

People Styles at Work and Beyond by Robert Bolton and Dorothy Grover Bolton

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Introduction

The book *People Styles at Work and Beyond* was written by Robert Bolton and Dorothy Grover Bolton in 2009, in which he explained the difference between analyzing people's styles at work and outside the work. The main discussion in the book, which I could understand the most, is the best way to identify, plan, implement, and evaluate different styles of people. The main aim of the paper is to provide a personal reflection on the book, and people's styles at work and beyond, including personal learning, understanding, and analyzing the point of view of the author as well as the best ways through which it can help a reader.

Discussion

The overall book is a discussion about the understanding of personal as well as, in general, other people's way of interpreting the styles. The model used in the book is the people styles model, which shows different styles in which people interact. The DISK personality assessment tool is used, which is comprised of the driver (Dominant), Expressive (influencing), Amiable (Steady), and Analytical (Conscientious) components. In the initial part of the book, the reader is able to understand his own natural style and the ways in which he would be able to find the difference between his and other's behavior. Also, there are specific chapters that discuss in detail the styles in which people react to excessive stress, understand their personal style, and evaluate and implement the changing of a style (Frayha & Habicht, 2017). There is a good analysis of people's styles at work and some proven methods with details about body language and behavior. The key to improved behaviors is style flex, and it is an important and necessary solution to people's differences. At the end of the book, the three keys to a good relationship and style-based parenting are included with the involvement of the art of loving someone, which is a difficult task with respect to loving your own self.

It is not doubtful that all of us have the people problem. We always have problems with others and face difficulties in creating the best relationships. The major differences among people arise when they think, decide, consume time, handle emotions, and deal with conflict in a completely different way. These differences are the basic cause of people's problems, in which the most known are less likely to understand others' points of view and tend to rub each other in a completely wrong and invoking way. These problems disturb everyone interacting with us, and the miscommunication level increases. Mostly, the people's differences are resolved by good conflict management and

understanding, but sometimes, due to lack of communication, it creates stressfulness in the overall personality.

An anthropologist have explained that it is impossible that we would be able to understand another human being completely. The other human being could be from a different background and would have a different way of interpreting the things (Bolton & Bolton, 2009). He would have his own way of analyzing the world. According to me, it means that we can interpret another person in very limited ways.

There are, in total, four different styles of people. These style differences could not be considered barriers to communication or the building of a relationship, but they can be used mostly to build strength in the relationship. These four styles are driver, analytical, amiable, and expressive. A person cannot completely implement one style all the time. His style could vary from time to time and from situation to situation, which concludes that he could be assertive in one sense and have responsiveness abilities in another sense.

My personal perception about my work and way of behaving in situations and people is expressive. I have abilities to express my feelings and emotions which makes me rich in expressiveness. I am responsive to any situation and very rarely keep myself away from anything. Also, I have the ability to show persistence and have great levels of confidence, which includes me in the category of being more assertive. The place where I stand right now is on the bottom right of the grid.

The best examples of my life with respect to being expressive are outnumbered. Some of the best examples that I can include are my over-involvement in every activity in the classroom as well as in extracurricular activities. Since I am very good at speeches and presenting different and unique ideas in the classroom as well as in public speaking situations, I am able to secure a good reputation as a good learner and a perfect representative in the adventure club and cultural society. I have published my reflections about the number of school and city events on social media as well and I am very good at maintaining a discussion, which makes me a good response provider in diverse situations. I have very good communication development, relationship building and maintaining, conflict management, as well as positive defense to my point of view skills. Due to these skills, I have gained good popularity among my fellows and other members of the social groups.

I completely agree with the discussion, as it was completely helpful. The book comprised a number of different ways through which I am able to understand my own style of reacting to the situations as well as others' different ways of understanding and thinking about the situations. Since I have a good sometimes while proposing my point of view, I have to maintain intense eye contact, which is a positive point for me to influence others. Due to my good fluency in English, I also have built rapid speaking habits. There are several ways through which people's differences are triggered because of the differences, and the book is highly helpful in reducing those differences if understood and practiced precisely according to the rules.

This book was highly beneficial with respect to [personal learning](#) and has made me able to perceive

the behaviors of others in different situations. Previously I was unable to understand the better ways to mold or change my own behavior which was a negative impact on my personality. Due to the personality difference, I was unable to keep up with the conversations and debates on opposing ideas as I had a lack of tolerance and higher aggressiveness. This book is a good lesson for me to find the best ways to change my own behavior to make the best fit in the situation and a group of people.

Conclusion

In a nutshell, it can be explained that the book was highly beneficial for the people who are new in a group, and they could easily be able to develop a good relationship with the other employees by understanding their relationships and showing their positive behavior in different situations. People from any background can benefit from this book. I am English-speaking and have understood the book properly, which helped me in implementing the best style for my personality in different situations as well as among different groups of people. Style differences can cause difficulty in maintaining good relationships, but flexibility in the style could help find the best ways to start and maintain a positive relationship.

References

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- Frayha, N., & Habicht, R. J. (2017). Knowing Yourself and Your Style. In *Hospital Medicine* (pp. 9-23). Springer, Cham.