



**SOCIAL STYLE**®

# Introduction to SOCIAL STYLE™ with Multi-Rater Profile



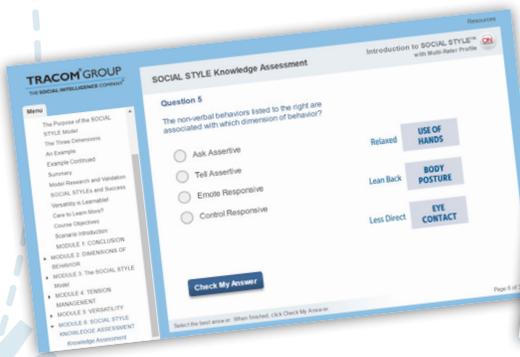
## Online eLearning Course

### AUDIENCE

Universal

### USE

An online introductory course to teach participants the concepts of SOCIAL STYLE & Versatility.



## PRODUCT DESCRIPTION

The **Introduction to SOCIAL STYLE On Demand** course is an exclusively online program which develops interpersonal skills that lead to higher performance for both the individual and the organization. Using TRACOM's popular and proven SOCIAL STYLE Model™, the On Demand course delivers long-term benefits and allows users to access SOCIAL STYLE training at their own pace. It includes exercises, video vignettes, and focused discussions that raise awareness of the workplace behaviors and communication preferences that directly affect the ability of employees to work together effectively. Participants will complete and receive a Multi-Rater Profile of their SOCIAL STYLE & Versatility. The program is complete with a knowledge assessment at the end and involves 2-3 hours of learning time. Participants will learn how to recognize behavioral and communication preferences and adjust their own behaviors to create productive working relationships with individuals of all SOCIAL STYLES.

## INTERPERSONAL SKILLS ARE THE ONE SKILL THAT EVERY EMPLOYEE SHOULD HAVE

Research conducted by The TRACOM Group revealed employees overwhelmingly agreed that interpersonal skills were essential at work.

- 88% said that Style differences at work cause Communication Breakdowns.
- 87% reported that Conflict was due to Style differences at work.
- 63% believed that Low Morale was caused by Style differences.
- 80% said that SOCIAL STYLE training has helped them have more effective relationships with their coworkers or team.

## 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.



## BENEFITS

- Participants will discover their own SOCIAL STYLE.
- Participants will learn how their SOCIAL STYLE affects interactions with others.
- Participants will complete an online assessment and receive feedback from others in the form of a Multi-Rater SOCIAL STYLE & Versatility Profile.
- Participants will learn to determine the SOCIAL STYLE of others.
- Participants will learn optimal tension levels and how to increase or decrease them to increase productivity.
- Participants will learn to recognize backup behavior and what to do when this “at wits’ end” type of behavior occurs.
- Participants will learn their Versatility level and how to increase their Versatility, which will help them perform at a higher level of social intelligence, increasing performance at work.
- Organizations can expect better employee morale and increased productivity.
- This online option allows participants to gain SOCIAL STYLE training at their pace.

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**Many TRACOM products may be purchased online. Visit [tracom.com](http://tracom.com) for more information.**



## eLearning Course Agenda

- Introduction to the SOCIAL STYLE Model™
- Dimensions of Behavior
- The Four Style Positions
- Tension Management
- Versatility
- SOCIAL STYLE Knowledge Assessment
- Interpreting Your Multi-Rater Profile
- Course Conclusion



## Post-Training Micro-Learning

TRACOM offers two post-training tools free of charge to support learning after participants leave the classroom.



SOCIAL STYLE Navigator® is available 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.



SOCIAL STYLE Passport is an interactive tool for individuals who have completed online Universal Multi-Rater Profiles. It allows learners to select any of more than 80 country and regional norms to instantaneously see how their SOCIAL STYLE may change based on the behavior standards of that locale. This tool is especially effective for preparing professionals for work in diverse multi-cultural environments and in virtual or international work scenarios.

For more information, please visit [tracom.com](http://tracom.com).