



The Expressive Style

Ei4Change

The Expressive Style

Expressive Style

- Interested in taking people with them, enthusing them with optimism and energy.
- Open with people.
- Willing to make personal investment and so they are generally very good with people.
- Can frighten people by being over-enthusiastic and dominant.
- Can feel personally let down by people and left out.

May be viewed as superficial and irresponsible as they can be poor with detail and their hunches can go wrong.

Basic fear: Rejection.

Motivator: Public praise and recognition.

Value to the organisation: Working with and through people.

Observable Behaviours

Approach: Will be exceptionally enthusiastic.

Time orientation: Future focused.

Handshake: Prolonged, friendly.

Office: Certificates, pictures, trophies, newspaper clippings relating to themselves on display.

Dress: May be dressed in the latest fashion; colour coordinated and may dress to impress.

The Expressive Style

Manners: Could appear superficial and impulsive; happy to share their feelings.

Eye contact: Frequent and friendly.

Body language: Animated hand and body movements.

Handling conflict: Prefers to persuade rather than confront aggressively or demand.

Communication

Management style: Motivating.

Communication style: Talkative.

Wants to know: 'What is new, exciting, and innovative?'

Written communication style: Inclined to be idea-orientated and often quite lengthy in making a point. Rather vague and abstract.

In general, they may

- be positive and verbal
- be willing to be friendly and very sociable
- be very communicative
- tell stories and anecdotes
- share personal feelings
- be over-enthusiastic, agreeing to every suggestion
- seem to be very interested and yet may delay on a decision
- act impulsively
- be inattentive to detail
- appear to be superficial

The Expressive Style

Use of Emotional Intelligence

Good use	Poor use	Best approach
verbal	talkative	tell who first
inspiring	easily distracted	be enthusiastic
ambitious	impulsive	allow for fun
enthusiastic	undisciplined	support their creativity
energetic	excitable	support their intuition
confident	egotistical	talk about people and goals
friendly	emotional	handle the details for them
influential	manipulating	value feelings and opinions
decisive	overly dramatic	

The Expressive Style



: +44 (0) 161 244 8884



: info@ei4change.com



: ei4change.com