

Church & Ministry Board Training Day

The 4 Social Styles in the Boardroom



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John W. Pearson

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20-page Resource

Visit...

<https://www.managementbuckets.com/people-bucket>

...and download the 20-page PDF resource,
“The 4 Social Styles in the Boardroom:
Leveraging the 3 Powerful S’s.”

Church & Ministry Board Training Day

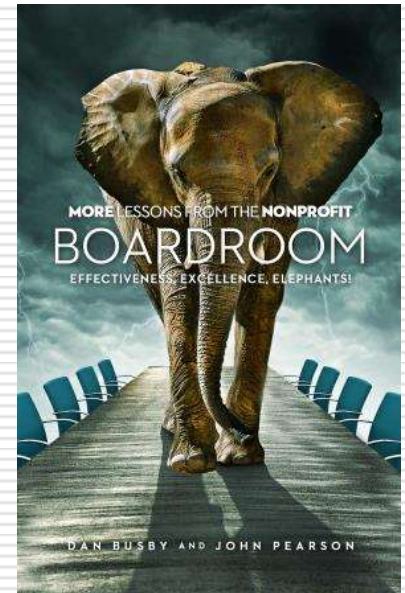
**“Welcome
to the
Board!”
(*Yikes!*)**



Church & Ministry Board Training Day

THE 3 POWERFUL S's

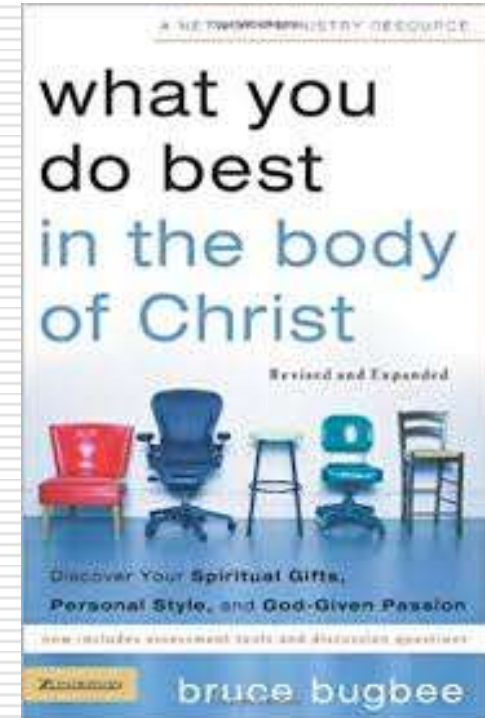
- ❑ Spiritual Gifts
- ❑ Strengths
- ❑ Social Styles



▶ Lesson 11: Thrive With Four Kingdom Values

The 3 Powerful S's

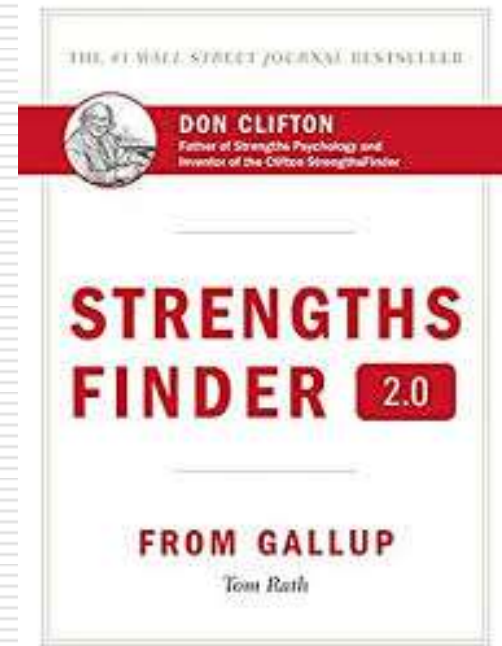
- Spiritual Gifts**
- Strengths**
- Social Styles**



▶ Romans 12, 1 Cor. 12, Eph. 4, etc.

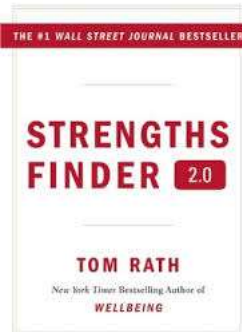
The 3 Powerful S's

- Spiritual Gifts
- Strengths
- Social Styles



► <https://www.gallup.com/cliftonstrengths/en/252137/home.aspx>

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Connectedness	Context
Belief	Communication	Developer	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	34 STRENGTHS

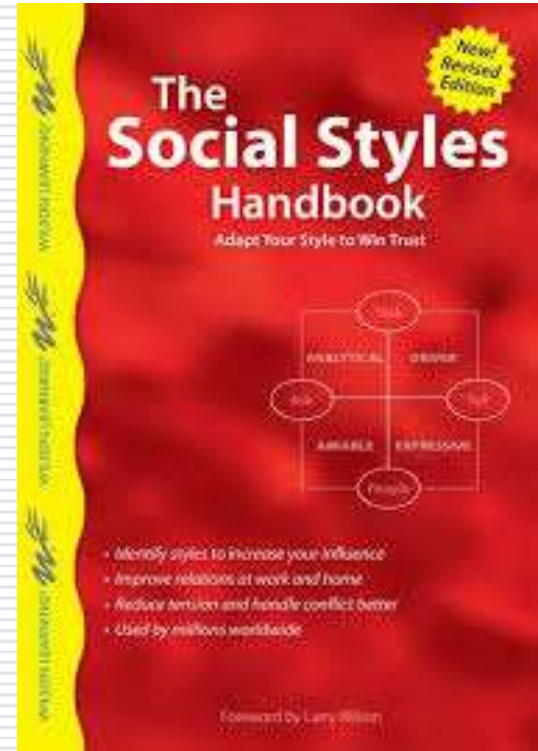


Gallup's StrengthsFinder Assessment



The 3 Powerful S's

- Spiritual Gifts
- Strengths
- Social Styles



▶ <https://tracom.com/social-style-training/model>

The 4 Social Styles in the Boardroom

PLAN A



The 4 Social Styles in the Boardroom

PLAN B

What if...we empowered board members to leverage their God-created sweet spots to fulfill their *holy calling* as board members?

The 4 Social Styles in the Boardroom

Become a student of your top leader, your board chair, and other board members—by observing 3 things:

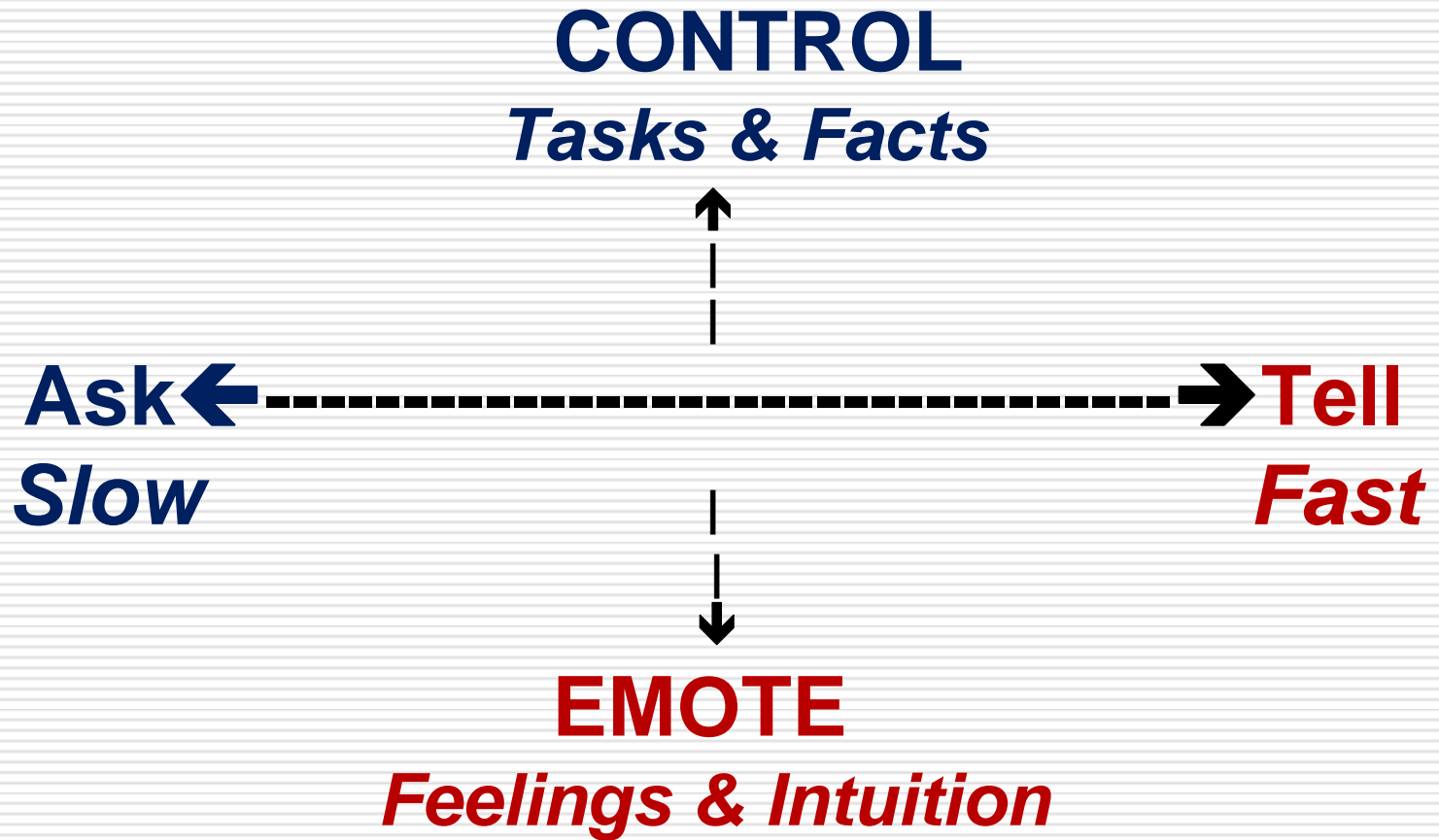
- **Pace**
- **Priority**
- **Versatility**

“Treating people the way WE want to be treated can be wrong 75 percent of the time, and right only 25 percent!” (Larry Wilson)

ASSERTIVENESS & *PACE*



RESPONSIVENESS & *PRIORITY*



The 4 Social Styles in the Boardroom

Analytical

Driving

Amiable

Expressive!!!!

The 4 Social Styles: What They VALUE

Analytical

Values Thinking

Driving

Values Control

Amiable

Values Relationships

Expressive!!!!

Values Intuition

The 4 Social Styles **UNDER PRESSURE!**

Analytical

Values Thinking

Avoids Under Pressure

Driving

Values Control

Becomes Autocratic Under Pressure

Amiable

Values Relationships

Acquiesces Under Pressure

Expressive!!!!

Values Intuition

Attacks Under Pressure

The 4 Social Styles: **PACE IN COMMON**

Analytical

Values Thinking

Avoids Under Pressure

Driving

Values Control

*Becomes **Autocratic**
Under Pressure*

Amiable

Values Relationships

Acquiesces Under Pressure

Expressive!!!!

Values Intuition

Attacks Under Pressure

The 4 Social Styles: **PRIORITY IN COMMON**

Analytical

Values Thinking

Avoids Under Pressure

Driving

Values Control

*Becomes **Autocratic**
Under Pressure*

Amiable

Values Relationships

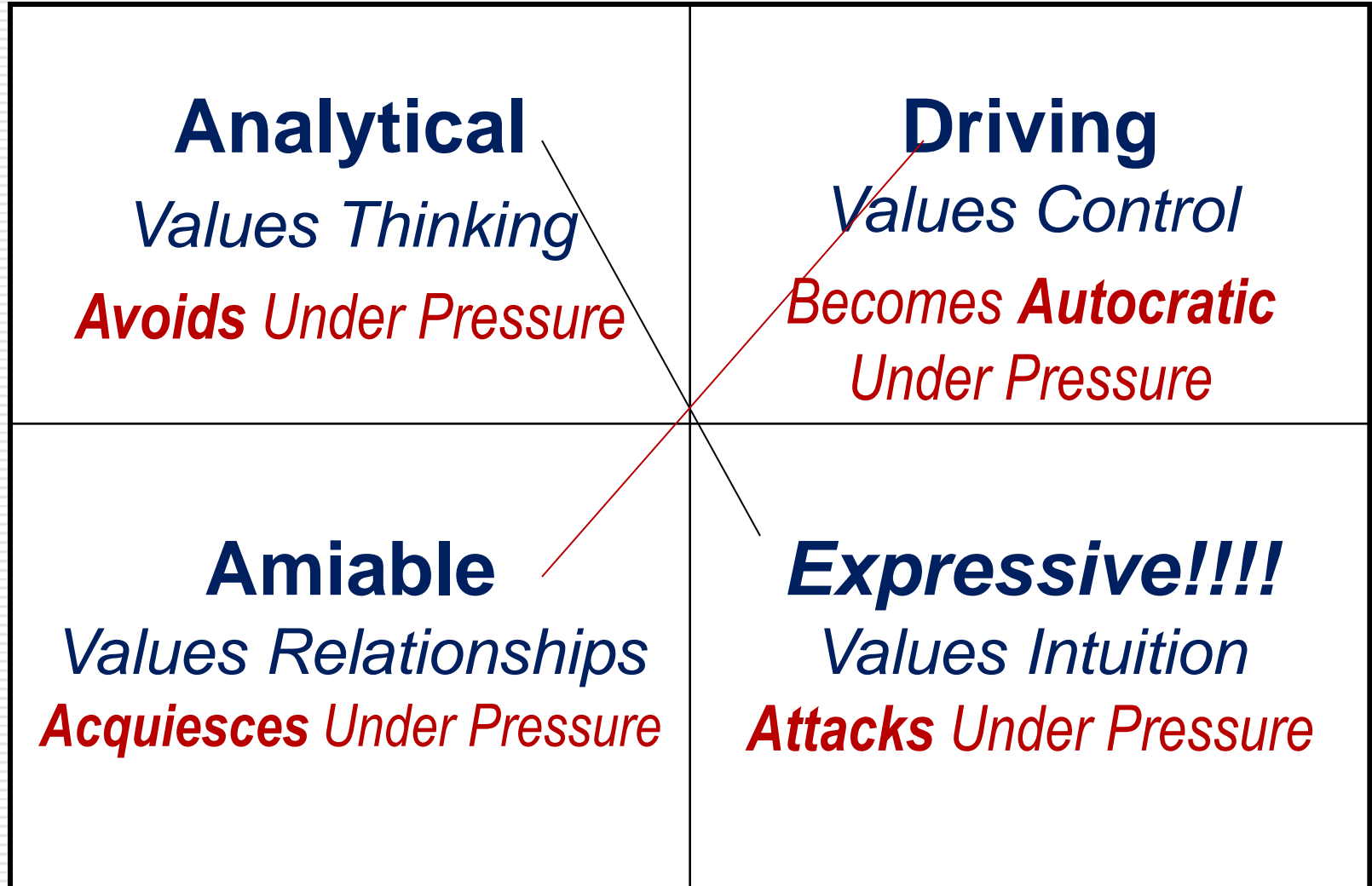
Acquiesces Under Pressure

Expressive!!!!

Values Intuition

Attacks Under Pressure

YIKES!!! *NOTHING IN COMMON*



*The 4 Social Styles: **VERSATILITY***

Analytical

Driving

Amiable

Expressive!!!!

6 TIPS ANALYTICAL STYLE

How to Work with Analytical Style People

1 take your
TIME

2 **COMMUNICATE**
clearly & concisely

3 **DON'T PRESSURE**
for answers

4 **RESPECT**
their processes

5 ask directly for their
FEEDBACK

6 give them
SPACE



TRACOM GROUP
THE CREATOR OF SOCIAL STYLE®

www.socialstyle.com

6 TIPS DRIVING STYLE

How to Work with Driving Style People

1 **RESPECT**
their time

2 **STICK TO**
the facts

3 follow up on your
PROMISES

4 show your
COMPETENCE

5 **EARN THEIR TRUST**
before expecting it

6 let them have some
CONTROL



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6 TIPS AMIABLE STYLE

How to Work with Amiable Style People

1 **APPROACH**
conflict carefully

2 **GET TO**
know them

3 consider their
PERSPECTIVES

4 draw out their
OPINIONS

5 handle issues in
PRIVATE

6 always be
COURTEOUS



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6 TIPS EXPRESSIVE STYLE

How to Work with Expressive Style People

1 **LAUGH**
with them

2 **LISTEN**
to their opinions

3 **THINK BIG**
picture

4 **RECOGNIZE**
their contributions

5 **LIGHTEN**
UP

6 form a
FRIENDSHIP



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The 4 Social Styles in the Boardroom

“Why are you doing what others can do, when you are leaving undone what only you can do?”

What You Do Best in the Body of Christ (Bruce Bugbee)

Question!

**WHAT IS
YOUR 1 BIG
TAKE-AWAY
OR
STRATEGIC
NEXT STEP?**



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