

Activity – Communication Style Self-Assessment

On each line, read the 4 choices, and select (by placing a checkmark) the word or phrase that is most descriptive of you. There is no such thing as a 'best' style, so do not choose what sounds 'best'. Choose one per line working from left to right, going across.

- | | | | |
|--|---|--|---|
| 1) <input type="checkbox"/> Like to analyze | <input type="checkbox"/> Like to interact | <input type="checkbox"/> Like to Decide | <input type="checkbox"/> Like to Explore |
| 2) <input type="checkbox"/> Objective | <input type="checkbox"/> Emotional | <input type="checkbox"/> Practical | <input type="checkbox"/> Visionary |
| 3) <input type="checkbox"/> Logical | <input type="checkbox"/> Encouraging | <input type="checkbox"/> To the Point | <input type="checkbox"/> Creative |
| 4) <input type="checkbox"/> Consistency | <input type="checkbox"/> Spontaneity | <input type="checkbox"/> Determination | <input type="checkbox"/> Insight |
| 5) <input type="checkbox"/> Order | <input type="checkbox"/> Cooperation | <input type="checkbox"/> Results | <input type="checkbox"/> Concepts |
| 6) <input type="checkbox"/> Value details | <input type="checkbox"/> Bored with details | <input type="checkbox"/> Value facts | <input type="checkbox"/> Value ideas |
| 7) <input type="checkbox"/> Controlled | <input type="checkbox"/> Personable | <input type="checkbox"/> Action-oriented | <input type="checkbox"/> Dreamer |
| 8) <input type="checkbox"/> Composed | <input type="checkbox"/> Empathetic | <input type="checkbox"/> Quick | <input type="checkbox"/> Intellectual |
| 9) <input type="checkbox"/> Cautious | <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Sensible | <input type="checkbox"/> Original |
| 10) <input type="checkbox"/> Formal | <input type="checkbox"/> Informal | <input type="checkbox"/> Motivating | <input type="checkbox"/> Inspiring |
| 11) <input type="checkbox"/> Detached | <input type="checkbox"/> Sentimental | <input type="checkbox"/> Impatient | <input type="checkbox"/> Preoccupied |
| 12) <input type="checkbox"/> Problem-solver | <input type="checkbox"/> Supporter | <input type="checkbox"/> Implementer | <input type="checkbox"/> Developer |
| 13) <input type="checkbox"/> Data | <input type="checkbox"/> Feelings | <input type="checkbox"/> Plain talk | <input type="checkbox"/> Possibilities |
| 14) <input type="checkbox"/> Critical | <input type="checkbox"/> Moody | <input type="checkbox"/> Driven | <input type="checkbox"/> Distant |
| 15) <input type="checkbox"/> Truth | <input type="checkbox"/> Harmony | <input type="checkbox"/> Reality | <input type="checkbox"/> Change |
| 16) <input type="checkbox"/> Precise | <input type="checkbox"/> Tactful | <input type="checkbox"/> Direct | <input type="checkbox"/> Complex |
| 17) <input type="checkbox"/> Value Accurate
Time tables | <input type="checkbox"/> Value Past Events | <input type="checkbox"/> Value Present
Events | <input type="checkbox"/> Value Future
Events |
| _____Total
Thinker | _____Total
Feeler | _____Total
Sensor | _____Total
Intuitior |

Characteristics of the Four Styles of Communication

Positives	Negatives
<p>Thinkers</p> <ul style="list-style-type: none"> ▪ Are good at putting things in order. ▪ Have a talent for analyzing a problem or situation ▪ Make objective decisions based on logic ▪ Tend to be brief and businesslike ▪ Value accuracy and preciseness ▪ Treat people fairly ▪ Follow policies and rules ▪ Are sought out for problem solving abilities 	<p>Thinkers</p> <ul style="list-style-type: none"> ▪ Can be overly cautious or too slow ▪ Might miss the forest for the trees ▪ Can hurt other's feelings ▪ Might not give enough positive feedback ▪ Their knack for remembering policy, adhering to policy and attention to detail can cause a Feeler to think the Thinker is looking for things to criticize
<p>Feelers</p> <ul style="list-style-type: none"> ▪ Are good at building rapport and communicating tactfully ▪ Consider the impact on other people when making decisions ▪ Have a talent for empathizing and creating harmony ▪ Are naturally friendly and have a good sense of humor ▪ Take an interest in the person behind the job ▪ Treat each person uniquely 	<p>Feelers</p> <ul style="list-style-type: none"> ▪ Overly personalize situations ▪ Relationships can cloud judgment ▪ Might overlook important details ▪ Lack of planning can cause disorganization ▪ May spend too much time socializing ▪ Ask a feeler "how are you" and they will tell you more than you ever wanted to know.
<p>Sensors</p> <ul style="list-style-type: none"> ▪ Are resourceful, determined, practical and down-to-earth ▪ Have a talent for getting things done ▪ Make decisions quickly based on facts and past experience ▪ Focus on actions, results and rewards ▪ Like to get to the "bottom line" or "cut to the chase" ▪ Enjoy the present moment ▪ Work steadily with a realistic idea of how long it will take. 	<p>Sensors</p> <ul style="list-style-type: none"> ▪ Impulsive ▪ Competitive ▪ Aggressive ▪ Impatient ▪ Disregard long-term consequences of actions/decisions ▪ Under stress may alienate others ▪ May be poor listeners often interrupt ▪ Might create 'messes' for others to 'clean up'
<p>Intuitors</p> <ul style="list-style-type: none"> ▪ Are visionary, seem to see into the future and are good, long-range planners ▪ Love to learn new skills ▪ Have great imaginations ▪ Focus on how things can be improved ▪ Are able to identify creative solutions and fresh and novel approaches 	<p>Intuitors</p> <ul style="list-style-type: none"> ▪ Absent-minded" scattered ▪ Long on vision, short on action ▪ Avoid nitty-gritty, hates phone coverage ▪ Hard to read ▪ May come across as 'superior', arrogant, or condescending ▪ May not follow-through on tasks ▪ May procrastinate