

Versatility Report & Improvement Guide

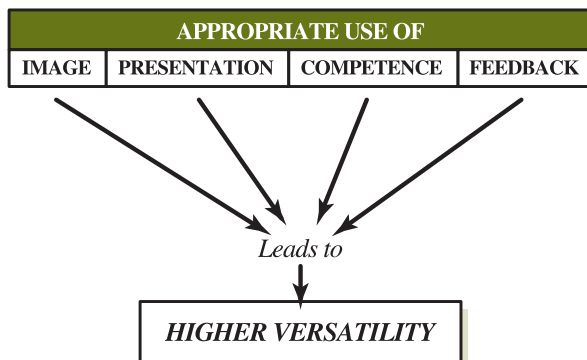
Increase your effectiveness with others and improve workplace performance.

Reinforce SOCIAL STYLE™ concepts and receive a personalized Versatility report without spending time in class!

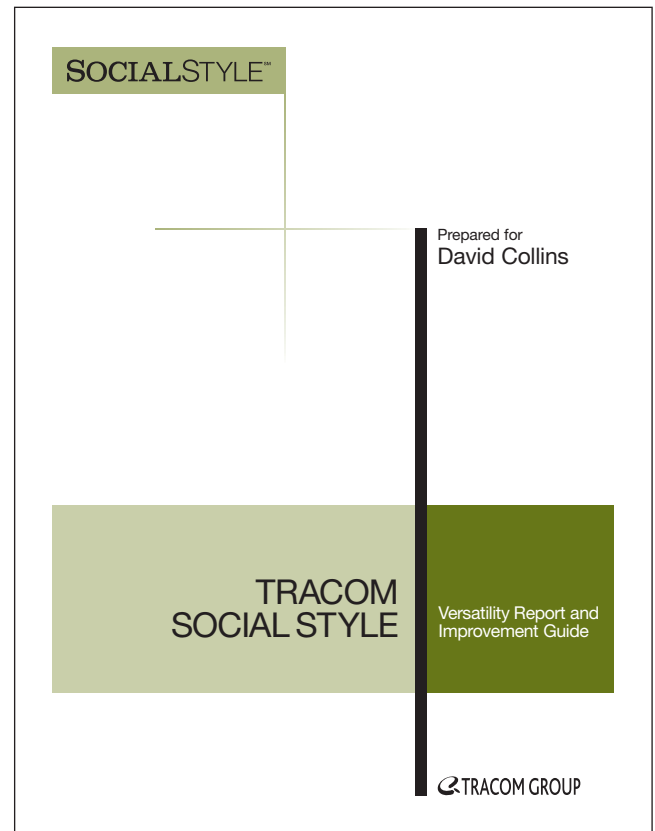
Most organizations are made up of individuals with diverse talents, work styles and backgrounds. This diversity creates opportunities for business success or problems depending on how it's handled. TRACOM's **Versatility Report & Improvement Guide** helps individuals and organizations harness diverse talents and create productive, innovative workforces.

The **Versatility Report & Improvement Guide** offers a simple, yet powerful way to boost interpersonal effectiveness in the workplace, without taking time out for a class. The report reinforces the concepts of TRACOM's popular and proven SOCIAL STYLE MODEL™, offers objective views of a person's behavior in the workplace, and recommends specific actions for improved interpersonal effectiveness.

The **Versatility Report & Improvement Guide** involves completing a multi-rater assessment of an individual's Versatility, which provides valuable insights into the participant's behaviors and interactions. Individuals who have participated in Social Style training within the last three years complete an online survey and have a group of colleagues, supervisors and subordinates complete a similar survey.



Research shows there are four basic elements that are considered when individuals determine a person's Versatility.



Report Benefits:

While the **Versatility Report & Improvement Guide** takes only 10 minutes to complete, the resulting 40-page report provides all of the following:

- Personalized Versatility results addressing the specific components of social endorsement
- Personalized recommendations to improve Versatility
- Recommended ways to interact with people of each Style
- Refreshment and reinforcement of Social Style and Versatility concepts

Social Style and Versatility –A Proven Path to an Effective Workplace

TRACOM industrial psychologists formulated the Social Style Model and Versatility concepts nearly 50 years ago. Since then, more than 1.5 million people have participated in Social Style training.

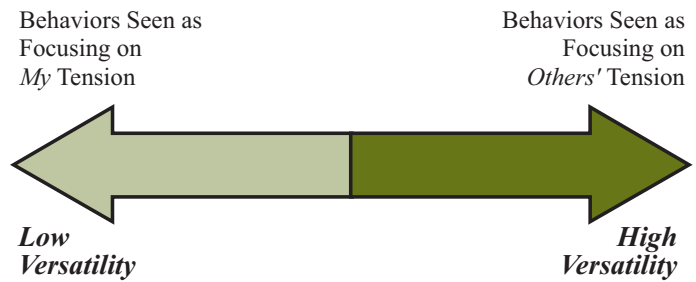
The Social Style Model assesses an individual's behaviors and places them in one of four Social Style groups. Each Style has positive and negative attributes related to productive work and relationships. The Model identifies behavior and communication tendencies in order to help individuals recognize and improve their interpersonal effectiveness in business settings.

Versatility measures the degree of social endorsement an individual receives from others. While it is helpful to know and understand one's own Social Style, a person's Style is relatively static over time. Versatility is dynamic and is much more within a person's control. Individuals with high Versatility increase their ability to develop productive relationships.

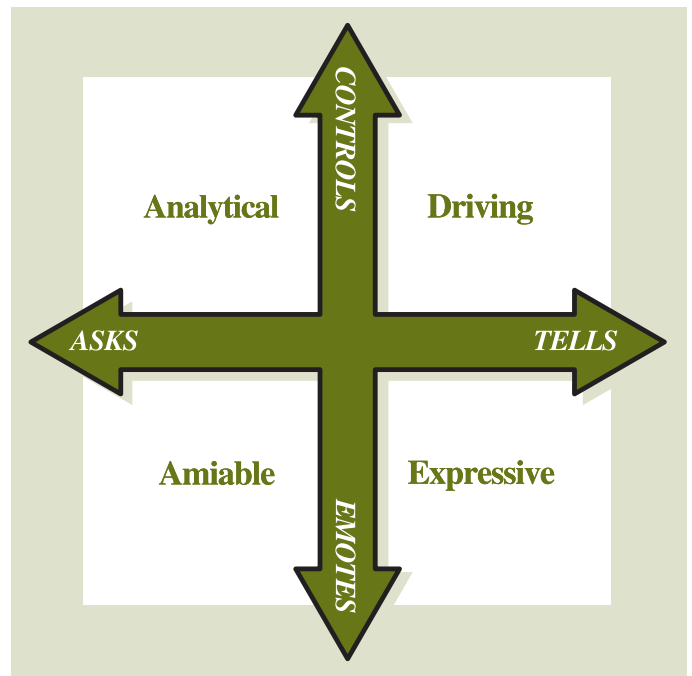
TRACOM created the **Versatility Report** as a direct response to client requests for affordable follow-on Social Style training without additional classroom time.

The **Versatility Report & Improvement Guide** is part of an overall system for improving workplace performance. TRACOM offers a variety of Social Style products and services that can be packaged to meet varying client needs. Social Style training classes, which are offered in half-day, one-day and two-day formats, look at the way people work together and offer opportunities for exercises that reinforce the learning. Computer-based Social Style training is also available.

TRACOM's variety of Social Style training courses provide in-depth examinations of the way people work together. The Social Style and Versatility Models are licensed to thousands of organizations that include it in leadership development, employee training, quality management and other development programs.



Individuals receive low, medium, or high ratings for each of the four elements of Versatility and specific recommendations for improvement.



All people fall into one of four Social Styles. Understanding and using Social Style and Versatility concepts creates a positive impact.

 **TRACOM GROUP**

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