

How to score the *Communication Styles Preferences Test*

Count how many of each letter (a,b,c,d) that you checked

If you have a majority of a, you tend to an A profile

If you have a majority of b, you tend to a B profile

If you have a majority of c, you tend to a C profile

If you have a majority of d, you tend to a D profile

If you are you are tied or very close between two profiles, choose the one below that fits you best.

Profile A :

Your communications style is circular and indirect. You like to have a feeling for the “whole” in every situation. Your display of emotions is rather low, and you tend to keep your opinions for yourself. Your style is detached, that is to say you don’t load issues with personal emotions. You tend to avoid direct confrontations with people and always work for creating better harmony in situations. You privilege personal connections and feel obligated to them.

Profile B :

Your communication style is linear and direct. Your approach is pragmatic. You tend to balance and control your display of emotions. You give your opinions when asked in a rather objective way. Your style is detached, that is to say you don’t load issues with personal emotions. You are comfortable with directly confronting people’s ideas. You feel your contribution to an enterprise should be evaluated on the basis of task expertise, not on the quality of relationships.

Profile C :

Your communication style is circular and direct. Your approach is collaborative: facts are not separable from people. You tend to display your emotions in almost every situation. You like offering your opinion in almost every situation. Your style is attached, that is to say that every issue becomes a personal matter. You tend to confront people’s ideas and the relationship you have with them. You create networks of people that you like to work and hang out with and to rely on them.

Profile D :

Your communication style is linear and indirect. Your approach, based on efficacy, looks for the best behavior in the circumstance. You don’t like displaying your emotions and you tend to keep your opinions for yourself. Your style is detached, that is to say you don’t display personal emotions you might have on issues. You tend not to confront people, but if you do, you do it only on ideas. You have obligations to your connections in private life, but not in the workplace.

Communication Style Preferences Test

Strengths & Recommendations

For A profiles

Your strength is being sensitive to what happens around you. You also can be good at reaching consensus. You usually are a good team player. Sometimes people may think you don't have anything to say because you don't express yourself explicitly, or that you don't have the same feelings they do because you don't show them.

When you deal with B profiles you might feel hurt by their directness, sometimes by their rationalism. They expect people to focus on the content of the communication and not on the surrounding information. In the workplace, they tend not to be interested in the history of an issue and who is involved in it, but in how to deal with it immediately. Try to make your communication as explicit as you can and remember to grab a turn to speak, or nobody will make space for you. Consider making an explicit case for the contribution you give to a teamwork or to a project you're involved with.

When you deal with C profiles you also might feel irritated by their directness, or sometimes by their apparent irrationalism. They expect people to give useful background information together with the content of a specific message. Try to be specific in the request of information you need and to give as much as possible detail together with your main messages. They will not give you any chance to speak unless you take it.

When you deal with D profiles, try to use logic. They probably look like the closest profile to you: they tend not to show feelings and not to reveal their opinions. Nevertheless they are probably more pragmatic and more linear in their communication style.

For B profiles

Your strength is being practical and focusing on solutions. You are usually not afraid to confront people directly, which is a good quality if you use it with people who share your same profile. Some people think that you are imposing yourself on others because you try to always state the point of your communication. If somebody does not understand you, you feel like it is your responsibility to make yourself understood.

When you deal with A profiles, you might feel like you are in charge. Try to give some space for people to “come out” and give their contribution: it is a matter of time and of building a relationship. As far as communication style, they seem to think that other people should know the ties between people in the group and their relevance. Ask questions and be willing to respond to lots of personal questions, as for them it is a way to deal with you in a more efficient way. Don't be afraid to ask candid questions about all the behaviors you don't understand. Try not to confront people directly as it might be considered a loss of face.

When you deal with C profiles, you probably feel like you are being taken into an unknown world. They frequently are very talkative and their logic is hardly ever linear. They tend to proceed by fuzzy logic, which leads to a circular communications style. It doesn't mean they are hiding something or they are trying to manipulate you. Relax and enjoy the often amusing context they provide you. Be prepared though to offer as much information as is requested to paint their scenario. They are also capable of speaking out for themselves and being emotional. Sometimes they quarrel within their network, but the network always holds: don't try to divide and conquer – you would lose.

When you deal with D profiles, you probably feel like you have lots of affinities with this group. They share the same linearity and coherence of communication style, but they tend not to give their opinions, nor do they express their emotions about anything. They prefer to be directed rather than consulted as subordinates. They tend not to initiate things, but they are wonderfully gregarious. Try not to poke at them with requests for sharing opinions about assignments.

For C profiles

Your strength is your passion. You like offering your views and sharing them with others. You are direct in stating your opinions and this might hurt somebody. Perhaps you are being perceived as manipulative sometimes; your communication style might lead some to think that you don't know where you are going (metaphorically). You tend to think that if people don't understand you it is their problem and not yours.

When you deal with A profiles, try to be aware that both your body language and the display of your emotions might be overwhelming for them. You share the same affinity for context information, but you probably diverge in verbosity and level of detail. You take care, as they do, of personal relationships, both at work and in your personal life, but your commitment to them is less of an obligation. Try to leave space when communicating with them: become sensitive by leaving more pauses. Don't try to solicit direct opinion, since you might embarrass someone and cause a loss of face.

When you deal with B profiles, be prepared for logical challenges and task orientation. They don't necessarily appreciate your knowledge of the world, and they may try to compete with you on practical issues. As far as communication style, make an effort to state your goals explicitly and explain how you will reach them. Try to shorten the length of your communication and to make explicit the point of every message. Learn to give turn during conversations by listening and speaking in alternate ways. Remember that they might challenge your ideas without trying to put you down.

When you deal with D profiles, remember that no issue is a personal matter for them. Things should be evaluated in a rather detached and rational way, which is just about your opposite. You can learn a lot of diplomacy from them. If you want to be complementary, you can combine your creative solutions and their ability to fit procedures. Don't expect they will be as demonstrative as you are in your feelings, opinions and gestures, at least in the workplace.

For D profiles

Your strength is your ability to navigate difficult times with your diplomacy. You can execute instructions very well when they are clear and coherent. When you give instructions you don't use too many words, just what you feel necessary. You don't share your personal views, nevertheless you are able to embark people on an idea if necessary. You like leading by example.

When you deal with A profiles, you both tend not to use too many words. They use, give and request more contextual information than you do. Be prepared to be asked for more details than you would otherwise give. They prefer not to confront people directly, try to use your diplomatic skills at your best when you have a disagreement.

When you deal with B profiles, you might feel bothered by some level of directness. You don't find yourself at ease in situations where your direct opinion is asked, but be prepared for this eventuality. You share the same preference for linearity and concrete behavior, but you probably differ in the ability to communicate your view to others. Make an effort to become more explicit and to reveal yourself a little bit more.

When you deal with C profiles, you might feel both attracted and threatened at the same time by the physical and emotional display that goes along with their communication style. They also tend to be direct in their communication, trying to provoke your opinions on issues. Be prepared to open up a little bit as building a good relationship is a key to work well with people of this profile.