NF CONNECTOR BLUE Communication

PERSONALITY LINGO

Approach – Personal and Interactive

When communicating, this style likes to take time to relate. Often thought of as "good listeners" Connectors will try to establish good eye contact, and "be there" for others as a confidant, friend and supporter. Connectors feel most comfortable in conversation if they feel they have made a personal connection so they may share personal aspects of their life. They feel extra special or connected if the other person in turn shares something of a similar personal nature with them.

Connectors generally communicate to bond with others. It is in their nature of to speak from the heart, trying to find a common ground to relate to the other person. They tend to be subjective, paying attention to what their emotions are telling them and are most comfortable making decisions and responding to others based on their own intuition. They will try to communicate in a way that fosters cooperation, harmony, team, and togetherness.

Motivations

Connectors feel good about a conversation when it is enhancing and nurturing for people. Personal growth and self development are of great interest to Connectors who can be an inspirational mentor to others, helping to make a difference in their lives. Generally optimistic and positive, Connectors enjoy interactions that feel good for everyone involved. They find conversations that bolsters self esteem or confidence in others especially rewarding.

Connectors tend to talk about relationships, possibilities, and purpose. They are intrigued by human behavior and interaction, often wondering about a person's intention for acting a certain way or what the other person is actually trying to communicate. Connectors will try to read between the lines for deeper meaning. Their conversations are often focused on understanding values and beliefs as well as discovering one's path in life.

Frustrations

Connectors dislike negativity and will try to avoid conflict. They like to be inclusive and consider the feelings of others. They'll gauge the mood of their listener and can be sensitive to body language that might indicate openness or resistance.

Connectors can get upset when they feel someone is barking orders, talking "down to" or trying to manipulate them. They get frustrated when others dive straight into their agenda without pausing first to listen to, and take into consideration, the thoughts and feelings of the Connector. When it comes to criticism and critique, Connectors really need to hear that you value them as a person before you share feedback that suggests areas for improvement.

In a word – Friendly

Connectors are commonly approachable and welcome conversation with others. Even when they may be feeling down, they may try to keep an inviting smile on their face as to not drag others down. When people watch this style in communication, they would notice that Connectors often show empathy and appreciation for others. When communicating with them, Connectors like people to be kind. Connectors try to think about how to phrase something so it lands softly with the other person and appreciate it when others do the same for them.

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SJ PLANNER GOLD Communication

PERSONALITY LINGO

Approach – Purposeful and Procedural

When communicating, Planners tend to be goal oriented. Generally, they initiate a conversation to get specifics so they can fulfill their responsibilities. They like to communicate things in chronological order, step by step. If you interrupt Planners while they are explaining something, they are likely to start over from the beginning to make sure they haven't missed a step. In turn, Planners like others to finish their sentence or complete their thoughts before switching subjects.

Planners tend to talk about the "right way" of doing things. There usually isn't very much room for "in between" with Planners—there is a right way and a wrong way. They also have a tendency to speak in "all or nothing" terminology, using words like "always" or "never", "Have to", "Must", "should" or shouldn't". When people watch Planners in communication, they would say that they tend to refer to rules, "What is the procedure for this? What regulation applies? What is the protocol?"

Motivations

Planners feel good about a conversation when it is practical, realistic and concrete. When communicating with them, Planners like people to be specific and clear about expectations. They want others to state their reason for communicating "up front" and articulate details about what particular actions are to be taken. Planners love to make "to do" lists. They especially appreciate receiving instructions in writing so they can use them as a guideline, refer back to them and (of course) cross them off their list.

Reverent of lessons learned from history, Planners commonly rely on the past to help them make decisions about the future. They will examine what has worked before and discuss how it applies to the current situation.

Frustrations

In communication, Planners dislike nonconformity and distain those that disregard authority, try to beat the system, or go around others. They can be strongly opinionated and firm supporters of the organizations for which they work, the communities in which they live, and the nation they serve. If someone opposes the norms of the group, Planners can be steadfast and determined to assist others by pointing out the errors of their ways and redirecting them to established customs.

Planners can get frustrated if they feel they are wasting time chatting or "brainstorming" instead of getting things done. If their second style is Connector, they may join conversations for the pure pleasure of connecting, but more often they're on a mission to get something completed & may find long conversations annoying because they delay them from finishing the task at hand.

In a word – Appropriate

Planners try to use proper language, avoiding slang or politically incorrect wording. When it comes to humor, they will survey a situation before telling a joke to make sure it is suitable for their current audience. Planners endeavor to follow the rules of etiquette and demonstrate good manners. Overall, Planners prefer to talk about solid, sensible topics over theory. They like a conversation to start with a goal in mind, stay on track, and wish everyone involved would be respectful when responding.

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NT THINKER GREEN Communication

PERSONALITY LINGO

Approach – Objective and Strategic

When communicating, Thinkers tend to reflect upon a conversation before responding. They like to analyze what they have just heard, explore the many ways they could respond, and choose the reply that most accurately and pertinently expresses their thoughts on the matter. Their goal is to obtain information so they can decipher, fix, improve, or invent something as a result.

They have a tendency to bypass emotional bonding with others and go straight for the data. This objective information-gathering approach can come across as an interrogation to others and get Thinkers into communication hot water with those seeking to receive an emotional connection first. When people watch this style in communication, they would notice that Thinkers seem to go into auto-analyze mode: "Were the words used accurately? Is the statement true? Can I find exceptions? How could I improve upon what was said? Are there important ideas to explore here? What is the logic behind this idea and where is the data? Can I solve this problem?"

Motivations

Thinkers like to talk about theories, new ideas, and future plans. Their conversations can be expansive and global, envisioning new frontiers and possibilities. Other times they can get excited describing every aspect and detail of a theory or project that they are working on. They may debate with others if they think the data does not support the statement, and they believe it is a point worth arguing. Thinkers feel good about a conversation when it can be expanded and lead to new ideas.

In group conversations, this style appreciates having time to think before they speak. They might be viewed as the silent type, but rest assured, in their heads is a very active internal world of new ideas, possibilities, and thoughts.

Frustrations

In communication, Thinkers dislike looking stupid. They strive to be competent in their endeavors and will gather data, examine the possible objections and pitfalls, perhaps make prototypes, test theories and choose precise wording before presenting their ideas. They'd rather say nothing than to say something wrong.

When communicating with them, Thinkers like people to skip the small talk. If a Thinker has known the other person for a while or works with them on a daily basis, they usually prefer a simple greeting such as a nod or quick hello to a personal conversation before getting to the overall purpose for the interaction. Thinkers wish others would not get insulted if they are not fascinated by their interests.

In a word – Objective

The communication style of Thinkers could be described as objective. They use wording such as "I think" much more often than "I feel". They are most comfortable when in control of their emotions and don't usually show their feelings readily. Unless extremely extroverted, Thinkers usually have rather contained body language and may be hard to read. They typically talk more about ideas, information and strategies than relationships and personal matters.

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SP MOVER ORANGE Communication

PERSONALITY LINGO

Approach – Active and Straightforward

When communicating, Movers tend to tell it like it is. They want to get to the point quickly and keep moving from there. Having a propensity for taking risks, trouble-shooting and seizing opportunities, Movers are inclined to make swift decisions. They sum up a situation in an instant, identify an expedient solution and want to implement it immediately. However, Movers are likely to ditch their earlier decision if a greater opportunity or more thrilling option appears.

Attracted by variety, new experiences, and fun—they tend to talk about adventures, tell jokes, and share (or brag about) their accomplishments along the way. Most Movers rather enjoy the spotlight and the attention they attract when expressing themselves. Movers are also notorious for moving around during conversation. They may pace, play with a rubberband, doodle or even text on their cell phone while "listening" to others.

Motivations

Movers feel good about a conversation when it is entertaining, fun and interactive. Movers can rarely sit on the sidelines of a discussion without getting bored. They either need to be amused and captivated by the person speaking or get involved themselves. When communicating with Movers, they want people to appreciate their flair. Movers can be boisterous, intense and prone to exaggerate. Whether they are familiar with the topic being discussed or not, they often come across confidently and persuasively. It is a relief to Movers when others can understand their gusto and value their enthusiasm.

In an ideal world, Movers would like others to move with them from subject to subject, room to room, and decision to decision. Movers enjoy options, excitement and physical activity. Put it all together and you have a natural multi-tasker. Rather than insisting those with this style to sit still and make good eye contact, you may just accomplish more by having a conversation with them during a racquet ball game than if you demanded that they sit still and give you their "full attention".

Frustrations

Movers can find protocol and etiquette cumbersome and want others to just "lighten up." They get frustrated when their playful approach is interpreted as careless and wish others could understand their intent is to have everyone enjoy the process, no matter how tough the task.

In communication Movers dislike hesitation. They want action—and they want it now. If someone pauses during conversation, Movers may perceive it as an opportunity to switch subjects, add their comments or spice things up a bit. Even a slow-paced interaction can seem like slow death to a Mover who wants to "get the show on the road."

In a word – Impactful

Movers like to communicate to have fun and make an impact. Whether this impact is to accomplish a goal or to entertain, Movers like to punctuate their communication and engage others. From the shock of using colorful language to springing a surprise ending to a story, Movers often use large gestures and animated facial expressions to get their point across.

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