

## SUPPLEMENTAL GUIDE



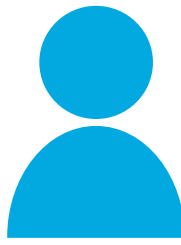
Everyone brings different talents and preferences to work -- including the actual approach they take to get the job done.

While there is no single "best" way, certain personalities are more likely to be effective in different business structures.

For example, people who excel as solo practitioners probably have different styles than those who thrive in a team-based environment.

### Solo Practice

Producer operating alone, with minimal to no administrative support.



### Collaborative Practice

Producer in a formal team, or a partner-friendly structure/model.



Seven characteristics measured how well you would perform in collaborative practices.

#### Tolerance

Considers and responds appropriately to different people's needs and abilities in different situations; is respectful, sensitive, and tactful; tolerates and even embraces others' approaches to accomplishing tasks.

#### Team Orientation

Enjoys working as part of a team; actively contributes to achieving group and organizational goals; works effectively with others; accepts shared responsibility and ownership of projects; maintains open communications among team members.

#### Cooperation

Proactively shares knowledge and information; seeks opportunities to assist co-workers; values the opinions of others; gets personal satisfaction from helping others.

#### Adaptability

Effectively adjusts behavior and modifies strategies when confronted with change; adapts to change without losing momentum; deals effectively with ambiguity; is less likely to feel stress than most people.

#### Self-Disclosure

Openly shares feelings and concerns; willingly talks about self; shares information with others that they would not normally know or discover.

#### Interdependence

Believes that different perspectives and viewpoints are critical to effective problem solving; prefers shared responsibility and ownership of projects.

#### Trust

Trusts that others will follow through on commitments and are truthful.