

# Understanding Style Tendencies

<b>B</b> Behavioural <i>ACTION</i>	SCORE	<b>C</b> Cognitive <i>ANALYSIS</i>	SCORE
<p><b>General Orientation:</b></p> <ul style="list-style-type: none"> <li>To tasks: wants results now</li> <li>To people: seeks authority</li> <li>To problems: tactical, strategic</li> <li>To stress: doubles efforts</li> <li>To time: future and present</li> </ul> <p><b>Typical Strengths:</b></p> <ul style="list-style-type: none"> <li>Acts rapidly to get results</li> <li>Is inventive and productive</li> <li>Shows endurance under stress</li> <li>Is driven to achieve goals</li> <li>Can take authority boldly</li> </ul> <p><b>Common Difficulties:</b></p> <ul style="list-style-type: none"> <li>Can be too forceful or impatient</li> <li>Can often think their way is best</li> <li>Can be insensitive to others</li> <li>Can be manipulative or coercive</li> <li>Can be lonely or fatigued</li> </ul>		<p><b>General Orientation:</b></p> <ul style="list-style-type: none"> <li>To tasks: wants quality</li> <li>To people: seeks security</li> <li>To problems: analyzes data</li> <li>To stress: withdraws</li> <li>To time: past and future</li> </ul> <p><b>Typical Strengths:</b></p> <ul style="list-style-type: none"> <li>Acts cautiously to avoid errors</li> <li>Engages in critical analysis</li> <li>Seeks to create a low-stress climate</li> <li>Wants to insure quality-control</li> <li>Can follow directives and standards</li> </ul> <p><b>Common Difficulties:</b></p> <ul style="list-style-type: none"> <li>Can bog down in details and lose time</li> <li>Can be too critical or finicky</li> <li>Can be overly sensitive to feedback</li> <li>Can seem to be lacking in courage</li> <li>Can be too self-sufficient, alone</li> </ul>	
<b>A</b> Affective <i>EXPRESSION</i>	SCORE	<b>I</b> Interpersonal <i>HARMONY</i>	SCORE
<p><b>General Orientation:</b></p> <ul style="list-style-type: none"> <li>To tasks: people come first</li> <li>To people: seeks to influence</li> <li>To problems: intuitive and creative</li> <li>To stress: escapes from it</li> <li>To time: present and future</li> </ul> <p><b>Typical Strengths:</b></p> <ul style="list-style-type: none"> <li>Acts creatively on intuition</li> <li>Is sensitive to others' feelings</li> <li>Is resilient in times of stress</li> <li>Develops a network on contacts</li> <li>Is often willing to help others</li> </ul> <p><b>Common Difficulties:</b></p> <ul style="list-style-type: none"> <li>Can lose track of time</li> <li>Can "overburn" and over-indulge</li> <li>Can be too talkative</li> <li>Can lose objectivity, be emotional</li> <li>Can be self-orientated, self-assured</li> </ul>		<p><b>General Orientation:</b></p> <ul style="list-style-type: none"> <li>To tasks: reliable performance</li> <li>To people: seeks to help others</li> <li>To problems: practical solutions</li> <li>To stress: adjusts to it</li> <li>To time: present</li> </ul> <p><b>Typical Strengths:</b></p> <ul style="list-style-type: none"> <li>Promotes harmony and balance</li> <li>Is reliable and consistent</li> <li>Tries to adapt to stress</li> <li>Sees the obvious that others miss</li> <li>Is often easy-going and warm</li> </ul> <p><b>Common Difficulties:</b></p> <ul style="list-style-type: none"> <li>Can be too easy-going and accepting</li> <li>Can allow others to take advantage</li> <li>Can become bitter if unappreciated</li> <li>Can be low in self-worth</li> <li>Can be too dependent on others</li> </ul>	