

WATCH & REVIEW | Pre-Work Candid Conversations

Completing this pre-work allows us to take the knowledge and information and focus on debriefing and applying. Allow yourself approximately 30-minutes before the workshop to review the following. Take notes, captures questions you want to ask in the large group, and bring your notes to the upcoming session.

How you show up matters

As you know from your own experiences, people approach their work in a variety of different ways. Some people think and act quickly, while others take more time; some people are more friendly and sociable, while others are more reserved. Oftentimes these differences in “work style” lead to misunderstanding, mistrust, and frustration – not to mention lowered productivity and poor results.

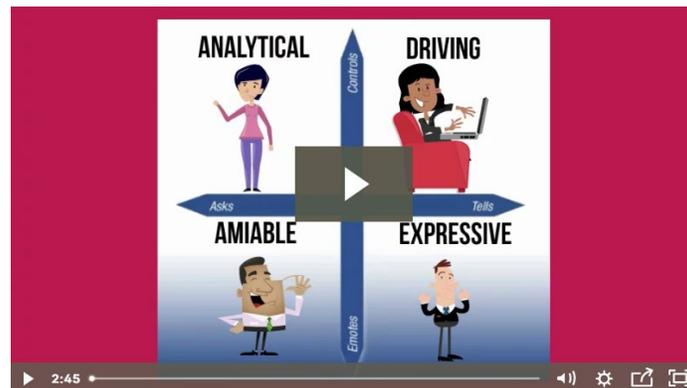
The Social Styles Model was created by Roger Reid and John Merrill, two industrial psychologists in the early 1960’s. There are two dimensions: **Assertiveness** and **Responsiveness**. In addition, the model takes into account the following:

How we **Relate to Others**

How we **Use our Time**

How we **Make Decisions**

What is Social Style?



**** Please note:** When using models or frameworks to describe general behavioral tendencies, it's important to note - these are not absolute. Descriptors are general in nature and ****might**** describe behavior. Social styles are just one data point that might help us connect more easily while building productive and healthy relationships with colleagues.

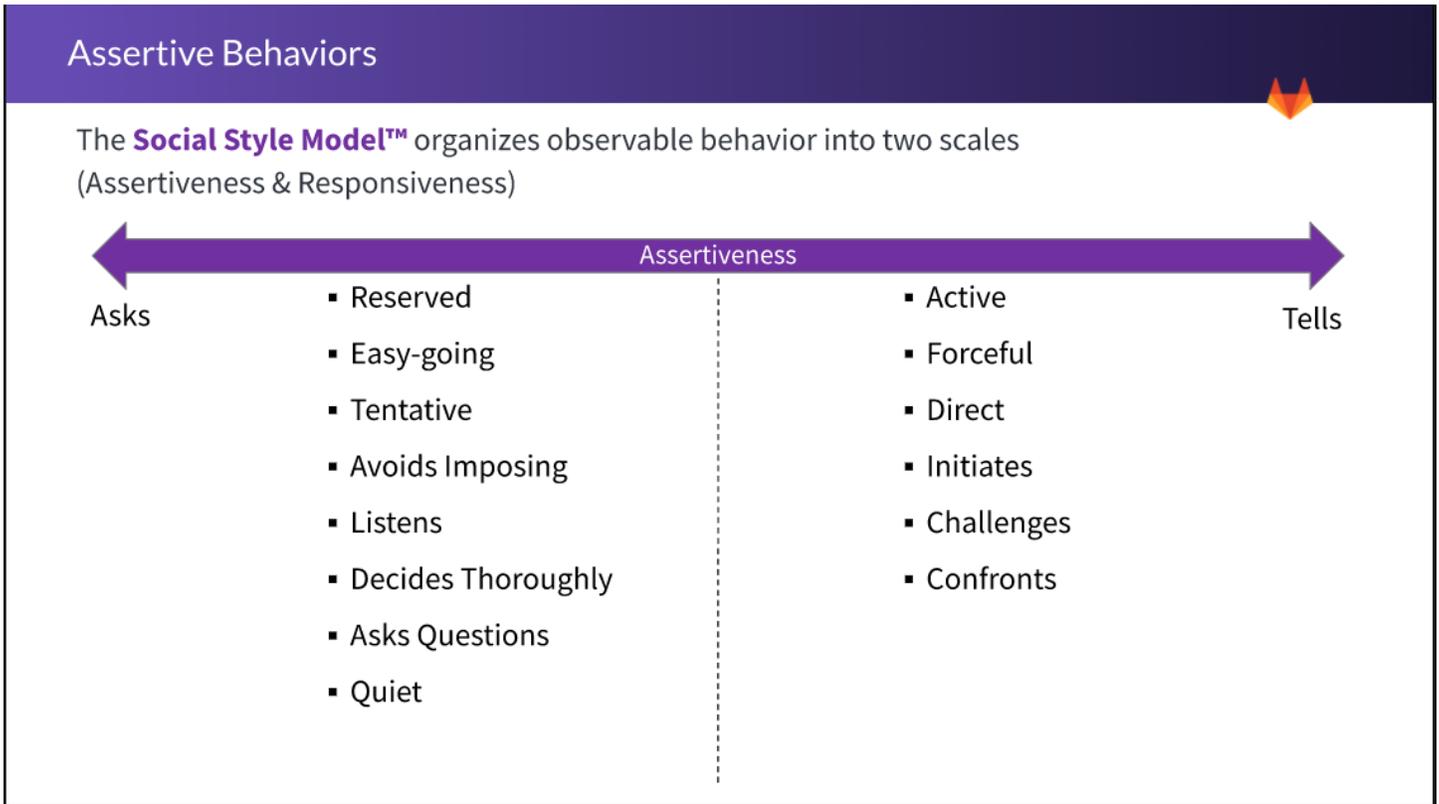
In our session - we'll talk more about this using the **Zip Code Approach**

Remember...

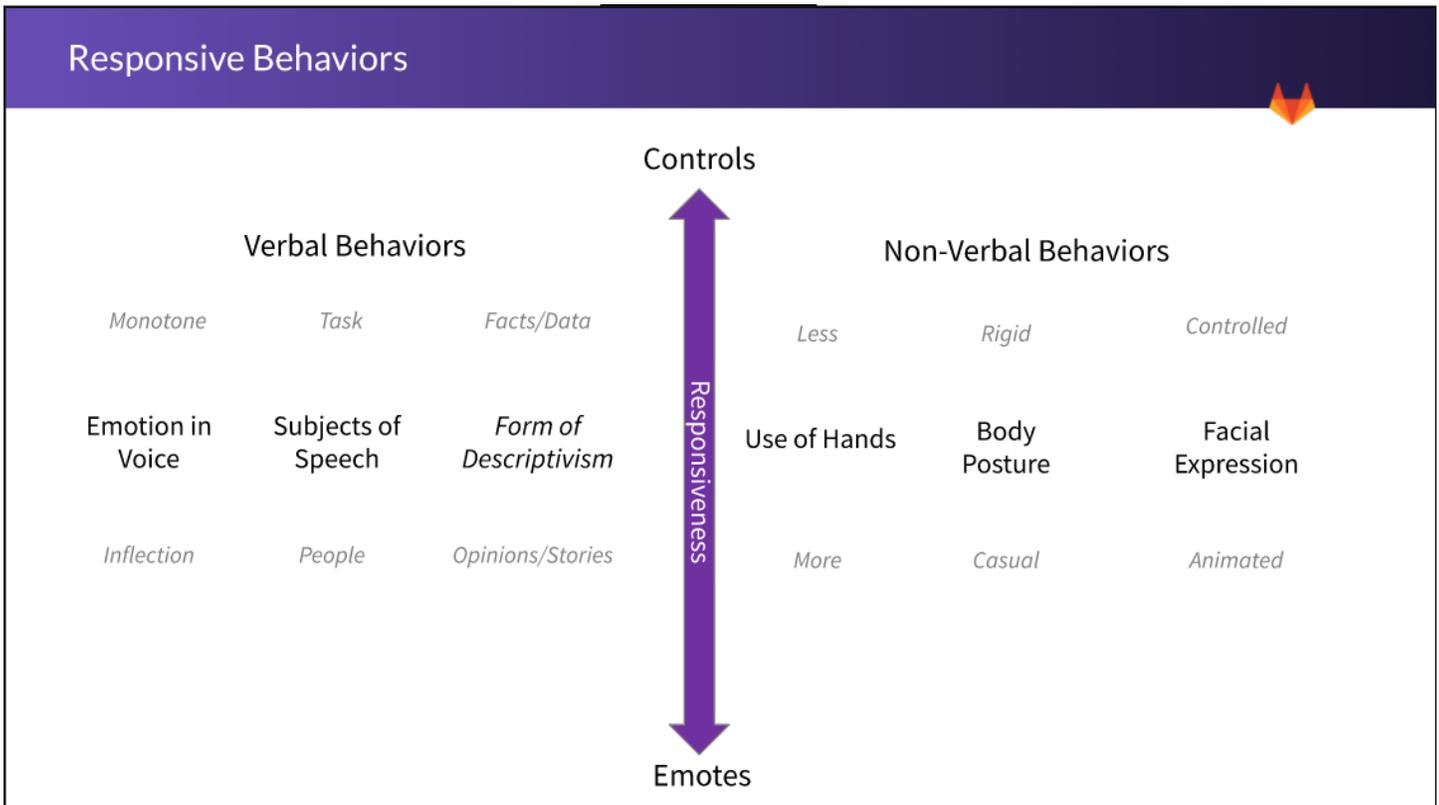
- All styles are successful and get results. Each has its areas of strengths and potential weaknesses when over-used.
 - We all have a style range and the ability to flex or adapt to the situation.
 - The Social Styles model identifies some predictable patterns of actions that others can easily observe and agree upon when describing one’s behavior. These actions, or behaviors, are determined by what we say or do. They don’t provide the rationale or reasoning behind why we express these actions.
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Scales of Behavior

ASSERTIVE: Dimension of behavior that measures the degree to which others perceive a person as tending to ask or tell in interactions with others. (Ask versus Tell)

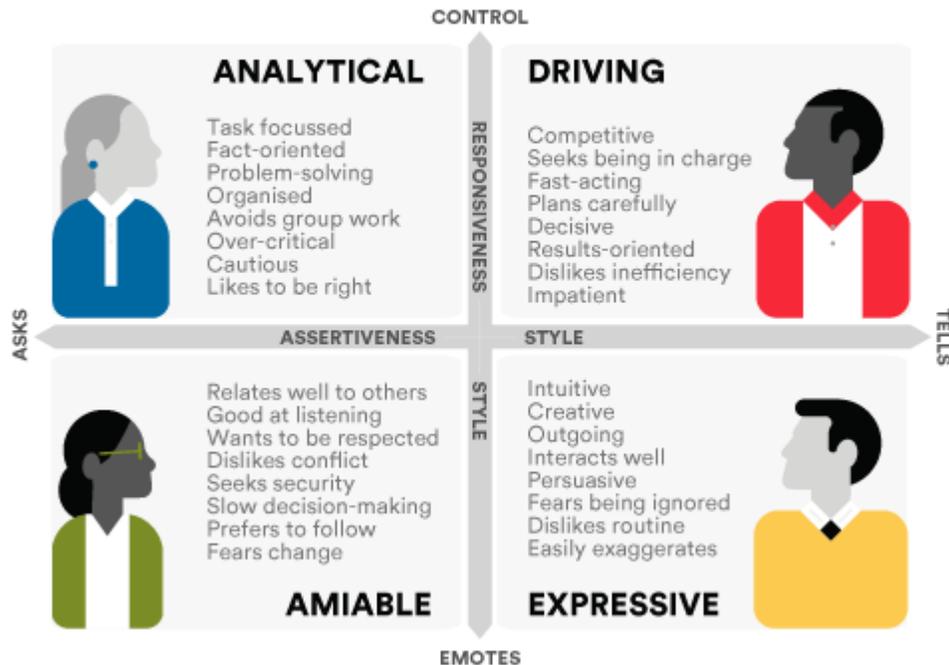


RESPONSIVE: Dimension of behavior that measures the degree to which others perceive a person as tending to control or display their feelings and emotions when interacting. (Control versus Emotes)



General Behaviors of Each Style

DAVID MERRIL AND ROGER REID'S SOCIAL STYLES MODEL



Action Steps:

1. Recognize the Social Style most prominent in others. Click on each link for more descriptors.

[Analytical](#)

[Driving](#)

[Amiable](#)

[Expressive](#)

2. Modify your own Social Style to meet them where they are at.

Use the chart on the next page as a guide.

OPTIONAL: Quick, Online Social Styles Inventory

Grab a pencil and paper to tally your answers.

This [link](#) provides you a quick, 18-item, quiz you can take that might help you indicate which Social Style you gravitate towards. You could also use this resource to engage your team in a mini-Social Styles discussion.

Working with Other Styles

Below are some additional strategies for People Leaders to help you personalize and adapt your own leadership and management style while considering the Social Style of others. Once you know the styles of your team you can tailor interactions and communications with them to strengthen relationships.

The left-hand (yellow) side represents your style while the top (blue) represents the style of others. A good leader meets their team where they are at - the behaviors below are one's to consider:

	Driving	Expressive	Amiable	Analytical
Driving	Maintain peer status, share the responsibilities of leadership	Shift your focus to a more general outlook, be less formal	Slow your pace and focus more on the relationships	Focus on some detail in relation to the goals
Expressive	Shift focus more on the goal, fewer generalities. Be a little less casual	Listen more, take notes, don't try to outtalk each other	Slow your pace and focus more on the relationship	Focus on some detail in relation to the goals
Amiable	Shift focus more on the goal, fewer generalities	Pick up the pace, focus less on the relationship	Focus more on the issues at hand and less on popularity and networking	Focus less on the relationship and more on details
Analytical	Pick up the pace and focus less on details and more on the goal	Focus a little less on detail. Be a little more casual	Focus a little more on the relationship. Be more casual	Try to look at ideas more objectively. You both need to be right.

What Do You Think?

Take a couple minutes and capture some notes to help prepare for our workshop together.

- What Social Style might best describe your natural tendencies of communication? What data or evidence do you have that supports that perspective?
- What do you believe to be a few key strengths of your style and the role you play on campus? What might be some areas of caution, as it relates to your style and role on campus?
- How does your Social Style influence how you engage in candid conversations?