina are usually very effective in accomplishing tasks and can handle management level jobs. Longer hours and **DISTRESS** related situations can be handled if necessary.

Please note, the information on pages 5, 6, and 7 are valid through November 19, 2005. After November 19, 2005, complete the Forté Adapting Update Survey on the last page of this report to update the information.

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October 20, 2005

Interpersonal Communication Solutions

13:42 a.m.

CURRENT ADAPTING PROFILE - Valid thru November 19, 2005

Profile For Paul Collins

How you are currently adapting to your environment

Paul's responses to the Forté adapting survey indicate how he has been feeling about or adapting to Work . Usually these feelings or roles occur over the four week period prior to completing the adapting survey. Following are areas of movement that have been indicated from his responses:

EXTROVERSION DOWN: Usually one of two things is happening: either there has been some disappointment (letdown) by a person or persons, or it has become necessary for him to spend more time alone figuring things out or doing more of the details himself.

PATIENCE DROP: He has recently felt the need to go from a patient, easygoing communication style to an urgent, action-oriented one. This could be a result of his feeling a need to get things done that are running behind time or past deadline.

CONFORMITY UP: He feels the need to pay more attention to the system or details, emphasizing precision and accuracy, while trying to be more organized or systematic. He is being more cautious and security conscious.

CURRENT GOALS - Valid through November 19, 2005

How we adapt to changing conditions and how we feel about the results of those changes or roles is measured by the Forté system. The Goals Index measurement tells us to what level a person feels goals are being met with Others in the Work environment. The scale below gives you an idea of the range Forté tracks. This index should be updated every 30 days.

The Goals Index range is:

FEW GOALS, IF ANY - SOME GOALS - MOST GOALS - MEETING GOALS

Paul's responses to the survey card indicate that during the above mentioned period, the response level was:

MOST GOALS - This would indicate that there is some concern; perhaps some goals are not being reached. It may also indicate that Paul feels the rewards gained are not sufficient for the effort required during this time.

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October 20, 2005

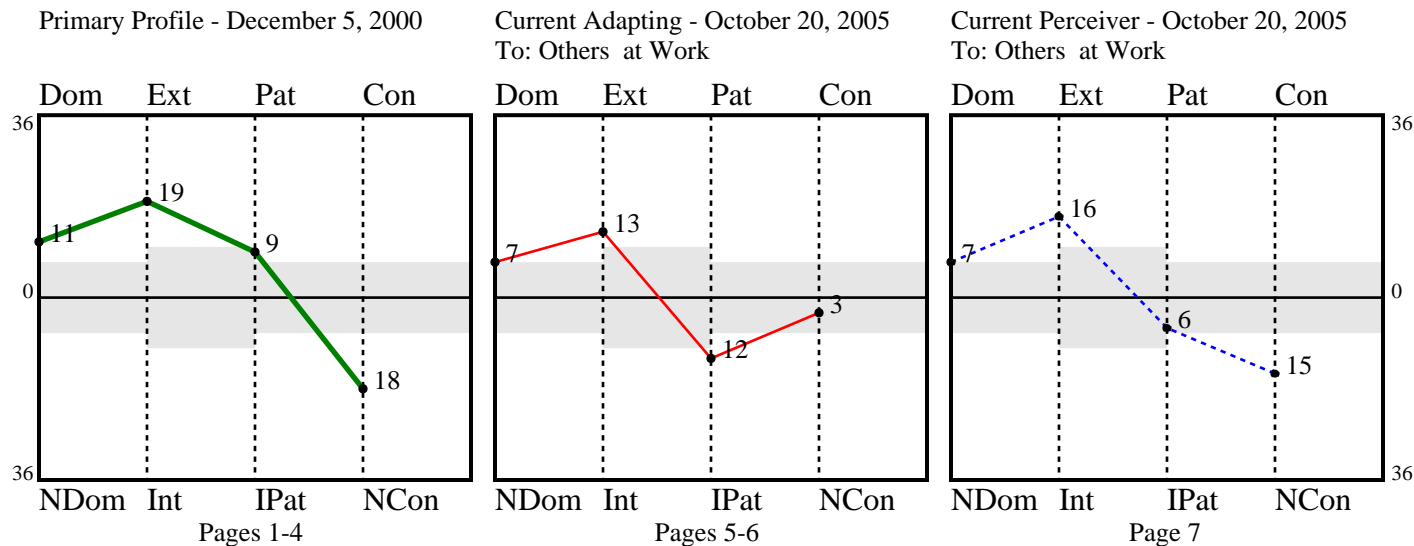
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COMMUNICATION ACTION PLAN - Valid thru November 19, 2005

Profile For Paul Collins

---- Data below good through: November 19, 2005 ----



How you are (your Primary Profile) and how you are feeling within your environment (your current Adapting Profile), when correlated, can tell you how you are most likely being perceived (Perceiver Profile), that is, how you are most likely coming across to others. The Forté Perceiver Profile is updated with every adapting survey. Not only does it show how you are most likely coming across to others, but also suggests your Forté Communication Style Strategy or expectations through November 19, 2005.

PERCEIVING HIGHER EXTROVERSION: Others are perceiving you are feeling higher levels of extroversion than you really are. There may be times, now, when the levels of verbal communication from others will seem too much. When communicating with others over the next several weeks let them know you have a number of projects going and the more focused or to-the-point the verbal communication is, the more effective you will be.

PERCEIVING HIGHER PATIENCE: Those you are communicating with are not perceiving your increased feelings of urgency. You may not be getting results from others as quickly as you would like or expect. Over the next several weeks be certain to explain to others why requests need faster response so both your expectations and the expectations of others will be met.

PERCEIVING LOWER CONFORMITY: Others are not perceiving your need for increased detail and step-by-step procedures. Over the next several weeks be sure to inform others you need more detail and step-by-step communication, preferably in writing, than would be expected. Be sure to explain why and the results will be closer to your needs and expectations.

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October 20, 2005

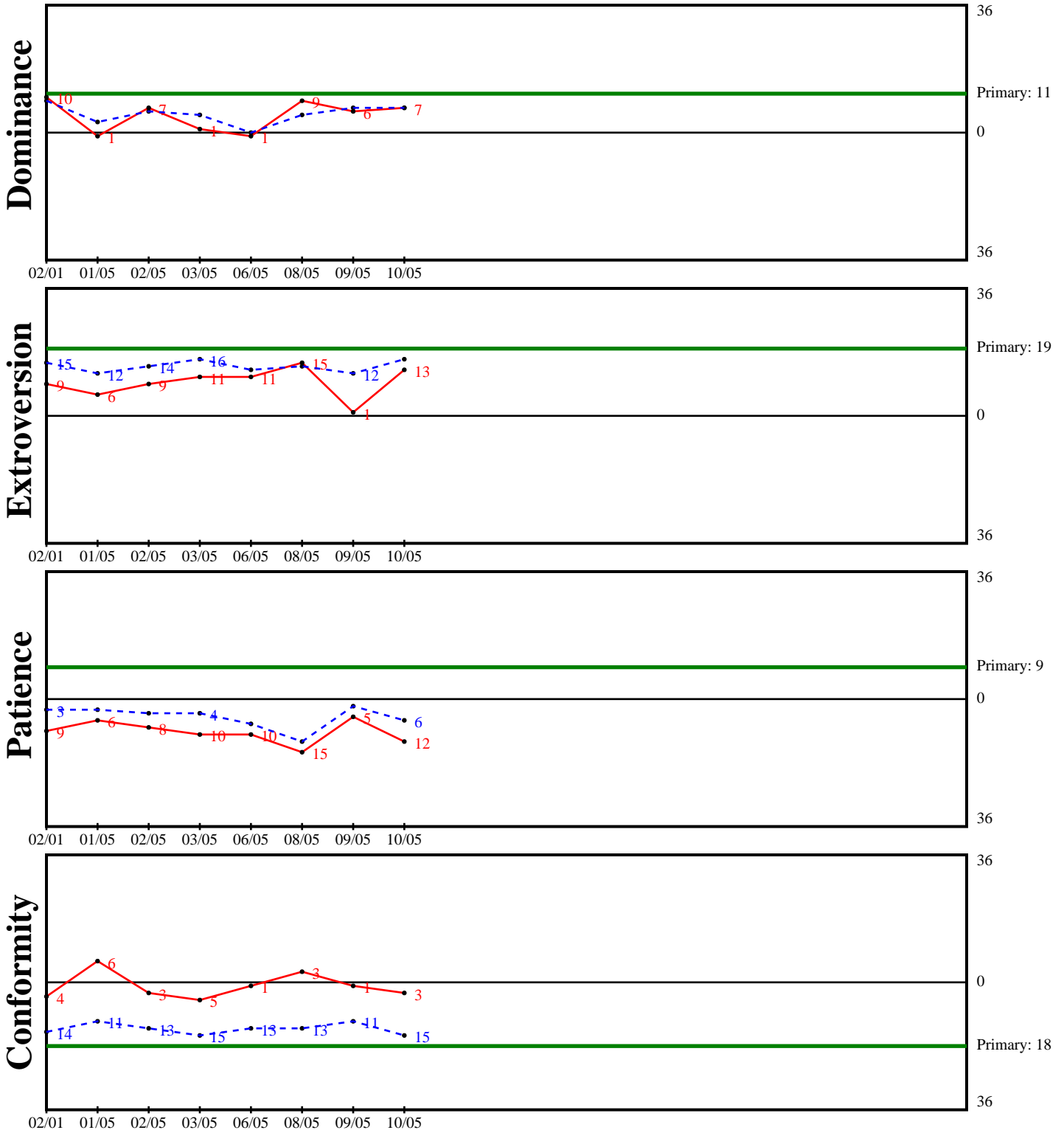
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ADAPTING/PERCEIVER TRENDS - Forté Perpetual Performance

Profile For Paul Collins

Primary Adapting Perceiver



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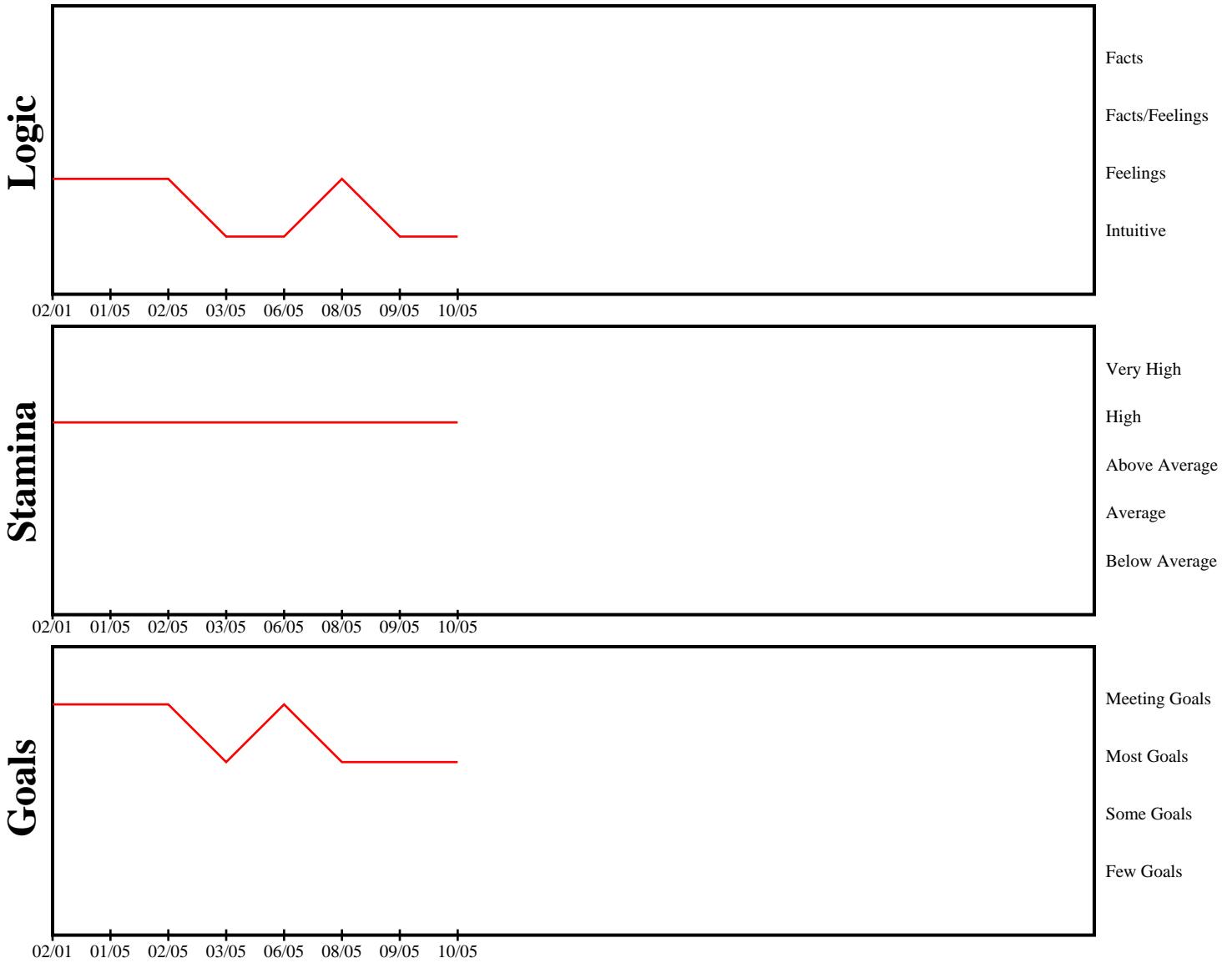
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LOGIC/STAMINA/GOALS TRENDS - Forté Perpetual Performance

Profile For Paul Collins

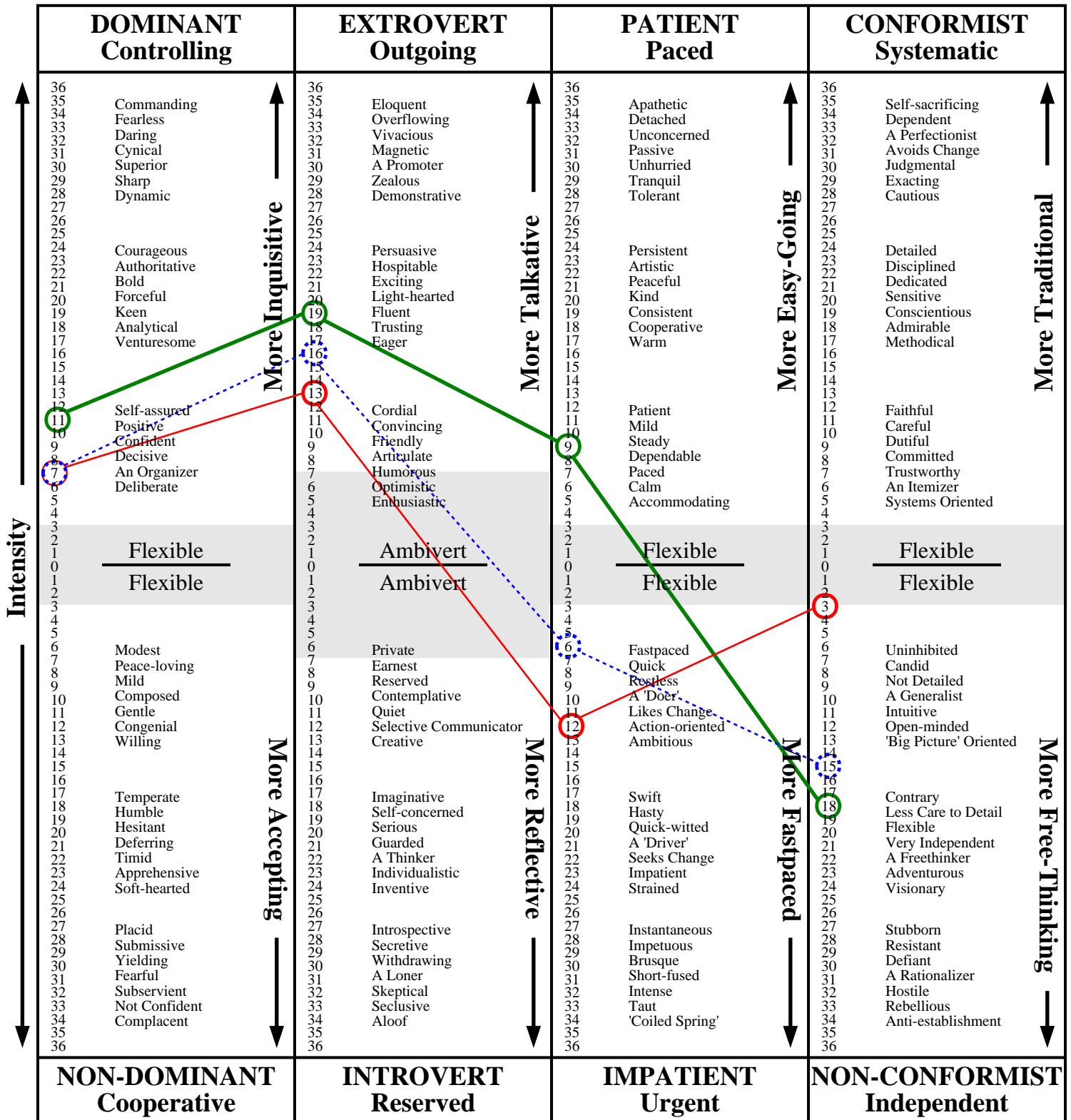




Profile For Paul Collins
Adapting/Perceiver: Others at Work

• INTERPERSONAL COMMUNICATIONS •

Primary Profile
Current Adapting Profile
Current Perceiver Profile



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13:42 a.m.

Profile for Paul Collins
 President
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 Suite 110
 Chicago, Illinois 60618

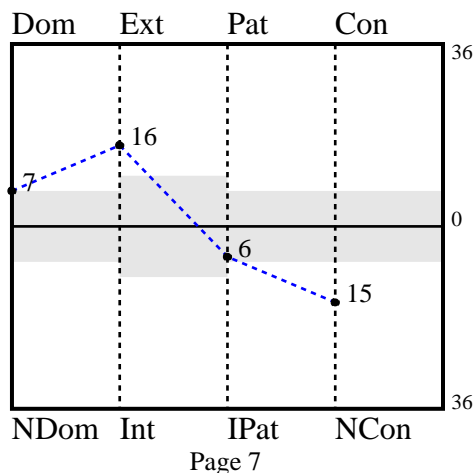
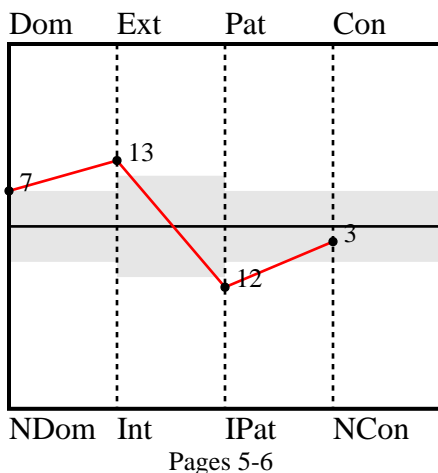
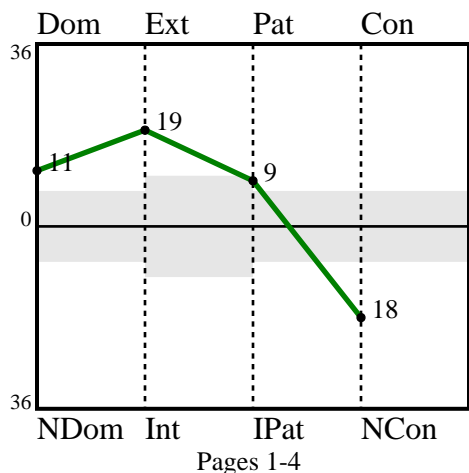
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 Provider Phone: (910) 452-5152
 Provider Fax: (910) 452-4339
 Phone: (773) 463-2288
 Fax: (773) 463-1830

---- Data below good through: November 19, 2005 ----

Primary Profile - December 5, 2000

Current Adapting - October 20, 2005
 To: Others at Work

Current Perceiver - October 20, 2005
 To: Others at Work



Primary Strength: Extroversion +
 Secondary Strength: Non-Conformity +

Data below good through: November 19, 2005
 Current Logic: Intuitive Feelings
 Current Stamina: High Stamina
 Current Goals Index: Most Goals

Primary And Adapting Survey Input

1-4	6-4	11-5	16-4	21-2	26-4	1-4	6-5	11-4	16-4	21-3	26-3
2-5	7-4	12-4	17-4	22-4	27-4	2-4	7-4	12-4	17-4	22-5	27-4
3-1	8-4	13-5	18-5	23-5	28-4	3-3	8-5	13-4	18-3	23-4	28-4
4-5	9-1	14-5	19-5	24-2	29-2	4-5	9-3	14-4	19-5	24-5	29-4
5-4	10-4	15-5	20-3	25-3	30-4	5-4	10-5	15-4	20-4	25-2	30-3

Rate the overall accuracy of your Forte Communication Style Report:

() Less than 60 () 60-69 () 70-79 () 80-89 () 90-100

This Forté communication style report is a special tool utilized by this organization in helping its people achieve the highest levels of communication and productivity.

Signature: _____ Date: ____/____/____
 Sign and mail to: TFI R&&D - 141 Middle Oaks - Wilmington, NC 28409

Forté Profile Full Report Respondent B

Forté Profile Full Report Respondent B



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• INTERPERSONAL •
COMMUNICATIONS

Forté® Communication Style Profile
Prepared For

Ann Marie Calistro

Communication Improvement Action Plan
People ► Process ► Performance Improvement Solutions

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Adapting Update Due
November 19, 2005

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October 20, 2005

Interpersonal Communication Solutions

4:13 p.m.

Understanding Your Forté Communication Style Report Profile For Ann Marie Calistro

Who You Are

Page 1 - This page describes your communication style "In a nutshell." Every communication style consists of a combination of four communication style strengths as shown: Dominance / Non-Dominance (Dom/NDom), Extroversion / Introversion (Ext/Int), Patience / Impatience (Pat/IPat), and Conformity / Non-Conformity (Con/NCon).

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Page 3 - This page describes how all your strengths work together.

Page 4 - On page four, you will discover your self-motivational data, which explains the best work/life atmosphere for you. It also shows factors that will demotivate you.

How Are You Adapting

Page 5 - This page begins with defining your current logic style, the style you are using now to make decisions. Your logic style can change based on your current environment.

The second part of page five describes your current stamina level, which measures endurance from below average to very high. Your stamina level can change based on your internalized feelings regarding goal attainment.

Due to environmental changes, your logic style and stamina level can change when your adapting profile (Adapting Update Survey) is updated.

Page 6 - This page begins with your adapting profile analysis, giving you information on ways you have been feeling about your environment... how you are currently adapting.

The second part of page six lists your goal attainment index. This is an indication of how you feel regarding meeting goals over the last 30 days. Your result can change when your adapting profile is updated.

Strategy

Page 7 - This page describes your perceiver profile, how you are most likely coming across to others. The perceiver profile is a correlation between how you are (your primary profile) and how you are feeling within your environment (your most recent adapting profile). It also provides you with a specific communication strategy for the next four weeks. Your perceiver profile can change when your adapting profile (Adapting Update Survey) is updated.

Trends

Pages 8 & 9 - These pages show the trends of your adapting and perceiver profiles and logic, stamina and goals trends. Lifespan trending and measurement are developed from this information.

PROFILE VALIDATION - After you have read your entire communication style report, complete this page and return it to Forté. This response sheet serves in the ongoing validation process regarding the accuracy of the Forté system. It is our way to continually improve the Forté system for you.

The Forté® Institute

October 20, 2005

Interpersonal Communication Solutions

4:13 p.m.

Profile for Ann Marie Calistro
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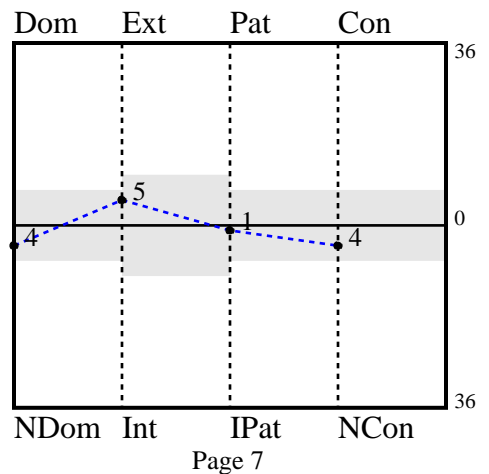
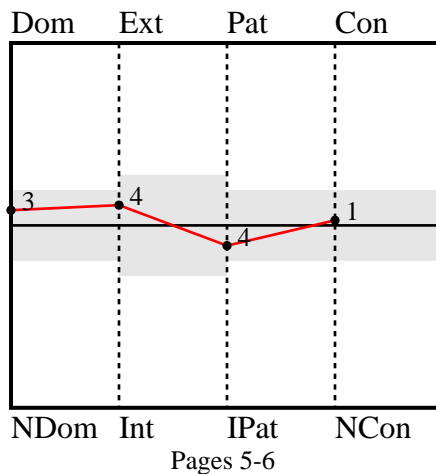
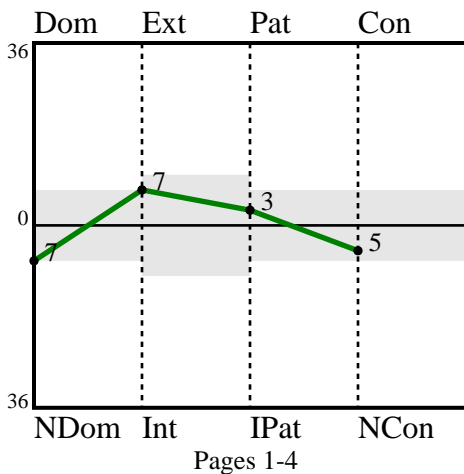
Ann Marie is very outgoing and friendly, having a warm, non-threatening, easygoing manner. She will use persuasion to influence others and is not demanding. She will easily delegate both authority and details and is very big-picture oriented. She prefers less structure or rules to follow. She is very good in people activities.

---- Data below good through: November 19, 2005 ----

Primary Profile - February 10, 2005

Current Adapting - October 20, 2005
 To: Others at Work

Current Perceiver - October 20, 2005
 To: Others at Work



Primary Strength: Extroversion
 Secondary Strength: Non-Dominance

Data below good through: November 19, 2005
 Current Logic: Facts/Feelings
 Current Stamina: Above Avg Stamina
 Current Goals Index: Meeting Goals

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October 20, 2005

Interpersonal Communication Solutions

4:13 p.m.

PRIMARY COMMUNICATION STRENGTH

Profile For Ann Marie Calistro

Following is a description of the primary strength in your Forte Communication Style as indicated on page one. This strength has more influence than your other strengths and normally constitutes 45 to 55 percent of your communication and self-motivation preferences.

EXTROVERSION : People and Fluency Strength

Those with this level of extroversion are good-natured, optimistic and people-oriented. They tend to rely on others for technical competence and prefer to be involved in people programs.

Ann Marie uses persuasion to get things done through people and wants to be liked. She will usually have a happy, optimistic disposition. She is good at establishing lines of communication and will always find something to talk about.

She likes to develop people and is good at team building. She has a lot of confidence in what others can do, but will sometimes get burned.

She tends to be naturally good at selling and makes a good contact person. She tends to know a lot of people and is a good mixer. She likes to dress well, make a good impression and to receive praise.

LEADERSHIP STYLE: "PERSUASIVE" Manager who accomplishes leadership by reading and controlling people. The emphasis is on influence. The extrovert naturally likes the leadership role, will act on the environment and wants to develop her people. She will delegate both details and authority.

SENSITIVE AREAS: Not feeling appreciated or feeling left out.

POTENTIAL REACTIONS: Verbal comments that can be very direct if they feel unwanted, ostracized or not liked.

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October 20, 2005

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4:13 p.m.

COMMUNICATION STYLE COMPOSITE

Profile For Ann Marie Calistro

All strengths and their intensity in your Forte are reflected below. These have a synergistic effect on your primary strength and how it is maximized. Following are some descriptive words and summary paragraphs based on the location and interaction of ALL your strengths.

People Pleasers
Empathic

Congenial
Persuasive

Friendly

These individuals enjoy working with people on social or personal problems and have strong social skills. They are soft sellers with warmth in repeated relations.

Unassuming

Modest

Easy to Coach

These individuals will seek input from others; they like suggestions. They have a very calming influence on others and want a peaceful atmosphere. They like to think about decisions before making them.

Patient
Casual

Cooperative
Good Listeners

Easygoing
Make True Friends

They are very good communicators because they listen, are pleasant and friendly. They tend to get along with everyone. They operate best when a pace is set for them (by themselves or by someone else). They do well with routine matters in dealing with people. They do not like to be pressured or hurried at the last minute, but they can adjust as necessary.

Open-Minded
Flexible

Dislike Trivia
Dislike Details

Uninhibited
Prefer to be on own

They enjoy working with big-picture potential and are interested in being liked as long as the relationship is not restrictive. They have a limited interest in follow-up and are quite independent of controls.

SELF-MOTIVATIONAL DATA

Profile For Ann Marie Calistro

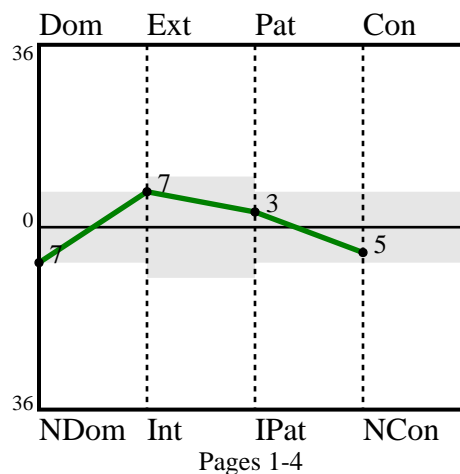
To be successful and self-motivated, Ann Marie needs some of the following items in her environment:

- ___ (a) A lot of interaction with people.
- ___ (b) To meet new people and make friends.
- ___ (c) Opportunity to make more money and improve status.
- ___ (d) To be a team player within the organization.
- ___ (e) Praise and public recognition.
- ___ (f) To identify with an organization that has prestige and a good public image.
- ___ (g) To be aware of what is going on in the organization.
- ___ (h) To be accepted and liked by others.
- ___ (i) To know that there is strong, capable leadership in her environment.
- ___ (j) Direction as to what is to be done and when.
- ___ (k) A predictable environment that affords a significant amount of protection and peace.
- ___ (l) A stable, harmonious working environment.
- ___ (m) A minimum of communication style conflicts.
- ___ (n) Adequate time to adjust.
- ___ (o) A limited number of last-minute time pressures.
- ___ (p) Freedom from rules, details and reports.
- ___ (q) A generous amount of independence and unusual assignments.
- ___ (r) To find new ways of doing things away from tradition.

In contrast, she will be demotivated if:

- ___ (s) She perceives that she is not liked.
- ___ (t) She is not invited into meetings with her peers.
- ___ (u) She has her territory (opportunity) reduced in size.
- ___ (v) She feels she is not part of the team.
- ___ (w) She does not have enough people contact.

Primary Profile - February 10, 2005



Special Note: The self-motivators are in no special order. The alphabetical letters to the left of each statement are used to help rank-order the self-motivators in Forté Performance Coaching.

The Forté® Institute

October 20, 2005

Interpersonal Communication Solutions

4:13 p.m.

CURRENT LOGIC (Decision making style) - Valid thru November 19, 2005

Profile For Ann Marie Calistro

How you are currently adapting to your environment

There are many different approaches to making decisions. No one way is consistently better than any other way. Ann Marie's responses would indicate that at the point of making decisions in the Work environment with Others, she currently tends to rely on:

BOTH FACTS AND FEELINGS. She has reasonable, practical logic and is comfortable using both fact and feeling. Research has shown these individuals to have good common sense. They usually balance their inner feelings with external conditions before making up their minds.

CURRENT STAMINA - Valid through November 19, 2005

STAMINA reflects the degree of endurance, awareness and responsiveness present in an individual. Anything which is alive will respond to a stimulus. This Forté element measures HOW responsive Ann Marie feels toward her current Work environment.

STAMINA is aptly described as an individual's "battery" and is used up at a more rapid rate when in a distressful environment. It can be recharged in many ways; commonly with food, sleep, relaxation and recreation. When an individual's STAMINA runs down, the following symptoms tend to appear:

1. Increased susceptibility to accidents.
2. Increased susceptibility to mental errors.
3. Lack of concentration.
4. Negative attitude toward completion of goals, both individual and/or team.

Ann Marie has ABOVE AVERAGE STAMINA and can handle most active schedules. However, longer days, less sleep and/or more distress will produce fatigue. It is important for her to channel her energies properly in order to maximize efficiency.

Please note, the information on pages 5, 6, and 7 are valid through November 19, 2005. After November 19, 2005, complete the Forté Adapting Update Survey on the last page of this report to update the information.

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October 20, 2005

Interpersonal Communication Solutions

4:13 p.m.

CURRENT ADAPTING PROFILE - Valid thru November 19, 2005

Profile For Ann Marie Calistro

How you are currently adapting to your environment

Ann Marie's responses to the Forté adapting survey indicate how she has been feeling about or adapting to Work. Usually these feelings or roles occur over the four week period prior to completing the adapting survey. Following are areas of movement that have been indicated from her responses:

DOMINANCE JUMP: She has recently felt the need to be more direct . . . favoring more demanding, decisive thoughts and actions. This is possibly due to a sudden increase in responsibilities in a leadership situation.

PATIENCE DROP: She has recently felt the need to go from a patient, easygoing communication style to an urgent, action-oriented one. This could be a result of her feeling a need to get things done that are running behind time or past deadline.

CONFORMITY JUMP: She has recently felt the need to go from being a big-picture generalist with less concern for details to a person concerned with getting things done in a very orderly and systematic manner. This could be due to the inability to delegate the details to someone else as would normally be desired.

CURRENT GOALS - Valid through November 19, 2005

How we adapt to changing conditions and how we feel about the results of those changes or roles is measured by the Forté system. The Goals Index measurement tells us to what level a person feels goals are being met with Others in the Work environment. The scale below gives you an idea of the range Forté tracks. This index should be updated every 30 days.

The Goals Index range is:

FEW GOALS, IF ANY - SOME GOALS - MOST GOALS - MEETING GOALS

Ann Marie's responses to the survey card indicate that during the above mentioned period, the response level was:

MEETING GOALS - This would indicate that the environment is being handled and Ann Marie is confident that everything will come out right. Goals are being met.

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October 20, 2005

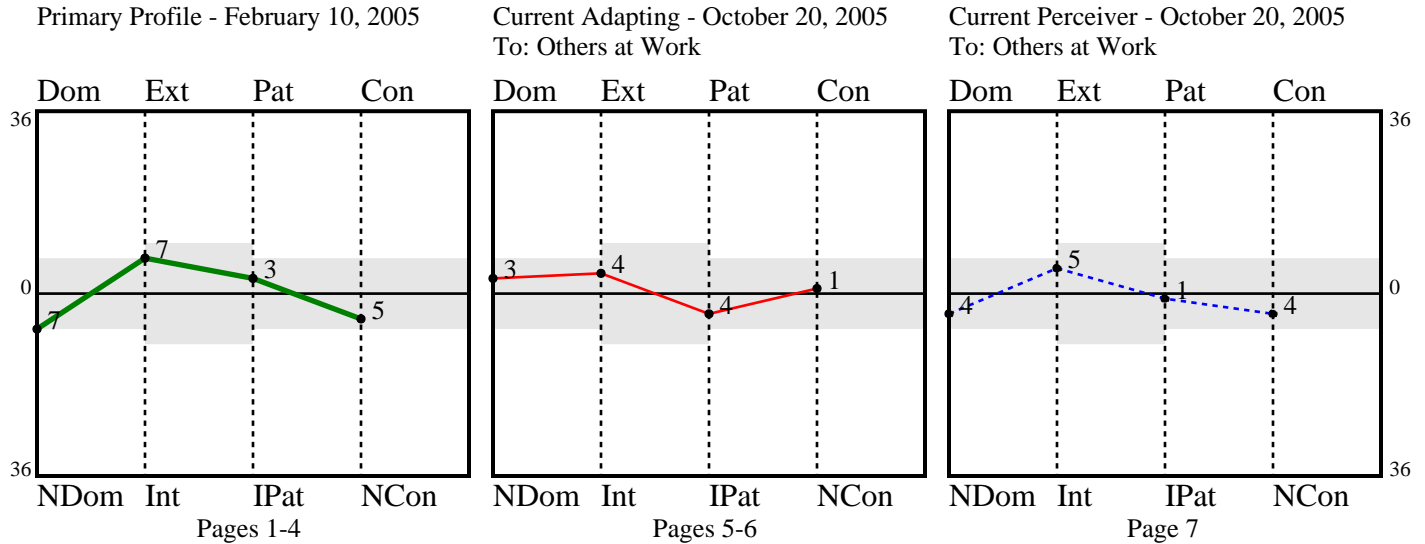
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4:13 p.m.

COMMUNICATION ACTION PLAN - Valid thru November 19, 2005

Profile For Ann Marie Calistro

---- Data below good through: November 19, 2005 ----



How you are (your Primary Profile) and how you are feeling within your environment (your current Adapting Profile), when correlated, can tell you how you are most likely being perceived (Perceiver Profile), that is, how you are most likely coming across to others. The Forté Perceiver Profile is updated with every adapting survey. Not only does it show how you are most likely coming across to others, but also suggests your Forte Communication Style Strategy or expectations through November 19, 2005.

PERCEIVING LOWER DOMINANCE: Those you are communicating with are not perceiving your feelings that decisions are needed and goals need to be reached. Express to others the situations you have concerns about, providing more details than normal so they will fully understand why you feel as you do.

PERCEIVING HIGHER PATIENCE: Those you are communicating with are not perceiving your increased feelings of urgency. You may not be getting results from others as quickly as you would like or expect. Over the next several weeks be certain to explain to others why requests need faster response so both your expectations and the expectations of others will be met.

PERCEIVING LOWER CONFORMITY: Others are not perceiving your need for increased detail and step-by-step procedures. Over the next several weeks be sure to inform others you need more detail and step-by-step communication, preferably in writing, than would be expected. Be sure to explain why and the results will be closer to your needs and expectations.

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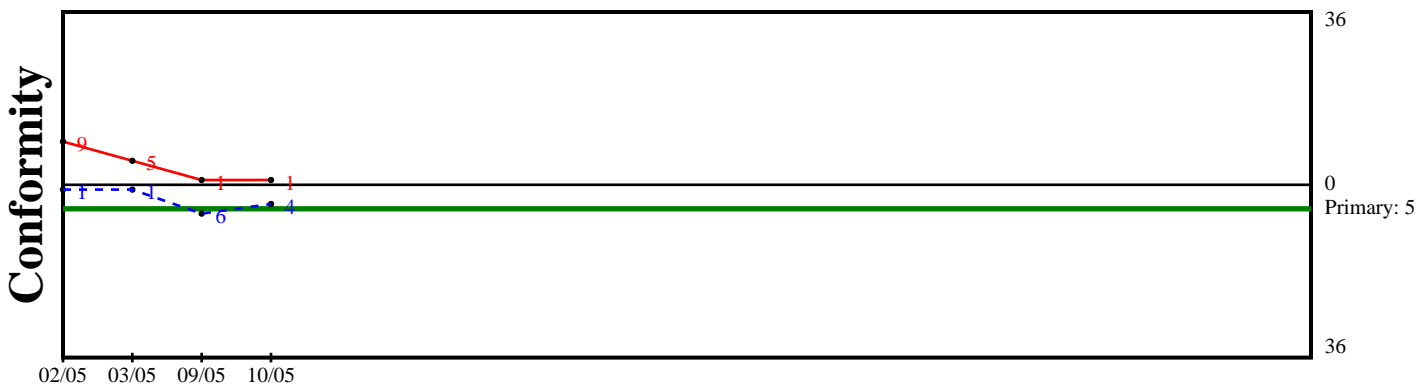
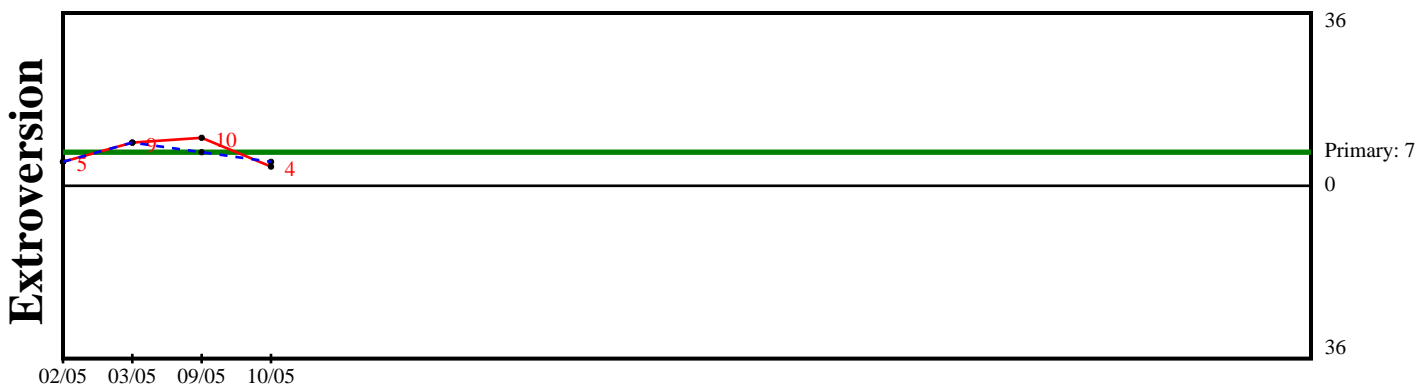
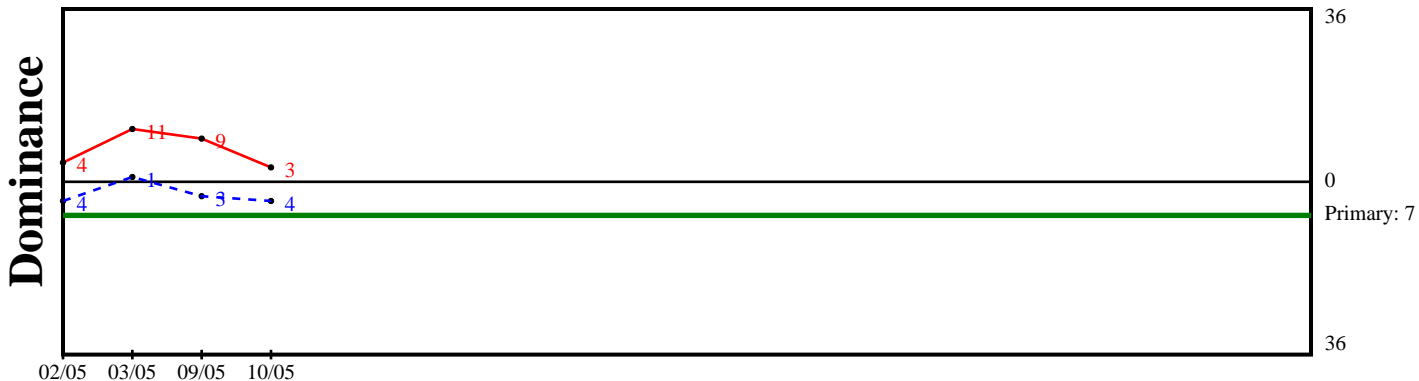
October 20, 2005

Interpersonal Communication Solutions

4:13 p.m.

ADAPTING/PERCEIVER TRENDS - Forté Perpetual Performance Profile For Ann Marie Calistro

Primary Adapting Perceiver



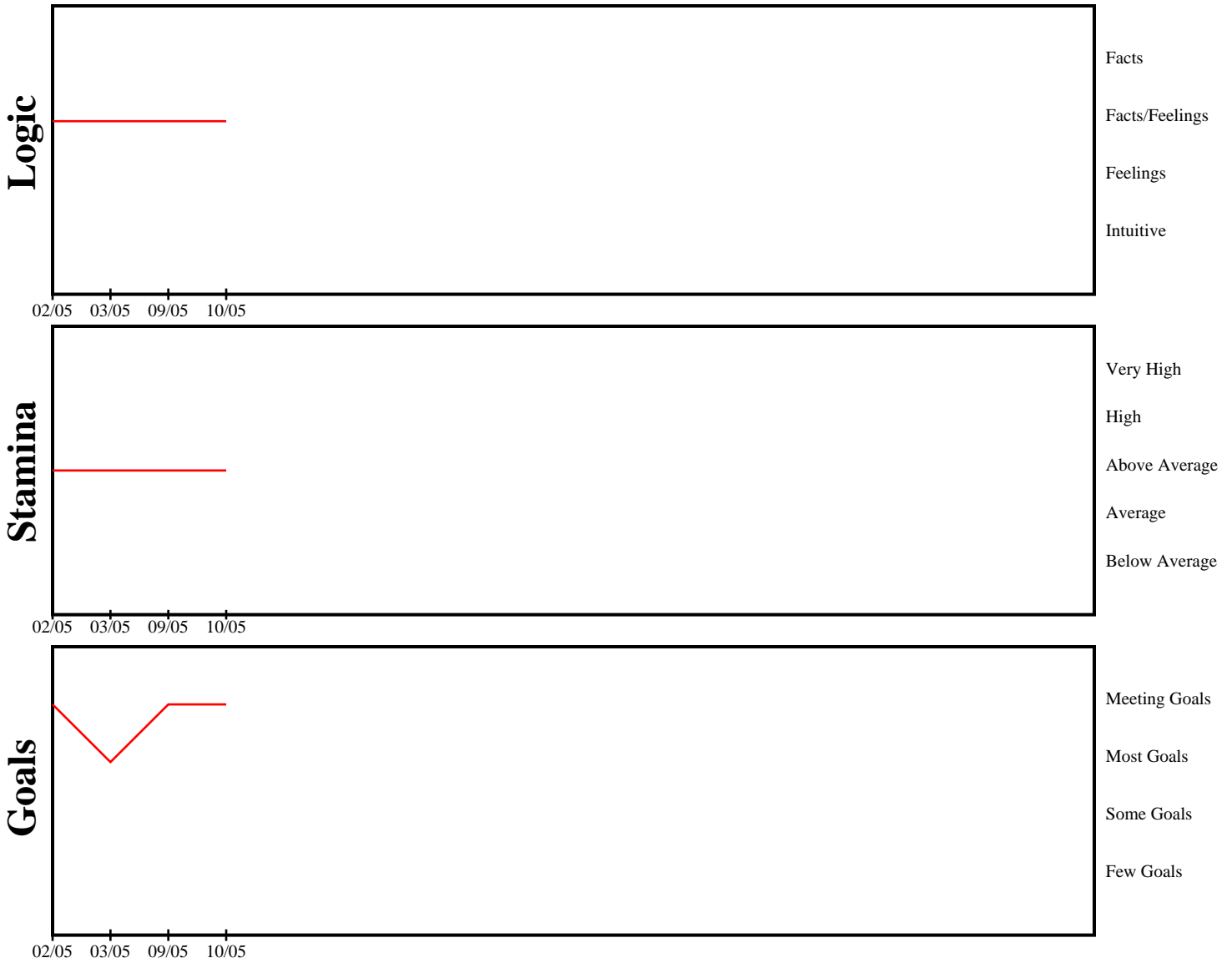
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LOGIC/STAMINA/GOALS TRENDS - Forté Perpetual Performance Profile For Ann Marie Calistro

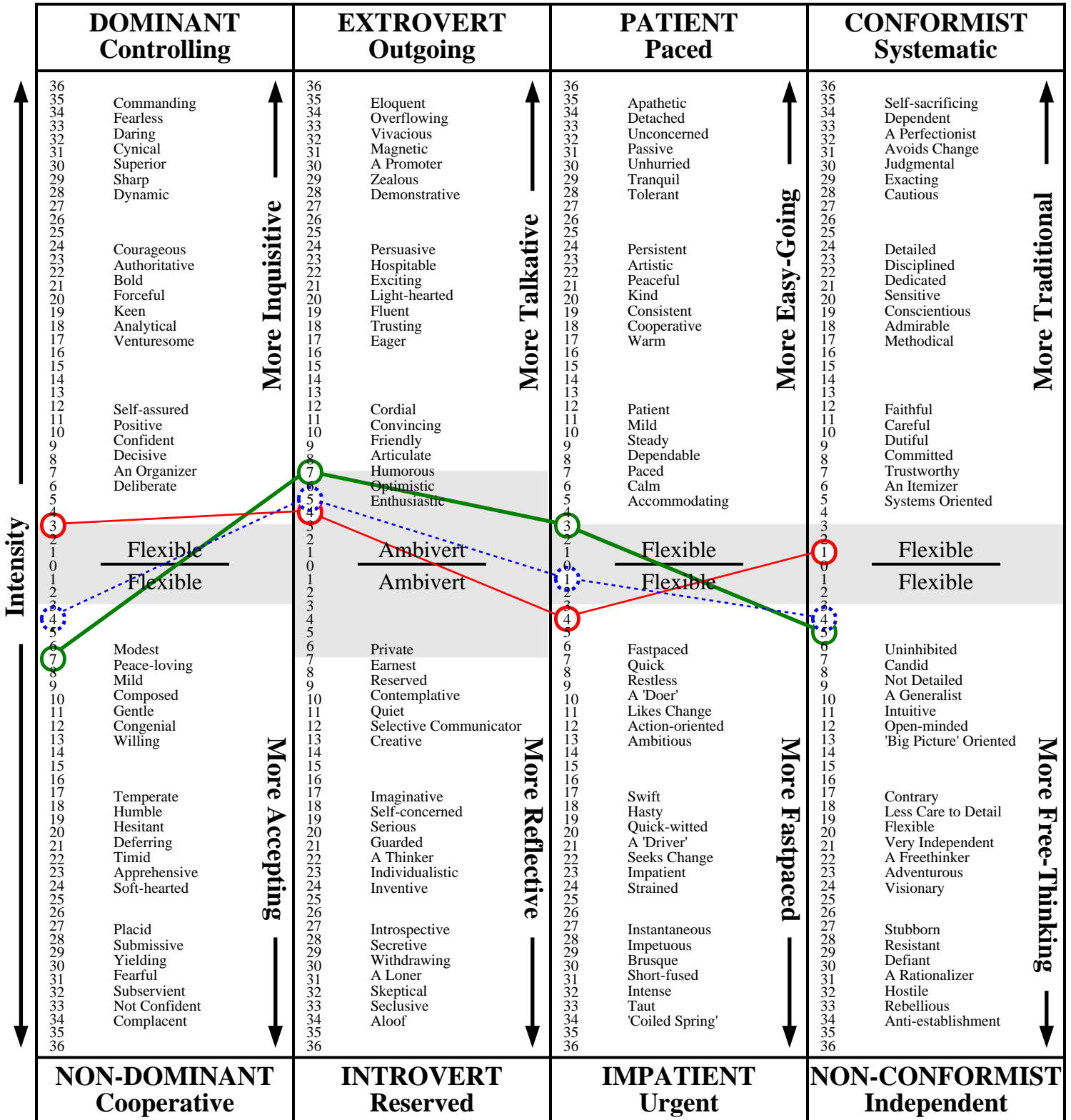




Profile For Ann Marie Calistro
Adapting/Perceiver: Others at Work

Primary Profile
Current Adapting Profile
Current Perceiver Profile

• INTERPERSONAL COMMUNICATIONS •



The Forté® Institute

October 20, 2005

Interpersonal Communication Solutions

4:13 p.m.

Profile for Ann Marie Calistro
 CEO
 Educate!Faciltate!Innovate!
 5224 Ellington Ave.

Your Forté Provider: Forté Online
 Provider Phone: (910) 452-5152
 Provider Fax: (910) 452-4339

Western Springs, IL 60558

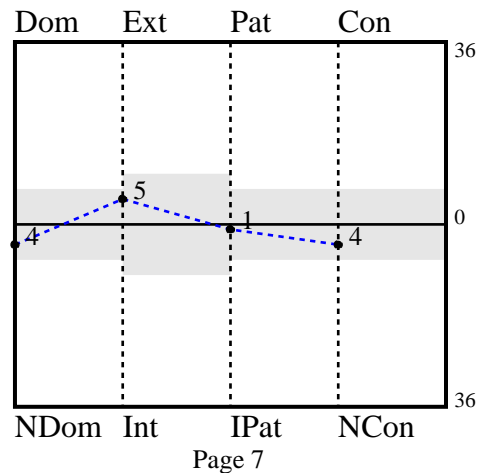
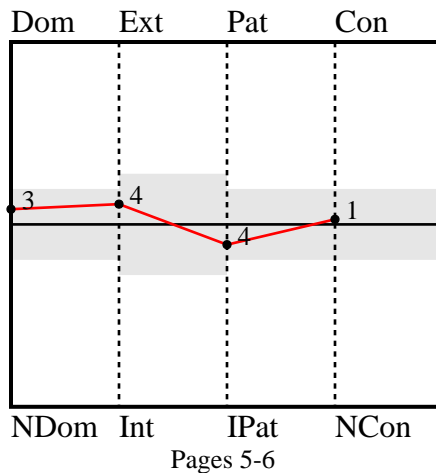
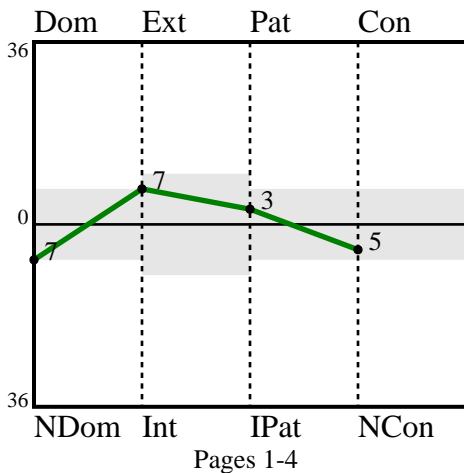
Phone: (708)784-9311
 Fax: (708)784-9312

---- Data below good through: November 19, 2005 ----

Primary Profile - February 10, 2005

Current Adapting - October 20, 2005
 To: Others at Work

Current Perceiver - October 20, 2005
 To: Others at Work



Primary Strength: Extroversion
 Secondary Strength: Non-Dominance

Data below good through: November 19, 2005
 Current Logic: Facts/Feelings
 Current Stamina: Above Avg Stamina
 Current Goals Index: Meeting Goals

Primary And Adapting Survey Input

1-3	6-4	11-2	16-4	21-2	26-3	1-4	6-4	11-3	16-4	21-3	26-3
2-4	7-3	12-4	17-5	22-4	27-2	2-3	7-3	12-3	17-5	22-4	27-4
3-2	8-4	13-3	18-5	23-4	28-3	3-4	8-4	13-3	18-4	23-4	28-4
4-4	9-3	14-5	19-4	24-5	29-2	4-5	9-4	14-4	19-4	24-5	29-4
5-5	10-5	15-3	20-1	25-4	30-4	5-4	10-4	15-4	20-3	25-4	30-2

Rate the overall accuracy of your Forte Communication Style Report:

() Less than 60 () 60-69 () 70-79 () 80-89 () 90-100

This Forté communication style report is a special tool utilized by this organization in helping its people achieve the highest levels of communication and productivity.

Signature: _____ Date: ____/____/____
 Sign and mail to: TFI R&D - 141 Middle Oaks - Wilmington, NC 28409