Where is Your Personality Taking You?
Where is your personality taking you?

Personality plays an important role in all facets of organizational life. It determines how people communicate, act as leaders, and get along with others. It also drives career choices, performance track records, and organizational culture—just to name a few.

But, understanding the ins and outs of personality takes more than intuition and gut instinct alone. It takes insight, knowledge, and the ability to know how to use it.

Welcome to the HRDQ Style Series, a full line of easy-to-use personality-style training solutions that shed light on key aspects of organizational life, from communication and leadership to team building, sales, time management, coaching, and more.

The HRDQ Style Series is an excellent way to introduce personality style and to help others understand why people act the way they do. Your audience will discover things they never knew about themselves; and they’ll learn how to use personality to improve their performance, build rapport with others, and achieve greater success on the job.

“The Style Series as a whole is easy to understand, inexpensive, and fits together smoothly. The strength of the model is that it’s based on behavior: one can gauge someone’s style by the way they act.”

Les Helms
President
L&L Training Solutions Inc.
HRDQ Style Model

The HRDQ Style Model
The result of years of research, development, and proven theory, the HRDQ Style Model is the backbone of every Style Series training solution. It’s the formula thousands of individuals have relied upon to understand what makes not only them — but those around them — tick.

It all boils down to four words.
The power behind the HRDQ Style Series lies behind a simple, but effective, model. Based on William Marston’s theory, the style model defines personal style in four terms: Direct, Spirited, Considerate, and Systematic—each a combination of two dimensions, assertiveness and expressiveness.

Assertiveness is the amount of energy and effort a person invests in controlling and influencing the thoughts and actions of others. Highly assertive people are active, confident, and forward, while people with low assertiveness are attentive and process-focused, and like to deliberate.

Expressiveness is the amount of energy and effort a person invests in displaying his or her own emotions. Highly expressive people are social, emotional, and animated. People with low levels of expressiveness are private, independent, and focused.

Here’s how these two dimensions combine to create four unique personality styles:

- High assertiveness + low expressiveness = Direct
- High assertiveness + high expressiveness = Spirited
- Low assertiveness + high expressiveness = Considerate
- Low assertiveness + low expressiveness = Systematic

The meaning behind these four personality-style terms is the key to unlocking what drives human behavior. The simplicity of the model makes facilitation easy for trainers—and training memorable for individuals.

So if you want people to become better skilled at communicating with others, leading cross-functional teams, clinching lucrative deals, or building a healthy rapport with others, getting to know the HRDQ Style Model is an excellent first step. There isn’t an easier, more powerful way to understand how personality impacts life, both personal and professional.
RELATIONSHIPS WERE STRAINED

The human resources manager of a large company contacted Gary Turner of Turner Consulting when her department experienced an influx of complaints coming from the firm’s administrative team. The human resources manager suspected that the complaints, which were mostly interpersonal in nature, were the result of recent organizational changes. In just 12 months, productivity had dropped, job satisfaction was at an all-time low, and relationships were strained. The human resources department was overwhelmed with the number of complaints and the failed attempts to improve the situation. The manager of the administrative team was equally frustrated.

DIAGNOSING THE CAUSE OF THE PROBLEM

Recognizing these symptoms from past training experience, Gary recommended to his client that they administer What’s My Communication Style? as a diagnostic tool and starting point for intervention. The 24-item online assessment identifies personal communication style, and in this case, was used to profile the mix of styles within the administrative team. What’s My Communication Style? also gave individuals a practical tool for learning how to better adapt style to improve communication and relationships with their peers.

Visit HRDQstore.com/wmcscase to read the full story.
What’s My Communication Style?
Third Edition
Eileen M. Russo, PhD

What your communication style says about you
Communication is the very lifeblood of any organization. If managers cannot communicate clearly and persuasively with employees, and employees with customers, then other vital goals are forever out of reach. Say goodbye to aspirations to capable leadership, teamwork, customer service, or even the ability to execute a coherent business strategy.

The best way to improve communication skills is to build a better understanding of personal style and its impact on others. What’s My Communication Style is a powerful assessment that identifies a preference for one of four styles, highlights the communication behaviors that distinguish it, and then provides a practical and easy-to-use “language” that enables individuals to master their behavior and learn how to interpret the behavior of others—in any situation.

Learning Outcomes
• Pinpoint one of four communication style preferences
• Learn about four forms of communication
• Discover how style affects communication
• Learn how to “speed read” a person’s communication style
• Understand how to “flex” style for effective communication with others

PRODUCT COMPONENTS

- DELUXE FACILITATOR SET:
  Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, Personality Style at Work book, and Personality Style for Dummies book
- PAPER SELF ASSESSMENT
- ONLINE SELF ASSESSMENT
- QUICKSTART TRAINING:
  Includes 2 hours of telephone coaching for facilitators
- PERSONALITY STYLE TOOLKIT:
  Activity collection
- PERSONALITY STYLE FOR DUMMIES
  Paperback Book
- PLAYING WITH STYLE GAME
- STYLEPLAY GAME
- BLINKY BUTTONS
  Choose from 4 styles
- FACILITATOR STARTER KIT
  Includes facilitator set with sample materials, Personality Style For Dummies book, Personality Style at Work book, StylePlay game, and 4 blinky buttons
- THEORETICAL BACKGROUND
  DOWNLOAD AT HRDQstore.com/wmcs-tb

Expand the learning with the experiential learning game: Bridging the Communication Divide
It is a great companion game to the best-selling assessment What’s my Communication Style?
Learn more at HRDQstore.com/bridging

New to this product? Try the starter kit. hrdqstore.com/wmcskit
Bridging the Communication Divide

HRDQ

Your blueprint for effective communication. Not your ordinary communication training program, Bridging the Communication Divide is an adventurous role-play game that lifts participants out of their everyday, four-walled environment and immerses them in a powerful combination of learning and practice. There isn’t a better tool for exploring—or experiencing—personality style and how it shapes the way people interact. From identifying ‘Who am I?’ and learning the ins-and-outs of personality to discovering how to flex your style and building an action plan for improvement, Bridging the Communication Divide is full-distance learning. As a trainer, you will witness an amazing transformation happen between Parts One and Two!

The Bridging the Communication Divide Complete Game Kit is packed with all of the tools you need to plan for and deliver a learning experience that achieves immediate results, from a comprehensive facilitator guide and takeaway participant workbooks to reusable game parts, support materials, a professional Microsoft® PowerPoint® presentation, and more.

Learning Outcomes

• Understand the four principle communication styles
• Recognize each style’s strengths and trouble spots
• Learn how communication styles are perceived by others
• Discover how to flex one’s style to better communicate with others

PRODUCT COMPONENTS

• COMPLETE GAME KIT
  Includes facilitator guide, participant workbooks, game parts, and facilitator support materials. Includes materials to train 4 groups of up to 6 people.

• PARTICIPANT WORKBOOK

• QUICKSTART TRAINING:
  Includes 2 hours of telephone coaching for facilitators

• INFORMATION KIT
  Download at HRDQstore.com/bridginginfo

Bridging the Communication Divide is also extremely useful for:

• Intra- and inter-team development
• Supervisory skills training
• Individuals or teams experiencing communication breakdowns

PRODUCT TYPE
Game

MEASURES
Personality Styles: Direct, Spirited, Considerate, Systematic

TIME REQUIRED
3.5 hours
How to Speed Read a Person

Understanding the ins and outs of personality style is the key to success in the workplace; and that’s especially true when it comes to learning how to interpret the behaviors of other people. That’s because the ability to identify another person’s style offers insight into how best to adapt one’s own style to improve interactions. Here are some characteristic clues that can help anyone to speed read style:

<table>
<thead>
<tr>
<th></th>
<th>DIRECT</th>
<th>SPIRITED</th>
<th>CONSIDERATE</th>
<th>SYSTEMATIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talking</td>
<td>Gets to the point</td>
<td>Tells good stories</td>
<td>Doesn’t offer opinions</td>
<td>Precise</td>
</tr>
<tr>
<td>Listening</td>
<td>Poor listener</td>
<td>Doesn’t hear details</td>
<td>Sympathetic listener</td>
<td>Seeks facts</td>
</tr>
<tr>
<td>Handshake</td>
<td>Firm</td>
<td>Enthusiastic</td>
<td>Gentle</td>
<td>Brief</td>
</tr>
<tr>
<td>Personal Space</td>
<td>Maintains distance</td>
<td>Likes to be close</td>
<td>Tactile</td>
<td>Avoids touching</td>
</tr>
<tr>
<td>Movement</td>
<td>Bold</td>
<td>Quick</td>
<td>Slow</td>
<td>Controlled</td>
</tr>
<tr>
<td>Workspace</td>
<td>Suggests power</td>
<td>Cluttered</td>
<td>Displays photos</td>
<td>Organized</td>
</tr>
</tbody>
</table>

_Source: What’s My Communication Style?_
Wonder why some people learn more than others?
Top trainers know that it’s important to consider how the individuals in their audience prefer to learn. That’s because every person uses a preferred style during the learning process—whether or not they are conscious of it.

Some people learn best in a group, while some prefer to learn independently. Still, others approach learning with enthusiasm; and some require time for reflection. It’s true that there isn’t one “correct” learning style, but building awareness of behavioral style for learners is the key to maximizing results for both your audience and your training efforts.

So before you rollout your next training initiative, size up your audience with *What’s My Learning Style*. Participants will gain an understanding of the various forms of learning, their learning preferences, and how to use personality style to improve learning results.

**Learning Outcomes**
- Identify preference for one of 4 learning styles
- Recognize the strengths and weaknesses of each learning style
- Discover how to approach all types of learning in a way that is comfortable
- Create a plan to branch out of the “style comfort zone”

**PRODUCT COMPONENTS**
- **DELUXE FACILITATOR SET:** Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, *Personality Style at Work* book, and *Personality Style for Dummies* book
- **PAPER SELF ASSESSMENT**
- **ONLINE SELF ASSESSMENT**
- **QUICKSTART TRAINING:** Includes 2 hours of telephone coaching for facilitators
- **PERSONALITY STYLE TOOLKIT:** Activity collection
- **PLAYING WITH STYLE GAME**
- **STYLEPLAY GAME**
- **BLINKY BUTTONS** Choose from 4 styles
- **THEORETICAL BACKGROUND** Download at [HRDQstore.com/wmlearning-tb](http://HRDQstore.com/wmlearning-tb)
What’s My Team Member Style?

HRDQ

Teams are made up of people, and people are complex. A mixture of different backgrounds, opinions, personalities, and levels of expertise can make it difficult to get a group of people to perform together well. And that’s why understanding personal style is a step in the right direction.

The best way to understand what makes teams work is to first learn about team member behavior with What’s My Team Member Style. This assessment offers an inside look at how people act, both as individuals and as team members. It also includes a feedback tool that gives individuals a sense of how they are viewed by others. Combining the self assessment with peer perceptions enables individuals to learn how to adapt their style to improve interpersonal relationships, develop rapport, and become more effective team members.

Learning Outcomes

• Identify personal team member style
• Understand how to capitalize on style strengths and improve trouble spots
• Identify the styles of fellow teammates
• Plan how to take full advantage of the team’s mix of styles
• Realize how one is perceived by team members through peer feedback

PRODUCT COMPONENTS

• DELUXE FACILITATOR SET:
   Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, Personality Style at Work book, and Personality Style for Dummies book

• PAPER SELF ASSESSMENT
• ONLINE SELF ASSESSMENT
• PEER FEEDBACK FORM

First time facilitating the assessment?

QuickStart training will prepare you for your first class. Personalized, one-on-one telephone coaching is provided at your convenience. It includes an overview of the assessment’s theory and model, facilitation tips, typical participant reactions, and more.

Call us today to set up your training.
800-633-4533

QUICKSTART TRAINING
2 hours of telephone coaching for facilitators

PLAYING WITH STYLE GAME

STYLEPLAY GAME

BLINKY BUTTONS
Choose from 4 styles

THEORETICAL BACKGROUND
Download at HRDQstore.com/wmtms-tb

Product Type: Assessment
Measures:
Team member personality styles based on Marston/Jung theory
Time Required: 1 hour
What’s My Time Style?
Second Edition

How personality plays a part in project management
From beginning new projects and handling interruptions to multi-tasking and participating in meetings, time management skills have a huge impact on organizational productivity and efficiency. And just as individuals are unique, how people choose to manage their time also varies from person to person. While one person may like to work alone slowly and methodically, another may procrastinate until the last minute to get work done. It’s all a function of the individual’s behavioral style.

The secret is for individuals to understand their personal style so that they can complete work easily, and in a manner that’s comfortable and natural. And What’s My Time Style? is the quick and easy-to-use assessment that can accurately identify personal time management style. With this knowledge, individuals learn how to make their style work to their advantage, and better understand how to work with others who manage their time differently.

Learning Outcomes
• Identify personal time management style
• Learn how to capitalize on time management strengths
• Understand how to avoid potential time management trouble spots
• Improve interactions with others who have different time management styles

PRODUCT COMPONENTS
- DELUXE FACILITATOR SET:
  Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, Personality Style at Work book, and Personality Style for Dummies book
- PAPER SELF ASSESSMENT
- ONLINE SELF ASSESSMENT
- PERSONALITY STYLE TOOLKIT
  Activity collection

- PERSONALITY STYLE FOR DUMMIES
  Paperback
- PLAYING WITH STYLE GAME
- STYLEPLAY GAME
- BLINKY BUTTONS
  Choose from 4 styles
- THEORETICAL BACKGROUND
  Download at HRDQstore.com/wmts-tb

What does your workspace look like?

- DIRECT
  Displays calendars
- SPIRITED
  Cluttered
- CONSIDERATE
  Lots of personal photos
- SYSTEMATIC
  Tidy desktop

Transform and energize your learning experience with Style Play!
What do Vince Lombardi, Tommy Lasorda, Phil Jackson, and Joe Torre have in common?

All four were highly-regarded athletic coaches. Despite that similarity, they led their winning teams very differently. So who was the most effective leader? Perhaps there are sentimental favorites. But it really all depends on the situation—and flexibility.

VINCE LOMBARDI
“Winning isn’t everything. It’s the only thing.” Vince Lombardi was no-nonsense leader, but it was his take-charge Direct style that led the Green Bay Packers to two Superbowl wins.

TOMMY LASORDA
High energy, animated gestures, and inspiration. Tommy Lasorda’s Spirited style helped him to lead the Los Angeles Dodgers to two World Series titles and the US Olympic baseball team to a gold medal.

JOE TORRE
Joe Torre led the New York Yankees to four World Series wins with his Considerate leadership style. Creating a comfortable environment and offering reassuring words, he built group harmony and player confidence.

PHIL JACKSON
Phil Jackson kept his emotions out of view. Characteristic of a Systematic leadership style, careful planning and strategic plays successfully led the LA Lakers to three NBA titles and the Chicago Bulls to six championships.

Four team leaders, four different leadership styles. While there isn’t one best or “correct” style, understanding the characteristics associated with them is the key to improving leadership effectiveness in any situation. Do you know what types of leaders you have in your organization?

Visit www.hrdqstore.com/wmls to find out.
What’s My Leadership Style?
Third Edition
Mary Blitzer Field, MA

Using leadership style to get others to follow.
Effective leadership at every level, from frontline supervisors to top executives, is a key characteristic of successful organizations. Great leaders have a positive influence on their followers, and they know how to get them to work toward shared goals.

But leaders are individuals, and because of that, they influence others in unique ways. Some leaders like to rally troops around a cause. Others focus on bolstering a team’s self-confidence. And while there isn’t any one “best” style, leaders who are able to flex their style are the leaders who are most successful.

What’s My Leadership Style is the bestselling learning instrument that enables leaders to assess their personal leadership style, interpret the behavior of others, and learn how to adjust their actions to best suit any situation.

Learning Outcomes
• Identify personal leadership style
• Learn how to capitalize on style strengths
• Discover how to minimize style trouble spots
• Learn how to “flex” personal style to interact more effectively with others

PRODUCT COMPONENTS
● DELUXE FACILITATOR SET:
  Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, Personality Style at Work book, and Personality Style for Dummies book
● PAPER SELF ASSESSMENT
● ONLINE SELF ASSESSMENT
● QUICKSTART TRAINING
  2 hours of telephone coaching for facilitators

● PLAYING WITH STYLE GAME
● BLINKY BUTTONS
  Choose from 4 styles
● THEORETICAL BACKGROUND
  Download at HRDQstore.com/wmls-tb

“What’s My Leadership Style offers a powerful yet non-threatening method of understanding leadership. I used it with a group managers who had merged from two departments with different management philosophies. The discussion was so significant and meaningful that it went a full two hours. It was a dialogue long overdue.”

Peter B. Grazier
President
Teambuildinginc.com
What’s My Coaching Style?
Second Edition
HRDQ

The best coaches are flexible coaches.
The role of coaching has become a critical part of enhancing performance, increasing retention, and individualizing training. But just as people are unique, so are their coaching styles. While there isn’t one “best” coaching style, effective coaches know that flexibility is the key to their success.

Awareness of personal style is the first step coaches need to take to develop a healthy rapport and become adaptable. And that’s why What’s My Coaching Style is such an effective training tool. This popular assessment helps coaches to understand what drives their behavior—and the behavior of others. With this knowledge, they can learn how to “flex” their style improve interpersonal relationships and ultimately become better coaches.

Learning Outcomes
• Identify personal preference for one of four behavioral styles
• Develop an awareness of personal behavior patterns
• Learn how one is viewed by those he or she coaches
• Create an action plan to immediately apply in the workplace

PRODUCT COMPONENTS
• DELUXE FACILITATOR SET:
  Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, Personality Style at Work book, and Personality Style for Dummies book
• PAPER SELF ASSESSMENT
• ONLINE SELF ASSESSMENT
• PEER FEEDBACK FORM
• QUICKSTART TRAINING
  2 hours of telephone coaching for facilitators
• PERSONALITY STYLE TOOLKIT
  Activity collection
• PLAYING WITH STYLE GAME
• PERSONALITY STYLE FOR DUMMIES
  Paperback
• BLINKY BUTTONS
  Choose from 4 styles
• STYLEPLAY GAME

Check out the Theoretical Background — Free!

The theory behind What’s My Coaching Style is based on the proven personality theories of Marston and Jung, the model identifies two basic dimensions of personal style: Assertiveness and Expressiveness. Assertiveness is the effort a person makes to influence or control the thoughts or actions of others. Expressiveness is the effort that a person makes to control his or her emotions and feelings when relating to others. Combining the two dimensions results in a four-quadrant model with four unique personal styles: Direct, Spirited, Considerate, and Systematic. The simplicity of the HRDQ Style Model is easy for trainers to facilitate and memorable for employees and managers to apply.

Download at HRDQstore.com/wmcoachs-tb
What’s My Selling Style?
Stephanie McBrier Hannett, PhD

Why are some salespeople more successful than others?
Popular books target characteristics such as ambition, initiative, self-confidence, tact…the list goes on. The common thread? Personality! Whether or not salespeople are aware of it, their personality shines through every interaction.

Understanding the role personality plays in the ability to close a sale is important. It’s easy when a salesperson’s personality closely matches his or her client’s personality. But oftentimes difficulties arise when a salesperson’s style does not match the client.

Salespeople who know their own personal selling style and are able to flex it to match their clients’ personal style are more successful than those who don’t. And there isn’t a faster way to achieve this flexibility than with What’s My Selling Style. This quick assessment identifies individuals’ personal style, pinpoints their clients’ styles, and then enables them to make adjustments to more closely match their clients when necessary.

Learning Outcomes
- Identify one of 4 personal selling-style preferences
- Understand how to leverage style strengths and avoid trouble spots
- Learn the clues to determine customers’ personal styles
- Discover how to adjust to match the customer’s style
- Find out how to sell to any personal style

PRODUCT COMPONENTS
- DELUXE FACILITATOR SET:
  Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, Personality Style at Work book, and Personality Style for Dummies book
- PAPER SELF ASSESSMENT
- ONLINE SELF ASSESSMENT
- QUICKSTART TRAINING
  2 hours of telephone coaching for facilitators

First time facilitating the assessment?
QuickStart training will prepare you for your first class. Personalized, one-on-one telephone coaching is provided at your convenience. It includes an overview of the assessment’s theory and model, facilitation tips, typical participant reactions, and more.

Call us today to set up your training.
800-633-4533

Selling-Style Strengths

- DIRECT
  Confident and asks for the business

- SPIRITED
  Enthusiastic and looks for creative solutions

- CONSIDERATE
  Listens attentively and is customer focused

- SYSTEMATIC
  Well prepared and follows through
What’s My Style?
Second Edition
HRDQ

What makes people tick?
There’s much debate about what drives human behavior. But one thing is certain: Research proves that personality plays a major role in how we act when given complete freedom to do so. It determines everything we do, including how we behave, how we interact with others, and why we choose certain professions. It’s also the key to our success—or failure—in the workplace. So in order for individuals to achieve and grow, they need to be aware of how their personality style impacts their performance.

What’s My Style is a popular learning assessment anyone can use to quickly and accurately identify personality style. It can be used as the foundation for almost any training curriculum, from communication and team building, to leadership, coaching, and more. It’s the perfect tool to help individuals to better understand their behavior as well as the behavior of others, improve their people skills, and effectively manage interpersonal relationships.

Learning Outcomes
- Pinpoint one of four style preferences
- Discover how style affects behavior
- Recognize the strengths and weaknesses of each style
- Learn how to interact with different styles

PRODUCT COMPONENTS
- DELUXE FACILITATOR SET:
  Includes facilitator guide, workshop instructions, sample participant materials, PowerPoint presentation, Personality Style at Work book, and Personality Style for Dummies book
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- ONLINE SELF ASSESSMENT
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- STYLEPLAY GAME
- THEORETICAL BACKGROUND
  DOWNLOAD AT HRDQstore.com/wms-tb

“What's My Style is a great exercise to help team members understand one another's differences and preferences. The insight and knowledge is very powerful in learning how to best interact with each other and set expectations accordingly. This awareness will help our team work more productively and positively.”

Diane Houdek
Learning & Development Manager
Wells Fargo

Drive home key concepts with Playing with Style and make learning memorable

Quantity Discounts Available
No Certification Required
Personality Style At Work
How to Work with (Almost) Anyone
Kate Ward

**Bottom line, personality is the key to professional success (or failure).**
Personality. It drives career choices, performance track records, and the behavior of leaders and teams. Heck, it even impacts organizational culture. But it can also become a competitive advantage, if people understand how it works — and how to use it. That’s why Personality Style at Work is a must-read for everyone in your organization, from frontline employees to C-level executives.

**Here’s what this book does:**

- Introduces the concept and the importance of personality style
- Shows people how to spot different personality types
- Provides strategies for flexing style to adapt to any situation
- Offers techniques to help people get along with others
- Helps individuals to become more effective managers and team members
- Recommends tips for succeeding in any organizational culture

The backbone of Personality Style at Work is the highly regarded HRDQ Style Model, the popular formula that more than a million people have relied upon to understand not only what makes not only them — but those around them — tick. Read it cover-to-cover or tap into specific chapters — this book is guaranteed to quickly become a go-to resource, and the first step to making workplace improvements.

“After reading Personality Style at Work, I assure you that you’ll see people differently; you’ll understand them better, and be able to deal with them in a way that will turn every interpersonal encounter into an opportunity for a mutual win.”

**Dr. Tony Alessandra**
Author of *The Platinum Rule* and the *NEW Art of Managing People*
Style Series Accessories

Playing with Style
*Fast and Fun Card Games for Developing People Skills*

This collection of ten training activities helps individuals to quickly learn the common characteristics of each of the four personal styles, as well as their related strengths and trouble spots. Game play ranges from one-player solitaire to large group activities, and most games can be played in less than 30 minutes.

Personality Style Toolkit

This collection of 20 fast and fun training exercises uses such methods as self-reflection and role play to illustrate how personality style impacts key skills such as team building, communication, coaching, sales, and time management—plus answer the question, how does my personality style affect me at work?

Personality Style for Dummies

This handy reference guide introduces the four personality styles, illustrates how they apply to a wide range of organizational situations, shows readers how to spot someone else’s personality style, and offers tips for “flexing” personality style in any situation. It’s an excellent resource for both self-study learning and as a follow-up to classroom training.

StylePlay
*12 Group Card Games*

These energizing games reinforce learning and build awareness in a fun, nonthreatening manner. A collection of 12 group card games, *StylePlay* helps to build an understanding of the four personality styles, illustrate style interactions, and provide individuals with the opportunity to practice using personality style to improve relationships.

HRDQ Style Blinkies

Light up the training classroom with these cool buttons you can give to your audience as a learning takeaway. They’re fun, flashy, and your participants will want them! But more importantly, they’re an excellent way to help build rapport and style awareness.

Choose from 4 styles (approximately 1.5 inches)
Put some style into your training!

Features and benefits of the Style Series assessments

Each Style Series assessment provides you with everything you need to facilitate a successful learning experience, whether you are delivering a standalone assessment or a larger training initiative.

Just some of the Style Series’ great features:

- Comprehensive Facilitator Guides with *Personality Style at Work* book and *Personality Style for Dummies* book included in facilitator kits
- Participant Guides with pressure-sensitive scoring form
- Online assessments
- Peer feedback
- PowerPoint presentations
- Optional workshops
- Reproducible handouts
- Games and activities
- Action planning

And much more!

Contact our Customer Service Team at 800-633-4533 or info@hrdq.com

Online assessment report is personalized and in full color.

Comprehensive facilitator guide features theoretical background, administrative guidelines, sample participant materials, and PowerPoint presentation.

Additional resources for both self-study and as a follow-up to classroom training.

Takeaway participant guides include the inventory with pressure-sensitive scoring, interpretive information, and action planning.