

Your Communication Styles

1. A. Everyone knows I'm a mover and a shaker
B. Everyone knows I'm mild-mannered and easy to get along with
C. Everyone knows I'm a steady worker
D. Everyone knows I'm a motivator
2. A. When I work I tend to be very precise
B. When I work I tend to be playful and fool around
C. When I work I tend to be very productive
D. When I work I tend to be quiet
3. A. My friends see me as fun to be around
B. My friends see me as very considerate
C. My friends see me as very convincing
D. My friends see me as very consistent
4. A. People say I'm shy
B. People say I'm stimulating and exciting
C. People say I'm sensitive
D. People say I'm independent and self-reliant
5. A. In a conversation I tend to be animated
B. In a conversation I tend to be quiet and thoughtful
C. In a conversation I tend to be bold and dominant
D. In a conversation I tend to adjust to others
6. A. Employees tend to see me as a leader
B. Employees tend to see me as very interested in the details
C. Employees tend to see me as very loyal
D. Employees tend to see me as fun and lively
7. A. I am behaved
B. I am a natural booster and promoter
C. I am balanced and emotionally-stable
D. I am brave and willing to go it alone
8. A. I can be impulsive
B. I can be very insistent
C. I can be impartial and go either way
D. I can be creative and inventive
9. A. Clients would say I'm very opinionated
B. Clients would say I'm very orderly and methodical
C. Clients would say I'm very optimistic
D. Clients would say I'm very relaxed
10. A. In a team situation I can be very accommodating
B. In a team situation I can be fun and amusing
C. In a team situation I can make the right choice
D. In a team situation I want more information
11. A. I am fascinating
B. I am faithful and loyal
C. I am forceful and assertive
D. I am friendly
12. A. I like charts and graphs
B. I like competition
C. I like quiet situations
D. I like things cheery and fun
13. A. Employees would say I am strong-willed
B. Employees would say I am very social
C. Employees would say I like schedules and numbers
D. Employees would say I am very satisfied with life
14. A. I like to cuddle
B. I like to be confident
C. I like to be comfortable
D. I like to be informed
15. A. I like new things
B. I like to do it well
C. I like to promote what I do
D. I like to bring others along
16. A. People say I'm patient
B. People say I'm popular
C. People say I plan
D. People say I'm always very positive
17. A. I'm energetic
B. I'm empathetic
C. I'm clever
D. I'm satisfied
18. A. Employees would rate me as persuasive
B. Employees would rate me as easy-going
C. Employees would rate me as philosophical
D. Employees would rate me as a party animal
19. A. In a group I am conversational
B. In a group I can bring things together
C. In a group I want to think about it
D. In a group I am hesitant to give my opinion
20. A. The management team sees me as logical
B. The management team sees me as direct
C. The management team sees me as a good listener
D. The management team sees me as loose and relaxed
21. A. People say I am too hard to deal with
B. People say I am anxious to retaliate
C. People say I am too restless
D. People say I am reluctant to act
22. A. I am often too busy
B. I am often too slow
C. I am often too stubborn
D. I am often too suspicious
23. A. Employees say I am indecisive
B. Employees say I am inconsistent
C. Employees say I am impatient
D. Employees say I am quiet

24. A. At a management meeting I can be unsympathetic
 B. At a management meeting I can be unpredictable
 C. At a management meeting I can be unpopular
 D. At a management meeting I can be unenthusiastic
25. A. I find myself feeling bitter or annoyed at others
 B. I find myself acting too rash
 C. I find myself going over things again and again
 D. I find myself promoting my view a lot
26. A. Department managers might say I'm arrogant
 B. Department managers might say I'm argumentative
 C. Department managers might say I'm out of step at times
 D. Department managers might say I'm too negative
27. A. I sometimes see myself as stubborn
 B. I sometimes see myself as moody and brooding
 C. I sometimes see myself as shy and bashful
 D. I sometimes see myself as cocky and brassy
28. A. People sometimes feel I am too disorganized
 B. People sometimes feel I am too skeptical
 C. People sometimes feel I take charge too much
 D. People sometimes feel I am depressed
29. A. Everyone knows I am short-tempered
 B. Everyone knows I am slow to act
 C. Everyone knows I am very skeptical
 D. Everyone knows I show off
30. A. I tend to interrupt
 B. I tend to be insecure
 C. I tend to be intolerant
 D. I tend to be indifferent
31. A. I am proud
 B. I am a worrier
 C. I am naïve
 D. I am not serious
32. A. I can act like a child
 B. I can act without purpose
 C. I can act without regard for others
 D. I can act very picky
33. A. People say I am too cynical
 B. People say I switch around too much
 C. People say I criticize too much
 D. People say I compromise too much
34. A. I'm always changing directions
 B. I'm always messy
 C. I'm always pushing others
 D. I'm always going it alone
35. A. I don't follow the rules
 B. I don't forgive
 C. I don't get involved
 D. I don't easily give affection
36. A. I sometimes act like I am superior
 B. I sometimes snap at others
 C. I sometimes don't show much spirit
 D. I sometimes am too sensitive
37. A. At a meeting I can be forgetful
 B. At a meeting I can wear others out
 C. At a meeting I continue fussing about the same thing
 D. At a meeting I can hold back and not follow the program
38. A. On a management team I can be very calculating
 B. On a management team I can give up easily
 C. On a management team I can keep bringing up the same stuff
 D. On a management team I can talk a lot
39. A. When working with a group I like attention
 B. When working with a group I often don't care about the feelings of others
 C. When working with a group I can be very negative
 D. When working with a group I'm not very forceful
40. A. On a management team I figure out how to get my way
 B. On a management team I'm rather quiet
 C. On a management team I don't make myself very clear
 D. On a management team I want to spend too much time talking about off-topic things

Communication Styles Scoring Sheet

Transfer your answers by circling the matching letter in each row across. Then count the circled letters going down each column.

1	D	A	C	B
2	B	C	A	D
3	A	C	D	B
4	B	D	C	A
5	A	C	B	D
6	D	A	B	C
7	B	D	A	C
8	A	B	D	C
9	C	A	B	D
10	B	C	D	A
11	A	C	B	D
12	D	B	A	C
13	B	A	C	D
14	A	B	D	C
15	C	A	B	D
16	B	D	C	A
17	A	C	B	D
18	D	A	C	B
19	A	B	C	D
20	D	B	A	C
21	C	A	B	D
22	A	C	B	D
23	B	C	D	A
24	B	A	C	D
25	D	B	A	C
26	A	B	D	C
27	D	A	B	C
28	A	C	B	D
29	D	A	C	B
30	A	C	B	D
31	C	A	B	D
32	A	C	D	B
33	B	A	C	D
34	B	C	D	A
35	A	D	B	C
36	B	A	D	C
37	A	B	C	D
38	D	A	C	B
39	A	B	C	D
40	D	A	B	C

TOTAL _____

Score Sheet for Communication Styles

- 1st column -- Expressive (Socializer)
- 2nd column -- Driver (Director)
- 3rd column -- Analytical (Thinker)
- 4th column -- Amiable (Relater)