# Behavioral styles

Behavioral styles Behavioral styles The aim of behavioral style is not only on understanding personality, beliefs, and values but also on what you do or say. It focuses on how a person reacts to problems, places, people, and procedures that provides a real picture of who the person is. Relationship, communications, and motivation focused on others are efficient since it enables a person to understand the behaviors of people that they want to help (Beck & Beck, 2011). Understanding personality is very significant in noticing concealed human qualities. The common method used to measure people's behavior is the disc method that categorizes individuals based on compliance, influence, steadiness, and dominance. Therefore, people who depict dominance are said to be risk takers while those comply tend to offer the required balance.

Compliance behavioral style is effective and productive since it increases flexibility in dealing with different people, challenges, and responsibilities. Individuals may depict natural behavioral style, which is how people behave naturally and adapted behavioral style how people behave in the workplace. For instance, in order to determine the behavioral styles in sales performance, a data from 80 sales personnel was used. Further, other factors that influence productivity were also measured. The following are the factors that were used in the experiment:

Adaptive selling styles, which includes flexibility in methods to satisfy customers expectations

Training which clear comprehension and expectation regarding how to socialize, solve problems and communicate with people

Self-efficacy, which is the level of courage and confidence a person, has in

his or her selling capabilities.

Goal clarity

It was discovered that self-efficacy was very important in determining sales performance. Each of these factors had a slight impact on the sales performance. Concerning behavioral styles, from the sample data, individuals who portrayed high level of dominance tend to outperform others in sales performance. This is because individuals with high " D" are willing to accept challenges and resolve issues within short time (Mitchell, 1995). Learning behavior surveys have been applied to determine the level to which technology and pedagogical methods have affected learning behavior of students. Learning surveys are based on cognitive and personal traits of students. The survey was developed from interviews with students on their interaction, cognitive and learning experience. Cognitively, the survey wanted to establish how cognitive behavior affected students learning behavior. It was discovered cognitive behavior, student experience and student interaction had different impact on the learning behaviors in that students with high cognitive ability showed high learning as compared to interaction and experience. Therefore, this survey offers researchers and teachers to gain better comprehension of what leads to learning, and what inhibits learning among students (Kolb, 1984).

Trait theory aims in identifying behavior patterns of a person. These traits are regarded as unchanging in the sense that people behave in the same manner for a long time across distinct situations. Social and behavioral theories argue that people's behaviors are acquired or learned via interaction. Behaviors that are motivated will increase while behaviors that are punished will not occur. Social learning theory asserts that people learn

via modeling. They learn to regulate the learned behaviors by judging and observing ourselves, which in turn makes our self-concept (Merill & Reid, 1981).

Abraham Maslow

Abraham Maslow developed the Hierarchy of Needs model in 1940-50s USA, and the Hierarchy of Needs theory remains valid today for understanding human motivation, management training, and personal development. Maslows ideas surrounding the Hierarchy of Needs concerns the responsibility of employers to provide a workplace environment that encourages and enables employees to fulfill their own unique potential (self-actualization) are today more relevant than ever. Maslows Hierarchy of Needs is an excellent model for understanding human motivation.

References

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