


Social Styles and Leadership

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E-Leader Budapest 2010
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A diagram of an iceberg floating in the sea. The iceberg is represented as a triangle with a light blue top section above the water surface and a darker blue bottom section below the surface. The water surface is a dark blue horizontal line with a wavy dotted line above it representing ripples. The background is a gradient of blue, with a darker blue at the bottom and a lighter blue at the top. The text is centered within the triangle.

What propotion

of

an iceberg

is above the sea ?

behaviour

DO / SAY

EXPERIENCES

ATTITUDES

PERSONALITY

VALUES

GENETICS



Social Styles Model



Assertiveness and verbal behaviour

Low Assertiveness

- Less talkative
- Listens/supports
- Suggestive opinions
- Lower voice volume

High Assertiveness

- More talkative
- Tells/drives
- Strong opinions
- Higher voice volume

Assertiveness and non-verbal behaviour

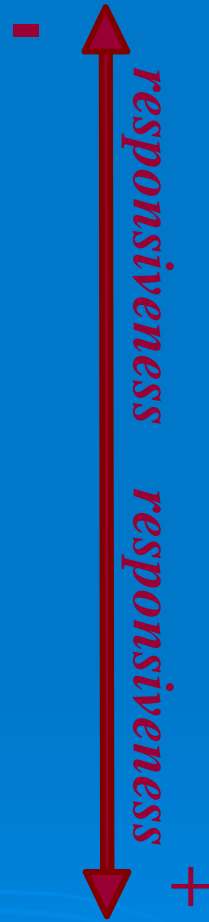
Low Assertiveness

- Undirect eye contact
- Horizontal use of hands
- Leans back
- Takes observant role

High Assertiveness

- Direct eye contact
- Vertical use of hands
- Leans forward
- Takes visible role

Social Styles Model



Responsiveness and verbal behaviour

Low responsiveness

- Formal speech
- Technical facts
- Facts and figures
- Monotonous tone

High responsiveness

- Informal speech
- Opinions and feelings
- Stories and people
- Animated tone

Responsiveness and non-verbal behaviour

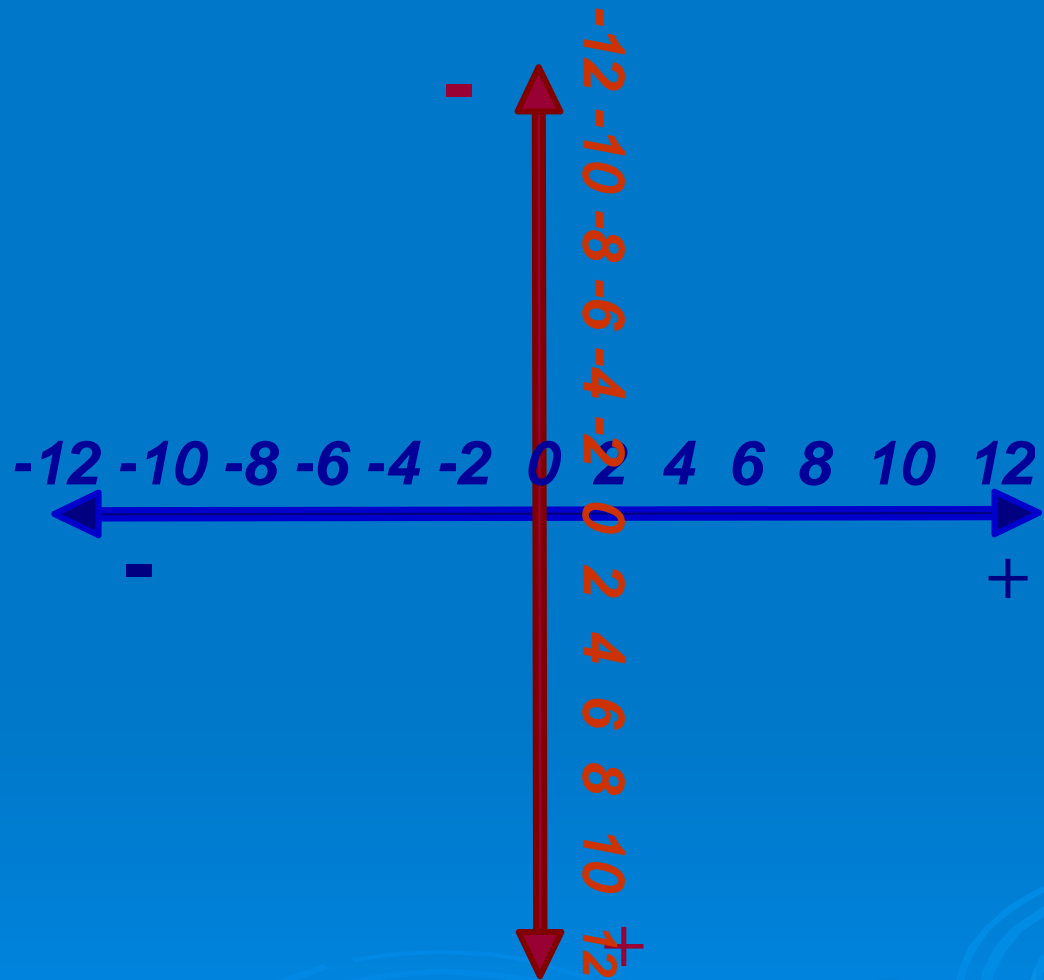
Low responsiveness

- Limited use of hands
- Cool and business like
- Pokerface
- Keeping distance

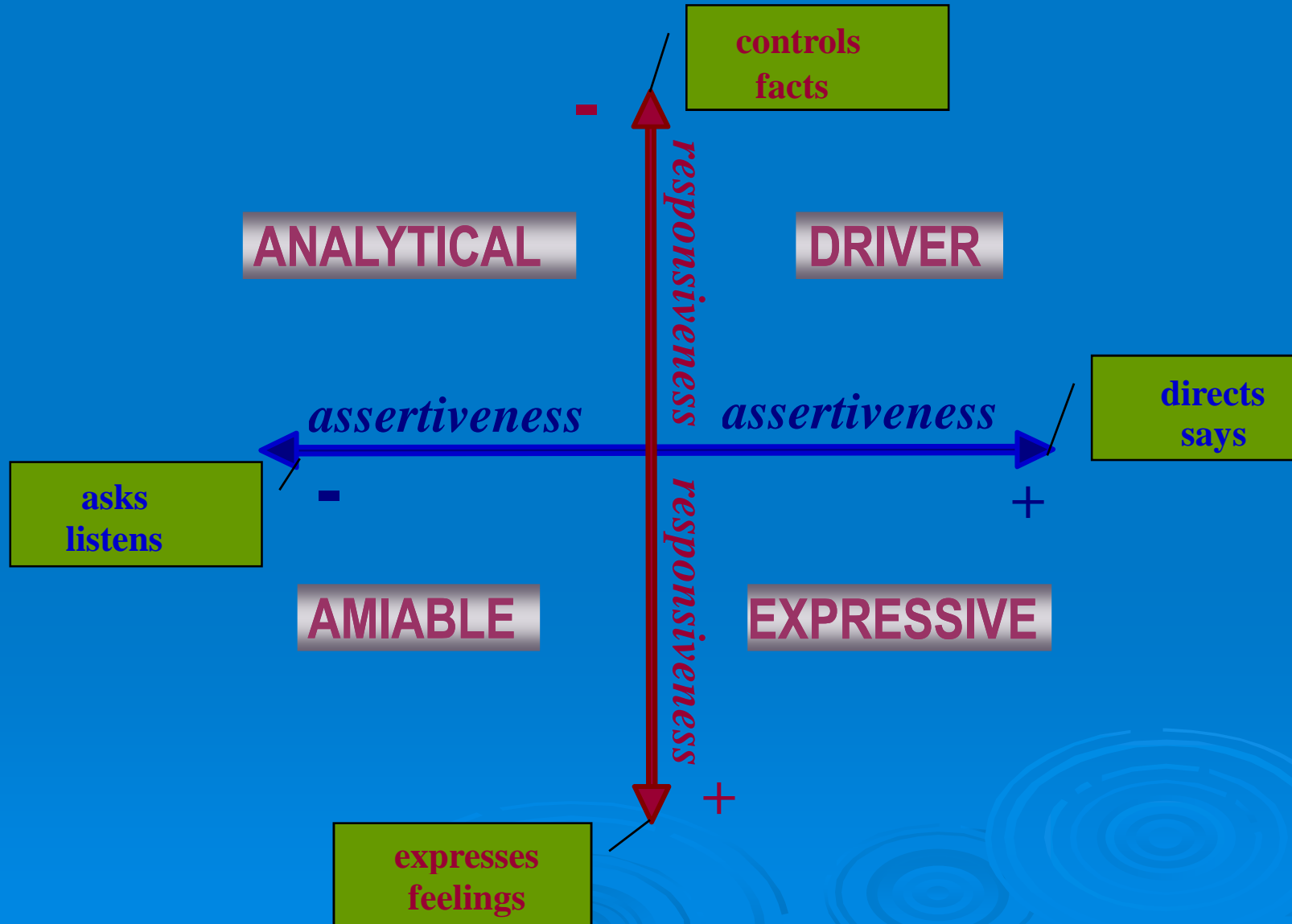
High responsiveness

- More use of hands
- Colourful and casual
- Animated face
- Getting close

Spot yourself



Social Styles Model



Analytical

NEED: to be right

ORIENTATION: evaluating

CHALLENGE: change

Driver

NEED : results

ORIENTATION : doing

CHALLENGE: to acknowledge

Amiable

NEED : be accepted

ORIENTATION : socializing

CHALLENGE : to take initiative

Expressive

NEED : be active

ORIENTATION : giving ideas

CHALLENGE : to check



