

Style Descriptions



<p>Style Descriptions – #1 Amiables Amiables are often seen as quiet, unassuming, and supportive. They're seen as warm, friendly listeners who seem easy to get along with, as people who enjoy personal contact and shared responsibility. They tend to pursue goals by first establishing strong personal ties. They may be perceived as avoiding risks or fast decisions unless they have strong support from colleagues to back them up. They seem to like time to build relationships and to seek support and feedback from others before they make decisions. They often seem cooperative in their interaction with others.</p>	<p>Phrases Amiables may use to describe themselves:</p> <ul style="list-style-type: none"> • I accept others and place a high priority on getting along. • I am easy to get to know and it's important to me that people like me. • I tend to minimize interpersonal conflict whenever possible because I don't like confrontation. • I like to give advice or counsel and help others. I often provide positive feedback regarding people's work and accomplishments. • I have a deep sense of loyalty and dedication to those with whom I work and my peer groups. • I am process oriented and take pride in my ability to get things done. • It's important for me to get things accomplished by establishing strong personal ties with others. • I like time to build relationships and to seek support and feedback from others before I make decisions.
<p>Style Description – #2 Analyticals Analyticals are often perceived as deliberate, constrained, and logical and as listeners who follow procedures, carefully weigh all alternatives, and remain steadfast in purpose. They're seen as disciplined, quiet, unassuming, independent and show little emotion. They're also seen as conservative, businesslike, and persistent in their relationships with others. They tend to pursue their goals only after they've eliminated much of the risk and compiled plenty of data to support a project's purpose, practicality, and policy, which sometimes gives them a clear picture of the trees, but not always the forest.</p>	<p>Phrases Analyticals may use to describe themselves:</p> <ul style="list-style-type: none"> • I am technically oriented, enjoy structure, certainty, and evidence before making a decision. • I don't regularly take social initiative with others; I may remain guarded until a strong relationship has developed. • I like to have time to process ideas, information and thoughts prior to providing my solutions or recommendations. • I am able to approach problems on the basis of facts and logic and to create solid solutions. • I make practical decisions by being thorough and I prefer data over gut instincts. • I am deliberate, constrained, logical and I like to follow procedures. • I am disciplined, quiet, unassuming, independent, and I show little emotion. • I pursue my goals once I've eliminated much of the risk and compiled plenty of data to support a project's purpose, a decision, or policy.
<p>Style Description – #3 Drivers Drivers are often perceived as being businesslike and results-oriented, and as people who like to take initiative. They're seen as liking to challenge new ideas and respond quickly. They seldom hesitate to correct, to amend, to modify, or to confront others; they're seen as straightforward, quick to act, and decisive. They feel most comfortable pursuing their goals when they're in charge and taking the initiative. They're often seen as responding well to situations in which they can map out plans and have others carry them out. They seem to make things happen, take risks, and view problems as just another challenge.</p>	<p>Phrases Drivers may use to describe themselves:</p> <ul style="list-style-type: none"> • I can be dominant, strong-willed, straightforward, quick to act, and decisive. • I am direct and to the point when dealing with others. I prefer to get down to business rather than to chit chat. • I like to initiate, control, and serve as my own motivator. • I like to take charge of situations, so I can get things done quickly. • I prefer to direct and coordinate the work of others, so things get done right. • I like taking responsibility and making things happen. • I don't hesitate to correct, to amend, to modify, or to confront others.
<p>Style Description – #4 Expressives Expressive are often perceived as aggressive, inspiring and emotional. They're seen as people who feel comfortable taking the social initiative, spending time engaging in friendly conversation before moving on to the task at hand and relying on feelings to help make decisions. They're seen as easily excitable and ready to share insights and dreams. They are often risk takers, competitive and spirited.</p>	<p>Phrases Expressives may use to describe themselves:</p> <ul style="list-style-type: none"> • I am assertive, inspiring and care deeply about things. • I tend to be fun-loving, entertaining and talkative. • I enjoy an audience and recognition. I don't mind being the center of attention. • I like to think in big picture and not worry too much about details. • I'm strategic, creative and inspirational. • I'm able to inspire and motivate others. I'm enthusiastic and ambitious. • I enjoy a creative exchange of ideas with others. • I am comfortable taking the social initiative, spending time engaging in friendly conversation before moving on to the task at hand. • I am a risk taker, competitive and spirited and sometimes I can get emotional when things are important to me.