

<p>Analytical Style (serious & exacting) – Accountancy; IT; Engineering <i>“Don’t rush me, I’m thinking!” “Just the facts!”</i></p> <ul style="list-style-type: none"> • Have a strong need to be right • Tend to focus on processes and procedures • Typically speak slowly and deliberately • Quiet, reserved, can seem cool, distant, detached and unenthusiastic • Formal, stiff, proper • Precise, specific • Slow to make decisions • Cautious, careful, thorough • Base decisions on logic and reasoning • Disciplined in their use of time • Cautious about personal involvement with others • Likely to live according to facts, principles, processes, logic and consistency • Dependable, thorough, persistent • Not competitive; dislike conflict • Can be hesitant for fear of being wrong • Focus on the past 	<p>Driving Style (strong-willed and emotionally controlled) – Management <i>“Fire, ready, aim!” “Just do it!”</i></p> <ul style="list-style-type: none"> • Task, action and results orientated • Decisive • Persistent; tenacious • Thrive on challenges • Focus on immediate goals and objectives (rather than the past or future) • Willing to take calculated risks • More interested in “what” and “when” than “who”, “why” or “how” • More likely to be persuaded by arguments based on facts and logic • Make decisions quickly; impatient with delays • Tend not to display their emotions openly • Can appear cool, aloof, formal, independent in relationships with others • Will challenge others’ ideas and views • Can be argumentative and overbearing • Tend to be poor listeners
<p>Amiable Style (easy-going and supportive) – HR & Teaching <i>“Hey, remember there are people here!”</i></p> <ul style="list-style-type: none"> • Strong need for personal security • The most people-orientated of the four Syles • Focus on relationships • Like to be secure in their relationships with others • Avoids decisions that could involve conflict in relationships • Informal, casual, easy-going • Approachable, friendly • Open with their feelings, emotions and personal information • Loyal and trustworthy • Effective social networkers • Slow to decide; base decisions on impact on relationships • Likes to work with others • Considers others’ needs and feelings (more than facts or data) • Forgiving of others • Undisciplined in use of time • Focus on the present 	<p>Expressive Style (more outgoing & dramatic) - Marketing, Sales, Performing Arts <i>“It’s show time! Let me entertain you!”</i></p> <ul style="list-style-type: none"> • Stimulated by positive response from others: acknowledgement; compliments; laughter; applause • Like involvement, brainstorming, interacting with others; team players • Dislike being alone • Spontaneous, fast-paced, reactive, impulsive • Enthusiastic, optimistic, fun • Persuasive, • Open with feelings, communicative, warm • Like to build relationships with others • Likely to be trusting of other people • Tend to be perceptive of situations and others’ feelings • Exaggerate; dramatic • Generalise, dream, focus on the future • Short attention span; jump from one activity to another; start projects, let others finish • Dislike control, details, complexity • Uncomfortable with conflict, aggression and anger