

Assumptions About Personal Styles

There is no best or worst style.

All styles have advantages and disadvantages. All styles are effective when appropriate to the situation and implemented well.

There are no pure styles.

We all have parts of each style in us. However, we also have one style that predominates, one style in which we are most comfortable and which requires the least energy and stress.

Behavior style does not explain the whole person.

It only defines **perceived** patterns of behavior. It does not address personality or an understanding of how an individual thinks or feels.

Much of the population is different than you are.

Other people have different needs. Therefore, they communicate in a different manner, use time differently, relate in a different way, make decisions, and manage conflict in a way that differs from how you do it.

We all have goals we hope to attain and results we wish to achieve.

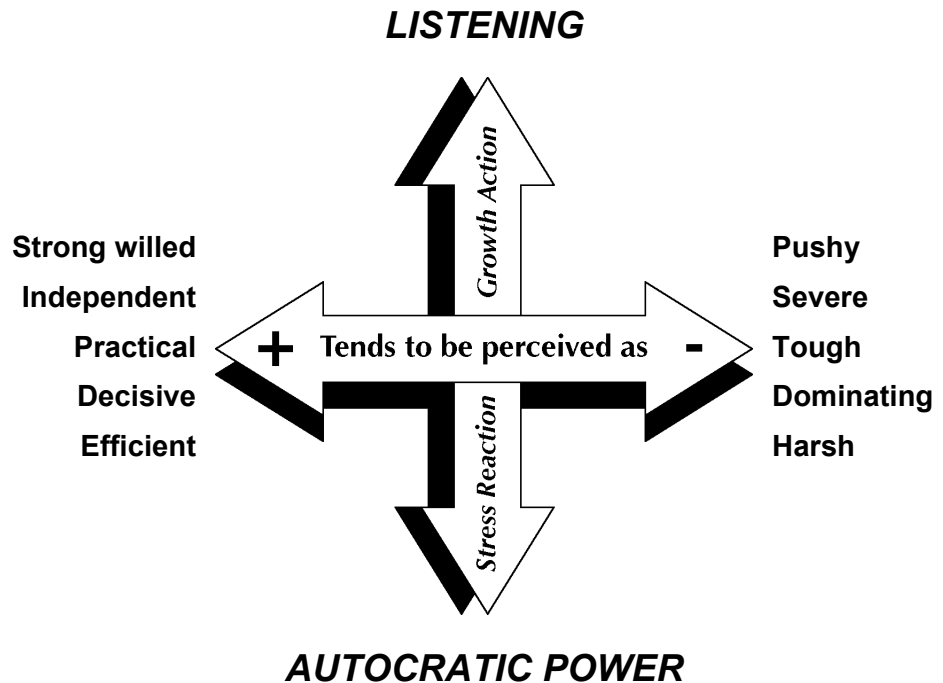
However, different interpersonal priorities influence how we go about accomplishing these ends.

Style Inventory Descriptions

DRIVER	EXPRESSIVE	AMIABLE	ANALYTIC
Action oriented	Verbal	Patient	Diplomatic
Decisive	Motivating	Loyal	Accurate
A problem solver	Enthusiastic	Sympathetic	Conscientious
Direct	Gregarious	A team person	A fact finder
Assertive	Convincing	Relaxed	Systematic
Demanding	Emotional	Mature	Logical
A risk taker	Impulsive	Organized	Conventional
Forceful	Generous	Questioning	Analytical
Adventuresome	Influential	Supportive	Sensitive
Competitive	Charming	Stable	Controlled
Self-reliant	Confident	Considerate	Orderly
Independent	Inspiring	Empathetic	Precise
Determined	Dramatic	Persevering	Disciplined
An agitator	Optimistic	Trusting	Deliberate
Results oriented	Animated	Congenial	Cautious
HIGH WANTS	HIGH WANTS	HIGH WANTS	HIGH WANTS
Challenges	Social recognition	Guarantees	High standards
Authority	Freedom from details	Security	Details
Power	To be with people	Appreciation	Perfection
Freedom from controls	Provide service	Quality control	Traditional procedures
Options	Group activities	Specialization	

The DRIVER STYLE: Task Specialist

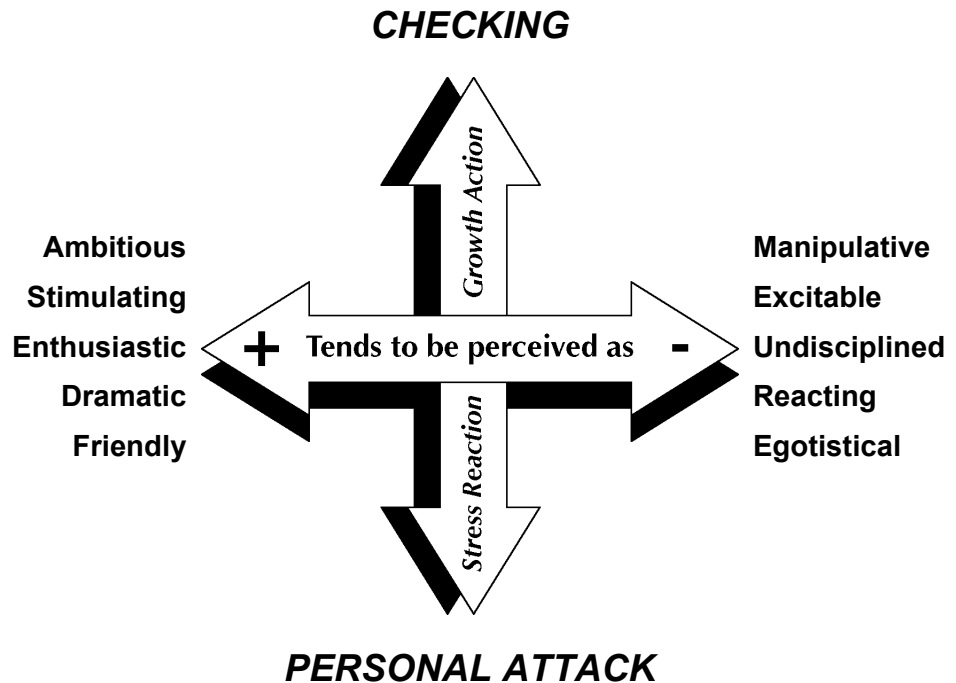
The Doer



Behaviors	<p>Verbal/Vocal</p> <ul style="list-style-type: none"> Faster More statements Louder Monotone Focuses on task Uses facts/data 	<p>Non-Verbal</p> <ul style="list-style-type: none"> Points at others Leans forward to make point Direct eye contact Closed hands Rigid posture Controlled facial expression
Recognized By	<ul style="list-style-type: none"> Swift reaction time Maximum effort to control Minimum concern for caution in relationships Present time frame Direct action Tendency to reject inaction Need for control/results/achievement 	

The EXPRESSIVE STYLE: Social Recognition Specialist

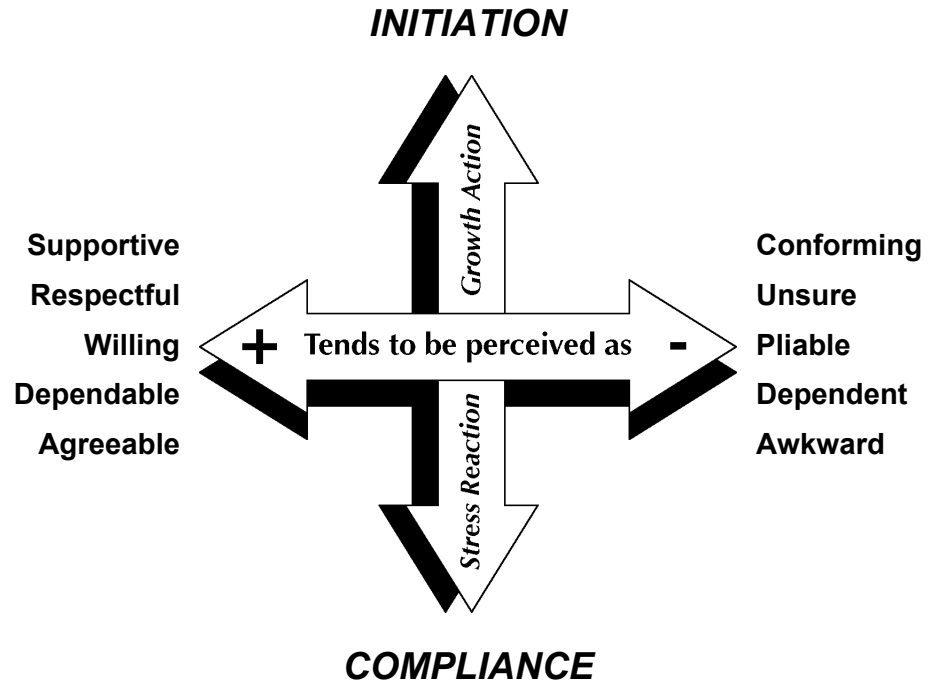
The Intuitor



Behaviors	<p>Verbal/Vocal</p> <ul style="list-style-type: none"> Faster More statements Louder Vocal inflection Focuses on people Uses opinions/stories 	<p>Non-Verbal</p> <ul style="list-style-type: none"> Points at others Leans forward to make point Direct eye contact Open palms Casual posture Animated expression
Recognized By	<ul style="list-style-type: none"> Rapid reaction time Maximum effort to involve Minimum concern for routine Future time frame Impulsive action Tendency to reject isolation Need for excitement/personal approach/acceptance 	

The AMIABLE STYLE: Relationship Specialist

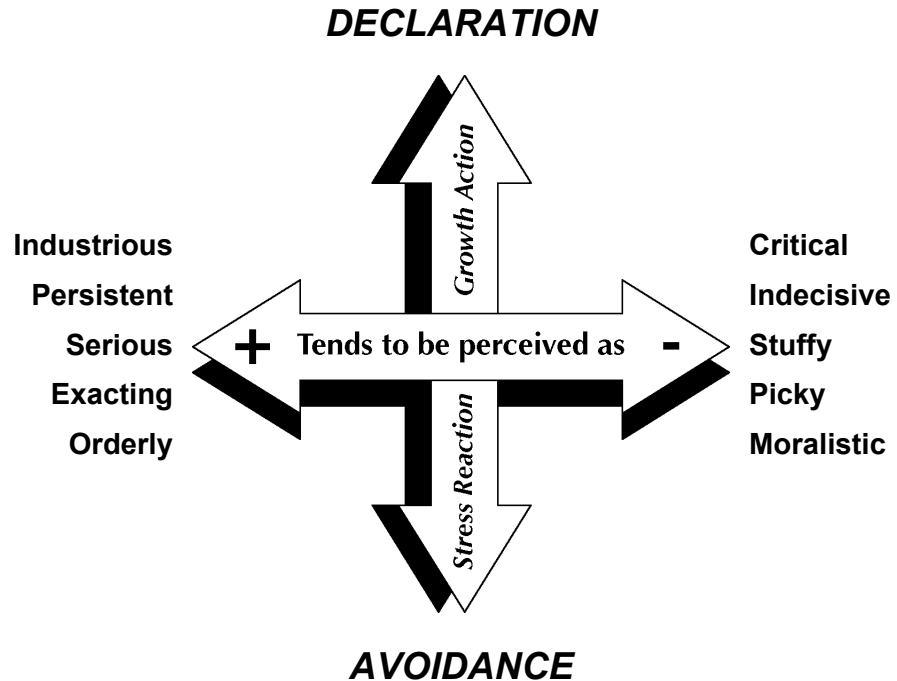
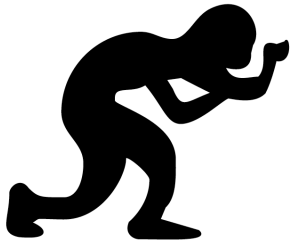
The Feeler



Behaviors	Verbal/Vocal	Non-Verbal
	<p>Slower Fewer statements Softer Vocal inflection Focuses on people Uses opinions/stories</p>	<p>Hands relaxed or cupped Leans back while talking Indirect eye contact Open palms Casual posture Animated expression</p>
Recognized By	<p>Unhurried reaction time Maximum effort to relate Minimum concern for effecting change Present time frame Supportive action Tendency to reject conflict Need for cooperation/personal security/acceptance</p>	

The ANALYTIC STYLE: Technical Specialist

The Analyzer



Behaviors	<p>Verbal/Vocal</p> <p>Slower Fewer statements Softer Monotone Focuses on task Uses facts/data</p>	<p>Non-Verbal</p> <p>Hands relaxed or cupped Leans back while talking Indirect eye contact Closed hands Rigid posture Controlled facial expression</p>
Recognized By	<p>Slow reaction time Maximum effort to organize Minimum concern for relationships Historical time frame Cautious action Tendency to reject involvement Need for accuracy/being right/achievement</p>	