

We
Communicate
all day long!



Why Communication Styles?

- Knowing your communication style and understanding others helps us recognize our similarities and differences as gifts and unique contributions.
- Self observation and resulting awareness helps you follow your own life path. Accelerating your individual process and improves your personal and professional effectiveness.
- Using these powerful insights, we are more able to head off conflicts, reduce stress, increase respect, open up lines of communication and bring out the best in everyone.
- We are born with an internal compass or disposition that tugs us toward our own personal values, needs and preferences.

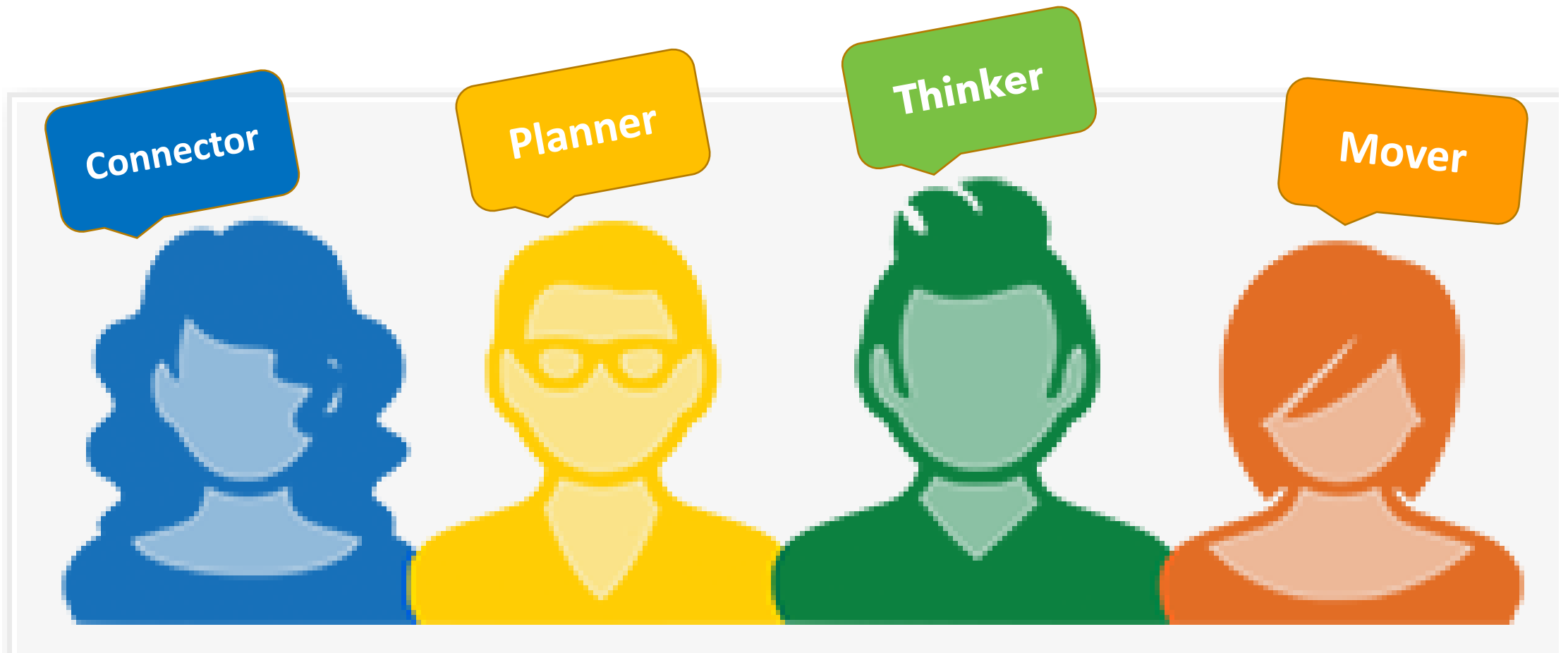


The science behind the colors:

“Everything that irritates us about others can lead us to an understanding of ourselves.” Carl Yung

- **Hippocrates** (460-370 BC) – originator of temperament theory.
- **Carl Yung** (1920's) as a renowned psychologist he is best known for his theory of psychological types.
- **Myers-Briggs** (1950's) – mother-daughter team developed the famous type indicator (MBTI). One of the many ways they expanded the work of Jung.
- **Keirsey Temperaments** (1970's) – educational psychologist, David Keirsey returned to classifying personality into four temperament types.
- **David Lowry** (1970's) – popularized the use of colors gold, blue, green, and orange with his True Colors model.
- **Mary Miscisin** (2000's) – avid personality researcher, with degrees in psychology, health education and communication. University Professor and a master practitioner of Neuro-Linguistic Programming (NLP).

The four Communication Styles:



**Connector:**

Connects their world with relationships, possibilities & meaning

Planner:

plans their world with consistency, responsibility & following rules

Thinker:

thinks about their world with keen logic, questions & innovation

Mover:

moves about their world with spontaneity, adventure & risk taking

Remember . . .

Stereotyping is restrictive

Identifying commonalities
and differences expands
possibilities for more
understanding and
appreciation

Connector (NF-Blue) Communication Style

Personal and Interactive



In conversation, the Connector Communication Style naturally tracks the following aspects:

- ▶ Careful word selection to foster a positive attitude
- ▶ Is what we are discussing enhancing or damaging anyone's self-esteem?
- ▶ Is there something here that can strengthen the team?
- ▶ How best to show that we value and appreciate others?

Tips for Communicating with Connectors

- ▶ Acknowledge them personally
- ▶ Recognize their consideration of others
- ▶ Be respectful towards others
- ▶ Have patience



Planner (SJ-Gold) Communication Style

Purposeful and Procedural



In conversation, the Planner Communication Style naturally tracks the following aspects:

- ▶ Do we have a clear plan, next steps?
- ▶ Is there a proven track record to learn from?
- ▶ What is the responsible thing to do?
- ▶ Completion date?

Tips for Communicating with Planners

- ▶ Be prepared, give details
- ▶ Stay on target, be consistent
- ▶ Show respect, don't interrupt
- ▶ Recognize their contributions



Thinker (NT-Green) Communication Style

Objective and Strategic



In conversation, the Thinker Communication Style naturally tracks the following aspects:

- ▶ Can we fix a problem or improve something?
- ▶ Is there something here that can be expanded and lead to new ideas?
- ▶ Is there knowledge to be gained from this topic?
- ▶ Are we speaking objectively, are the things being discussed factual?

Tips for Communicating with Thinkers

- ▶ Skip the “small talk”
- ▶ Give big picture or point first, then fill in details
- ▶ Allow them time to think before responding
- ▶ Don't misinterpret their inquiry as interrogation

Mover (SP-Orange) Communication Style

Active and Straightforward

In conversation, the Mover Communication Style naturally tracks the following aspects:

- ▶ How can we make this entertaining, fun, playful?
- ▶ What are the opportunities or alternative options?
- ▶ How can we speed things up?
- ▶ Will there be an instant payoff?

Tips for Communicating with Movers

- ▶ Use “sound bites”
- ▶ Move with them while they multitask
- ▶ Allow options and flexibility
- ▶ Lighten up



Partner Share

- Give an example of a struggle you had with someone with a different style, and what you now see you could do differently.

