

SOCIAL STYLE

The objective of this module is to help participants understand their own social style as well as that of their teammates, leading to an increased ability to work together effectively during both normal times as well as periods of stress. Based on the work of Robert and Dorothy Bolton, our model examines **two dimensions of human behavior: assertiveness, and responsiveness**. The crossing of these two criteria offers us **four possible styles: analytical, driver, amiable, and expressive**. A quick assessment – delivered on site and completed in approximately five minutes or done online ahead of time – allows each participant to identify their particular style. After each participant identifies their style we engage in a series of activities to help team members understand what each type brings to the table and how to best engage with the various types.

A fun exercise has participants work together in their style-alike groups to create a poster that represents their view of leadership, which we then share via a “gallery walk.” The posters from each of the four types tend to vary dramatically, and a follow-on reflection piece generates a broader conversation about differing views on leadership and performance as it relates to each style. After more detail on the model, participants engage in another group activity whereby they **identify flexes** they can make to work best with other styles, as well as their requests of flexes the other styles can make to work best with them. A final piece considers the **effect of stress** on each style and strategies for mitigating potentially harmful behaviors when under stress.

In the end, participants leave with a better understanding of their own style, tools for recognizing the styles of others, suggestions for how they can flex to work best with others, and strategies to recognize and mitigate the effect stress can have on each style.

