

Communication Style Assessment



Activity

Below are a series of pairs of descriptors. Make a choice between A or B. Circle whichever best describes how you see yourself. There are no right or wrong answers, but you must answer each question. (Note: There are more sophisticated assessments on the market. This will give you initial insight.)

Characteristics	Red	Yellow	Green	Blue
1 A. outgoing and sociable B. strong and forceful	B	A		
2 A. physically active B. mentally active	A			B
3 A. realistic and down-to-earth B. influential and convincing	A	B		
4 A. casual and friendly B. conventional and scrupulous		A	B	
5 A. creative and artistic B. precise and systematic			B	A
6 A. adaptable and cooperative B. respectful and thoughtful		A		B
7 A. orderly and consistent B. assertive and strong	B		A	
8 A. active and busy B. knowledgeable and discriminating	A			B
9 A. accurate and detail-minded B. imaginative and inventive			A	B
10 A. non-conformist and inward B. group-oriented and outward		B		A
11 A. open and straightforward B. particular and exact	A		B	
12 A. risk-taker and open-minded B. careful, concerned about security		A	B	
13 A. efficient and sound B. easy-going and considerate	A			B
14 A. congenial, talkative B. action oriented, goal-directed	B	A		
15 A. cheerful and warm B. deep and feeling		A	B	
16 A. truthful and open B. pleasant and mild-mannered	A	B		
17 A. likable and good-natured B. independent and self-reliant		A		B

Characteristics		Red	Yellow	Green	Blue
18	A. caring and kind B. well-balanced, organized			B	A
19	A. cautious and restrained B. active and energetic	B		A	
20	A. firm and courageous B. aware and alert	B		A	
21	A. gentle and considerate B. concerned and involved		B		A
22	A. hard-working, task-oriented B. fair, well-balanced	A		B	
23	A. sociable and well-meaning B. traditional and correct		A	B	
24	A. decisive, leader B. calm, reflective	A			B
25	A. reliable and stable B. positive and cheerful		B	A	
26	A. giving and self-sacrificing B. orderly and precise			B	A
27	A. factual and accurate B. quick and straightforward	B		A	
28	A. energetic and outgoing B. quiet and imaginative	A			B
29	A. concrete and real B. congenial and sociable	A	B		
30	A. logical and unemotional B. sensitive and intuitive			A	B
31	A. plan ahead, detail-oriented B. enjoy meeting new people		B	A	
32	A. enjoy one-to-one relationship B. enjoy group gathering		B		A

TOTAL (number of circles under each color; it doesn't matter if it is an A or B)

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Count the total circles in each of the four columns and record them. Transfer your findings below.

	Number	Color
Predominant	_____	_____
Backup	_____	_____
Stretch	_____	_____
Stretch	_____	_____



CEAP Applicants: Understanding your leader's communication style is important. Knowing whether you share similar styles or have vast differences with your leader will increase team productivity, reduce misunderstandings and dramatically reduce frustration. Have your leader complete this assessment. Access at OfficeDynamics.com/Techniques.

WEAK 1-4 MODERATE 5-8 STRONG 9-12 VERY STRONG 13-16
(Note: This is the degree of emphasis for a specific style preference.)