



My
BEST
Communication
Style
Interpretation

INTERPRETATION

You have been asked to select words and terms which "best fit" how you communicate with others. Identifying how you perceive your communication style can help you understand how you come across to others and help your communications be more productive.

When you have identified the column which has the most responses, you can determine your "BEST Communication Style." The interpretation of each column is as follows:

Column 1 -- BOLD

The BOLD type uses a style of communications that is most often direct. The BOLD type likes the bottom line and works at making things practical. Consequently, the BOLD type's conversation is short, to the point, and sometimes can be blunt. In addition, the BOLD type sometimes likes to be combative because s/he likes challenges. In other words, the BOLD is stimulated by the adventure of a "heated" discussion. This discussion can end up with the BOLD intimidating others into silence.

The BOLD type is a divergent thinker and because of this, is sometimes accused of not listening. That is, the BOLD is thinking of a rebuttal while you are talking. However, this same quality makes the BOLD type a good problem-solver.

The BOLD type's communication style reflects a need to be independent, free, practical, and domineering. While the BOLD is good at visualizing the big picture, details of how to make it happen are sometimes a problem.

Column 4 -- TECHNICAL

The TECHNICAL type of personality has a style of communicating which is characterized by order, detail, and logic. They function best in organizations that follow procedures and will communicate their displeasure if things are not orderly. The TECHNICAL type focuses on the details of a task because they are convergent thinkers. They must see the big picture is small parts or steps before moving on. TECHNICAL types work well with numbers, systematic procedures, and precise tasks.

TECHNICAL types are sometimes accused of being perfectionists and may overlook the human aspect of accomplishing a task. They like to follow procedures because it takes risk out of the environment for them. Their communication style is structured and has definite points. Note takers by nature, the TECHNICAL type strive to work and live in an orderly environment.

Column 2 -- EXPRESSIVE

The EXPRESSIVE type personality uses a style of communications that reflects a need to be involved with people. In other words, the EXPRESSIVE type likes to talk and is good at it. To the EXPRESSIVE type, persuading others is stimulating. Consequently, the EXPRESSIVE type is a good presenter by nature because of her/his ability to relate to people. In fact, research indicates that EXPRESSIVE types have a natural ability to understand the emotional state of others and researchers think this ability is actually a kind of human intelligence. Another characteristic of the EXPRESSIVE type is that they often talk with word pictures and in emotional terms. They like to communicate a positive and optimistic message.

The EXPRESSIVE type is driven by a need to influence others, be popular, and to gain public recognition. Their communication abilities make them good salespeople, teachers, presenter, politicians, and actors. The EXPRESSIVE type, of all the personality types, is the natural communicator.

Column 3 -- SYMPATHETIC

The SYMPATHETIC type is a quiet and calm communicator. In fact, they like to listen more than talk. They make good counselors because of the ability to be a good listener. They present a very sincere image when they communicate and are like the EXPRESSIVE type, people oriented.

However, their low key approach displays less enthusiasm in conversation. The SYMPATHETIC type is a team player and loyal. Consequently, their conversation reflects a need to be a part of the group. They like for relationships to be friendly and cordial and are actually turned off by aggressive communicators. Because SYMPATHETIC types like routine, their conversations often give support to little or no change in the organization. They need to feel appreciated and given time to adjust before being asked to make changes in their work habits.