

# **Introduction to SOCIAL STYLEs & STRENGTH-FINDER for Personal Growth**

**Amit Kumar**

# Social Intelligence Drives Positive Outcome!

*Social Intelligence is how we Think, Act and React. By understanding and developing Social Intelligence skills, people can thrive even in the face of rapid technological shifts and organizational change.*

# The Platinum Rule: Treat others the way *they* want to be treated.



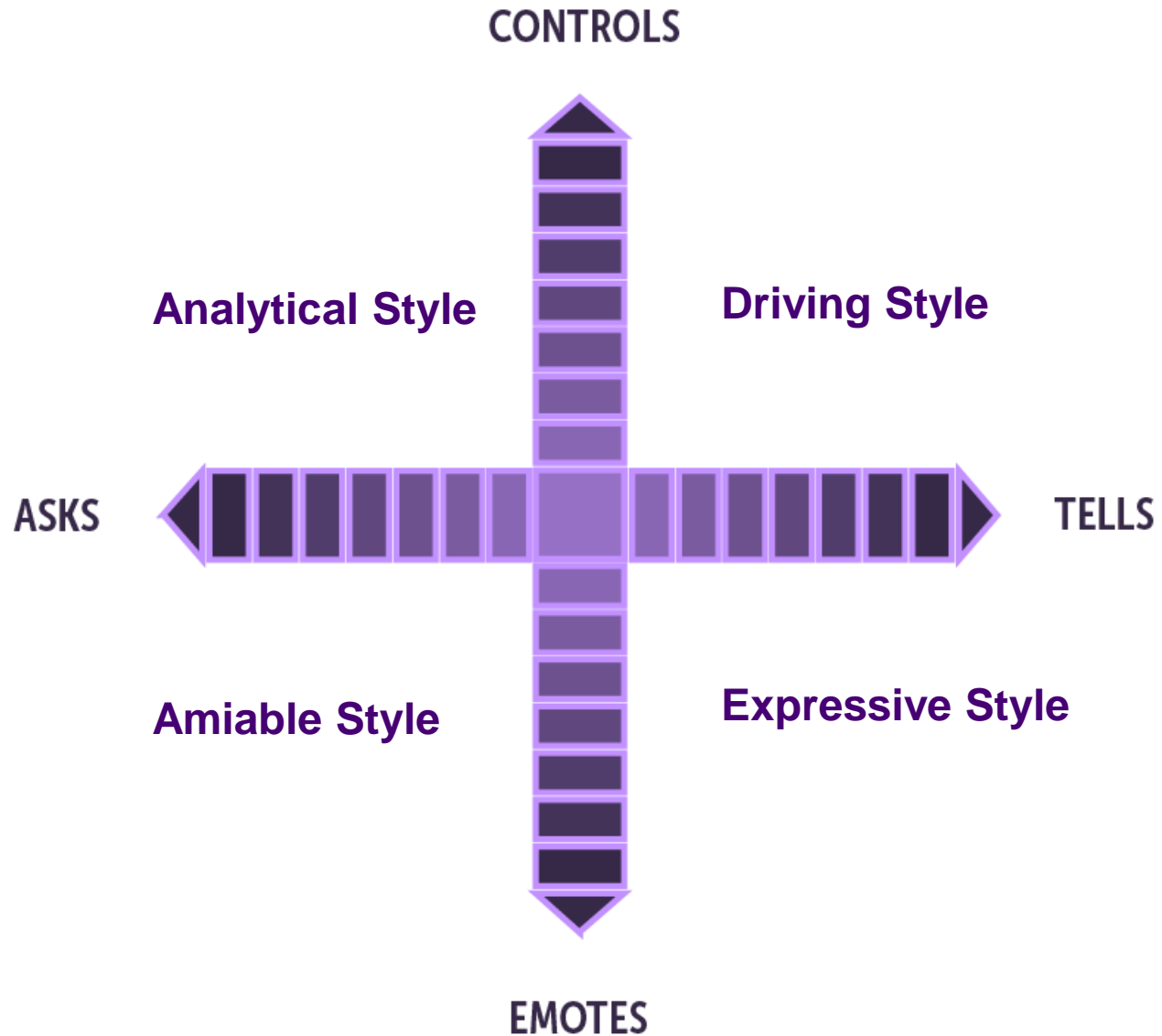
# Style Hypothesis....



*Your style “markers” can differentiate your Social Styles:*

- Short, no “hi”, focused on task, personal at the end, tell assertive
- Hi, !, emoticons, lots of words, unstructured, opinions, tell assertive
- You before them, “how are you?”, hello and goodbye, ask assertive
- Organized, lists, bullet points, logical sequence, supporting facts, ask assertive

# Social Style framework



# Social Style framework

## Analytical Style

- Slower-paced, slower to act
- Makes strong efforts to organize
- Shows less concern for relationships
- Works in the historical time frame
- Takes action cautiously
- Tends to avoid personal involvement

## Driving Style

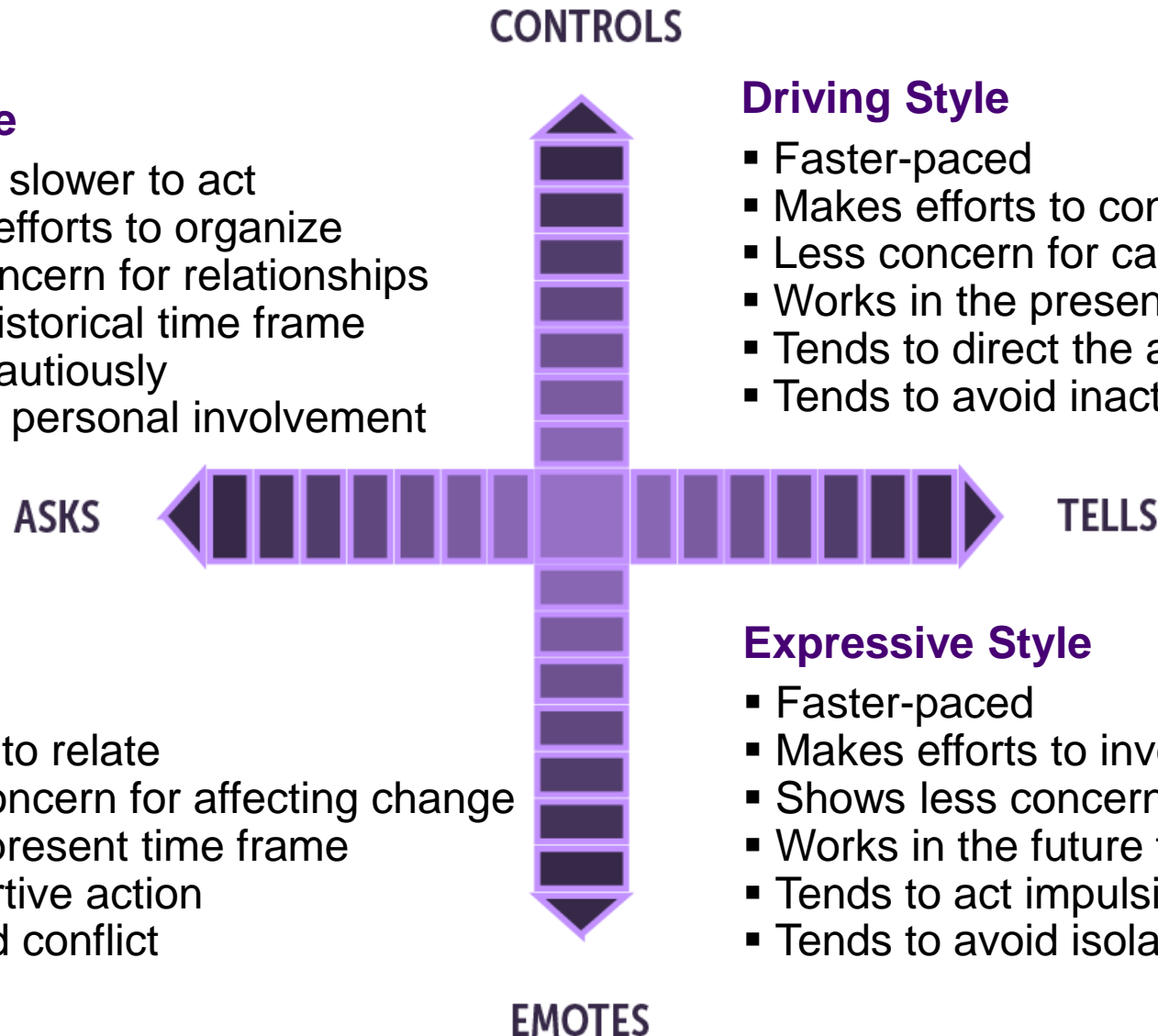
- Faster-paced
- Makes efforts to control
- Less concern for caution in relationships
- Works in the present time frame
- Tends to direct the actions of others
- Tends to avoid inaction

## Amiable Style


- Slower-paced
- Makes efforts to relate
- Shows less concern for affecting change
- Works in the present time frame
- Shows supportive action
- Tends to avoid conflict

## Expressive Style

- Faster-paced
- Makes efforts to involve
- Shows less concern for routine
- Works in the future time frame
- Tends to act impulsively
- Tends to avoid isolation



# Anticipate & Accept Their Behavior—Don't Judge It

 **SOCIAL STYLE®**

Do Unto Others...

	Analytical	Driving	Expressive	Amiable
Anticipate this behavior:	Cool Distant Formal Conservative Logical	Impersonal Secretive Organized Demanding Factual	Stimulating Unstructured Enthusiastic Outgoing Personal	Warm Agreeable Cooperative Careful Quiet
This person wants to be:	Right	In Control	Recognized	Sure
To strengthen this relationship, support:	Principles and thinking	Conclusions and actions	Dreams and intuitions	Feelings and relationships
Use time to:	Be accurate	Be efficient	Be stimulating	Be agreeable
To get action, provide:	Evidence with service	Options with probabilities	Testimony with incentives	Guarantees with assurances

# Do's & Dont's

## ANALYTICAL STYLE

### DO

- Share details beforehand
- Check: *Is detail sufficient?*
- Be serious, formal and measured

### DON'T

- Expect high conversation involvement
- Focus on personal relationship

## DRIVING STYLE

### DO

- State expected outcomes
- Ask for their approval
- Allow them control

### DON'T

- Delay
- Be a gatekeeper
- Be disorganized

## AMIABLE STYLE

### DO

- Co-create
- Social chat

### DON'T

- Assume interest
- Jump right to task
- Involve others without letting them know

## EXPRESSIVE STYLE

### DO

- Ask for their “insight”
- Acknowledge them immediately
- Exhibit a casual and informal approach

### DON'T

- Provide too much detail in advance
- Recap the past

# Introduction to Strength based leadership

*A leader needs to know their strengths as a carpenter knows their tools, or as a physician knows the instruments at their disposal. What great leaders have in common is that each truly knows their strengths – and can call on the right strength at the right time. This explains why there is no definitive list of attributes that describes all leaders.*

*-Don Clifton, Strengths Psychologist*

# Discovering Your Strength

## Strengths Building Equation

### Talent

(a natural way of thinking,  
feeling, or behaving)

X

### Investment

(time spent practicing,  
developing your  
skills, and building your  
knowledge base)

=

### Strength

(the ability to consistently provide near-  
perfect positive performance)



# Discovering Your Strength



# 34 Talent Strength

Achiever Analytical Command Connectedness Deliberative Empathy Harmony Individualization Learner Relator Self-Assurance	Activator Arranger Communication Consistency Developer Focus Ideation Input Maximizer Responsibility Significance Woo	Adaptability Belief Competition Context Discipline Futuristic Includer Intellection Positivity Restorative Strategic
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# 34 Talent Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure their voices are heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make it greater than the sum of its parts.	People with dominant Strategic Thinking themes help organizations consider what could be. They absorb and analyze information that can inform better decisions.
<b>Achiever</b> <b>Arranger</b> <b>Belief</b> <b>Consistency</b> <b>Deliberative</b> <b>Discipline</b> <b>Focus</b> <b>Responsibility</b> <b>Restorative</b>	<b>Activator</b> <b>Command</b> <b>Communication</b> <b>Competition</b> <b>Maximizer</b> <b>Self-Assurance</b> <b>Significance</b> <b>Woo</b>	<b>Adaptability</b> <b>Connectedness</b> <b>Developer</b> <b>Empathy</b> <b>Harmony</b> <b>Includer</b> <b>Individualization</b> <b>Positivity</b> <b>Relator</b>	<b>Analytical</b> <b>Context</b> <b>Futuristic</b> <b>Ideation</b> <b>Input</b> <b>Intellection</b> <b>Learner</b> <b>Strategic</b>

# Q&A