

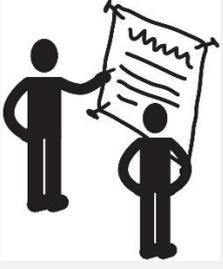
## Overview of the Four Styles

These are patterns of physical and verbal behaviour, displayed when interacting with others, linked to underlying inner drives, beliefs, aims and talents. Our styles affect how we interact with others and how we influence them, often non-verbally and sometimes without conscious intention.

<p><b>NAVIGATOR</b>  <i>What's the plan? Let's get it right!</i></p>  <p><b>Responding role</b>  <b>Directing communication</b>  <b>Process focus</b></p>	<p>People with the Navigator style <i>push for a course of action</i></p> <ul style="list-style-type: none"> <li>• they tend to move in a deliberate way, speak with a measured tone and pace, and appear calm and <b>focused</b></li> <li>• they need to <b>anticipate</b> obstacles and they create a course of action to achieve the <b>desired</b> result</li> <li>• they make <b>deliberate</b> decisions, checking against a thought-through process</li> <li>• it tends to come naturally to them to plan, monitor, guide, adjust</li> <li>• they keep the group on track and help to anticipate problems</li> <li>• they may become stressed when they don't know what is going to happen (or if a plan changes, until they get a new course of action), or if they don't see progress</li> </ul>
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<p><b>MOBILISER</b>  <i>"Let's get it done now!"</i></p>  <p><b>Initiating role</b>  <b>Directing communication</b>  <b>Outcome focus</b></p>	<p>People with the Mobiliser style <i>push for action with results</i></p> <ul style="list-style-type: none"> <li>• they tend to move briskly, speak quite quickly and appear straightforward and <b>determined</b></li> <li>• they need to <b>accomplish</b> actions and they mobilise resources (including people) to get an <b>achievable</b> result</li> <li>• they make <b>quick</b> decisions with confidence</li> <li>• it tends to come naturally to them to decide, direct, mobilise, execute</li> <li>• they lead the group to the goal and help to get things accomplished</li> <li>• they may get stressed when others do not share their urgency or nothing is being accomplished or if they feel out of control</li> </ul>
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<p><b>ENERGISER</b>  <i>Let's get started and do it together"</i></p>  <p><b>Initiating role</b>  <b>Informing communication</b>  <b>Process focus</b></p>	<p>People with the Energiser style <i>push for involvement</i></p> <ul style="list-style-type: none"> <li>• they tend to move and speak quite quickly and expressively and appear enthusiastic and <b>engaging</b></li> <li>• they need to <b>involve</b> others and they engage them to get an <b>embraced</b> result</li> <li>• they make <b>collaborative</b> decisions to ensure buy-in</li> <li>• it tends to come naturally to them to persuade, energise, facilitate, brainstorm</li> <li>• they facilitate the group's process and help to raise commitment</li> <li>• they get stressed when they or others are not involved in what's going on, or if they don't feel accepted</li> </ul>
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<p><b>SYNTHESISER</b>  <i>"What result do we need"</i></p>  <p><b>Responding role</b>  <b>Informing communication</b>  <b>Outcome focus</b></p>	<p>People with the Synthesiser style <i>push for the best result</i></p> <ul style="list-style-type: none"> <li>• they tend to move and speak in an unassuming way, and appear patient and <b>approachable</b></li> <li>• they need to <b>integrate</b> and they gather information and input to get the <b>best</b> result</li> <li>• they make <b>consultative</b> decisions, integrating many sources of input and points of view</li> <li>• it tends to come naturally to them to define, clarify, support, integrate</li> <li>• they support the group's process and help to avoid mistakes</li> <li>• they may get stressed when they don't have enough time or are not given credit for their efforts, or if they are pressed to decide too quickly</li> </ul>
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Remember that:

- The styles do not describe the whole of your personality – people are far more complex than can be described in one model
- They are specifically about **how we interact** with others, not about other aspects of your personality
- How we behave in any situation is influenced by our upbringing, education, experiences and the culture in which we live, as well as by our personality
- They are highly situational – while we have a natural tendency to behave in certain ways, we can flex our style depending on the needs of the situation; indeed, we often flex our behaviour unconsciously as a natural response to a situation.