

Description Of Styles

EXPRESSIVES

Expressives get involved with people in active, rapidly changing situations. These people are seen as socially outgoing and friendly, imaginative and vigorous. Because people react to behaviors as a result of their own value biases, some see the expressive style as dynamic and energetic while others perceive the same behavior as egotistical. Expressives can get things going, but may sometimes settle for less than the best in order to get on to something else. They lack a tolerance for details, are highly competitive, and may need to learn to work with others in a collaborative manner.

AMIABLES

Amiables value interpersonal relations. These people try to minimize conflict and promote everyone's happiness. Some people see the amiable style as accommodating and friendly, while others describe it as wishy-washy and nice. Amiables frequently find it difficult to say "no" and thus may be over committed. They can be counted on to do what will please others. They are people-oriented and non-aggressive.

DRIVERS

Drivers want results. They love to run things and have the job done in their own way. "I'll do it myself" is a frequent motto. They can manage their time to the minute; they seem businesslike to some and to others they may appear to be threatening and unfeeling. Drivers make sure the job is done. They get impatient with long discussions about the "best way" or "the way to please everybody." They are confident in their ability, take risks, and push forward.

ANALYTICALS

Analyticals are problem solvers. They like to get all the data before making a decision. Some say they are thorough, but others complain they are slow. They have valuable conceptual skills, ask the difficult yet important questions and may seem aloof and cool. They miss deadlines, but they will have reasons to support the delay.

A Quick Check To Find Your Personality

Directions: Circle only one adjective on each line that best describes you.

ASSERTIVENESS

<u>High</u>	<u>Low</u>
Competitive	Cooperative
Fast Actions	Deliberate Actions
Risk Taker	Risk Avoider
Aggressive	Quiet
Strong Opinions	Moderate Opinions
Take-Charge Attitude	Go-along Attitude
Tend to use power	Tend to avoid power usage
Take social initiative	Others take social initiative
Make statements	Ask Questions

If you circled more on the high side, give yourself an A. More on the low side, circle B.

RESPONSIVENESS

<u>High</u>	<u>Low</u>
Warm, approachable	Cool, independent
Open, impulsive	Guard, cautious
Undisciplined about time	Disciplined about time
Use opinions	Use facts
Informal dress/speech	Formal dress/speech
Dramatic opinions/actions	Measured opinions/actions
Permissive fluid attitudes	Strict, disciplined attitudes
Emotional decision making	Rational decision making
Easy to get to know	Hard to get to know
Expressive, subjective	Self-disciplined, objective
Easygoing with self, others	Demanding of self, others

If you circled more on the high side, take a 2. If you fall on the low side, circle 1.

Now, find your position on the grid to determine your personality category.

B	A	
Analytical	Driver	1
Amiable	Expressive	2

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