

# THE FOUR PEOPLE STYLES

<p><b>Analyticals...</b></p> <ul style="list-style-type: none"> <li>▪ Have less than average assertiveness</li> <li>▪ Have less than average responsiveness</li> <li>▪ Want things to be right</li> <li>▪ Set very high standards - perfectionist</li> <li>▪ Are hard on themselves and others</li> <li>▪ Are systematic and well-organized</li> <li>▪ Crave data and accuracy</li> <li>▪ Would rather be safe than sorry</li> <li>▪ Prefer solitude or just a few other people</li> <li>▪ Are usually quiet and use low key body language</li> <li>▪ Favor written over spoken communication</li> <li>▪ Are more task-oriented than people-oriented</li> <li>▪ Present issues logically</li> <li>▪ Intellectualize feelings and show little emotion</li> </ul> <p><b>Under stress, analyticals tend to...</b></p> <ul style="list-style-type: none"> <li>▪ Avoid interpersonal tension and withdraw</li> <li>▪ Show even less expression than usual</li> </ul>	<p><b>Drivers...</b></p> <ul style="list-style-type: none"> <li>▪ Have higher than average assertiveness</li> <li>▪ Have less than average responsiveness</li> <li>▪ Is practical, results-oriented</li> <li>▪ Like to set goals and go about accomplishing them</li> <li>▪ Focus on the immediate situation</li> <li>▪ Are fast-paced, task-oriented and efficient</li> <li>▪ Are decisive, and worry less about being right than getting it done</li> <li>▪ Are more apt to change their minds</li> <li>▪ Make direct eye contact, sit erect, and may use a few forceful gestures to make a point</li> <li>▪ Get to the point, and stick to the basic facts</li> <li>▪ Tend to be energetic, fast-paced, purposeful, and direct with people</li> <li>▪ Tend to show less emotion</li> </ul> <p><b>Under stress, drivers tend to...</b></p> <ul style="list-style-type: none"> <li>▪ Become very controlling and autocratic</li> <li>▪ Act even more quickly than usual</li> </ul>
<p><b>Amiables...</b></p> <ul style="list-style-type: none"> <li>▪ Have less than average assertiveness</li> <li>▪ Have more than average responsiveness</li> <li>▪ Are team players; like to work with others</li> <li>▪ Are least likely to seek power for themselves</li> <li>▪ Are good at encouraging others and seeing value in their teammates' contributions</li> <li>▪ Are generous with their time and resources, and may suppress their needs so that others get what they need first</li> <li>▪ Are quietly friendly and compassionate</li> <li>▪ Are empathic and sensitive</li> <li>▪ Are industrious and service-oriented workers</li> <li>▪ Like to have clear goals and direction set for them</li> <li>▪ Can be indecisive, particularly with decisions that they perceive may hurt others</li> <li>▪ Prefer face-to-face meetings over memos</li> <li>▪ Tend to use slow, graceful gestures when communicating</li> <li>▪ Are good at small talk</li> <li>▪ Are reluctant to share feeling or opinions that may upset harmony in a group or relationship</li> </ul> <p><b>Under stress, amiables tend to...</b></p> <ul style="list-style-type: none"> <li>▪ Hide their true feelings</li> <li>▪ Acquiesce to others and attempt to minimize tension</li> </ul>	<p><b>Expressives...</b></p> <ul style="list-style-type: none"> <li>▪ Tend toward the dramatic</li> <li>▪ Gravitate naturally to center stage</li> <li>▪ Show endless vim, vigor, and vitality</li> <li>▪ Prefer movement over sitting at a desk</li> <li>▪ Relate easily and effortlessly to others</li> <li>▪ Prefer the company of other people to solitude</li> <li>▪ Can be bold and imaginative visionaries</li> <li>▪ Focus more on broad generalizations than on specific facts and prefer not to get immersed in small details</li> <li>▪ Have a tendency to act first and think later</li> <li>▪ Pay less attention to time schedules and deadlines</li> <li>▪ Usually ride an emotional roller coaster</li> <li>▪ Are playful and fun-loving</li> <li>▪ Are very expressive with their face, body, gestures, and tone of voice</li> <li>▪ Are more into talking than listening</li> <li>▪ Tend to think out loud</li> <li>▪ Are more people-oriented than task-oriented</li> <li>▪ Are more tell-it-as-it-is</li> </ul> <p><b>Under stress, expressives tend to...</b></p> <ul style="list-style-type: none"> <li>▪ Resort to strong language, loudness, and belligerence</li> <li>▪ Be quick tempered and hot-headed</li> </ul>