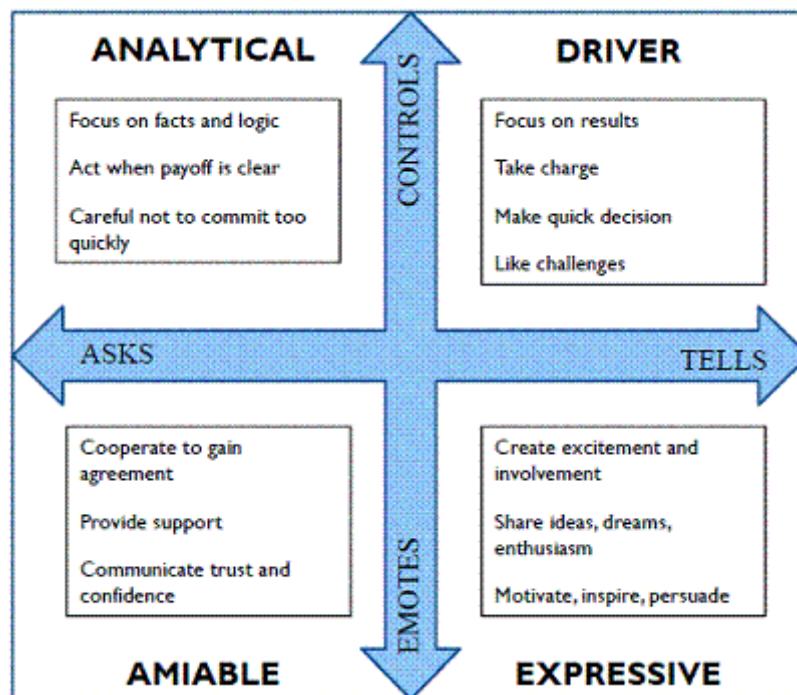


# Social Style: Seeing ourselves compared with others.



**Social Style** is just one of many ways of representing what makes people different, and is good for assessing where you sit in relation to others. The Social Style model is over 40 years old and is used by thousands of organizations to impact human relationships for the better.

Social Style describes people on the **assertive continuum from Ask to Tell**. Ask assertive people are slower to decide, ask more questions (because they are questioning every situation), are less aggressive, and more process oriented. Tell assertive people make decision more quickly, make more statements (because they are more sure of themselves), are more forceful and more results oriented. Tell assertive people interrupt. Ask assertive people almost never interrupt; to them it's rude.

My training in HP also included describing people on the **responsive continuum from control to emote**. Control responsive people appear reluctant to share their feelings, their body language and facial expressions give little away. However, emote responsive people wear their hearts on their sleeves, if they feel bad, it is very obvious.

Putting these 2 scales together gives us 4 basic social style types, DRIVER at top right, EXPRESSIVE at bottom right, ANALYTIC at top left, and AMIABLE at bottom left. An important consideration here is that there are no absolutes, it's all relative to the team you work with; it's all about how you perceive others. For example if you put 20 engineers together with 20 sales people, the engineers would mostly see sales to their right on this grid.