

# Style Switching

Style switching is a tactic that allows you to adapt your style in order to bridge differences.

Switching your style does not mean you are changing who you are.

It is a tool you can use when differences in work styles may be preventing you from meeting your objectives.

For example, a more direct individual wanting to style switch to be more indirect could try to pay more attention to how and when they communicate things, not just what they communicate. They could also listen harder for subtle cues to decipher others' intended meaning.

On the other hand, a more indirect individual wanting to style switch to be more direct could try being more explicit in what they communicate. Ideally they would say "no" if they disagree or cannot fulfill a request, and not be as concerned about 'saving face' for themselves or others. And when presenting ideas, they would state their conclusions and the benefits of what they're proposing up front, without explaining too much context and background before they get to their main points.

