

Improving Your Adaptability

Effective teamwork requires each team member to modify his or her behavioral style to some degree. Openness and adaptability will reduce conflict and stress and, in turn, enhance interaction. Style modification is simply defined as *temporarily* adjusting your own behavioral style in a manner that encourages others to interact productively with you. The word “*temporarily*” is important because behavioral style is relatively unchanging. Permanent style changes are both unrealistic and impractical. But temporarily modifying your own behavior is both practical and possible

In what ways would the following suggestions for adapting your style help to improve effectiveness with your team, customers’ and/or co-workers?

“D” Style Needs To: <ul style="list-style-type: none">• Ask for opinions of others• Negotiate decision-making• Listen without interruption• Adapt to time needs of others• Allow others to lead• Be attentive to team members ideas until everyone reaches a consensus	“i” Style Needs To: <ul style="list-style-type: none">• Talk Less• Restrain enthusiasm• Make decisions based on facts• Stop and think!• Acknowledge thoughts of others• Weigh the pros and cons before Making a decision; be less impulsive
“C” Style Needs To: <ul style="list-style-type: none">• Verbalize feelings• Pay personal compliments• Spend time building relationships• Socialize more• Use more friendly non-verbals• Be less critical of others’ ideas and methods	“S” Style Needs To: <ul style="list-style-type: none">• Get to the point• Volunteer information• Be willing to disagree• Act on your conviction• Initiate conversation• Be more open to change, and deal with confrontation constructively

Practice the Platinum Rule:
“Do unto others as they want to be done unto”