



SOCIAL STYLE®

Improving Personal Effectiveness™



Online eLearning Plus Half-Day Course

AUDIENCE

Universal

USE

A combination of online and facilitator-led interpersonal skills training course designed to teach participants the concepts of SOCIAL STYLE and Versatility while also providing experiential learning opportunities.



INTERPERSONAL SKILLS: THE VITAL LINK BETWEEN EMPLOYEES AND PRODUCTIVITY

Research conducted by The TRACOM GROUP reveals that training program participants feel there is an acute need for interpersonal skills training at work and SOCIAL STYLE meets that need.

- 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 a more effective relationship with their co-workers 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.

PRODUCT DESCRIPTION

The **Improving Personal Effectiveness On Demand+** course combines online eLearning of the key concepts of SOCIAL STYLE and Versatility with a facilitated half-day course to develop these crucial interpersonal skills. This course explores the SOCIAL STYLE and Versatility models, emphasizing improved interpersonal skills and workplace interactions. Through a series of exercises, videos, and facilitated discussions, participants will discover how to enhance workplace productivity and morale.

Participants complete an online Self-Perception SOCIAL STYLE & Versatility assessment and a 2 -3 hour eLearning session prior to a half-day course. Through the facilitated portion of this course, participants will practice identifying each of the four SOCIAL STYLEs and the best plans of action to work with and accommodate each. Participants will pinpoint areas of tension and understand the reason for Backup Behavior. Your employees will also be able to describe the Versatility dimensions while identifying the steps to take to increase their success at work. The course demonstrates how to apply Style skills in the workplace with interactive exercises and facilitated discussion.





BENEFITS

Participants will learn to:

- Continually apply the concepts of SOCIAL STYLE® throughout their workday.
- Understand their SOCIAL STYLE and its effect on interactions with others.
- Participants will complete an online assessment and receive a self-perception SOCIAL STYLE & Versatility profile.
- Determine the SOCIAL STYLES of others.
- Support the Style needs of clients, customers, managers, direct reports, and other co-workers, creating more productive relationships.
- Increase their Versatility, which will help them to perform at a higher level of social intelligence, increasing performance at work.
- More effectively listen to and communicate with others, influence decisions, and present and gain commitment for ideas.
- More effectively resolve, or even avert, unnecessary conflict caused by "interpersonal friction."

THE PARTICIPANT PACKAGE INCLUDES:

eLearning Course • Participant Workbook • Skills Guide Card
 • Accepts/ Rejects Guide Card • Applications Guide

THE ADMIN KIT INCLUDES:

Participant Package • Facilitator Guide • Resource Tools including SOCIAL STYLE in Action Video, PowerPoint Presentation, Handouts, Evaluation Forms, Participant Certificate Template and eLearning Course

Many TRACOM products may be purchased online. Visit tracom.com for more information.



Online eLearning and Half-Day Course Agenda



SELF-STUDY ELEARNING

- Introduction to SOCIAL STYLE
- Dimensions of Behavior
- SOCIAL STYLE Model™
- Tension Management
- Versatility
- Online SOCIAL STYLE Knowledge Assessment

HALF-DAY COURSE AGENDA

- Introduction
- SOCIAL STYLE Review / SOCIAL STYLE Profile
- Style Observation Skills
- SOCIAL STYLE Model™
- Managing Tension
- Versatility Review / Versatility Profile
- Style Forum
- Next Steps and Key Learning



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.

For more information, please visit tracom.com.