



Social Awareness



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Highly successful leaders are emotionally intelligent and lead teams by understanding oneself and others' personality styles.



What is your Personal Style



Personal Style Instrument

**By taking this test, you will
understand –**

Why you behave the way you do?

Your strengths and limitations

How to mend key relations with others

**Where you need to invest your time in
future?**

Open

Relater
(Open, Indirect)

Socializer
(Open, Direct)

Indirect

Direct

Thinker
(Guarded, Indirect)

Director
(Guarded, Direct)

Guarded

Open

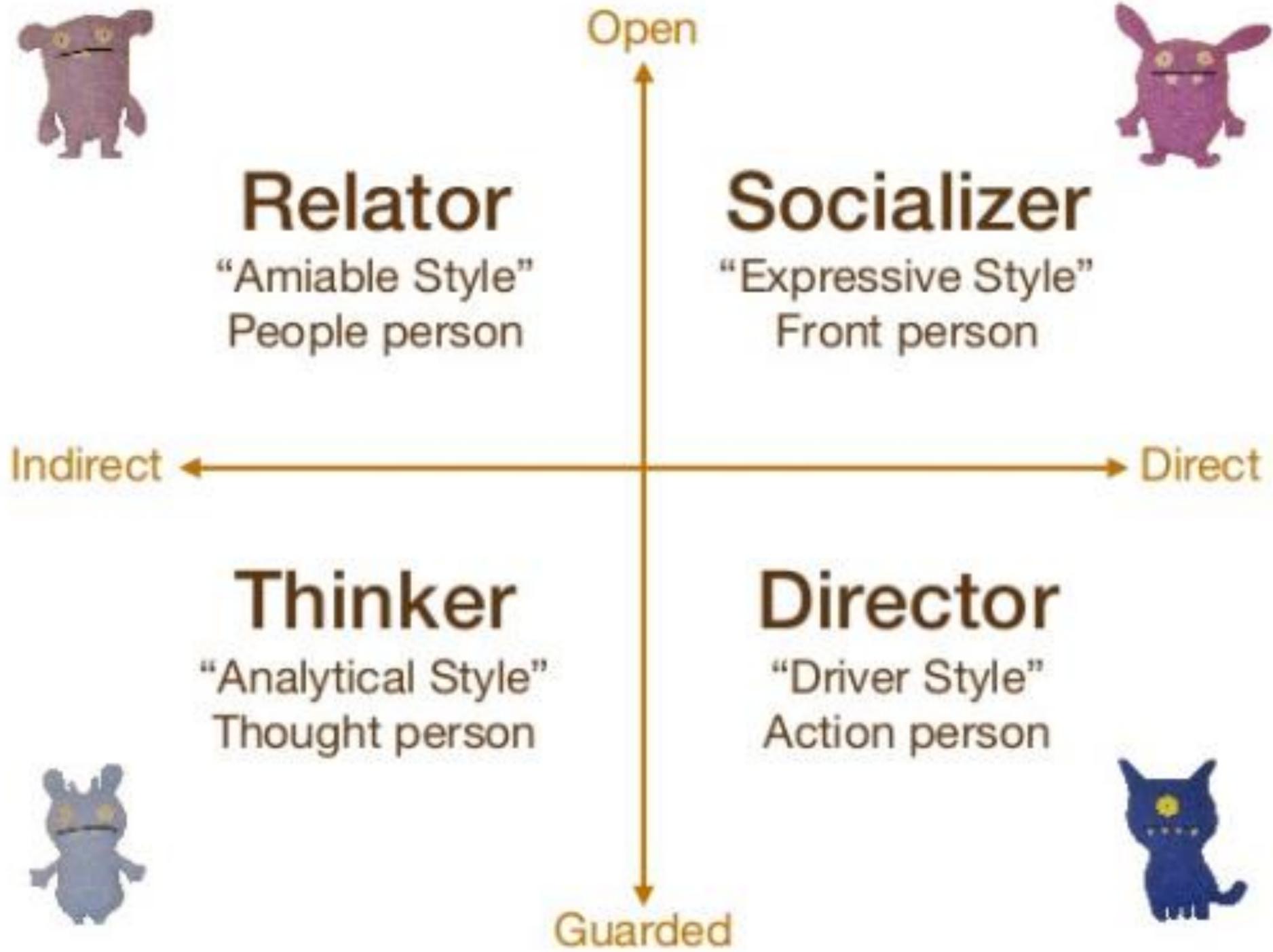


Indirect

Direct



Guarded



The Director



“Firm and Forceful, Confident and Competitive, Decisive and Determined risk-takers. While their impatience sometimes causes eyes to roll, the Directors leave no doubt who sits at the head of the table.”

Directors at their best

Task oriented

Unafraid of challenge

Highly territorial

High-energy

Gets results

Likes change; initiates it the most

Thrives on crisis and controversy



Directors' limitations

Frequently frustrated with others

Can take themselves too seriously

Dominant and Impatient

Tells rather than discusses

Pushy and controlling

Critical - Not likely to praise others



The Socializer

“Outgoing, Optimistic,
Enthusiastic people who like to be
at the center of things. Socializers
have lots of ideas and love to talk,
especially about themselves.”



The Socializer at their best

Talkative

Fun-loving

Optimist

Thrive on being where the action is

“Idea-guy”

Fast-paced, energetic, outgoing

Seeks attention, admiration and acceptance

Seeks results through persuasion



Socializers' limitations

Short attention spans, especially when stressed

Tend to speak before thinking

Short on follow-through

Easily bored and always needing new stimulation

Can come off as evasive or phony / not genuine

Craves approval more than achievement



The Relater

“Cordial team players who like stability and who care greatly about relationships with others. They’re reliable, trustworthy and stand candid at all times. They lead from front and motivate others by accepting them



Relaters at their best

Trustworthy and genuine

Peaceful and stable

Give credit to others

Good listeners

Dependable and accommodative

Realistic and reliable

Giving than taking



Relaters' limitations

Avoid conflict

Want to please others

Prefer status quo

Slow in accepting change

Can't easily say 'no'



The Thinker

“Self-Controlled and Cautious, preferring Analysis over Emotion. They love clarity and order but may come across as formal.”



Thinkers at their best

Thrive on details and discipline

Fact-oriented

Accurate and rational

Organized

Independent and analytical

Explorative

Prefer facts to people



Thinkers' limitations

Fussy perfectionists

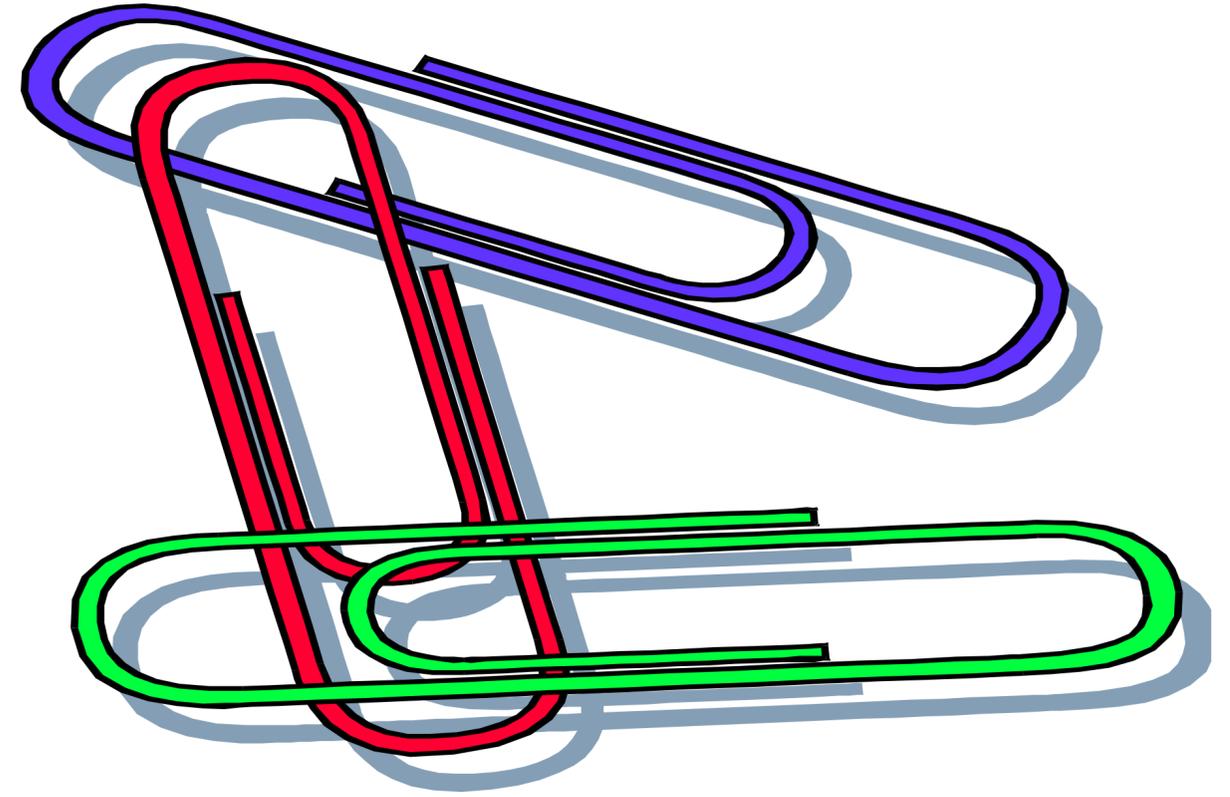
Demand clarity and choosy

Compulsive organization

Comfortable in isolation

Less emotional more rational





Remember:

We are all connected to one another.

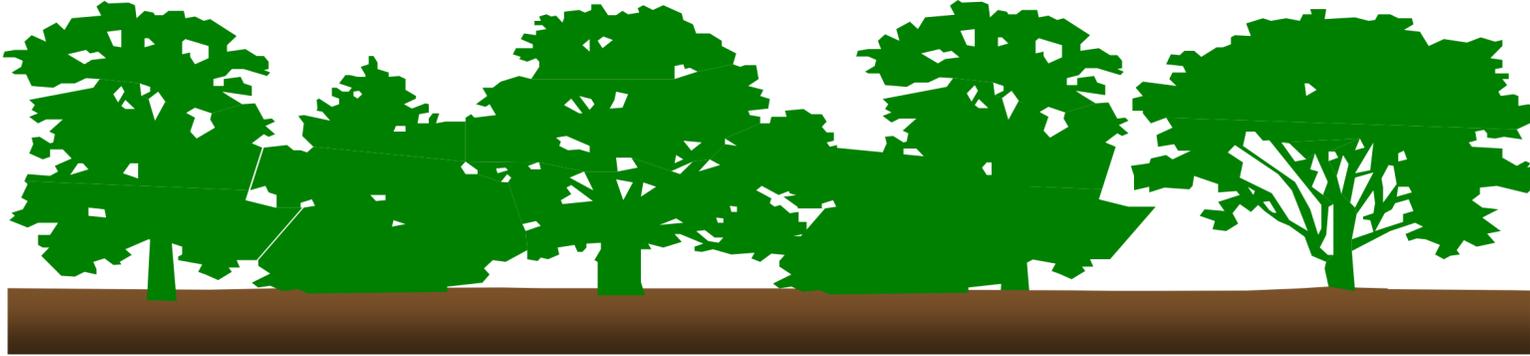


Adaptation...

...*The Key to Success*



Ascent Leadership & Management Consultants (P) Ltd.



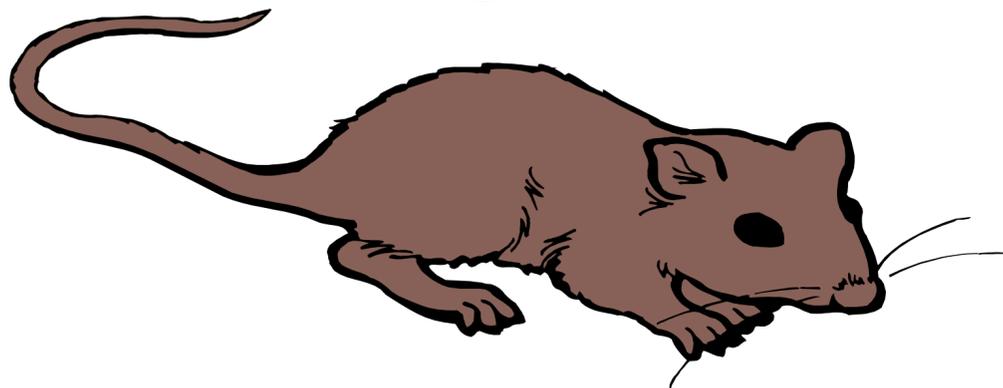
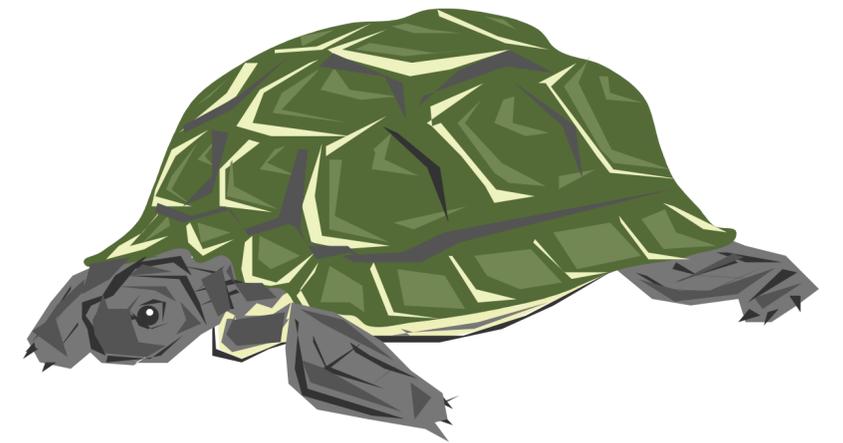
Jungle animals



In a jungle the **three most disliked creatures** were the snake, the tortoise and the rat.

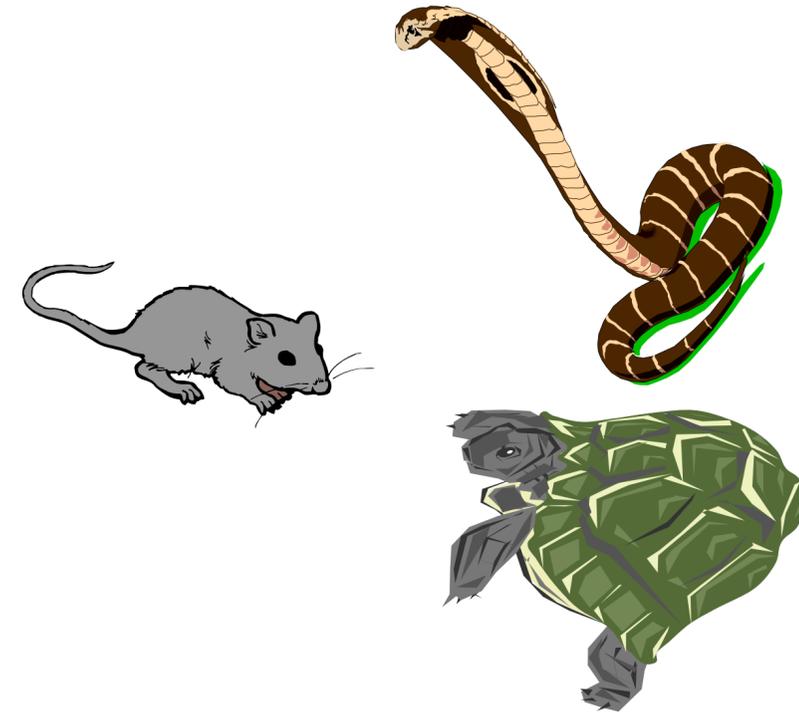
The snake was **too sensitive**, and would reply to the merest touch with a sting.

The tortoise was **too self-centered** –he would withdraw into his shell, unconcerned about his surroundings.

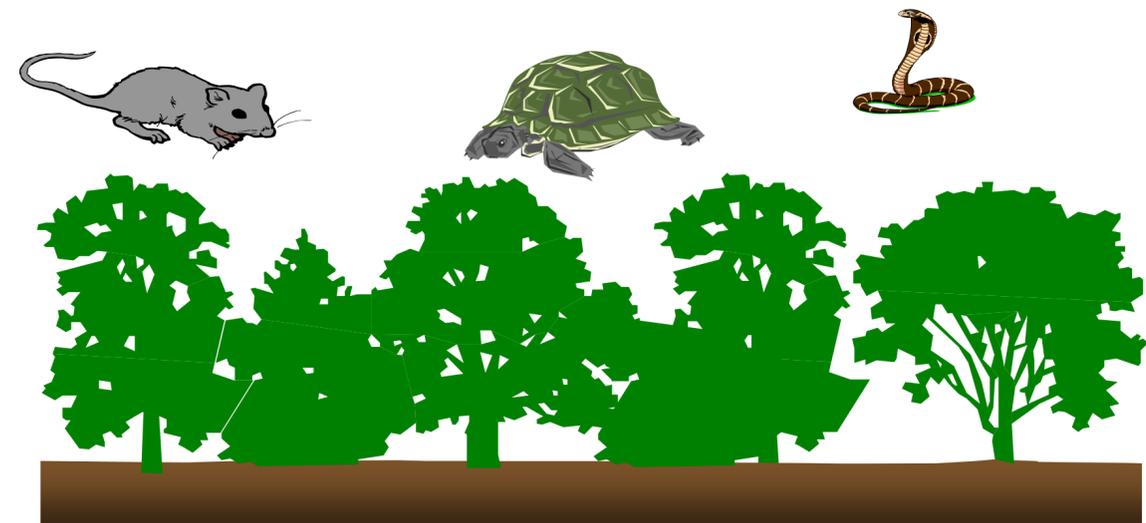


And the rat was **too nosy** and bumping into others.

One day the three gathered, and discovered that if each one of them learnt the qualities of the other two, they could become more sociable. So the **snake** taught his two friends to be **sensitive** to others, the **tortoise** taught how to be **within oneself**, and that **rat** taught **curiosity**.



Now each of them, with all the three qualities, had become a **more desirable** character, and soon all the three were part of the **jungle's social life**.



Adapting to Directors

Support their goals and objectives when possible

Keep your relationship businesslike

Use facts, not feelings

Be precise, efficient, and well organized

Get to the point quickly

Stress competitive results and growth opportunities

Adapting to Socializers

Support their opinions, ideas and dreams when possible

Be upbeat, stimulating, and fast paced

Try not to argue

Be enthusiastic, spontaneous, and casual

Spare the details

Adapting to Relaters

Support their feelings by showing personal interest when possible

Assume they'll take things personally

Allow time to gain trust

Discuss personal feelings when you disagree

Move at a slower, informal pace

Show that you are actively listening

Give assurances that risks will be minimized

Adapting to Thinkers

Support their organized, thoughtful approach when possible

Show commitment through actions

Be detailed, accurate and logical

List advantages and disadvantages of any plan

Provide solid evidence

Adhere to established procedures

Give assurances that decisions won't backfire on them

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RELATER

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