

LEADING OTHERS

Communication Styles



Understanding and Working Across Communication Styles

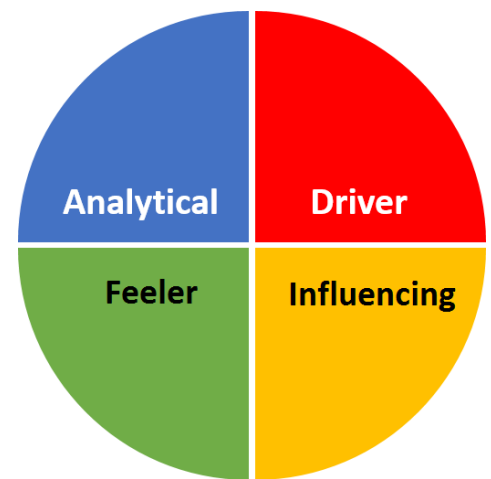
Learning Objectives

After completing this section, you will be able to:

- Determine your preferred communication style.
- Explain why understanding all styles can help you coach others successfully.

What Color is Your Preferred Communication Style?

The Colors assessment helps identify your preferred communication style. Understanding your preferred style is one of the foundations to effective communication. Once you understand your preferred style, you can begin to look for clues to identify other people's preferred styles. This helps you adjust your communication approach to best match their preferred style. This is invaluable when helping others learn effectively.



Avoid Putting People in Boxes

To be effective as a leader, it is essential to understand that NO ONE fits in any one



category or box.

When considering differences between people, try to avoid putting people in categories or "boxes." People's communication preferences do NOT define the whole of who they are. Resist the temptation to stereotype others (or yourself) based on preferred communication styles.

"Within every human being lies a world of diversity."

(Howells)

Colors: Descriptive Meanings

Accurate: Precise, correct, careful Aloof: Standoffish, doesn't initiate with others Bold: Courageous, fearless Cautious: Careful, guarded, wary Charming: Appealing, engaging Colorful: Distinctive, lively, spirited Competent: Qualified, capable, skilled Competitive: Ambitious, striving, determined Confident: Self-assured, unafraid, secure Content: Satisfied, comfortable, happy Conventional: Typical, traditional Creative: Innovative, clever, stimulating Daring: Bold, willing to try new things, courageous Devout: Faithful, sincere, genuine Direct: Candid, straightforward Easy mark: Easily misled, pushover	Emotional: Sensitive, demonstrative Evaluative: Assesses, determines, judges Even-tempered: Calm, level-headed Experimental: Innovative, pioneering Forceful: Powerful, effective, strong Gentle: Nice, pleasant, kind Good listener: Attentive, patient Good mixer: Works easily with others, sociable Gregarious: Sociable, outgoing High-spirited: Lively, eager, energetic Humble: Modest, respectful Impatient: Intolerant, easily irritated Impulsive: Enthusiastic, unrestrained Intelligent: Smart, knowledgeable Law-abiding: Conscientious, honorable Loyal: Trustworthy, dedicated, faithful	Mature: Developed, seasoned, ready Moderate: Balanced, reasonable, even Neighorly: Friendly, sociable Obliging: Agreeable, accommodating Optimistic: Positive, hopeful, trusting Outspoken: Blunt, candid, unrestrained Passionate: Excited, enthusiastic, intense Passive: Uninvolved, disinterested Patient: Tolerant, understanding Perfectionist: Demands excellence and precision Persuasive: Convincing, seeks to influence Playful: Spirited, fun-loving, good-natured Popular: Generally liked, admired Practical: Sensible, reasonable, solid Predictable: Consistent, does the expected Quick: Abrupt, brief, brisk Respectful: Polite, considerate	Restless: Impatient, anxious, unsettled Restrained: Moderate, controlled Risk taker: Adventurous, daring, not cautious Self-directed: Independent, not requiring a lot of supervision Self-reliant: Comfortable depending on oneself and not needing much support from others Self-promoting: Assertive, political Serene: Peaceful, calm, tranquil Stable: Reliable, consistent, predictable Stubborn: Rigid, determined, inflexible Systematic: Methodical, organized Talkative: Outgoing, communicative
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Colors Preferred Communication Style Assessment

1. Read the rows of words across, from left to right. (Use a piece of paper to make this easier.)
2. Assign each word a numerical priority indicating the degree to which it describes you, using the following scale: **1 = Least like you** **4 = Most like you**
3. Use each numeral, 1, 2, 3, and 4 only **once per row**, e.g.:

<u> 2 </u>	Accurate	<u> 1 </u>	Patient	<u> 3 </u>	Gregarious	<u> 4 </u>	Direct
<i>Word meanings appear on the previous page.</i>							
<u> </u>	Accurate	<u> </u>	Patient	<u> </u>	Gregarious	<u> </u>	Direct
<u> </u>	Systematic	<u> </u>	Loyal	<u> </u>	Persuasive	<u> </u>	Daring
<u> </u>	Aloof	<u> </u>	Passive	<u> </u>	Impulsive	<u> </u>	Stubborn
<u> </u>	Mature	<u> </u>	Stable	<u> </u>	Confident	<u> </u>	Self-reliant
<u> </u>	Conventional	<u> </u>	Serene	<u> </u>	Self-promoting	<u> </u>	Forceful
<u> </u>	Restrained	<u> </u>	Even tempered	<u> </u>	Charming	<u> </u>	Quick
<u> </u>	Practical	<u> </u>	Predictable	<u> </u>	Emotional	<u> </u>	Bold
<u> </u>	Competent	<u> </u>	Intelligent	<u> </u>	Colorful	<u> </u>	Creative
<u> </u>	Devout	<u> </u>	Evaluative	<u> </u>	Passionate	<u> </u>	Risk taker
<u> </u>	Humble	<u> </u>	Gentle	<u> </u>	Optimistic	<u> </u>	Self-directed
<u> </u>	Perfectionist	<u> </u>	Easy mark	<u> </u>	Talkative	<u> </u>	Impatient
<u> </u>	Law abiding	<u> </u>	Good listener	<u> </u>	High spirited	<u> </u>	Outspoken
<u> </u>	Respectful	<u> </u>	Content	<u> </u>	Playful	<u> </u>	Experimental
<u> </u>	Obliging	<u> </u>	Neighborly	<u> </u>	Popular	<u> </u>	Restless
<u> </u>	Cautious	<u> </u>	Moderate	<u> </u>	Good Mixer	<u> </u>	Competitive

Total each column and write your results in the spaces below. (Columns 1, 2, 3 and 4 should total 150.)

1

2

3

4

Assessment Results

1. Plot each column total from the previous page onto the table below.

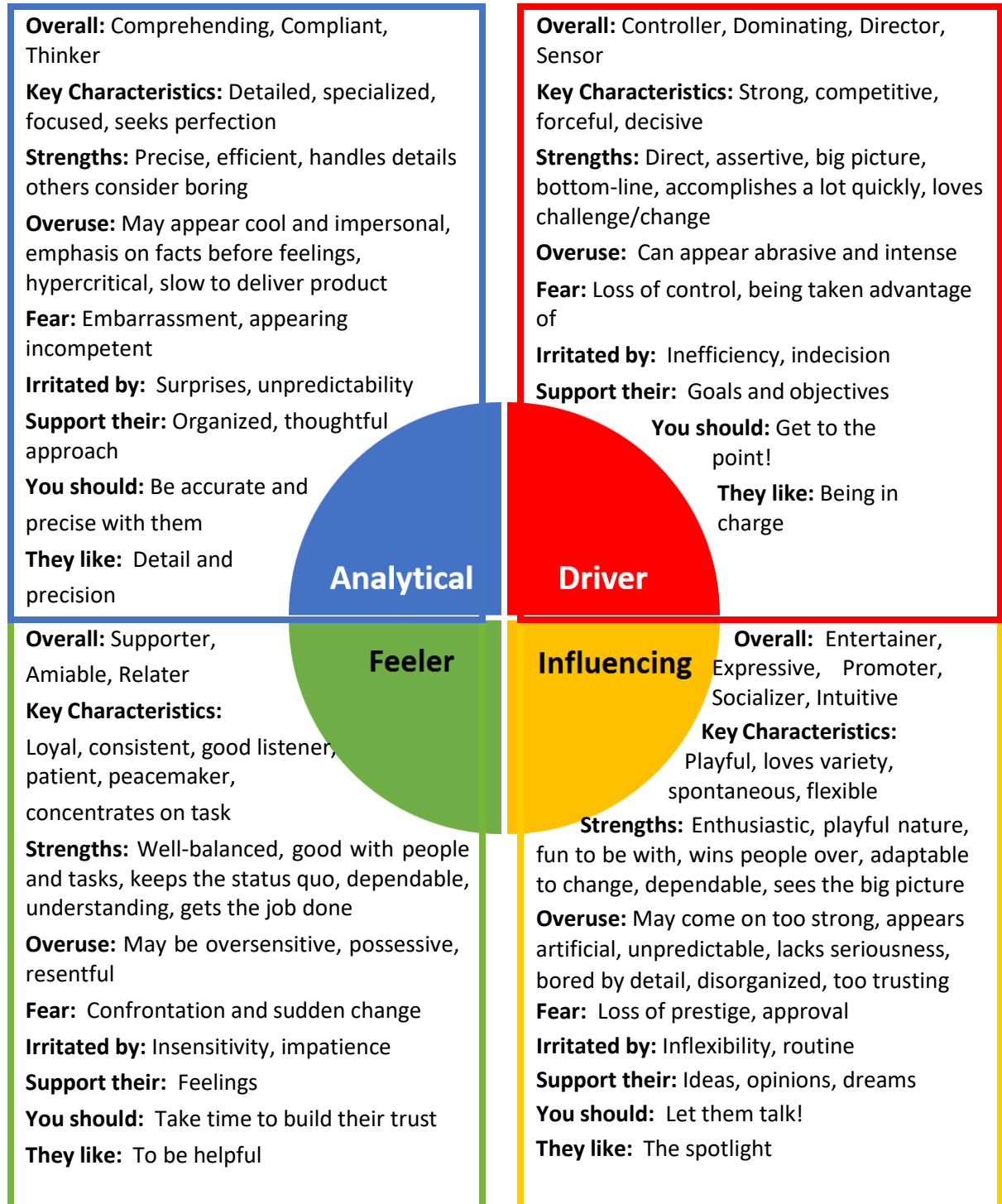
For each column, place a large dot in the row representing the range for your total.

Each column represents one of the styles.

2. Draw a line connecting your dots from Blue to Green to Yellow to Red.

	Blue (1)	Green (2)	Yellow (3)	Red (4)
50>				
46 – 50				
41 – 45				
36 – 40				
31 – 35				
26 – 30				
<25				

Color Preferences: Key Characteristics & Tips for Communicating



Publication and Contact Information

Excerpt from

Leading Others
Communication Styles & Values
Learner Guide

January 2023

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