



SOCIAL STYLE®

Improving Managerial Effectiveness with Versatility™



Interpersonal Skills: Essential for Managers

Four out of ten newly promoted managers will fail within the first 18 months.

Inadequate interpersonal skills are the main cause of leadership failure.

High managerial performance is directly linked to high interpersonal skills.

VERSATILITY

Versatility is a measure of a person's *Image, Presentation, Competence, and Feedback*, the areas that contribute to a person's interpersonal skills. Versatility is a significant component of overall success, comparable to intelligence, previous work experience, and personality.



Concepts Guide & Self-Perception Questionnaires

AUDIENCE

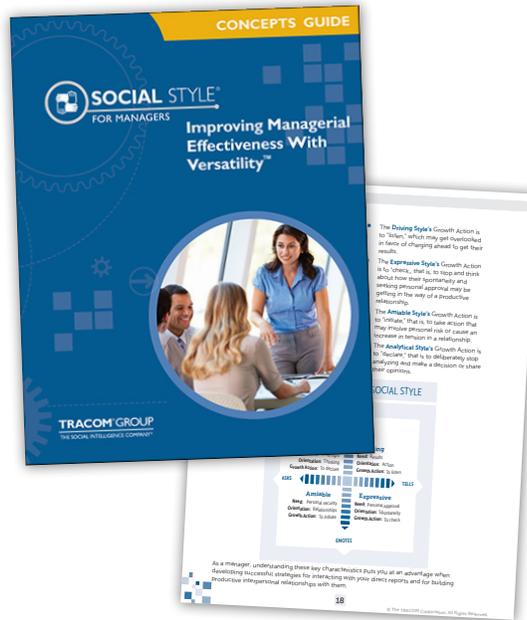
Managers

ASSESSMENTS AVAILABLE

Paper SOCIAL STYLE Questionnaire
Paper Versatility Questionnaire

USE

Self-profiling for a convenient and inexpensive introduction to interpersonal effectiveness concepts for managers.



PRODUCT DESCRIPTION

TRACOM's **Improving Managerial Effectiveness with Versatility Concepts Guide** helps managers understand their own behavioral Style, the behavioral Style of their direct reports, and how Styles interact to affect interpersonal relationships and productivity in the workplace. The Concepts Guide takes participants through the steps of understanding, observing, and learning how to deal with human behavior. In the process managers will see how others perceive their behaviors and how both perceptions and behaviors can be adjusted to increase workplace performance.

The SOCIAL STYLE Questionnaire assesses how individuals see themselves as communicating and interacting with others at work. The Versatility Questionnaire is independent of SOCIAL STYLE and assesses how individuals relate to others in ways that are important for working effectively with others, regardless of their SOCIAL STYLE.

Using information from the questionnaires, participants can learn to identify SOCIAL STYLES, and learn strategies for working more effectively with direct reports of each Style. In addition, they can learn mechanisms for increasing their effectiveness by enhancing their Versatility with direct reports.



Paper SOCIAL STYLE & Versatility Questionnaires
Online Managerial SOCIAL STYLE & Versatility Profile Report

Special Note: The Improving Managerial Effectiveness with Versatility Concepts Guide is typically packaged with the Paper Self-Perception Questionnaires for SOCIAL STYLE and Versatility. However, it can be purchased individually or with an Online Managerial Self-Perception Profile as well.



TRACOM GROUP
THE CREATOR OF SOCIAL STYLE®



BENEFITS

- Managers will learn how their direct reports perceive their behaviors.
- Managers will be able to identify the SOCIAL STYLEs of their direct reports.
- Managers will find out what adjustments to their own behaviors need to be made in order to create more effective relationships with their direct reports.
- Managers will develop an understanding for how to increase or decrease levels of tension to adjust productivity.
- Managers will discover how to gain more support and respect from their direct reports.



Concepts Guide Overview

As a Manager, Why Is SOCIAL STYLE® and Versatility Important?

SOCIAL STYLE Fundamentals

SOCIAL STYLE Model™

Tension Management

Versatility

Applying Versatile Managing

Frequently Asked Questions

ADMINISTRATIVE TOOLS AVAILABLE

Facilitating a Workshop – Using the IMEV Concepts Guide Admin Kit is a helpful resource for anyone using TRACOM's Self-Perception Questionnaires. It provides everything necessary to enable someone to teach a Self-Perception session for managers.



Post-Training Micro-Learning



SOCIAL STYLE Navigator® is available free of charge to anyone with a SOCIAL STYLE profile. The mobile-friendly platform includes modular content to support specific learning objectives. The application includes the SOCIAL STYLE Advisor, the SOCIAL STYLE Estimator, and eLearning modules on the topics of Managing Conflict, Working in Teams, Coaching Others and Achieving Higher Versatility.

THE ADMIN KIT INCLUDES:

Facilitator Guide • Improving Managerial Effectiveness with Versatility Applications Guide and Concepts Guide • SOCIAL STYLE Questionnaire • Versatility Questionnaire • Resource Tools including PowerPoint Presentation, Session Evaluation Handout, Participant Certificate Template and Supporting Research • Style Dial • Accepts/Rejects Guide Card • Skills Guide Card • SOCIAL STYLE & Versatility Facilitator Handbook

For more information, please visit tracom.com.