**Me, Myself, and I…and How Others See Me**

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**Introduction**

**Session Description:** They are present in every chapter – The Controllers, Analyzers, Stabilizers, and Persuaders. Which one is running your chapter? How can we find a healthy balance of leadership behaviors? Is it even possible? Find out how your behavior as a leader can impact character success when creating partnerships across campus.

* Alpha Lambda Delta Chapters serve different purposes on the more than 280 host campuses across the country.
* On some campuses, ALD is strictly an honor society.
* For those chapters that actively engage and serve the campus and surrounding community, we want our leaders to be impactful and effective.

Developing the ability to work effectively with others is perhaps the most important skill you can learn.

**As I See Myself Profile**

* What is a ***Behavior Style***?
* Why should we pay attention to ***Behavior Styles***?
* What are their effects on our Alpha Lambda Delta Chapters?
* How can we increase our personal effectiveness?

A ***Behavior Style*** - is a pattern of behavior that can be observed in yourself and others.

* Your behavior determines how you impact others, how they respond to you, and even how you perceive them.
* An individual’s behavior tends to be predictable.
* The way you talk, gesture, choose works, make decisions, solve problems, face challenges, and interact with others is mostly consistent.
* Your behavior forms patterns, or a **STYLE**, and often reflects your identify.
* Most individuals have preferred ***Behavior Styles*** from which they operate most of the time.

When we increase our self-knowledge, we understand:

* What motivates us
* How we interact with others
* How we respond to conflict
* How we solve problems
* What causes stress

You will increase your personal effectiveness when you can:

* Know your ***Behavior Style*** and how you **IMPACT** others.
* Recognize the ***Behavior Styles*** of others so you can meet their **NEEDS**.
* **CHOOSE** to be flexible to create win-win outcomes.

Effective leaders have the ability to use all four **Styles**, even though they prefer one or two **Styles**.

The ***As I See Myself*** profile is a forced choice, self-scoring inventory that captures the perception an individual has of their ***Behavior Style*** preferences. The intent of the profile is to increase your awareness and help you identify choices you can make that will create a positive impact when interacting with others. Ultimately, we want to become more self-knowledgeable, well-rounded, and effective leaders within our chapters, on campus, and in our communities. Our behavior is the key!

The ***As I See Myself*** profile is not a test; there are no right or wrong answers.

* The instrument is simply a method of identifying your ***Behavior Style*** pattern(s).
* The intent of the profile is to highlight patterns, tendencies and characteristics of the four ***Behavior Styles***.
* No single **STYLE** is more or less effective than the others.
* Labeling or Stereotyping reflects a lack of understanding.

We will learn today that **ALL BEHAVIOR PATTERNS** contribute to organizational and chapter success.

So, let’s get started with your profiles!

**Choose a Focus for the Profile:** Alpha Lambda Delta Leader

* From each group of four select the **ONE** word or phrase that most accurately represents the way you **CURRENTLY** see yourself within the focus you have chosen. Do not choose a word that reflect how you **WANT** to be or how you think you **SHOULD** be perceived.
* Put an X in the box that corresponds with your choice. Choose thoughtfully but move quickly as initial responses are typically most accurate.
* Counting and recording the number of C’s, S’s, A’s, and P’s. The four numbers should equal 24. Transfer to the Tally Box on the Profile Bar Graph, page 4.
* Complete the Profile Bar Graph by shading each bar from the left to the right up to the number in the Tally Box.
* Write a #1 at the end of the bar that extends the furthest to the right.
* Write a. #2 at the end of the next longest bar **ONLY** if it extends over the midline.

**A Quick Overview – Page 3**

**CONTROLLER:**  Your approach to obtaining results and your need to be in control.

* **Left of Middle:**  Prefers to take a more organized, systematic, thoughtful approach, lower need to control.
* **Right of Middle:** Prefers to take a more active, assertive, direct approach to obtaining results, has higher need to control.

**STABILIZER**: Your preferred social/work environment and your need for stability.

* **Left of Middle:**  Prefers a more flexible, unstructured environment, likes change and freedom from details.
* **Right of Middle:** Prefers a more stable, predictable environment, likes security and freedom from conflict.

**ANALYZER:** Your standards for accuracy/perfection and your need for detail.

* **Left of Middle:** Prefers results that happen quickly and gets the job done; has a lower concern for exactness and precision.
* **Right of Middle:** Prefers results that are orderly, “right” and according to the rules; has higher concern for exactness and precision.

**PERSUADER:** Your interactions with others and your need to verbally express and influence.

* **Left of Middle:** Prefers to interact with others in a softer, more reserved manner; lower tendency to share information and opinions.
* **Right of Middle:** Prefers to interact with others in an outgoing and more enthusiastic manner; higher tendency to share information and opinions.

**Style Combinations** – Page 5

* Only the bard that extend to the right of the midline should be considered.
* The longest bar represents your primary style. Write that style work in the first blank (1a).
* If you only have one bar that extends to the right of the midline, write that same style word in the second blank (1b) and stop. This is your preferred pattern.
* If your second longest bar extends to the right of the midline, write that style word in the second blank (1b). This is your preferred pattern.
* You may have a third bar that extends to the right of the midline. If so, copy the style word from (1a) into (2a). Then write the style word for the third bar that extends to the right of the midline in (2b). This is your alternate style combination.
* If all four bars extend to the right of the midline, refer to the **MIDRANGE** description on page 14.

Find your pattern and review the summary and find out how you can improve your flexibility when working with others.

**Behavior Style patterns can be observed and learned.**  This means that every individual can make the choice to demonstrate the most appropriate behavior at the approaches time to maximize individual and team effort.

**Small Groups**

Find the other individuals who have your preferred **Behavior Styles** and answer the following questions:

* Strengths, Blindspots, Needs, Causes of Tension, Tension-Related Behavior
* When working with….DO and DO NOT…
* How can individuals with your **Behavior Styles** facilitate better teamwork within your Alpha Lambda Delta Chapter?
* How can your chapter use the Behavior Styles of members to build collaborative partnerships across campus? What could be accomplished if everyone used their natural strengths to develop programs, activities and services, for our members and the student body in general?

**Brainstorm Collaborative Programs Across Campus**

**Source: As I See Myself Profile, The Effectiveness Institute, Inc., 2016**