

WHAT

COMMUNICATION STYLES

IS YOUR DEFAULT STYLE?

There are 4 main styles of communication that we must first understand if we are to improve how we communicate with others. This helps collective effort mitigate biases, enhance organizational performance, increase motivation, build trust, and prevent burnout.

CONTROLLING / DIRECTOR

direct and to the point
focused on driving solutions & results
decides quickly based on gut
competitive

ANALYZING / THINKER

analysis & processes information thoroughly
focused on accuracy & completeness
prefers to work alone
finds background information & detail very
important

INSPIRING / SOCIALIZER

enjoys brainstorming & creating with others
focused on the big picture & future
energized by interacting with people
impulsive & spontaneous

SUPPORTIVE / EMPATHIZER

methodical & organized
focused on harmony & status quo
takes care tasks & people
desires time to process before discussion
& action



GOALS OF COMMUNICATION

- To inform and give instruction
- To influence and persuade
- To convey emotion and perception
- To ask questions for further information
- To develop relationships/trust
- To reassure and comfort
- To understand and gain context

BARRIERS TO COMMUNICATION

Time	Culture
Habit	Language
Upbringing	Technology
Vulnerability	Impatience
Emotions	Not checking-in
General gaps	Content vs. context

WHAT STYLE IS YOUR DOMINANT ONE?

[TAKE THE QUIZ HERE](#)

it won't take more than 10 minutes

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IF YOU RECEIVED G AND D, YOU TEND TOWARD BEING A CONTROLLING/DIRECTOR

Celebrate their action leadership and honesty

- commander
- values getting job done
- decisive risk taker
- good at delegating work to others
- not shy but private about personal matters; comes on strong in conversation
- likes to be where the action is
- takes charge, enterprising, competitive, efficient approach
- fearless; no obstacle is too big to tackle



IF YOU RECEIVED O AND D, YOU SHOW MANY QUALITIES OF AN INSPIRING/SOCIALIZER

Celebrate their enthusiasm and joy

- entertainer
- values enjoyment and helping others with the same
- full of ideas and impulsive in trying them
- wants work to be fun for everyone
- talkative and open about self; asks others' opinions; loves to brainstorm
- flexible; easily bored with routine
- intuitive, creative, spontaneous, flamboyant approach
- optimist; nothing beyond hope
- celebration oriented



IF YOU RECEIVED **O AND I**, YOU ARE PREDOMINANTLY A **SUPPORTIVE/EMPATHIZER**

Celebrate their gentleness and mediation qualities

- harmonizer
- values acceptance and stability in circumstances
- slow with big decisions; dislikes change
- builds networks of friends to help do work
- good listener; timid about voicing contrary opinions; concerned for others' feelings
- easy-going; likes slow, steady pace
- friendly and sensitive; no person is unlovable
- relationship oriented



IF YOU RECEIVED **G AND I**, YOU HAVE LOTS OF **ANALYZING/THINKER** CHARACTERISTICS

Celebrate their sensitivity and depth

- assessor
- values accuracy in details & being right
- plans thoroughly before deciding to act
- prefers to work alone
- introverted; quick to think and slow to speak; closed about personal matters
- highly organized; even plans spontaneity
- cautious, logical, thrifty approach
- thoughtful; no problem is too big to ponder
- idea oriented



COMMUNICATION STYLES - HOW TO GET ALONG WITH:

ALL SUCCESSFUL ACTION STARTS WITH A PLAN.

BE PROACTIVE. THINK OF OTHERS' NEEDS AND STRATEGIZE ACCORDINGLY.

CONTROLLING/DIRECTORS

INSPIRING/SOCIALIZERS

SUPPORTIVE/EMPHATIZERS

ANALYZERS/THINKERS

