

INTERVIEWING STRATEGIES

Bridging the Gap between the Four Social Styles

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What are the Social Styles?

Social Styles are behaviors as perceived by others which once understood, can improve the ability to relate to other people for mutual benefit. They are not about manipulating but facilitating by understanding, respecting and responding to other people's preferred way of interacting.

Organizations Benefit by:

- ◆ Learning how to maximize the individual talents of their people
- ◆ Recognizing that each individual styles has its own strengths and differences
- ◆ Diversity is what enhances individual and team performance
- ◆ No one style is better than the other

People Benefit by:

- ◆ Identifying their own strengths and stressors
- ◆ Ability to anticipate where their own challenge might be
- ◆ Ability to anticipate the other person's response and behavior
- ◆ Learning how to work together in a manner that is productive for everyone

The Four Social Styles: Characteristics. Body Language. Their Space

Amiable: _____

- _____ Spoken. Lower voice pitch. _____ paced conversations. Caring, kind hearted.
- _____ assertive in their interactions. Concerned with people being comfortable.
- Indecisive, need more information. May _____ express opinions in a group setting.
- Difficulty with _____ contact. _____ hand shake. Dresses in soft warm colors
- Office space is _____ inviting. Water elements, peaceful environment

Expressive:

- Lots to talk about. Liberal use of _____. It's hard to get a word in.
- _____ about the opportunity to interact with you. Great story tellers.
- Acts compulsively. Tends to be naïve. Can get easily distracted.
- _____ pace walk and talk. Tends to speak _____ than others. Looks busy. _____ style of dress. Sportive.
- _____ door policy. Colorful and bold décor. Team posters. Disorganized.

Analytical:

- Facts and figures. Prefers _____ instead of possibilities.
- Needs _____ and _____ data. Tidy demeanor. Schedule Oriented.
- Can be introspective. Hard to please. Comes across _____.
- _____ pace walk and talk. Good listener. Well Groomed. Chooses words carefully. Aloof.
- Office décor will be _____. Will look organized. More _____ use of furniture.

Driver:

- _____ Line. Will listen best in responses of _____ or less. Wants to know about _____.
- Expresses facts and opinions more _____. Dynamic and active. Confident.
- Can be perceived as _____. Impatient and intolerant. Can't relax.
- _____ body language. Purposeful walk. Leans forward when sitting. _____ facial expressions.
- Functional office space. Décor is minimal. Sport Artifacts, awards. Attire is sportive, conservative.

Assertiveness vs. Responsiveness

Amiable

More Responsive – People Oriented

Expressive



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Analytical

Less Responsive—Task Oriented

Driver

