

STYLE RELATIONSHIPS AT WORK: VERSATILITY & GOALS

Versatility is vital along with understanding the needs and motivations of others. If people get “stuck” in their styles and if they become rigid, relationships suffer and a toxic relationship can develop. Consider how to modify your behavior, strive for versatility and reach goals when working with other styles. Working with someone who is the same style as you does not ensure smooth relations. Transactions with opposite styles can be very positive when both individuals work toward being versatile.

Your style →	Analytical	Driving	Amiable	Expressive
Other person is: Analytical	SAME STYLE: If you have the same goals you may get bogged down in details without reaching goals. You may run behind schedule if you don't focus on the goal. If you have differing goals, you can quickly reach a stalemate and all progress may stop. Two Analyticals at odds may clam up.	You may get very aggravated with this individual if it takes too long to make decisions. Fight your desire to control the situation. Hear the Analytical out because this person has probably investigated details you haven't thought about. Listen more and avoid the desire to interrupt.	You are both more reserved than the other 2 styles and this can lead to delays in decision-making. You may get bogged down in details and the process. State your opinions and do it without emotion. Provide detailed information and be organized when working with the Analytical.	YOUR OPPOSITE STYLE: Get your emotions and energy in check when you work with an Analytical. Be prepared with facts and figures. Don't overwhelm this person ... listen more and keep your eye on the goal. Together you have the facts and the energy to accomplish a great deal.
Other person is: Driving	Though you both relate easily to data, you operate very differently. You will need to speed up and get to the point quickly or the Driving style will want to take control of the situation to move toward goals. Provide bottom line information first, and then fill in details as needed...	SAME STYLE: If you have the same goals, you can accomplish a great deal. However a team of driving styles can overwhelm others with your energy and assertive behavior. If you have different goals then sparks can fly causing distress for other team members. Slow down a bit!	YOUR OPPOSITE STYLE: You must be more assertive with this person to earn his respect. State opinions with confidence and be decisive. Speak up and when you do get to the point. Don't talk around a subject, be more direct. Keep focused on the goals and keep feelings out of the process.	You both operate quickly. However the Driving person is more focused on the goal. Be careful of going off on tangents because the Driving style can become aggravated with this behavior. Keep emotions out of the interactions. Together your speed can overwhelm the other styles. Slow down!
Other person is: Amiable	You both are reserved. However, the Amiable may see you as cold because you do not readily express your feelings. The amiable wants you to be more empathic. Let this person know where you stand and do it in a caring manner. Working together you may take too long to make decisions and reach goals.	YOUR OPPOSITE STYLE: You may see this person as passive because you assert yourself so easily. Don't steamroll - a strong personality can shut the Amiable down and you won't know where you stand. Slow down and listen when you work. Encourage this person to communicate, then don't interrupt.	SAME STYLE: Your shared caring manner may be pleasant but you may not accomplish a lot if you don't keep focused on your goals. You can get behind if you aren't making decisions. When you share the same opinions you get along well. If opinions differ you may both clam up and this can lead to problems.	You are both people oriented, but the Amiable is more reticent to express feelings as readily as you. You need to soften your approach a little and be less blunt with this person. If this person is hurt by what you say, he will not tell you, but relationships will suffer. Be sensitive to the Amiable's needs and listen more!
Other person is: Expressive	YOUR OPPOSITE STYLE: You may feel at odds with this person or dislike the communication methods. Recognize the creative ideas they bring. Your different strengths balance each other. The Expressive may get irritated when you don't state your opinions. Let the Expressive know how you feel.	You both operate fast, but you are more focused and less emotional than the Expressive. Sparks can fly between these 2 styles if efforts aren't made to understand the strengths each brings. Listen more and value the creativity and enthusiasm that the Expressive brings to the equation.	You are both people-oriented, but the expressive is less restrained. If you are overly sensitive, you can be overwhelmed by the Expressive. Loosen up a little more and don't be shocked by his assertive behavior. Express your opinions and feelings more openly. Be more direct and decisive.	SAME STYLE: If you share opinions or goals you can be powerful in influencing others, but you can also be overwhelming! If you disagree, you can become overly emotional and your behaviors can have a toxic effect on others. Be careful you don't spin out of control. Stay on track and focus on goals.