



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.