

Worksheet #7.2:

General Overview of the Four Social Styles

My Social Style is: _____

Know Your Comfort Zone and Help Others Feel Comfortable

Review this sheet before you meet 1:1 with your boss or direct reports.

	ANALYTICALS	DRIVERS	AMIABLES	EXPRESSIVES
Reaction	Slow	Swift	Unhurried	Rapid
Orientation	Thinking and fact	Action and goal	Relationship and peace	Involvement and intuition
Likes	Organization	To be in charge	Close relationships	Much interaction
Dislikes	Involvement	Inaction	Conflict	To be alone
Maximum effort	To organize	To control	To relate	To involve
Minimum concern	For relationships	For caution in relationships	For affecting change	For routine change
Behavior directed toward achievement	PRIMARY EFFORT: Works carefully and alone	PRIMARY EFFORT: Works quickly and alone	SECONDARY EFFORT: Works slowly and with others	SECONDARY EFFORT: Works quickly and with team
Behavior directed toward acceptance	SECONDARY EFFORT: Impress others with precision and knowledge	SECONDARY EFFORT: Impress others with individual effort	PRIMARY EFFORT: Gets along as integral member of group	PRIMARY EFFORT: Gets along as exciting member of group
Actions	Cautious	Decisive	Slow	Impulsive
Skills	Good problem-solving skills	Good administrative skills	Good counseling skills	Good persuasive skills
Decision-making	Avoids risks, based on facts	Takes risks, based on intuition	Avoids risks, based on opinion	Takes risks, based on hunches
Time frame	Historical	Present	Present	Future
Use of time	Slow, deliberate, disciplined	Swift, efficient, impatient	Slow, calm, undisciplined	Rapid, quick, undisciplined

Figure 7.6 (Chapter 7, page 121) – Adapted from *The Delicate Art of Dancing With Porcupines* by Bob Phillips (Regal Books). See Note #5 under Core Competency 7: The People Bucket on page 276 of *Mastering the Management Buckets*.