### Social Styles: Strengths and Weaknesses

**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.

**EXPRESSIVES** *(BASE NEED: RECOGNITION)*

**Strength:**
- Focus well on business/task issues
- Have no difficulty with direct/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.

**ASKS**

**ASSERTIVENESS**

**Strength:**
- Focus well on data/task issues.
- Have no difficulty with direct/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.

**EXPECTS**

**ASSERTIVENESS**

**Strength:**
- Focus well on business/task issues
- Have no difficulty with direct/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.

**ANALYTICALS** *(BASE NEED: TO BE RIGHT/CORRECT)*

**Strength:**
- Focus well on data/task issues.
- Have no difficulty with direct/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.

**DRIVERS** *(BASE NEED: CONTROL)*

**Strength:**
- Focus well on business/task issues
- Have no difficulty with direct/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.

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*For listeners of the Value-Ability Podcast - on the web at value-ability.com*