



SOCIAL STYLE SELF PROFILE

Social Styles... Open more doors!

Thank you for downloading Wilson Learning’s Social Style Self Profile – you are just a few minutes away from discovering your own Social Style!* The profile is easy to use, simply circle or note down the number or letter in **each** of the scales below that best represents how you perceive yourself – then total the number of times that each letter and number is circled and note this down on the next page – that’s all there is to it!

I Would Best Describe Myself As:

GO ALONGTAKE CHARGE D C B A	COLD.....WARM 1 2 3 4
QUIET.....TALKATIVE D C B A	CALM.....EXCITABLE 1 2 3 4
SUPPORTIVE.....CHALLENGING D C B A	RESERVED.....ANIMATED 1 2 3 4
COMPLIANT.....DOMINANT D C B A	TASK-ORIENTED.....PEOPLE-ORIENTED 1 2 3 4
ASKS QUESTIONS.....MAKES STATEMENTS D C B A	EYES SERIOUS.....EYES FRIENDLY 1 2 3 4
CO OPERATIVE.....COMPETITIVE D C B A	TALKS ONLY BUSINESS.....PERSONAL FEELINGS 1 2 3 4
INTROVERTEDEXTROVERTED D C B A	RESERVED.....OUTGOING 1 2 3 4
SLOW, STUDIED.....FAST PACED D C B A	WANTS/ USES FACTS.....WANTS/ USES OPINIONS 1 2 3 4
LOW-ASSERTIVE.....HIGH-ASSERTIVE D C B A	NOT EMOTIONAL.....EMOTIONAL 1 2 3 4
CONSTRAINED.....OPEN D C B A	LOW RESPONSIVENESS.....HIGH RESPONSIVENESS 1 2 3 4



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* Our Social Style Self Profile is just for fun... It is based on your own perception of yourself, which can often be very different to others' perceptions of you! Wilson Learning's Social Style Programme uses a validated, multi-rater profile instrument whereby 5 independent give their perceptions of the participant to generate a **true** Social Style Result and, importantly, a 'Versatility' score.

Totals

Total the number of times that *each* letter and *each* number is circled on your Social Style profile, then put together the **largest number of letters** and the **largest amount of numbers** to determine your score, for example:

Scale 1: D = 0, C = 2, **B = 5**, A = 3 Scale 2: 1 = 0, 2 = 0, 3 = 4, **4 = 6** Profile would be 'B4'

Your Profile:

D _____ C _____ B _____ A _____
 1 _____ 2 _____ 3 _____ 4 _____

The largest number of letters and numbers represent an *approximation* of your social style by verbal and non-verbal behaviours. Determine your *approximate* social style by plotting your score on the matrix below.

For example: A score of 'B4' would determine your overall Social Style to be 'Expressive'.

Your profile 'result' may even place you between two social styles – for example, a score of 'C/B2' would make you an 'Analytical Driver'. At Wilson Learning we call this your 'main' and 'sub-quadrant' Social Style and our validated Social Style Profiling provides this level of analysis for every user – If you are intrigued and would like to be officially profiled – with feedback on your style and your versatility score - contact europa.marketing@wilsonlearning.co.uk for more information!

	D	C	B	A
1	Analytical		Driver	
2				
3	Amiable		Expressive	
4				



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But, in truth, the social style you are is **not** the most important part. The value of *Social Styles* is in understanding your own style and how versatile you are in working with others. Wilson Learning's Social Styles programme shows you how to identify others' social styles and, based on an understanding of your own and others' styles, modify your own behaviours to communicate more easily and effectively with others within your real work environment, allowing you to immediately use this knowledge to develop more effective and productive relationships.

For now, so you can discover a little more about yourself, take a look at the snapshot profiles of an Analytical, Driver, Amiable and Expressive social style... For more information about Social Styles and what it can do for your and your organisation, contact Wilson Learning today!

The Results!

THE 'ANALYTICAL'

Analyticals are often perceived as deliberate, thorough, and logical, and as listeners who follow procedures, carefully weigh all alternatives, and remain steadfast in purpose. They are seen as disciplined, independent, and as people who are likely to let others take the social initiative.

They tend to be conservative, businesslike, and persistent in their relationships with others. They tend to pursue their goals only after they have eliminated much of the risk and compiled plenty of data to support a project's purpose, practicality, and policy. They follow an orderly process, paying attention to all the details.

Here are some of the phrases often used to describe Analyticals:

- Seem technically oriented, often seeking structure, certainty, and evidence before making decisions
- Appear quiet and unassuming; show little emotion when dealing with others
- Take little social initiative with others; may remain guarded until a strong relationship has been developed
- Like to extend existing ideas and procedures before going on to something new

The following tendencies are often seen as strengths:

- Seem able to approach problems on the basis of facts and logic and to create solid solutions
- Tend to make the most practical decision by being thorough and researching ideas
- Like to discover new ways of solving old problems
- Seem competent in working out a problem and in getting a job done right

THE 'DRIVER'

Drivers are often perceived as businesslike and results-oriented, and as people who like to take initiative. They are seen as liking to challenge new ideas and respond quickly. They often correct, modify, or add to others' suggestions. They are seen as straightforward, decisive, and quick to act.

They seem to be most comfortable pursuing their goals when they are in charge and taking the initiative. They are often seen as responding well to situations in which they can map out plans and have others carry them out. They take risks to make things happen, and view problems as just another challenge.

Here are some of the phrases often used to describe Drivers:

- Are often direct and to the point when dealing with others
- Seem to have strong opinions and convictions
- Like to initiate, control, and serve as own motivator
- Tend to be efficient, hardworking, and results-oriented

The following tendencies are often seen as strengths:

- Seem confident and competent to take charge
- Like challenges and may even prefer to deal with things that are difficult to master
- Seem able to direct and productively coordinate the work of others
- Are seen as taking responsibility and making things happen



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THE 'AMIABLE'

Amiables are often seen as quiet, unassuming, and supportive. They are seen as warm, friendly listeners who seem easy to get along with, as people who enjoy personal contact and shared responsibility.

They tend to pursue goals by first establishing strong personal ties. They may be perceived as avoiding risks or fast decisions unless they have strong support or data to back them up.

They like time to build relationships and to seek support and feedback from others before they make decisions. They are often cooperative in their interactions with others.

Here are some of the phrases often used to describe Amiables:

- Seem to accept others, placing a high priority on getting along
- Appear quiet, cooperative, and supportive
- Seem easy to get to know and work with
- Like to minimise interpersonal conflict whenever possible

The following tendencies are often seen as strengths:

- May give advice or counsel; may help others and provide positive comments about other people's work and accomplishments
- May have a deep sense of loyalty and dedication to those in their work and peer groups
- Seem able to communicate a great deal of trust and confidence in other people
- Tend to make people feel comfortable about themselves

THE 'EXPRESSIVE'

Expressives are often perceived as energetic, inspiring, and emotional.

They are seen as people who feel comfortable taking the social initiative, often spending time engaging in friendly conversation before moving on to the task at hand.

They tend to rely on feelings to help make decisions. They are seen as easily excitable and ready to share insights and dreams.

Here are some of the phrases often used to describe Expressives:

- Appear to be excitable, talkative, and intuitive
- Seem to like an audience; applause or recognition may be a cherished reward
- Are seen as risk takers, competitive, and spirited
- Are often visionary, creative, and inspirational

The following tendencies are often seen as strengths:

- Seem able to energise and motivate others
- Like to stimulate creative exchange of ideas
- Tend to be enthusiastic and ambitious
- Often share dreams and ideas

For further information on the Wilson Learning's Social Styles programme, please contact:

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