

RATE YOUR DOMINANT COMMUNICATION STYLE

When under pressure, do you tend to be... (circle the adjective that most fits you)

Write the item number here:

| | | | | |
|----------------------------|--------------------------|----------------------------|------------------------------|-------|
| Humorous 3 | Regimental 2 | Concise 1 | Concerned 4 | _____ |
| Focused on outcome 1 | Focused on steps 2 | Excited 3 | Apprehensive 4 | _____ |
| Aggressive 1 | Talkative 3 | Disciplined 2 | Nurturing 4 | _____ |
| Non-confrontational 4 | Schmoozer 3 | Resistant 2 | Assertive 1 | _____ |
| Innovative 1 | Talented 2 | Creative 3 | Productive 4 | _____ |
| Driven 1 | Enthusiastic 3 | Absorbed 2 | Seeking the peace 4 | _____ |
| Scattered 3 | Structured 2 | Multi-tasking 1 | Helpful 4 | _____ |
| Analytical 2 | Clear 1 | Tolerant 4 | Imaginative 2 | _____ |
| Prophetic 1 | Logical 2 | Resourceful 3 | Practical 4 | _____ |
| Consistent 4 | Heroic 1 | Critical 2 | Empathic 3 | _____ |
| Competitive 2 | Directing 1 | Enrolling 3 | Reliable 4 | _____ |
| Charismatic 3 | Forceful 1 | Friendly 4 | Technical 2 | _____ |
| Encouraging 4 | Independent 1 | Intellectual 2 | Light-hearted 3 | _____ |
| Likes short-term goals 2 | Socializer 3 | Likes long-term goals 4 | Risk-taker 1 | _____ |
| Rule-breaker 1 | Tests Rules 3 | Abides by rules 4 | Upholds rules 2 | _____ |
| Explaining 2 | Expecting 1 | Supporting 4 | Mediating 3 | _____ |
| Leading teams 1 | Avoiding teams 2 | Motivating teams 3 | Seeking teams 4 | _____ |
| Leading by example 1 | Sharing leadership 3 | Avoiding leadership 4 | Leading by necessity 2 | _____ |
| Overlooking others 1 | Criticizing others 2 | Understanding others 3 | Promoting others 4 | _____ |
| Shy from drama 4 | Ignore drama 1 | Hate drama 2 | Manage drama 3 | _____ |
| Tough 1 | Contained 4 | Questioning 2 | Curious 3 | _____ |
| Likes physical challenge 1 | Avoids conflict 2 | Likes mental challenge 2 | Avoids stress 4 | _____ |
| Avoids confrontation 4 | Diffuses confrontation 3 | Angered by confrontation 1 | Energized by confrontation 2 | _____ |

Scoring

Count up how many 1s, 2s, 3s, and 4s you had and put the totals below:

Total 1s _____ Total 2s _____ Total 3s _____ Total 4s _____

Scoring Interpretation

1 = DOER

2 = THINKER

3 = INFLUENCER

4 = CONNECTOR

_____ Doer

_____ Thinker

_____ Influencer

_____ Connector

Your high score demonstrates your strongest communication style, especially under pressure. Your secondary score indicates your fall-back or adaptive style or styles. There are strengths associated with each style as well as limitations.

Doers tend to be high achievers and leaders and drive necessary results. They also tend to be impatient and insensitive to others.

Thinkers tend to excel when they like their work and can think through all the angles and contingencies. They can appear to be combative, critical, and sarcastic.

Influencers can lighten up even the darkest of moments. They can be inspirational, understanding and encouraging. They can also be wishy-washy in their decision-making and seem impractical. They are often late on assignments they do not like.

Connectors are reliable team players who look after everyone in their group. They are consistent and caring. They can also be stubborn and non-supportive of pushy people and what they judge to be impulsive ideas.

If you scored below a five on any style, be aware of how you treat others who demonstrate this style. You may have little patience or tolerance for people who tend toward these styles. Yet these are people you need around you to support your efforts. Do not alienate them. Instead, find ways to collaborate with them.

FOCUSED ON TASK

Doer

Thinker

FOCUSED ON RELATIONSHIP

Influencer

Connector

Although there are many different personalities, communication styles can be broken into these four major profiles. If you take into consideration the needs of each style when communicating with others, you have the greatest chance of establishing rapport and trust. Ignore the styles and you risk rubbing people the wrong way, possibly shutting down the possibility of gaining the results you want.

In addition, when you acknowledge your own dominant style, you can build on your strengths and set goals to adapt or ask for help in areas you avoid.

The styles are based on the most important needs when communicating, whether it be regarding achievement, relationships, idea creation, or action.

Write some tips for communicating with each style:

| | |
|---------|------------|
| DOER | INFLUENCER |
| THINKER | CONNECTOR |

List your communication strengths:

Write two communication goals for yourself in order to better relate to other styles.

1

2
