

Your Communication Style

Developed by Robert W. Russell, Oregon State University, 1986/1989

Each list contains two contrasting traits. Your task is to allot seven points between the two traits on each line to reflect the balance of the way the traits describe you. Points may be allocated any way you wish, but the two contrasting traits must add up to seven. Give high points to the trait that you feel best describes you; low points to the trait which does not.

Example: A: 5 Likes a fast pace

B: 2 Likes a slower pace

A

- _____ Likes a fast pace
- _____ Energetic involvement in things
- _____ Emphasis is on action
- _____ Likes to influence people
- _____ Likes competitive activities
- _____ Takes control of problems
- _____ Tends to be impatient
- _____ Expresses opinions openly
- _____ **TOTAL FOR "A" COLUMN**

B

- _____ Likes a slower pace
- _____ Relaxed involvement in things
- _____ Emphasis on planning & thinking
- _____ Prefers to "live & let live"
- _____ Prefers cooperative activities
- _____ Tries to let things work out
- _____ Shows patience
- _____ Keeps opinions to self
- _____ **TOTAL FOR "B" COLUMN**

1

- _____ Moderate enjoyment of socializing
- _____ Most concerned about facts
- _____ Controls emotions
- _____ Prefers working alone
- _____ Rational decision maker
- _____ Conversations focus on tasks
- _____ High concern for accomplishment
- _____ High expectations of self & others
- _____ **TOTAL FOR "1" COLUMN**

2

- _____ High enjoyment for socializing
- _____ Most concerned about feelings
- _____ Expresses emotions
- _____ Prefers teamwork
- _____ Intuitive decision maker
- _____ Conversations focus on people
- _____ High concern for emotional satisfaction
- _____ Easy going with self & others
- _____ **TOTAL FOR "2" COLUMN**

INTERPRETATION OF PERSONAL STYLE INVENTORY

Your communication style is a combination of the letter column for which you had the highest score and the numeral column for which you had the highest score; example: A-2 or B-1, etc. The combinations of letter and numerical columns and the interpretation of their resulting communication styles is shown below. Some individuals might have two communication styles.

A & 1 Controller: You are achievement oriented, exert strong influence on getting things done, assertive in expressing your ideas, prefer being in charge, have strong opinions, bottom-line oriented.

A & 2 Enthusiast: You express opinions and emotions easily; you are active and move at a lively pace, prefer strong interaction with people, have many interests, tend to be image conscious.

B & 1 Analyzer: You like to be well organized and thought out, prefer specific projects and activities that can be approached systematically, enjoy putting structure to ideas, thorough and careful about details.

B & 2 Affiliator: You have a high concern for good relationships, like being part of cordial and friendly groups, seek stability and predictability, stay out of the limelight, want to be part of a larger picture.

Depending on your communication style, what are some verbal and nonverbal actions that might already be part of your communication repertoire and what are some actions you might want to consider adding to your repertoire?

Communication Actions in My Repertoire	Communication Actions I Could Work to Include
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.