

# Behavioral Styles

*Welcome!*

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April 23, 2024

Idaho Division of  
Human Resources



**DHR**

Executive Office  
of the Governor

# Understanding Behavioral Styles



- Identify your personal behavior style
- Understand how your style impacts others
- Learn to recognize other's behavior styles
- Adapt to other styles to strengthen relationships



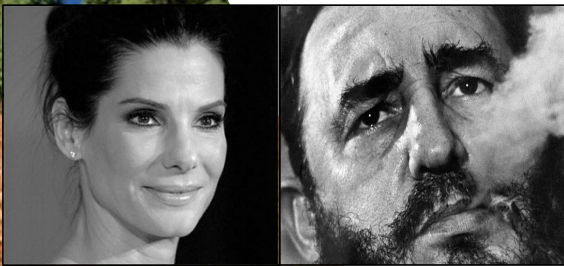
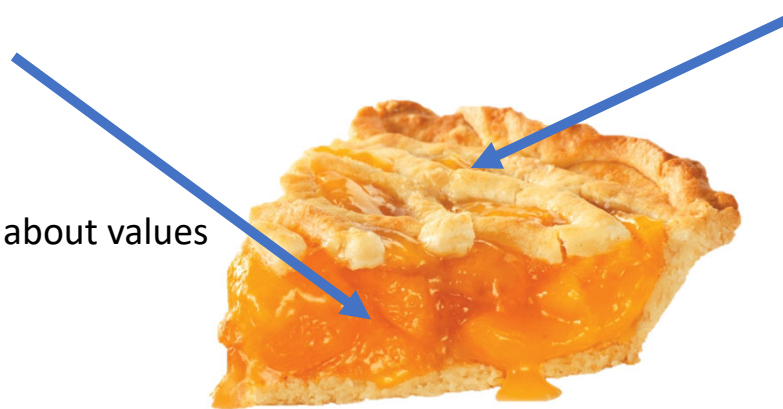
# Personality vs. Behaviors

## Personality

- Complicated/internal
- Not changeable
- Not right or wrong
- Doesn't tell us anything about values

## Behaviors

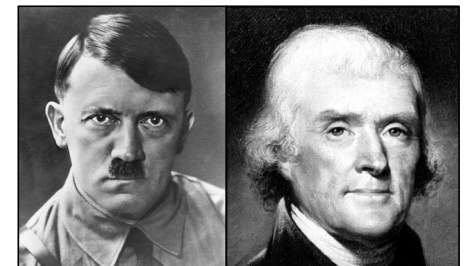
- Simple/external
- Changeable
- Can be right or wrong
- Are directly related to values



*Engaging, perceptive, problem solver*

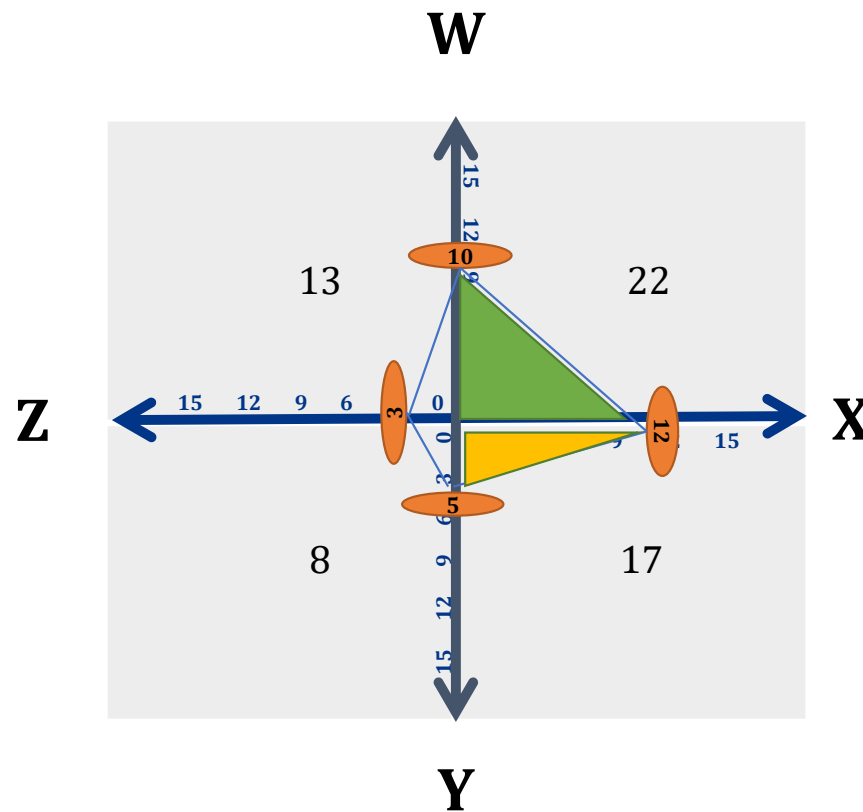


*Devout, soft-spoken, humble*



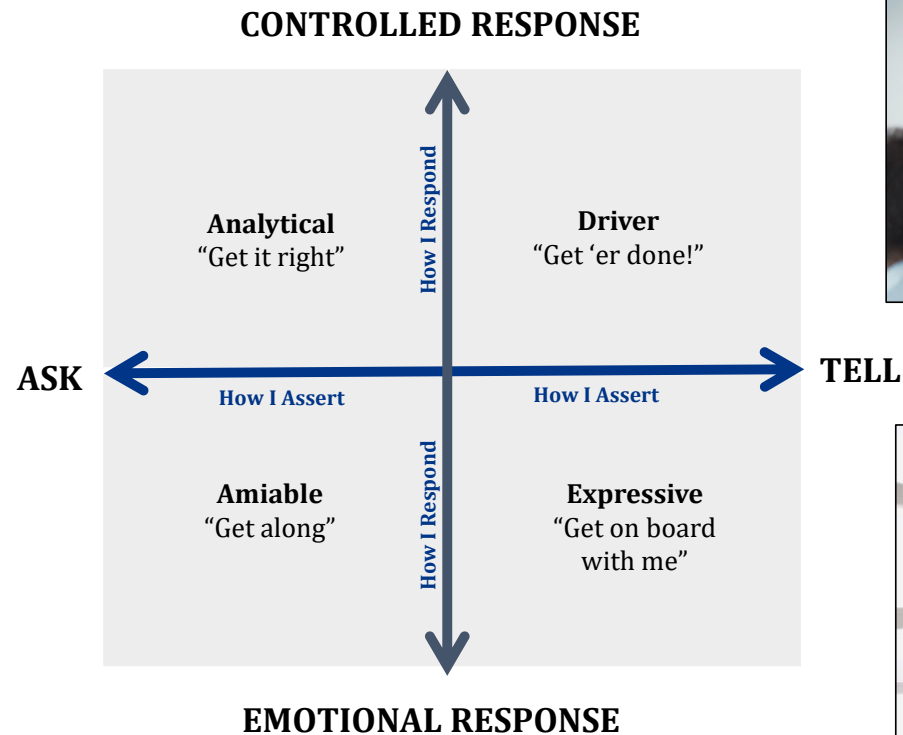
*Overbearing orators, politically tactless*

# Behavioral Styles Assessment



Based on Research by  
Bolton and Bolton: Social  
Style: Developing Work  
Relations 1988

# Behavioral Styles Assessment

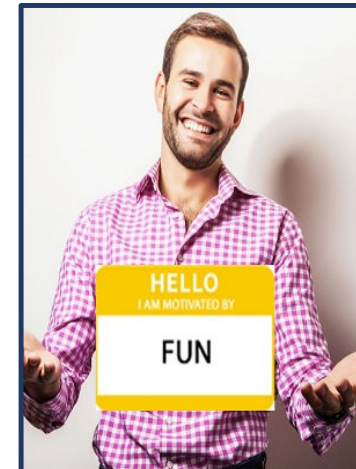
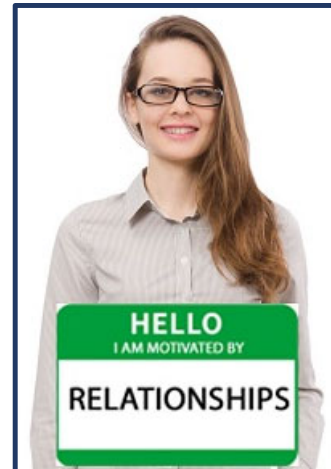




# Behavioral Styles Assessment

## Your Style

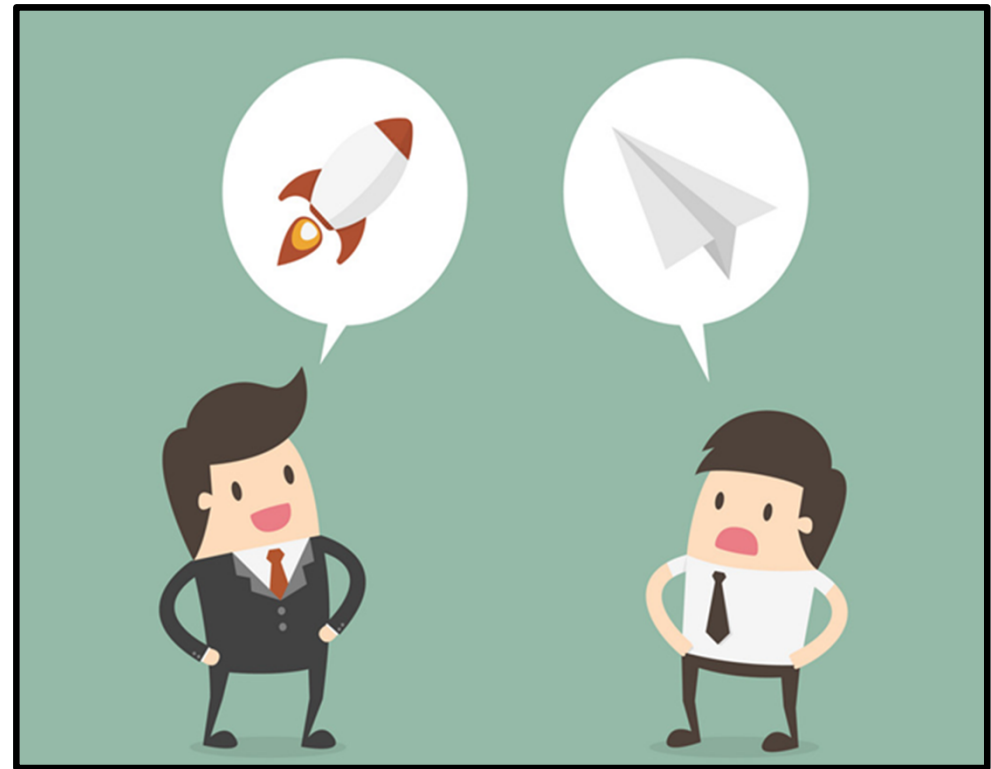
- **Driver: Page 8**
- **Expressive: Page 9**
- **Amiable: Page 10**
- **Analytical: Page 11**



# Behavioral Styles Assessment

**If you are:**

- **Driver: Page 12**
- **Expressive: Page 13**
- **Amiable: Page 14**
- **Analytical: Page 15**



# Communication Challenges – Plan an Event

<p><b><u>Analyticals</u></b></p> <ul style="list-style-type: none"><li>• Explain <b><u>how</u></b> first</li><li>• Proceed deliberately</li><li>• Support the Analytical's principles</li><li>• Talk about documented facts</li><li>• Provide deadlines</li><li>• Be patient, organized, and logical</li></ul>	<p><b><u>Drivers</u></b></p> <ul style="list-style-type: none"><li>• Explain <b><u>what</u></b> first</li><li>• Proceed rapidly</li><li>• Support the Driver's results</li><li>• Talk about immediate results</li><li>• Provide freedom and options</li><li>• Be businesslike, time conscious, and factual</li></ul>
<p><b><u>Amiables</u></b></p> <ul style="list-style-type: none"><li>• Explain <b><u>why</u></b> first</li><li>• Proceed softly</li><li>• Support the Amiable as a person</li><li>• Talk about personal life</li><li>• Provide initiative</li><li>• Be gentle, specific, and harmonious</li></ul>	<p><b><u>Expressives</u></b></p> <ul style="list-style-type: none"><li>• Explain <b><u>who</u></b> first</li><li>• Proceed enthusiastically</li><li>• Support the Expressive's intentions</li><li>• Talk about people and opinions</li><li>• Provide discipline</li><li>• Be stimulating, open, and flexible</li></ul>



# Questions

**Frank DeCarvalho**

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