



The Forté Toolbox

Look back over time and in this imperfect world, perfect is the expectation. Those greatest at what they do still live and succeed in the human condition which is steeped more in reality than perfection. We are human, and each of us is uniquely different. There are the peaks and valleys, and life is a bell curve. Once boiled down, it is the individual, or individuals, that have learned their strengths and how to best adapt to their respective environments that succeed and are resilient. Forté is pleased to offer the following suite of tools that are reality proven to support high levels of achievement for individuals, families, teams and organizations. You will find little “fluff” here, in fact, we are “anti-fluff” as we measure success in the same terms our users do and report it as often as every thirty days. No one “changes” who they are: rather one evolves through education and experience. Forté is not once-then-done, rather provides a lifespan process. No fluff, just results.

Several key points before you proceed. Forté will save you time, and there is a demonstrated return on investment; be it time, money, effectiveness, happiness or resilience...most likely all of the above.

Forté is online and the results are immediate; 24/7. Forté is easily administered; much of Forté is automated so our users focus on the application of the flowing stream of actionable and real world direction, and the proven communication style strategies offered them.

We look forward to your questions and thoughts as you review
The Forté Toolbox



**If you could have *one* source,
one you *really* trusted
to find the people answers
you need quickly and accurately,
would that be of value to you?**

If it would be a value, we have news for you!

Forté Online
www.theforteinstitute.com

✓ **The Forté® Communication Style Profile – Trusted Advisor**

A high-impact, highly accurate communication style profile, used globally for over 30-years for personal development at all levels and sizes of organizations. Shares the “who” you are, how you are currently adapting and how you are “most likely” coming across to others in the most recent thirty days. Also measures current logic, stamina and goals. Forté® is not a once-then-done personality profile. Forté® provides 38 profile patterns, MBTI®¹ and DiSC®² offer only 16.



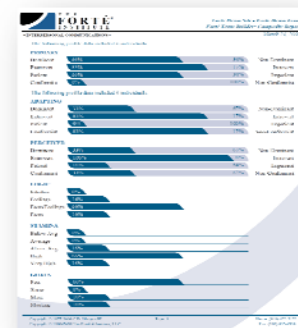
✓ **Forté® Interaction Reports – How we complete each other**
 Helps settle interpersonal misunderstandings, once and for all. Powerful, concise and immediately actionable. Updateable every 30-days. This five-page report shares with both individuals “who” they are, how they are currently adapting to one another and if there is going to be any misunderstandings, what they will be and how to handle them in a proactive manner. *How we understand and complete each other.*



✓ **Forté® Adapting Updates – Life goes on! - with trending**
 Did we say updateable? Unique to the Forté process is how each individual is adapting to his or her most recent 30-day environment. To any environment they face! No other system or process has it. Not Myers-Briggs®¹, Not Disc®²...**no one**. Then, with each adapting update, trending data is automatically added to reports and a new communication style strategy for the next 30-days is offered on page nine of each new report. *Updates are automated.*



✓ **Forté® Team Builder Reports – with trending**
 Remember your last team building session? Once then done... Not any more, Forté Team Development moves with teams, truly helping develop effective and seamless interpersonal productivity and detailing how the team is adapting to the real world environments in which they seek to succeed. The trending data is the team leader’s tool to keep the team focused and on track. *Updateable every 30-days.*

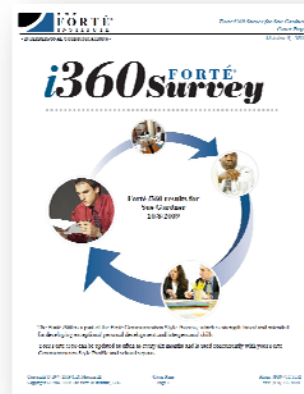


¹ Myers-Briggs is a registered trademark of its’ owner.

² Disc is a registered trademark of its’ owner.

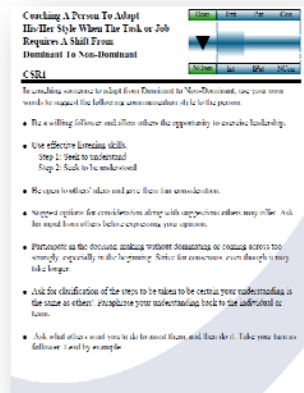
✓ **The Forté® i360 – Developmental, not Judgmental!**

The “i” stands for informed. The Forté i360 is used to develop competencies for all individuals in an organization. Here is what is special – use our 8-competencies, or modify to fit your own needs. Completely customizable! Here is the secret of the Forté i360’s success; no one can participate in a Forté i360 until they have done their own Forté Profile and had Forté interaction reports with the person being rated. Only then do they understand how to best communicate with one another and can truly focus on helping build one another’s competencies.



✓ **Forté® Performance Coaching – Laser Directed Coaching**

What are they doing differently? Those individuals that do it right, over and over again. With Forté Performance Coaching, you learn how those high potentials or top performers are adapting successfully. Then you use the Forté Top Performer Coaching Reports to provide highly customized coaching strategies for both the coach and coachee in sharing and developing the behaviors of success across the organization. Would you like to drive this process by position in your organization? You can, Forté Performance Coaching is completely customizable for any position you coach.

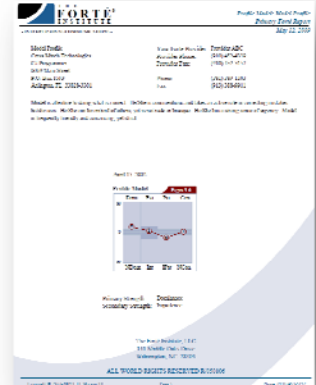


✓ **The Forté® Resiliency Zone – Bounce back from adversity.**

How do they do it? Those individuals and teams that bounce back from tough or adverse situations or environments *time and time again*. The Forté Resiliency Program can tell you, on a daily basis if you like, those individuals who remain in what we call the Forté Resiliency Zone™. Also, how long they have been there, those moving away from resiliency (burn-out) and those moving back toward resiliency. This is the ultimate leadership and management tool, which provides the knowledge behind top performance sustainability...that elusive nugget that drives exceptional performance and growth from the self-motivated nerve center of each contributor.



- ✓ **The Forté® Profile Model – Hire/Coach right the first time**
Many will tell you this is the toughest job of all...hiring the right person the first time. We tend to agree. Even if you are hiring a temporary employee, typically, you are spending thousands of dollars and a miss-hire means you will be doing the same thing again in just a matter of time. So, what is one to do? One of two options will get you there, on target the first time. If you have a top performer on board, how they are adapting is a great pattern to study. If not, then the Forté Profile Model will help you narrow down the behaviors you seek for the job and is usable as both a hiring consideration and coaching tool once the person is employed. Key to remember is that competency is always the first consideration, and then look at other key elements...such as Forté...to help close the new hire file and get on with business!



Highlights of the Forté Process

- ✓ Forté focuses on what is working.
- ✓ Forté is inclusive rather than excluding.
- ✓ Not about psychology, personality or changing each other...it is about how one evolves through education and experience.
- ✓ Creates understanding and productivity.
- ✓ Drives profitability.
- ✓ The power in organizations is the capacity generated by relationships.
- ✓ Not so much "who" one is, rather the ability to adapt successfully and resiliently in their current environment.
- ✓ Doing things right, rather than right away.
- ✓ Manage with greater precision.
- ✓ Creates trusting relationships.
- ✓ Without trust, relationships end in unresolved conflict.
- ✓ Accurate, actionable and timeless.
- ✓ Soooooo affordable... (client quote).
- ✓ Win- Win².

Forté provides positive, tangible, intelligence that maximizes personal and interpersonal communication style strengths, relationships and productivity over a lifetime.