

SOCIALSTYLE® & Versatility

Self-Perception

SOCIAL STYLE Self-Perception Profile

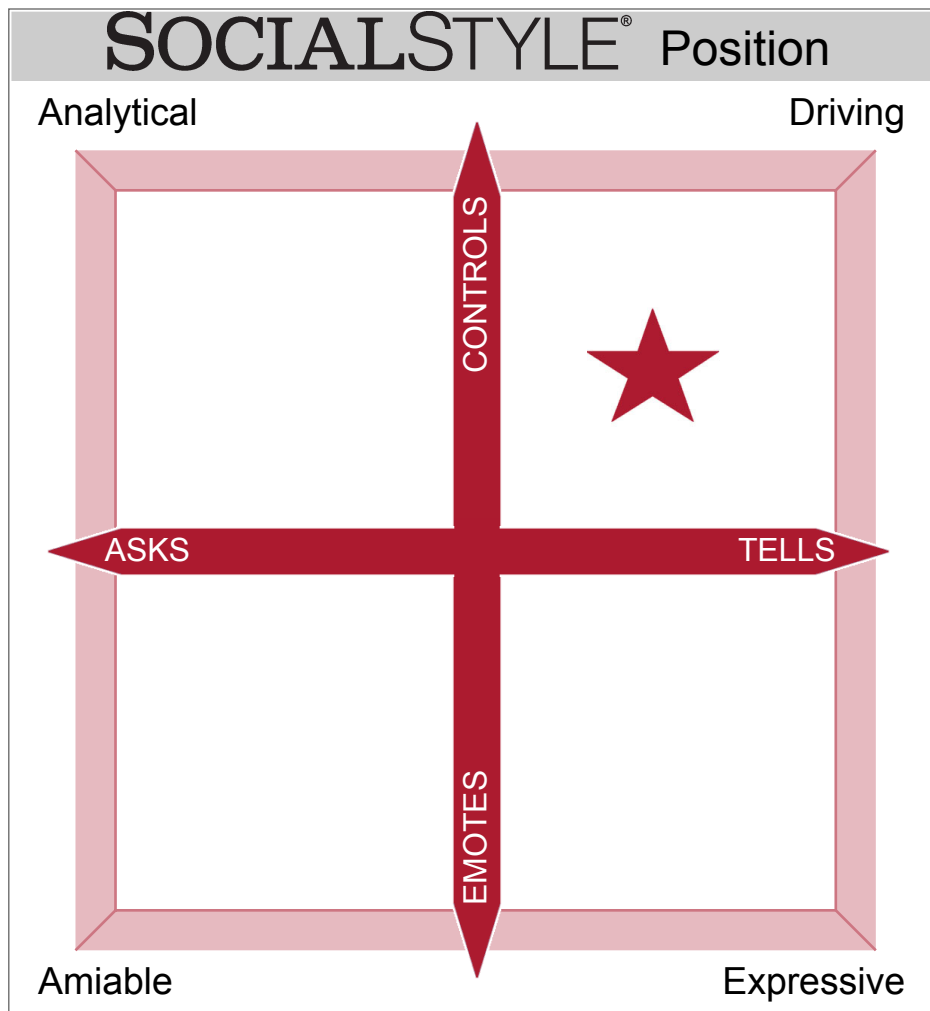
Prepared for:
Lars Dupont

By:
Sample Organization

Session:
Style at Work

UNIVERSAL

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Position: Driving

Review the Style narrative for the quadrant in which your SOCIAL STYLE score placed you. It will also be informative to review the other Style Categories.

DRIVING STYLE = Tell Assertive + More Controlled Behavior

People with a Driving Style appear to know what they want and seem to display little difficulty expressing their conclusions about anything that concerns them. Their slogan is "Let's get it done and get it done now." They tend to focus primarily on the immediate timeframe with little concern for past or future. Driving Style people appear swift, efficient, and to the point. They know what they want and become impatient with delays. They tend to show little concern for the feelings of others or for personal relationships. Some consider their actions harsh, severe, or critical, since they give such limited attention to relationships. Others may see this behavior as efficient and decisive. This style seeks control through the use of power in situations which might deny them freedom to act as they wish to achieve their perceived objectives.



AMIABLE STYLE = Ask Assertive + More Emoting Behavior

The Amiable Style person is relationship oriented. Amiable Style individuals interpret the world on a personal basis and get involved in the feelings and relationships between people. They prefer to get things done with and through others. The Amiable Style looks for personal motives in the actions of others. They may find it difficult to understand that some people react purely from the information at hand or the practicality of the situation or from a desire to make the future more interesting and exciting. The Amiable person's sensitivity for others often lends joy, warmth, and freshness to a social situation. They are often good team players. People tend to readily communicate and share with Amiable Style people. They frequently stick with the comfortable and the known. They tend to avoid decisions which might involve personal risks and conflict. As a result, they can appear slow or reluctant to change when the situation demands it.

ANALYTICAL STYLE = Ask Assertive + More Controlled Behavior

The Analytical Style person appears to live life according to the facts, principles, logic, and consistency one can find in reality. People with the Analytical Style tend to behave in ways that fit into their overall theory and ideas about the world. Others may view them as lacking enthusiasm or appearing cold and detached. They project the image of good planners, organizers, and problem solvers with the ability to work out tasks systematically. Because of their apparent concern for facts, logic and serious organization of thought, coupled with a desire to be "right," the Analytical Style often displays a reluctance to declare a point of view. They have a need to analyze all significant possibilities in an attempt to avoid any chance of making illogical or inconsistent decisions. A faith in principles appears to assume greater importance than personal gratification to an Analytical Style.

EXPRESSIVE STYLE = Tell Assertive + More Emoting Behavior

People with Expressive Style focus their attention on the future with intuitive visions and outspoken spontaneity. They can be seen as imaginative and creative as they interact with others. Expressive Style people can generate enthusiasm. Their behavior can be intensely stimulating, exciting, and fun for those who get caught up in their dreams. They tend to make decisions quickly based on how they feel about relationships. Some see Expressive Style behavior as flighty, impractical, and overly emotional. Because of their desire to act on opinions, hunches, and intuitions, rather than the hard facts, Expressive Style behavior can lead to mistakes and frequent changes in direction.

SELF-PERCEPTION

Congratulations on taking the first step toward understanding your behavior and improving your performance! The knowledge you gain from the Self-Perception Profile will help you understand your impact on others. In order to more fully understand your behavior, consider how others might view you. It is likely that others see you behaving somewhat differently. TRACOM Group's research has shown that over 50% of the time, self-perception is different from others' perception of your SOCIAL STYLE.

Critically consider your interactions with others and whether they are likely to view your behavior the same as you do.

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Versatility Self-Perception Profile

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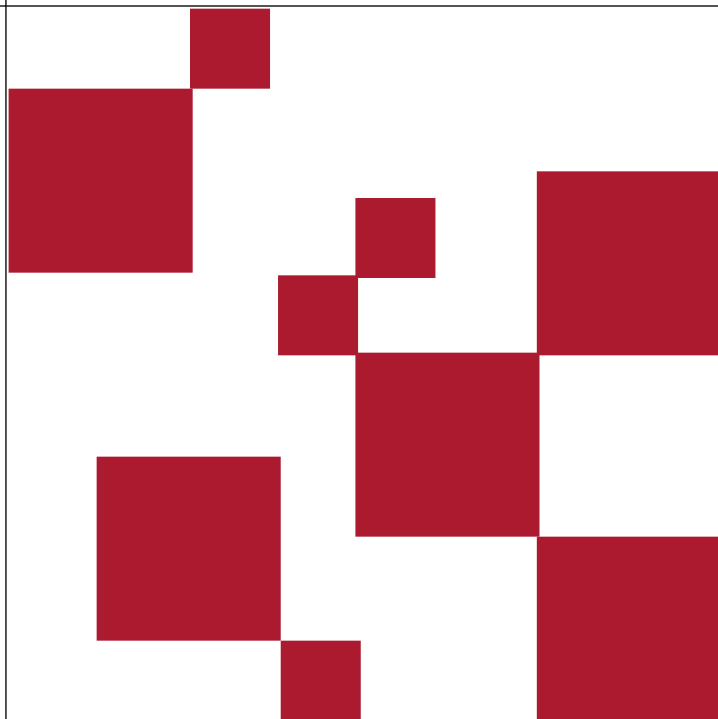
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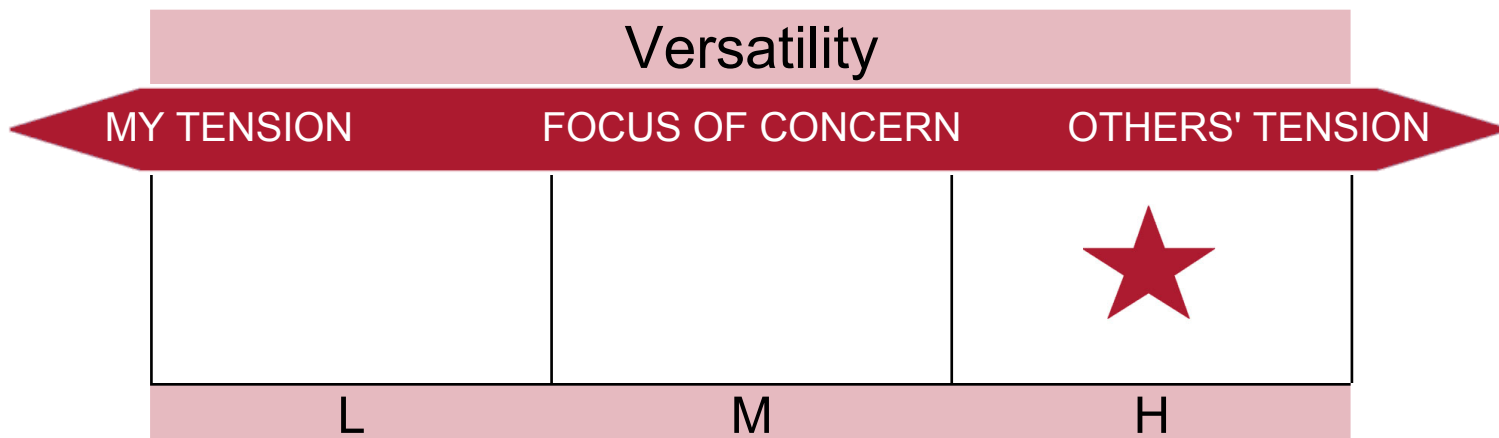


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Your Versatility



High Versatility

Your self-description indicates that you see yourself as successful at achieving a balance between focusing on your own needs and those of your co-workers. In most interactions, you most likely attempt to look out for the interests and comfort of others in a smooth, resourceful manner. You see yourself as effectively monitoring the impact your behavior has on others, which creates the impression that you are aware of others' needs.

VERSATILITY

TRACOM's research has shown that 65% of the population believes their Versatility is different from the way others evaluate them. This means that Versatility can be a critical blind-spot for many people. This is particularly true for people who have low Versatility. Our research found that 3 out of 4 people with low Versatility, as seen by others who rated them, saw themselves as having higher Versatility. Although your perception of your own Versatility can be informative, it is important to consider whether this is an accurate reflection of how your co-workers view you. Remember that behaving with Versatility requires constant effort and can change with different people and circumstances.