

## 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.