

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	Looking for allies 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 3 _____
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 away from drama 4	Ignore drama 1	Hate drama 2	Manage drama 3 _____
Tough 1	Contained 4	Questioning 2	Curious 3 _____
Like physical challenge 1	Avoid conflict 3	Like mental challenge 2	Avoid stress 4 _____
Avoid confrontation 4	Diffuse 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 total below:

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

SCORING INTERPRETATION

1 = Doer

2 = Thinker

3 = Influencer

4 = Connector

Your score:

_____ 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 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 “tribe.” 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.

In the end, all the styles need to develop more tolerance for the other styles, and develop an appreciative point of view for what each style brings to the table. Diversity is the key to innovation and success.

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