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The concept of Social Styles (aka Personal Styles) has been around for well over 20 years. It may have lost some of its buzz because it no longer qualifies as the latest flavor, but it is a concept that remains popular and is used widely because it offers a practical model of personality and communication.

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Social Styles form a model of personality that focuses on our outer behaviour, rather than the inner you. Its founders described it as 'the you that's on display'. In the early 1960s, two industrial psychologists,

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David Merrill and Roger Reid wanted to understand whether they could predict managerial, leadership and sales performance.

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