

BEHAVIOR STYLES PROFILE

Instructions: Ask one or more of your family or friends (outside of work) to read the following behavior styles descriptions and tell you which description is more like you than the others.

DRIVER

Forceful. Results-oriented. Controlled. Clear objectives. Focuses on results rather than relationships. High sense of urgency. Knowledgeable and forceful in business decisions. Goal-oriented. Relies on information that supports results. Acts quickly and confronts issues directly. Expects people to listen carefully and respond in a timely manner. Serious. Formal posture. Restrained gestures. Rapid speech. Direct. Voice inflection varies little, usually only to emphasize important points.

EXPRESSIVE

Fast-paced. Outgoing. Enthusiastic. Tends to be guided more by vision than by facts. Establishes open, trusting relationships. Collaborates in finding and implementing quality solutions. Sees the big picture before probing for details. Futuristic. Holistic thinker. Inspiring. Direct and open. Energetic. Gestures that are open and wide. Voice that is loud and varied. Lively.

AMIABLE

Warm. Cooperative. Attentive. Generally gathers information and processes it with others before making decisions. Wants to establish strong, trusting relationships. Wants decisions supported by others. Careful but cooperative. People-oriented. Relies on others. Prefers interactive problem solving. Friendly and open. Relaxed posture. Slow speech. Pleasant and soft voice. Open and eager facial expressions.

ANALYTICAL

Detail-oriented. Deliberate. Well-organized. Listens and studies information carefully before weighing all alternatives. Lets others take the social initiative. Prefers an efficient, businesslike approach. Prefers information presented in systematic manner. Conservative and practical in business decisions. Relies on structural approach and factual evidence. Reserved. Few gestures. Proper speech. Formal posture and appearance. Deliberate rate of speech.