



# ADAM BEATTY

## Interaction Strategies

**What are they thinking?**

Original ideas with the reasons to prove it

**How best to reach them?**

Provide intellectual challenges; ask, "What do you think?"

**How to initiate action?**

Build initial trust by laying a logical foundation

**Decision-making process?**

Does not want to be bothered with details; provide the big picture

**Internal or external processor?**

Internal - thinks before elaborating

**Need time for thought?**

Yes

**Embraces change?**

Reacts based on the situation

**Multi-tasker?**

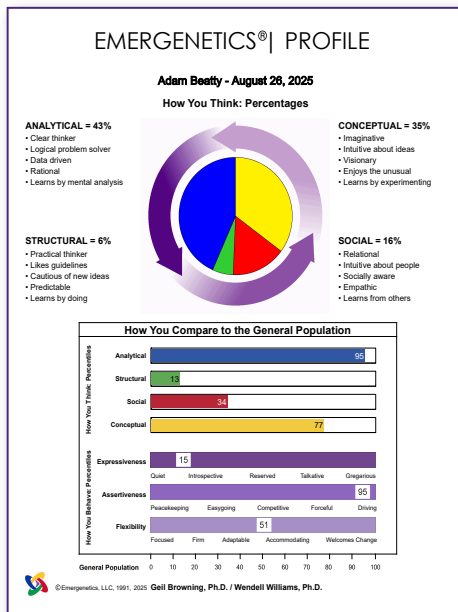
Sometimes

**Driver?**

Yes

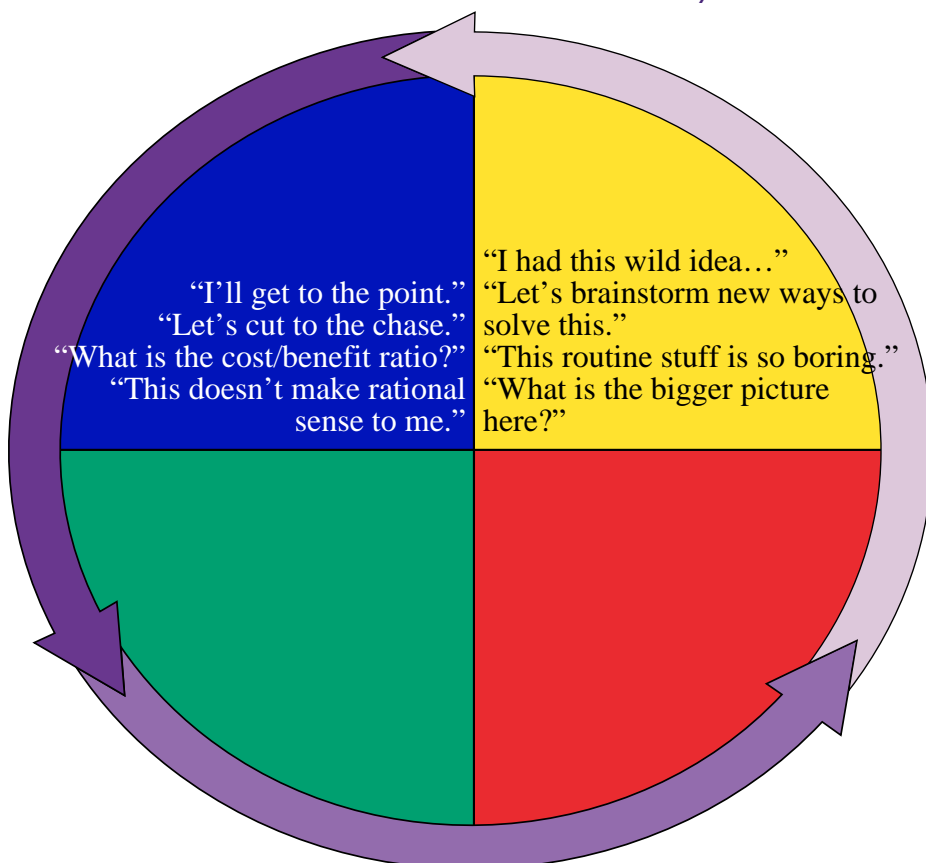
**Challenges for an employer?**

Skeptical until proven otherwise



## Communication Strategies

*What to say and how to say it*



Think before you speak.  
Use fewer gestures and words.

Fast-paced actions are OK.  
Confrontation and lively debate are OK.

Vary your Flexibility level.  
Meet in the middle - neither defined  
nor too many options.

# ADAM BEATTY

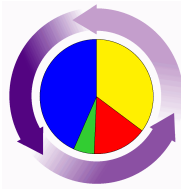
## EMERGENETICS® | PROFILE

Adam Beatty - August 26, 2025

How You Think: Percentages

### ANALYTICAL = 43%

- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis



### CONCEPTUAL = 35%

- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

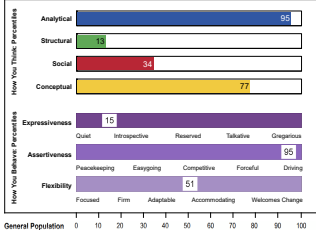
### STRUCTURAL = 6%

- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

### SOCIAL = 16%

- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others

### How You Compare to the General Population



©Emergenetics, LLC, 1991, 2025 Gail Browning, Ph.D. / Wendell Williams, Ph.D.

## Leadership Styles

As a leader, they may prefer to get the job done with a minimum amount of discussion, and they prefer theoretical thinking. Generally they prefer a fast pace. They are not afraid to ask tough questions, even if doing so puts others on the spot. They probably have a vision that extends ten years into the future, and they expect others to share their enthusiasm for the overall concept or goal. Keep in mind that their preference for abstract thinking may make it hard for some people to understand what they expect of them, so it is important to utilize their ability to adapt their Flexibility to convey their true intentions.

## What are they thinking?

They probably excel at abstract thinking and see the forest (for example, entire systems) instead of individual trees (details). They are in something of a dilemma, since their Analytical thinking, which is logical, analytical and clear, is at odds with their Conceptual thinking, which is imaginary, visionary and intuitive. At times, it can be hard for them to balance both types of thinking simultaneously. Both are theoretical, but Analytical thinking is step-by-step, while Conceptual thinking often comes in bursts of inspiration. But each preference can also help balance the other—the blue “tethers the yellow” in rationality; conceptually, they don’t take an idea too far without ensuring that it’s rational. Additionally, this can be a powerful combination because the Analytical part of their brain can translate to the outside world what the Conceptual part of their brain is thinking.

They probably do not let their emotions interfere with their thought processes. Because they often have their head in abstract ideas and concepts and because they are probably content to work independently, they run the risk of being perceived as unfriendly.

Some people with this Profile have a difficult time relating to other employees. More often than not, they believe they are “smarter” than the average person. Others tend to agree and may find them intimidating. After one of my associates offered this description to an audience at a seminar, several people from the audience with Analytical/Conceptual Profiles came up to me and said, “We take umbrage at their statement. We do not *think* we are smarter than most people, we *know* we are!”

## Behavioral Preferences

Because their level of **Expressiveness** is in the first third, they are probably calm, thoughtful and quiet. In general, they probably keep their thoughts to themselves, their facial expressions may be stoic, and they can maintain confidential information easily. They may learn by listening and reflecting.

Because their level of **Assertiveness** is in the third third, they are probably determined, driving, and telling. They generally don’t mind handling uncertain situations, and they may enjoy being in charge. As a rule, they voice their opinions and concerns willingly.

Because their level of **Flexibility** is second third, they are in the “It Depends” group. They may behave in a more easygoing manner, or they may take a firm position. Depending on the situation and their companions, they decide how much energy they want to put into being affable and easygoing, or determined and controlling.