Understand your personal style and the styles of those around you

When I think of myself in relation to other people I am…

**Column A Column B**

more flamboyant \_\_\_\_\_ **or** more restrained \_\_\_\_\_

more spontaneous \_\_\_\_\_ **or** more deliberate \_\_\_\_\_

more responsive \_\_\_\_\_ **or** more detached \_\_\_\_\_

more impulsive \_\_\_\_\_ **or** more methodical \_\_\_\_\_

more sociable \_\_\_\_\_ **or** more aloof \_\_\_\_\_

more sentimental \_\_\_\_\_ **or** more analytical \_\_\_\_\_

more people-oriented \_\_\_\_\_ **or** more task-oriented \_\_\_\_\_

more outgoing \_\_\_\_\_ **or** more reserved \_\_\_\_\_

more dramatic \_\_\_\_\_ **or** more self-controlled \_\_\_\_\_

more friendly \_\_\_\_\_ **or** more unfriendly \_\_\_\_\_

(do not total Column A) Your total in Column B \_\_\_\_\_ His/her total \_\_\_\_\_

# Understand your personal style and the styles of those around you

**When I think of myself in relation to other people I am...**

## Column C Column D

more animated \_\_\_\_\_ or more passive \_\_\_\_\_

more “take charge” \_\_\_\_\_ or more “go along” \_\_\_\_\_

more assertive \_\_\_\_\_ or more hesitant \_\_\_\_\_

more demanding \_\_\_\_\_ or more accepting \_\_\_\_\_

more demonstrative \_\_\_\_\_ or more thoughtful \_\_\_\_\_

more confronting \_\_\_\_\_ or more supportive \_\_\_\_\_

more talkative \_\_\_\_\_ or more quiet \_\_\_\_\_

more bold \_\_\_\_\_ or more timid \_\_\_\_\_

more intense \_\_\_\_\_ or more subdued \_\_\_\_\_

more direct \_\_\_\_\_ or more indirect \_\_\_\_\_

Your total in Column C \_\_\_\_\_ (do not total Column D)

His/her total \_\_\_\_\_

# Plot your totals on the grid to determine if you are a Thinker, Director, Relater, or Socializer Strengths and weaknesses of behavior styles

## Thinkers

“Get it right” people

Behavior characteristics

Focus on tasks

Intend to “get it right”

Pay attention to details, think systematically

Need to be correct

Communicate indirectly and detailed

**Strengths:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Personal stressors:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

When under pressure, thinkers tend to:

Become silent

Flee or withdraw

Exhibit negative behavior

Ineffective behaviors Effective behaviors

for dealing with thinkers: for dealing with thinkers:

Complainers complain because something isn’t “right” and they don’t know how   
to fix it.

* Move them into the “problem-solving” mode step-by-step
* Provide information that answers “who, what, where, why and how”

# Strengths and weaknesses of behavior styles

## Directors

“Get it done” people

Behavior characteristics

Focus on tasks

Intend to “get it done”

Focused, direct, blunt

Need to be in control

Communicate directly and to the point

**Strengths:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Personal stressors:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

When under pressure, directors tend to:

Raise their voice

Bully and take pot shots at others

Behave arrogantly

Ineffective behaviors Effective behaviors

for dealing with directors: for dealing with directors:

# Strengths and weaknesses of behavior styles

How to give an assertive person an alternative to direct conflict:

Give them an out ... and the last word!

## Socializers

“Get appreciated” people

Behavior characteristics

Focus on people

Intend to “get appreciated”

Display creativity, warmth, charisma and energy

Need to be recognized and applauded

Communicate directly and elaborately

**Strengths:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Personal stressors:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

When under pressure, socializers tend to:

Talk more loudly and quickly

Throw tantrums

Exaggerate

Ineffective behaviors Effective behaviors

for dealing with socializers: for dealing with socializers:

# Strengths and weaknesses of behavior styles

What to do when someone criticizes you unfairly:

Confront by asking questions regarding their intent.

**Relaters**

“Get along” people

Behavior characteristics

Focus on people

Intend to “get along”

Behave in an agreeable, personable, friendly, caring and helpful manner

Need to be liked

Communicate indirectly and considerately

**Strengths:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Personal stressors:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

When under pressure, relaters tend to:

Submit

Accommodate

Exhibit passive-aggressive behaviors

Ineffective behaviors Effective behaviors

for dealing with relaters: for dealing with relaters:

What to do when somebody makes a promise you suspect he or she won’t keep:

Confirm and reconfirm mutually acceptable decisions.