



FIRESTAR
E n t h u s i a s m S h i n e s

How to Communicate with Everyone Who Isn't You



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Barriers to Communication

Emotions

Technology

Lack of focus, attention

Assumptions

Impatience

Knowledge gap

Generation differences

Cultural/language barriers

Communication style differences



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Communication Styles Quiz

On the answer sheet, circle A or B in each pair of statements below, whichever better describes you most of the time.

1. A) I'm usually open to getting to know people personally and establishing relationships with them.
B) I'm not usually open to getting to know people personally and establishing relationships with them.
2. A) I usually react slowly and deliberately.
B) I usually react quickly and spontaneously.
3. A) I'm usually guarded about other people's use of my time.
B) I'm usually open to other people's use of my time.
4. A) I usually introduce myself at social gatherings.
B) I usually wait for others to introduce themselves to me at social gatherings.
5. A) I usually focus my conversations on the interests of the people involved, even if that means straying from the business or subject at hand.
B) I usually focus my conversations on the tasks, issues, business, or subject at hand.
6. A) I'm usually not assertive, and I can be patient with a slow pace.
B) I'm usually assertive, and at times I can be impatient with a slow pace.
7. A) I usually make decisions based on facts or evidence.
B) I usually make decisions based on feelings, experiences or relationships.
8. A) I usually contribute frequently to group conversations.
B) I usually contribute infrequently to group conversations.
9. A) I usually prefer to work with and through others, providing support when possible.
B) I usually prefer to work independently or dictate the conditions in terms of how others are involved.

Continued on next page

Communication Styles Quiz Continued

10. A) I usually ask questions or speak tentatively and indirectly.
B) I usually make emphatic statements or directly expressed opinions.
11. A) I usually focus primarily on ideas, concepts, or results.
B) I usually focus primarily on persons, interactions, and feelings.
12. A) I usually use gestures, facial expression, and voice intonations to emphasize points.
B) I usually do not use gestures, facial expressions, and voice intonations to emphasize points.
13. A) I usually accept others' points of view (ideas, feelings, and concerns).
B) I usually don't accept others' points of view (ideas, feelings, and concerns).
14. A) I usually respond to risk and change in a cautious or predictable manner.
B) I usually respond to risk and change in dynamic or unpredictable manner.
15. A) I usually prefer to keep personal feelings and thoughts private, sharing only when I wish to do so.
B) I usually find it natural and easy to share and discuss my feelings with others.
16. A) I usually seek out new or different experiences and situations.
B) I usually choose known or similar situations and relationships.
17. A) I'm usually responsive to others' agendas, interests, and concerns.
B) I'm usually directed toward my own agendas, interests and concerns.
18. A) I usually respond to conflict slowly and indirectly.
B) I usually respond to conflict quickly and directly.

Scoring on next page

Please transfer your answers to this page. For example, if you circled A for Question 1, you will circle 1A. If you circled B, you would circle 1B.

ANSWER SHEET

| O | G | D | I |
|--------|-------|-------|-------|
| 1A | 1B | 2B | 2A |
| 3B | 3A | 4A | 4B |
| 5A | 5B | 6B | 6A |
| 7B | 7A | 8A | 8B |
| 9A | 9B | 10B | 10A |
| 11B | 11A | 12A | 12B |
| 13A | 13B | 14B | 14A |
| 15B | 15A | 16A | 16B |
| 17A | 17B | 18B | 18A |
| TOTALS | _____ | _____ | _____ |

Total the number of items circled in each column and write it on the spaces above.

Now, compare the "O" column with the "G" column and circle the letter that has the higher total.

O or G

Then compare the "D" column with the "I" column and circle the letter that has the higher total.

D or I

Who are you?

If you circled the G and D, you tend toward being a Controller/Director.

- Commander
- Values getting the job done
- Decisive risk taker
- Good at delegating work to others
- Not shy but private about personal matters; comes on strong in conversation
- Take charge, enterprising, competitive, efficient approach
- Fearless; no obstacle is too big to tackle
- Results Oriented

If you circled the O and D, you show many qualities of a Promoter/Socializer.

- Entertainer
- 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 is beyond hope
- Celebration Oriented

If you circled the O and I, you're predominantly a Supporter/Relater.

- 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 & sensitive; no person is unlovable
- Relationship Oriented

If you circled the G and I, you have lots of Analyzer/Thinker characteristics.

- 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

How to Communicate with:

Controller/Directors:

Promoter/Socializers:

Supporter/Relaters:

Analyzer/Thinkers:
