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.

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

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.

Dominance and Sociability Scales

- Task Focused
- Tell Assertive - individuals influence others by telling you what they want, where they want it, and how many they want.
- Ask Assertive - individuals influence others by asking questions. These questions allow others to come to their own conclusions.

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.
- Analyticals focus on facts more than feelings.
- They evaluate situations objectively.
- They prefer organized work environments.

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.
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.

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.

There is no right or wrong behavior style.
People from all 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.

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

The Four Behavior Styles

Analytical

Amiable

Expressive

Driver

People Focused (Outgoing)

Ask

Tell

Task Focused (Reserved)
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**

What is your behavior style?

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Any questions?