



VALUE-ABILITY

Social Styles: Strengths and Weaknesses

EMOTES

AMIABLES (BASE NEED: SAFETY)

Strength:

- Very aware of distracting feeling/attitudes of others.
- Listen effectively.
- Remember to acknowledge advisors for a job well done.
- Tend to follow-up effectively on agreements made if no confrontation involved.

Weakness:

- May ignore business/task issues, get caught up in sympathy.
- May not address most improvable statistic, feeling rather than fact-oriented.
- May not get at the most improvable behavior underlying a most improvable statistic.
- May not identify the key issue and resolve it.
- Have difficulty with direct/tough messages.
- May not charge others up/tend to be low-key.
- May get off the track talking about irrelevant issues.

(BASE NEED: RECOGNITION) **EXPRESSIVES**

Strength:

- Focus well on business/task issues
- Have no difficulty with direc/tough messages
- Follow-up effectively on agreements made.

Weakness:

- May "forget" to have one on one meetings.
- Often ignore distracting feeling/attitudes of others.
- Do not listen well, too busy talking.
- May not address most improvable statistic.
- May not get at the most improvable behavior underlying a most improvable statistic.
- May not identify the key issue and resolve it.
- May ignore business/task issues.
- Have difficulty with direct/tough messages.
- Tend not to follow-up effectively on agreements made.
- May get off the track talking about irrelevant issues.

RESPONSIVENESS

ASKS

ASSERTIVENESS

ASSERTIVENESS

TELLS

Strength:

- Focus well on data/task issues.
- Have no difficulty with direc/tough messages.
- Follow-up effectively on agreements made. Highly structured and systematic.

Weakness:

- May confuse data and rules for business issues.
- Often ignore distracting feeling/attitudes of others.
- Do not listen well, give the impression that they don't care.
- May not get at the most improvable behavior underlying a most improvable statistic.
- May not identify the key issues and resolve them.
- May not remember to acknowledge others for a job well done.
- May not charge others up/get them enthusiastic.

Strength:

- Focus well on business/task issues
- Have no difficulty with direc/tough messages
- Follow-up effectively on agreements made.

Weakness:

- Often ignore distracting feeling/attitudes of others.
- Do not listen well, give the impression that they don't care.
- May not get at the most improvable behavior underlying a most improvable statistic.
- May "not have time" to have one on one meetings.
- May not remember to acknowledge others for a job well done.
- May not charge others up/get them enthusiastic.

RESPONSIVENESS

ANALYTICALS (BASE NEED: TO BE RIGHT/CORRECT)

(BASE NEED: CONTROL) **DRIVERS**

CONTROLS

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