

# THE STYLES

## DOMINANCE STYLE

### STYLE DESCRIPTION

This person tends to:

**WANT immediate results**  
**ACT decisively**

The dominance style tends to be determined and assertive in meeting their needs through direction of others. This style, like all four, can range from more positive-to-negatively energized behavior which may be described as "decisive" at one end and "defiant" at the other extreme.

### MOTIVATION

Personal control through a direct style.

### FEAR

Being taken advantage of by others.

### EFFECTIVENESS

When **more** effective this style tends to be results-oriented, forceful and practical.

When **less** effective, this style is likely to be seen as overbearing, insensitive and distrusting.

**Increase** effectiveness by developing further patience through accepting themselves and others. This includes accepting the limitations each of us possess as part of our human nature.

## INFLUENCING STYLE

### STYLE DESCRIPTION

This person tends to:

**WANT contact with people**  
**ACT enthusiastically**

The influencing style tends to be entertaining and motivated to interact with others. They are people focused. This tendency can range from being "invigorating" at best to "impulsively" "Indiscriminate" when negatively motivated or distressed.

### MOTIVATION

Personal approval from others through a direct style.

### FEAR

Loss of influence with others.

### EFFECTIVENESS

When **more** effective, this style tends to be persuasive, spontaneous and accessible or open to others.

When **less** effective this style is likely to be overly-subjective, extremely emotional and superficial in their approach.

**Increase** effectiveness by developing additional tendencies towards being objective, analytical and organized in dealing with situations which do not naturally match the approach of their style.

## STEADINESS STYLE

### STYLE DESCRIPTION

This person tends to:

**WANT stability**  
**ACT systematically**

The steadiness style tends to approach situations in a slower, more planned manner which is more likely to insure known actions and results. This can take the form of "servicing" tendencies when positively motivated and at the other extreme, passive resistance through a "stern" response which involves holding onto what is already possessed and certain.

### MOTIVATION

Personal stability through an indirect style.

### FEAR

Loss of stability (such as predictable conditions, actions and relationships in their environment).

### EFFECTIVENESS

When **more** effective, this style tends to be deliberate, objective and consistent.

When **less** effective, this style is likely to be indecisive, overly-systematic in their concern about all details and procedures, and not expressive of their thoughts and feelings.

**Increase** effectiveness by developing greater comfort and ability to deal with required change in situations, including growth in their own level of assertiveness.

## CAUTIOUS STYLE

(Compliance to Their Standards)

### STYLE DESCRIPTION

This person tends to:

**WANT accuracy**  
**ACT cautiously**

The cautious style tends to be precise, reserved and concerned with the appearance of conditions. This combines to explain their motivation by self-direction through an approach which tends to involve compliance to critical conditions (situations, individuals, work relationships). This can lead to difficulties if not resolved or otherwise controlled. This style can range from being "contemplative" and appearing courteous at best, to being excessively "critical" at their worst.

### MOTIVATION

Accuracy in achieving their goals through an indirect style.

### FEAR

Criticism of their efforts or actions by others.

### EFFECTIVENESS

When **more** effective, this style tends to be creative, inquisitive and discrete.

When **less** effective, this style is likely to be seen as overly-perfectionistic, "nitpicking," overly-demanding of themselves and others and detached or aloof.

**Increase** effectiveness by developing further acceptance of the realistic limitations on us. This is part of an attitude of increasing progress towards approximating the perfection which they desire to achieve.

# SOME PHYSICAL ATTRIBUTES OF THE FOUR PERSONALITY STYLES

DIRECT <sup>L</sup>	OPEN <sup>O</sup>	INDIRECT <sup>C</sup>	SELF <sup>B</sup> CONTAINED
<p>Firm Handshake Clean Cut Very Punctual Very Competitive Neat/Organized 'Doesn't dress Flashy Direct Eye Contact Very Controlling Moves into space of others Type A person Goal Oriented Very Decisive/ Direct Not a good listener Unpredictable Risk taker</p>	<p>Flashy Messy Smiles a lot Confident walk Lot of facial Expressions Closeness with people Fidgety Talks quickly &amp; loudly In the middle of a crowd Lots of pictures framed differently Likes variety Lots of Post-it notes Misplaces things Always in a hurry-gets off track Clutter Lot of undone jobs Spontaneous</p>	<p>Very sensitive Holds grudges-never forgets Lots of family pictures Close knit group of friends Indecisive Will do anything to prevent conflict Relaxed body language Casual pace Very complimentary to others Sympathetic Dependent Rely on values and morals Good eye contact Creative</p>	<p>List makers Closed body language/arms crossed Organizes thoughts Dresses conservatively Calm expressions/ doesn't show emotion Monotone voice Neat and organized with personal dress Very structured Plans and maps out trips Pack rat Separates business &amp; pleasure</p>