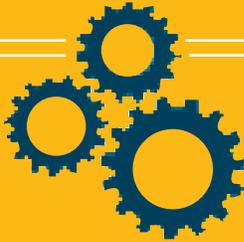


STYLE & Versatility

by industry

MANUFACTURING



29%
analytical



27%
driving



15%
amiable



29%
expressive

There are a variety of companies and job roles within the manufacturing industry, which is why there is a roughly even mix of Styles in this industry. A possible reason why there are less Amiable people in manufacturing might be because there are less opportunities for customer-facing roles than in other industries, which is a natural attraction for these individuals. Contact with customers is often limited to high-level managers and salespeople. However, the mix of Styles shows that there are unique roles in which each Style is able to thrive.

intro

draws

With such a variety of functions and roles, there is a fit for every Style in manufacturing. Analytical Style individuals often prefer to work on technical matters, and manufacturing jobs frequently afford this opportunity. Driving Style individuals are attracted to the fast pace of the industry and the opportunity to achieve results, while many Expressive Style people are likely found in roles that require team or customer interaction, such as marketing and sales.

The Analytical Style's precise attention to detail and penchant for engineering-related job roles make these people an asset in the manufacturing industry, which relies more on automated production technology than ever before. Driving Style people can help manufacturing companies to meet quotas and consistently follow regulations by leveraging their efficient and logical leadership style. In addition to these two Styles, Amiable and Expressive Style employees can contribute in meaningful ways.

strengths

#20

versatility

The manufacturing industry is in the bottom third of average Versatility score, ranking 20th out of 27 industries profiled in TRACOM's research. This is likely due to the unique atmosphere and culture of many companies within this industry. Historically, many manufacturing companies have operated under a command and control leadership hierarchy, where interpersonal skills have not been highly valued. This, of course, is changing now that organizations are realizing the payoffs and benefits of Versatility. For example, modern manufacturing plants now rely not only on top-notch technical abilities, but also workers' skills at team problem-solving, customer awareness, and personal innovativeness. In today's highly competitive environment, manufacturers can differentiate themselves from competitors by increasing employees' Versatility and team skills.

Manufacturing is well represented by all Styles, proving that there are job roles that appeal to all Styles and that people of all Styles are successful in this industry. Though the Amiable Style is less common, it is not hard to find jobs that fit for these individuals within manufacturing. For example, Amiable Style people can make skilled liaisons between employers and labor unions, and might often serve in human resources roles in this industry.



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