

## Personality Profiling Tips – S style – Dove



***“There is nothing stronger in the world than gentleness.” Han Suyin***

S-styles are steady, calm and laid back. While they do like interaction with other people, they are more reserved and less animated than other personalities. S-styles prefer things to remain the same because changes and surprises threaten their sense of security. Family and friends tend to be very important to S-styles. They often defend their own group or team almost emotionally; fairness and justice are very important to S-styles.

S-styles are reliable and stable, with an emphasis on co-operating with whoever is in charge to carry out the tasks. They say: “Tell me what, when and how you want it done and I’ll be glad to do it.” And they think “If you do not give me enough details, I won’t get started because you might blame me if it gets done wrong.”

Since S-styles prefer stability and security, they tend to resist change and need support with it. They want to know how the change will affect their lives. S-styles are also prone to be hesitant in their actions and decision making. This is primarily caused by their desire to consider others and for everyone to get along.

**Motto:** If it’s not broken, let’s not fix it.

**Focus:** Involved with familiar people.

**Under pressure – Too willing.** S-styles’ have a tendency to be accommodating and polite. Often they say “yes” too easily.

**Fear – Loss of stability.** S-styles have a desire to have a stable and secure environment. Change can be challenging for S-styles.

**Favourite Question:** How? (How are we going to do this? How does this impact us? How will it affect everyone?)

### **Communication Style:**

- Prefer 1-1 and face to face
- He/she listens
- Answers when asked
- Talks calmly
- Needs to feel trust
- Kind

**Communicating with an S-style, remember to:**

Use a quiet and gentle tone of voice. Provide him/her with all of the facts they need but not too detailed, keep it simple. Demonstrate that you are honestly trying to help and can be trusted. Listen carefully to what he/she says.

**To develop the relationship with an S-style:**

S Styles value friendship and relationships. Stay connected and check in to see how they are doing. Show kindness and consideration not only to them but to others also, if they notice you being mean to others they will walk away from the relationship. How people are treated is very important to them.

**What NOT to do with an S-style:**

Do not force him/her to talk, they don't like being made to speak. Do not forget what he/she has said, they are such good listeners they expect others to listen and remember what they have said.

**Moving the relationship forward with an S-style:**

Show you care. Avoid pressure. Connect regularly. Be kind. Listen well.