

Leadership Communication & Behavior Styles At-A-Glance

These are generalizations and many people will exhibit some amount of any number of these styles. However, everyone will more strongly exhibit characteristics of one style over all the others, especially under stressful or confrontational conditions. Recognizing and understanding which style you have and which ones you are managing on your team will help you motivate and communicate with them.

<p>Driver-direct, demanding facts, motivated, goal-oriented, seen as aggressive and assertive</p> <ul style="list-style-type: none"> ○ High Formal ○ High Tell ○ Control specialists ○ Decisive in action and decision making ○ Likes control; dislikes inaction ○ Prefers maximum freedom to manage self and others ○ Cool, independent, and competitive with others ○ Low tolerance for feelings, attitudes, and advice of others ○ Works quickly and impressively alone ○ Seeks esteem and self-actualization ○ Has good administrative skills 	<p>Analyzer-organized, astute, loves facts and intricate details, can be seen as pessimistic, usually more serious, want facts before deciding</p> <ul style="list-style-type: none"> ○ High Formal ○ High Ask ○ Technical specialists ○ Likes organization and structure ○ Dislikes involvement ○ Asks specific questions ○ Prefers objective, task-oriented, intellectual work ○ Wants to be right, so collects much data ○ Works slowly, precisely, and alone ○ Seeks security and self-actualization ○ Has good problem-solving skills
<p>Promoter-enthusiastic, people-driven, talk about personal lives, will detail a project from start to finish, passionate and engaging, effective interpersonal communication, easily sidetracked</p> <ul style="list-style-type: none"> ○ High Informal ○ High Tell ○ Social specialists ○ Spontaneous actions and decisions ○ Likes involvement ○ Exaggerates and generalizes ○ Tends to dream and get others caught up in those dreams ○ Jumps from one activity to another ○ Works quickly and excitedly with others ○ Seeks esteem and group identification ○ Has good persuasive skills 	<p>Supporter-calm, cool, and collected; easily likeable, low-maintenance, excellent interpersonal communication skills, most common in the workplace, excel at conflict-resolution</p> <ul style="list-style-type: none"> ○ High Informal ○ High Ask ○ Support specialists ○ Slow in making decisions or taking actions ○ Likes close, personal relationships ○ Dislikes interpersonal conflict ○ Supports and actively listens to others ○ Weak in goal setting and self-direction ○ Seeks security and identification with a group ○ Has good counseling and listening skills