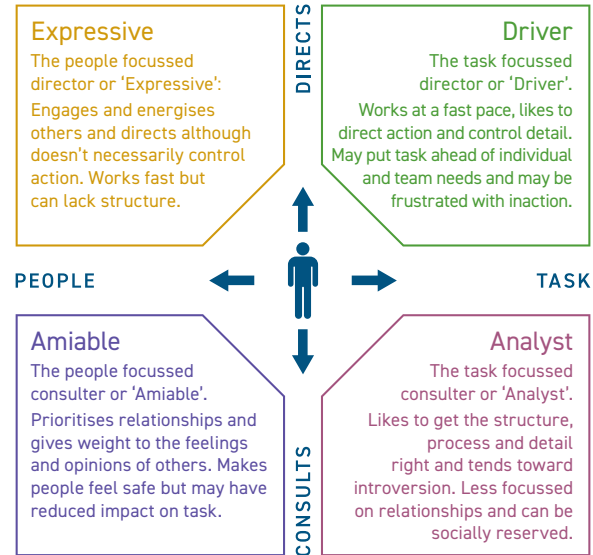




The Merrill and Reid Social Styles Model is a useful format for leaders and teams looking to improve performance and reduce friction.

The vertical axis defines whether you tend to be focussed on task or people. If you prefer to engage with the task, you sit to the right of the line; if you prefer to engage with people then you sit to the left. The horizontal axis places whether you prefer to direct or consult. If you prefer to gather consensus and information, you are sit below the line, if you prefer pushing the activity and people, you would be placed above the line.

There is no 'right place' to be on this model. Any position on the model comes with costs and benefits. Most of us are able to 'stretch' between different positions on the model, but we will have a preference for where we feel most comfortable; we will also have a place on the model where we go under pressure. Think how this model applies to you and the people you work closely with.



***"If you know yourself well, you will understand what drives you. You will be able to harness the strengths that brings, and be able to control the potential down-side of your personality."***

Neil Jurd