



## Behavior Style Survey

- The purpose of this survey is to help you identify your behavior style.
- Once you have identified your style, you will discover the styles of others and practice communicating with individuals of different styles



## Behavior Style Survey

Understand that:

- this is not a test - there is no right answer
- there is no best style - each style has strengths and weaknesses
- this is not a measure of personality, intelligence, or emotional well-being



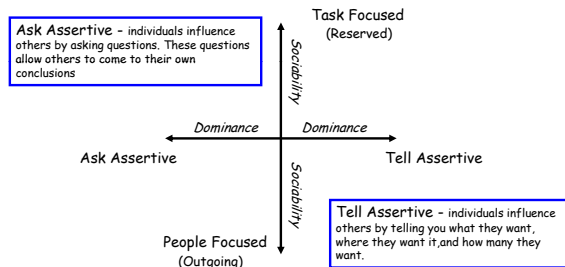
## Behavior Style Survey

- A person's interpersonal style can be classified on two dimensions: **dominance** and **sociability**
- Dominance** refers to the amount of control and forcefulness you attempt to exert over people and situations
- Sociability** refers to your willingness to express emotions and focus on either people or tasks



## Behavior Style Survey

### **Dominance** and **Sociability** Scales



## Behavior Style Survey

- The tendency to be "task focused" combined with the tendency to be "ask assertive" is the style of the **analytical**
- Analytical behavior is oriented towards thinking things through and being right
- Analytics focus on facts more than feelings
- They evaluate situations objectively
- They prefer organized work environments



## Behavior Style Survey

- The tendency to be "task focused" combined with the tendency to be "tell assertive" is the style of the **driver**
- The driver's behavior is oriented towards winning and acts decisive and in control
- Drivers know where they want to go and how they are going to get there
- They are good at managing tasks and are results oriented
- They like competitions and want to win



## Behavior Style Survey

- The tendency to be "people focused" combined with the tendency to be "tell assertive" is the style of the *expressive*
- Expressive behavior is oriented towards being intuitive, creative, and humorous
- Expressive are outgoing, enthusiastic, and friendly
- They prefer to work with other people
- They want to be acknowledged, not ignored



## Behavior Style Survey

- The tendency to be "people focused" combined with the tendency to be "ask assertive" is the style of the *amiable*
- Amiable behavior is oriented towards having relationships, pleasing others, and have security
- Amiables are responsive and friendly
- They want you to respect them and value them
- They prefer organized work environments



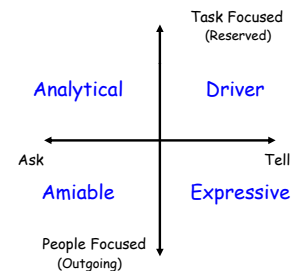
## Behavior Style Survey

- There is no right or wrong behavior style
- People from all four four styles can be successful
- Just because *drivers* and *analyticals* are focused on tasks, does not mean that they do not care about people.
- Just because *expressives* and *amiables* are focused on building relationships, does not mean they do not care about getting the job done.



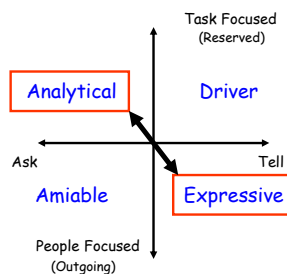
## Behavior Style Survey

### The Four Behavior Styles



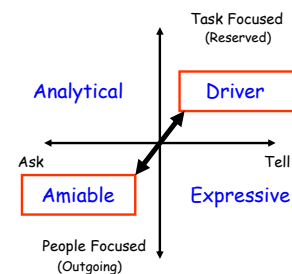
## Behavior Style Survey

When extremes and their opposites interact, there is a great potential for misunderstanding



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## Behavior Style Survey

- Because extremes and their opposites do not share any of the same qualities, this can lead to **blind spots**
- To be successful and make others feel comfortable, it is critical to identify what ever **blind spot** we have



## Behavior Style Survey

- When dealing with others, it is not your style that is important - it is the style of the people you are attempting to communicate with that is important



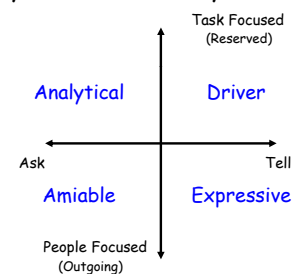
## Behavior Style Survey

D	C	B	A	
Analytical Analytical	Analytical Driver	Driver Analytical	Driver Driver	1
Analytical Amiable	Analytical Expressive	Driver Amiable	Driver Expressive	2
Amiable Analytical	Amiable Driver	Expressive Analytical	Expressive Driver	3
Amiable Amiable	Amiable Expressive	Expressive Amiable	Expressive Expressive	4



## Behavior Style Survey

What is your behavior style?



## Behavior Style Survey



## Behavior Style Survey

Any questions?

