



The Amiable Style

Ei4Change

The Amiable Style

Amiable Style

- Interested in, and places high value, on personal relationships, feelings, human interactions, and affiliation with others.
- Warm and sensitive to the feelings of others.
- Perceptive, able to assess a situation in terms of the human emotions involved.
- Loyal and supportive.

May be viewed as emotional, sentimental, and too easily persuaded by others.

Basic fear: Insecurity.

Motivator: Security.

Value to the organisation: Service and support. A specialist.

Observable Behaviours

Approach: Tentative, considerate, and organised.

Time orientation: Refers to past events and relationships with others over time.

Handshake: Sincere.

Office: Pictures in the office may be of possessions and family.

Dress: Appropriate but for comfort rather than fashion.

Manners: Very courteous and welcoming.

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Eye contact: Warm, friendly, sincere.

Body language: Relaxed and attentive.

Handling conflict: Prefers to smooth over the situation, rather than rush in with an aggressive decision.

Communication

Management style: Organising.

Communication style: Listening.

Wants to know: How others may feel about the matter, who else will be involved in it, past experiences in similar situations, etc.

Written communication style: Informal, chatty, and friendly. May include names and make references to others and to past events.

In general, they may

- listen and may not talk a lot
- be content with things as they are
- question in order to clarify
- strive to maintain status quo
- talk in a slow but firm voice
- not change pace easily or rapidly
- make tentative statements
- be thorough in finishing tasks
- be very security conscious
- seem to be lacking in imagination
- appear convinced (but don't assume they are!)

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Use of Emotional Intelligence

Good use	Poor use	Best approach
patient	hesitant	explain why and who first
respectful	vague	ask instead of telling
willing	compliant	share your feelings
empathetic	conforming	draw out their opinions
agreeable	dependent	explore their personal life
dependable	unsure	define expectations
concerned	laid back	strive for harmony
relaxed		

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