



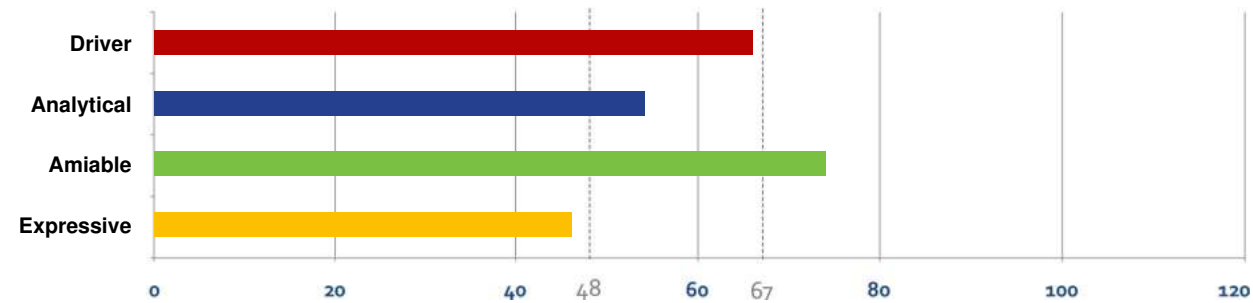
Communication Styles Survey

Name: **zxc ZXC** Date Survey Completed: **24 Aug 2015**

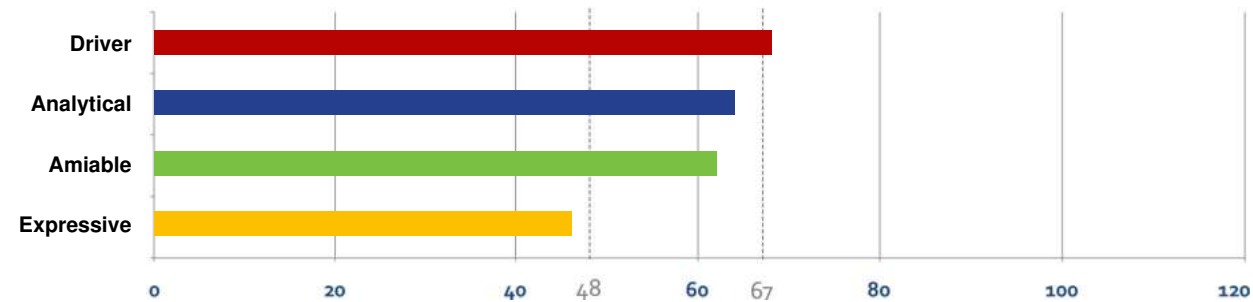
Dear Dr ZXC

This report has been produced from the responses you gave in the survey. It is important to understand that one style is not better than another. The purpose of the report is to learn more about yourself and others you work with, and how you can use this information to be more effective at work.

Relaxed/Preferred Environment



Pressured/Adaptive Environment





What does this tell you?

If you look at your scores, you can see whether you have one dominant style. A dominant style would be indicated by a score of 67 or greater. On the other hand, if you scored 48 or below on any one style, you probably do not communicate with that style very often. Although many people have a clearly dominant style, others can communicate comfortably using several styles. If you have a relatively even distribution of points, you probably communicate with several styles. You may also use different styles in different situations.

What do the styles mean?

Driver

- Decisive actions and decisions
- Likes control
- Dislikes inaction
- Prefers maximum freedom to manage himself or herself and others
- Cool, independent, and competitive with others
- Low tolerance for feelings, attitudes, and advice of others
- Works quickly and impressively by himself/herself
- Seeks esteem and self-actualisation
- Good administrative Skills

Strengths: Directness and ability to get the job done quickly. The Driver is blunt and quite assertive and, therefore, gets fast results. They can generalise from details quickly and see the big picture and the bottom line.

Weaknesses: The weaknesses of the Driver grow out of the strengths in that they can appear abrasive, insensitive to other people, and not concerned about details.

Expressive

- Spontaneous actions and decisions
- Likes involvement
- Dislikes being alone
- Exaggerates and generalises
- Tends to dream and get others caught up in his or her dreams
- Jumps from one activity to another
- Works quickly and excitingly with others
- Seeks esteem and belongingness
- Good persuasive skills

Strengths: Enthusiasm and exciting playful nature. They quickly win people over and get others caught up in their drive to accomplish a task. They are fun to be with and can adapt easily to a changing situation.

Weaknesses: Sometimes come on too strong and are seen as being artificial or “put on”. Sometimes their playfulness and spontaneity is regarded as a lack of seriousness and unpredictability. Not good detail people in that they are easily bored by anything that tends to be monotonous or has to be done alone.

Analytical

- Cautious actions and decisions
- Likes organisation and structure
- Dislikes involvement
- Asks many questions about specific details
- Prefers objective, task-orientated, intellectual work environment
- Wants to be right, therefore, over-relies on data collection
- Works slowly and precisely by himself/herself
- Seeks security and self-actualisation
- Good problem-solving skills

Strengths: Analytical types tend to be precise, efficient and well organised. They are task orientated and will persevere on what might otherwise be considered a boring task.

Weaknesses: They are often seen as too task orientated, too cool and impersonal. They are suspected of not being concerned about feelings because they place so much emphasis on facts. They may be perceived to be nitpickers who are too much of a perfectionist to be effective.

Amiable

- Slow at taking action and making decisions
- Likes close, personal relationships
- Dislikes interpersonal conflict
- Supports and “actively” listens to others
- Weak at goal setting and self-direction
- Has excellent ability to gain support from others
- Works slowly and cohesively with others
- Seeks security and belongingness
- Good counselling skills

Strengths: Warmth and ability to build meaningful relationships with others. They are loyal and compliant. They are excellent team workers, willing to conform.

Weaknesses: Some people see them as too concerned about relationships to do an adequate job of completing the task. Drivers perceive them to be slow and ineffective. Often so sensitive to the feelings and needs of others that they are unduly influenced by them.