

## Social Style Test

Considerable body movement and/or uses hands freely	<b>B-B OR A-A</b>	Controlled, stiff, and/or limited body movement
Tends to lean back, not face to face in communication, occasional eye contact	<b>L-L OR R-R</b>	Tends to lean forward, faces others squarely-holds constant eye contact
Cool, distant, guarded in relationships	<b>A-A OR B-B</b>	Warm, friendly, and emotional in relationships
Quick, fast pace, strong, and/or demanding speech	<b>R-R OR L-L</b>	Deliberate, slow pace, quiet, and/or unassuming speech
Unresponsive facial expressions, more of a "poker face"	<b>A-A OR B-B</b>	Responsive, animated facial expressions, smiles and frowns
Communication is to the point, clear, definitive	<b>R-R OR L-L</b>	Communication is vague and indefinite
Actions are open, expresses opinions, little emphasis on specific details	<b>B-B OR A-A</b>	Actions are cautious, careful, with emphasis upon facts and specific details
Moderate use of voice, limited effort to take a stand, leaves situations unresolved	<b>L-L OR R-R</b>	Moderate voice to emphasize points, takes a stand, presses for a decision
Serious, thoughtful, and/or critical	<b>A-A OR B-B</b>	Playful, fun-loving, and/or bantering, joking around
Facial expressions suggests supportive, cooperative attitudes	<b>L-L OR R-R</b>	Facial expressions suggest dominant, competitive attitudes

Controls

L L L L L R R R R R

A

A

A

A

Analytical

Driver

A

A

A

A

A

A

Asks

Tells

B

B

B

B

B

Amiable

Expressive

B

B

B

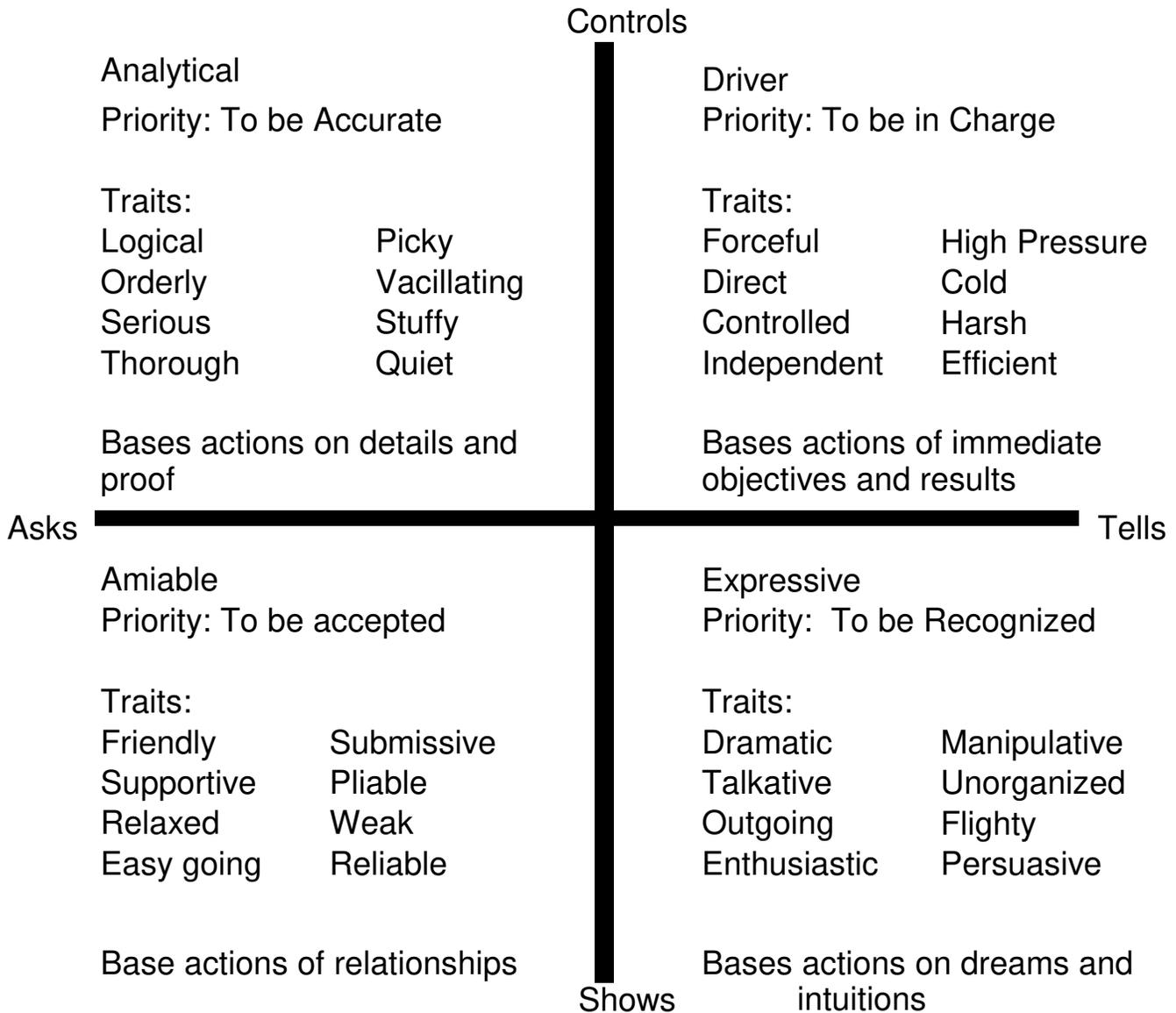
B

B

L L L L L R R R R R

Shows

## Four Major Social Styles Explained



## Four Social Styles

\_\_\_\_\_ Style: To be in charge

People with a driving style seem to know what they want and they want it right now. A driver is confident of his/her goals and is impatient with delays in reaching those goals. Drivers appear to disregard the past and the future; they want to concentrate only on the present. They tend to express their opinions and conclusions decisively and directly. Drivers react swiftly to problems or obstacles by using power. Drivers believe that if they have control of the situation, they can quickly attain their objectives. Some people feel that drivers show little regard for personal relationships and view the actions of drivers as high-pressured, cold and harsh. Others, however, view the actions of drivers as highly efficient.

\_\_\_\_\_ Style: To be recognized

The expressive person seems primarily concerned with dreams of the future. Expressives can involve others in their excitement about their ideas and plans. They appear to move rapidly from one activity or idea to another, striving to find the most compelling vision of the future. For this reason, they appear imaginative, and creative, and their behavior can often stimulate others. However, expressives are apt to make mistakes, because they act on hunches and intuitions --completely absorbed in an idea or vision, they can also quickly discard it once it ceases to excite them.

\_\_\_\_\_ Style: To be accepted

People with an amiable style seem to interpret the world on a totally personal level. They look for personal motivation behind every relationship. Thus, amiables may find it hard to accept that others can act from impersonal considerations- such as principles, expediency, or simply facts. In addition, the amiable style may be committed to personal beliefs and find it difficult to discard those beliefs, even in the face of facts and proof. Amiables tend to avoid unknown and risky situation. Yet, amiables are always concerned with how other people feel, thus lending personal warmth to any situation.

\_\_\_\_\_ Style: To be accurate

The analytical style is interested in objective data. Facts, principles, and consistency are extremely important. Analyticals want to be "right" and they often seem hesitant and even reluctant to reach a decision. The analytical may reason that a decision can't be made until all the possibilities have been considered. Thus analyticals may be seen as great organizers and administrators; they want to consider all the consequences as they approach tasks systematically. On the other hand, because analyticals are hesitant, they often seem lacking enthusiasm for the task at hand, and indifferent to the feelings of others.