



Interactive or Social Styles:

How I approach work and interact with people.

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Purpose: To gain an understanding and capacity to use the best Style in a given situation.

Style	Description	Unintended impact or overuse under stress:	This style finds balance by accessing...
Assertive	<ul style="list-style-type: none"> • Direct in communication, Know what they want and decisive, confident in taking action, • Like to initiate, “get the ball rolling,” and learn as they go. 	<ul style="list-style-type: none"> • Can be aggressive, confrontational and step on others toes to get what they want. • The competitiveness of this style can thwart collaboration 	<ul style="list-style-type: none"> • Heart intelligence (authentic relating and connection) • Relate to people, not just goals. Listen with care to others viewpoints • Create collaboration by soliciting input; ask, don’t tell.
Responsible	<ul style="list-style-type: none"> • Clarify the expectations, rules and guidelines in more detail. • Bring a sense of responsibility for team goals, tasks and people. Focus is on being of service and pointing to what needs to get done. 	<ul style="list-style-type: none"> • Others can feel frustrated by this style’s need to have clear expectations and guidelines identified before they jump into a project. • Can be viewed as rigid in their adherence to guidelines and rules. Others may not have a need for so much detail and are faster at shifting gears. 	<ul style="list-style-type: none"> • Head Intelligence (clarity and innovation). • Confirm ‘truth’ of situation with others. Be honest about expectations and needs • Be conscious of ‘inner directives’ as basis for decisions/actions
Reflective	<ul style="list-style-type: none"> • Ability to work effectively alone, reflect on a situation or issue before ‘blurring’ an opinion or directive. • Bring a broad, inclusive perspective. 	<ul style="list-style-type: none"> • Others may perceive them as being inaccessible or unreachable, excluding others, or even being aloof. • Can get overwhelmed by too much social interaction and input. 	<ul style="list-style-type: none"> • Body/Gut Intelligence (confidence and sustained action). • Learn to get out of mental abstractions and be actively engaged with colleagues and the project at hand. Experience the value of your contributions. • Move into sustained purposeful action towards prioritized objectives.