

Behavioral Styles



*All styles
get results!*

CONTROLLING

Takes Charge

Determined

Decisive

Results-oriented



ANALYZING

Thorough

Anchor of Reality

Detailed

Organized



PROMOTING

Stimulating

Enthusiastic

Innovative

Risk Taker



SUPPORTING

Team Player

Caring

Good Listener

Relationship-oriented



Which style best describes you? Why?

Behavioral Styles Assignment

understand the concept



Behavioral Styles is a framework that helps us understand why everyone sees the world differently. Our Behavioral Style determines the way we like to communicate with each other and the way we make decisions. Each style has its own unique set of strengths and challenges and all styles get results.

reflect



- ***Given the style that best describes you, what qualities of that style would you say help you the most and why/how do they help you?***
- ***Which style do you have the most difficulty getting along with? Reflect on how you might be even more effective in your interactions with them.***

practice

- **SHOW THE BEHAVIORAL STYLE INFOGRAPHIC TO SEVERAL OF YOUR COLLEAGUES AND ASK THEM WHICH STYLE GROUP THEY BELIEVE THAT YOU BELONG TO. DID THEY SELECT THE STYLE YOU EXPECTED?**
- **NOTICE WHAT HAPPENS TO YOUR BEHAVIORAL STYLE TENDENCIES WHEN YOU ARE ON THE LOWER FLOORS OF THE MOOD ELEVATOR.**

BE EXTRAORDINARY **TOGETHER.**

Culture Considerations and Conversation Starters

Behavioral Styles

Conversation Starters

Behavioral Styles is a framework that helps us understand why everyone sees the world differently. Ask your team members to reflect on their own Behavioral Style and how that influences their interactions with others around them (team members, community members, patients, etc.).

Ask them to consider:

- Understanding your own Behavioral Style is an important exercise in self-awareness. Through better understanding of your own style you can:
 - Collaborate more effectively by understanding your own strengths
 - Recognize how others' operate and the strengths they bring to the table
 - Challenge negative filters that could hinder a better outcome
- Conflict is often thought of negatively; however, we can view conflict as a situation where two people's strengths have come together. Our Behavioral Styles provide information for how we can appreciate the strengths of others in times of conflict, and this appreciation can lead to better outcomes.
- Individuals can blame or label others with different styles if low on the Accountability Ladder. Remember to stay curious, assume positive intent, and appreciate the strengths of different Behavioral Styles to achieve the best outcome

Inclusion and Diversity

- Inclusion and diversity help drive us toward better results for ourselves, our patients, our coworkers, and our organization. Behavioral Styles provide a framework for us to recognize and appreciate others' strengths. How can we seek out different styles to build a better self, better teams, and better community?

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