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one of four primary social styles:
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individual may dip in and out of all

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four approaches, most of us tend to favour one approach more than the other three. We tend to have a predominant style and a least used style.

How to understand differences
between individuals

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Personal Styles and Effective
Performance: Make Your Style ...

The concept of Social Styles (aka
Personal Styles) has been around for
well over 20 years. It may have lost
some of its buzz because it no longer
qualifies as the latest flavor, but it is a

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concept that remains popular and is used widely because it offers a practical model of personality and communication.

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Social Styles form a model of

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personality that focuses on our outer behaviour, rather than the inner you. Its founders described it as ‘ the you that ’ s on display ’ . In the early 1960s, two industrial psychologists, David Merrill and Roger Reid wanted to understand whether they could predict managerial, leadership and

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sales performance.

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