

Personal Style Mini-Review

Understanding and Accepting Your Personal Style

As you do these exercises, you will find that you are automatically drawn to particular areas; that some things come very easy for you and that some things are a little more difficult. That's normal. We all have several aspects to our personality; knowing and accepting our strengths and weaknesses makes us that much more powerful.

Your personal style forms the foundation for your interpersonal, parenting, counseling, decision-making, learning, management, and leadership styles. Your personal style is created by a complex set of behaviors and attitudes which strongly affect how you present yourself to others. It is your habitual way of behaving or your predisposition to act a certain way in everyday situations.

You will come to understand that each of us is different in our approach to the environment around us and in our attitudes toward others. There is no right or wrong approach, there is only different. This section will help you to understand some of the areas in which your personal style might influence your situation or your planning for life and goals.

Understanding the Four Personal Style Dimensions

Behavioral (Action)

The Behavioral dimension is characterized by a strong tendency toward altering the environment in a way that will achieve well thought-out goals. Therefore, people who naturally operate mainly from this dimension of style are likely to seem self-assured and driven, many times oblivious to other people's feelings and on a track of their own. When their vision is shared by a group, then they are often seen as heroes and leaders because they tend to forge ahead to meet challenges with unusual fearlessness. This style position by itself is extroverted and can withstand greater stress. It does not favor artistic, aesthetic or emotional modes of operating, but prefers a planned method by which previously defined goals and results are achieved. In this style there is a clear sense of acting upon the environment to achieve these results.

Affective (Expression)

The Affective dimension is characterized by a strong tendency to intuitively explore the environment and interact with it to assess the outcome. Spontaneous exploration and expression of ideas and feelings mark the natural tendencies of this style. People with a tendency toward this dimension of style are often attempting to influence others through the creative media of speaking, writing, dance, art or music. They would like to sell others on themselves and ideas or products that they believe will be helpful. They will go out of their way to help others, even if it inconveniences them, because often they believe in the value of

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people. By itself this style is extroverted, not being easily over-stimulated by the environment. It does not favor the analytical modes of operating, but is more intuitive and creative in its way of functioning.

Cognitive (Analysis)

The Cognitive dimension is characterized by a strong tendency to avoid being influenced negatively by people or environmental influences. This type moves toward goals that are often perceived as requirements of others in positions of authority. Attention to details and being on the alert for potential dangers or inconsistencies enable people with this style to maintain a better position of security and control. People with this style tend to avoid emotional intensity and unpredictability and they may especially need intimacy because they find that trust in others is not easily attained. This style dimension by itself is introverted, being more sensitive to stimulation. It does not prefer the sensory, emotional modes of operating, but tends toward logical analysis and correct performance of tasks, with an additional interest in the fine arts.

Interpersonal (Harmony)

The Interpersonal dimension is characterized by a strong tendency to adapt to people and surroundings in order to promote harmony and comfort for self and others. The approach to life and people in a practical, friendly and naturally warm manner is typical of this dimension. Adaptation to all other styles is a way of life, providing the desired security and balance needed and preferred by those who score higher in this style dimension. A desire to support others in order to gain a sense of validation and approval is a natural tendency. This style position by itself is introverted, being more sensitive to stimulation. It favors a practical balance of both the logical and intuitive modes of functioning, thereby avoiding extremes. In this style there can also be a tendency toward stubbornness, especially if others are being overbearing.

EXERCISES:

1. Read through each of the style dimensions and underline the phrases or words which most apply to you.
2. Listen to the CD **Understanding Your Personal Style and Do You Have The Right Style For Your Business?**
3. Take the full assessment for yourself, your co-workers and/or family members from the www.IntentionalMastery.com website.