

Determining Your Social Style

Ask Characteristics	Tell Characteristics
<ul style="list-style-type: none"> <input type="checkbox"/> Less assertive, more introverted <input type="checkbox"/> Outward response under stress: flight <input type="checkbox"/> Driving emotion and motivation under stress: fear <input type="checkbox"/> Communicates hesitantly <input type="checkbox"/> Lower quantity of talk <input type="checkbox"/> Pace of speech: slower <input type="checkbox"/> Speech volume: soft <input type="checkbox"/> Body movements: slow and deliberate <input type="checkbox"/> More tentative and less forceful <input type="checkbox"/> Reserves opinions <input type="checkbox"/> Less confrontive <input type="checkbox"/> Nonaggressive <input type="checkbox"/> Thoughtful decisions <input type="checkbox"/> Will not pressure people for decisions <input type="checkbox"/> Patient <input type="checkbox"/> Not a huge risk-taker <input type="checkbox"/> Avoids the use of power if at all possible <input type="checkbox"/> Attentive listener 	<ul style="list-style-type: none"> <input type="checkbox"/> More assertive, more extroverted <input type="checkbox"/> Outward response under stress: fight <input type="checkbox"/> Driving emotion and motivation under stress: anger <input type="checkbox"/> Readily communicative <input type="checkbox"/> Higher quantity of talk <input type="checkbox"/> Pace of speech: faster <input type="checkbox"/> Speech volume: louder <input type="checkbox"/> Body movements: fast and rapid <input type="checkbox"/> Less tentative and more forceful <input type="checkbox"/> Shares opinions easily <input type="checkbox"/> More confrontational <input type="checkbox"/> More aggressive <input type="checkbox"/> More decisive <input type="checkbox"/> Will pressure people for decisions <input type="checkbox"/> Impatient <input type="checkbox"/> More of a risk-taker <input type="checkbox"/> Will use personal and positional power <input type="checkbox"/> Has difficulty listening

I see myself as more asking.

I see myself as more telling.

Task Characteristics	Relationship Characteristics
<ul style="list-style-type: none"> <input type="checkbox"/> Dress: more formal <input type="checkbox"/> Topics of speech: current issues and tasks at hand <input type="checkbox"/> Body posture: more rigid <input type="checkbox"/> Facial expressions: more controlled <input type="checkbox"/> General attitude: more toward the serious side <input type="checkbox"/> More reserved <input type="checkbox"/> Controlled and guarded emotions <input type="checkbox"/> Filled with facts and data <input type="checkbox"/> Less interested in small talk <input type="checkbox"/> Decisions are fact-based <input type="checkbox"/> Disciplined about time <input type="checkbox"/> Strict and disciplined about rules <input type="checkbox"/> Restrained and guarded when sharing opinions <input type="checkbox"/> Hard to get to know, keeps distance from people <input type="checkbox"/> Preoccupied 	<ul style="list-style-type: none"> <input type="checkbox"/> Dress: more informal <input type="checkbox"/> Topics of speech: people, stories, and anecdotes <input type="checkbox"/> Body posture: more relaxed <input type="checkbox"/> Facial expressions: more animated <input type="checkbox"/> General attitude: more toward the playful side <input type="checkbox"/> More outgoing <input type="checkbox"/> Free to share emotions <input type="checkbox"/> Filled with opinions and stories <input type="checkbox"/> More interested in small talk <input type="checkbox"/> Decisions are feeling or gut-based <input type="checkbox"/> Less disciplined about time <input type="checkbox"/> More permissive and lenient about rules <input type="checkbox"/> More impulsive and forceful when sharing opinions <input type="checkbox"/> Easy to get to know, does not keep distance from people <input type="checkbox"/> More carefree

I see myself as more task-oriented.

I see myself as more relationship-oriented.

Chart 1 _____ / _____ Chart 2

Ask/Task ANALYTICAL	Tell/Task DRIVER
Ask/Relationship AMIABLE	Tell/Relationship EXPRESSIVE