

Carla Rieger

Communication Style Quiz



Try this fun self-quiz to find out your dominant Communication Style. Then read about the different styles and reflect on how you can work with others of a different style.

Circle the number and letter of the statement that most closely resembles you.

1. **At a large social gathering, you are most likely to:**
 - a. interact with many different people, strangers included;
 - b. talk one-on-one mostly with people you already know;
 - c. use the opportunity to make important contacts;
 - d. leave as soon as it is polite to do so.
2. **When you attend a meeting, you usually arrive:**
 - a. a bit late and try to sneak in the back without being noticed;
 - b. intentionally a bit late. You like to get there when things have started happening already;
 - c. right on time and feel impatient if the meeting starts late;
 - d. early so you can be ready and organized when the meeting starts.
3. **If you were famous in your field, which career would suit you best?**
 - a. Movie star
 - b. Head of a company
 - c. Inventor
 - d. Humanitarian
4. **What style of entertainment do you most enjoy watching?**
 - a. Something warm and friendly
 - b. Something quirky and intellectual
 - c. Something political or satirical
 - d. Something wild, outrageous, and/or fun
5. **Of these four personality traits, which do you consider your strongest?**
 - a. Compassion
 - b. Assertiveness
 - c. Imagination
 - d. Persistence
6. **Which statement most closely describes you?**
 - a. Sensible and frugal
 - b. Rational and quick-witted
 - c. Sensitive and reliable
 - d. Creative and fiery
7. **Which appeals to you the most?**
 - a. Taking action on a calculated risk
 - b. Creating harmonious human relationships
 - c. Discovering the secret behind a complex mystery
 - d. Going to an exciting social event
8. **Which rules you most?**
 - a. Your heart
 - b. Your head
 - c. Your wallet
 - d. Your libido
9. **New and non-routine interaction with others:**
 - a. usually stimulates and energizes you;
 - b. revitalizes you, if you have a special connection with someone in the process;
 - c. taxes your reserves and you aren't afraid to let people know it;
 - d. taxes your reserves, so you quietly slip away when no one is watching.
10. **When doing group projects, which part of the process is most important to you?**
 - a. Creating relationships with people
 - b. Sorting out who is playing what role in the project
 - c. Organizing the way the project is done
 - d. Making sure the process of doing it is fun and exciting
11. **If you suddenly have some spare time on a weekend, what you usually most WANT to do is:**
 - a. contact several friends and see if there is something fun going on;
 - b. have some quality time with one or a just a few people;
 - c. get a number of important things

- done on your TO DO list;
- d. focus your energy on one specific hobby or project.
12. **You want to buy a special gift for a new friend you don't know very well. You are most likely to:**
- buy the first thing you see that you intuitively think the person would like;
 - carefully find just the right thing, after much comparison-shopping;
 - buy the same special gift you always buy for special people;
 - get someone else to buy the gift or just give your friend some money.
13. **Which description most fits you?**
- Hard-working and ambitious
 - Animated and gregarious
 - Focused and efficient
 - Cooperative and gentle
14. **Most of the time, when working, you prefer to:**
- do your job quietly on your own;
 - be an integral part of a team working together;
 - influence the team in new and creative directions;
 - be the leader and structure-maker for the team.
15. **When the phone rings, you:**
- answer it immediately and talk at length;
 - look forward to the call, but wait a few rings before answering;
 - deal with the person, quickly and efficiently;
 - hope someone else will answer it.
16. **Your favourite type of clothing to wear is:**
- something comfortable, practical, and low key;
 - a unique ensemble that makes a statement;
 - an expensive-looking power outfit;
 - something easygoing and nice.
17. **Which genre of fiction do you most prefer?**
- Mystery, documentary, or science fiction
 - Feel-good story or romance
 - Epic, historical, or action
 - Comedy, psychological thriller, glitzy
18. **Which is most admirable?**
- The ability to organize and be methodical
 - The ability to take charge in a chaotic situation
 - The ability to motivate others to succeed
 - The ability to make people feel comfortable and included
19. **In terms of comedy, you most closely identify with people who can:**
- tell a heartwarming, funny story;
 - tell a good joke;
 - create great characters through movement, voice, costume, et;
 - tell a witty one-liner, pun, or wordplay.
20. **If a conflict arises between you and a friend, your first reaction is to:**
- make sure he or she understands your position on things;
 - make sure the relationship doesn't get damaged;
 - avoid that person for a while;
 - find a compromise, where you both get at least part of what you want.

Communication Style Quiz

Answers

Using the Big Grid below, assign the letter D, A, C, or N to each of the answers you chose.

Example: If you chose 1a, circle the letter D, as shown in the sample grid below.

Sample Grid

Question	Answer a	Answer b	Answer c	Answer d
1.	D	N	A	C

Big Grid

Question	Answer a	Answer b	Answer c	Answer d
1.	D	N	A	C
2.	N	D	A	C
3.	D	A	C	N
4.	N	C	A	D
5.	N	A	D	C
6.	C	A	N	D
7.	A	N	C	D
8.	N	C	A	D
9.	D	N	A	C
10.	N	A	C	N
11.	D	N	D	C
12.	D	N	C	A
13.	A	D	C	N
14.	C	N	D	A
15.	D	N	A	C
16.	C	D	A	N
17.	C	N	A	D
18.	C	A	D	N
19.	N	A	D	C
20.	A	N	C	D

Now count your D, A, C, and N answers.

Total D _____
 Total A _____
 Total C _____
 Total N _____
 Total: 20

Read below about the various Communication styles. Keep in mind the descriptions that follow are extreme examples, to illustrate how the styles differ. Most people are a combination of the four styles. Some people are so unique, they don't fit into any quadrant. Use the descriptions simply as a guideline to help you see how workplace communication can be greatly affected by an individual's style.

D = Demonstrators

Demonstrators are people-oriented, fast-paced, and enthusiastic. They usually show more open and casual body language. They tend to be animated and outgoing and prefer an informal atmosphere. Demonstrators can be outrageous, spontaneous, excitable, and sociable. They are "ideas" people who like to be in the limelight. If there is an overbalance in this style, some weaknesses may show up, such as being unreliable, self-centred, overly optimistic, and indiscriminate.

How to recognize Demonstrators

They tend to:

- be somewhat disorganized;
- have trouble being on time and keeping track of details;
- wear bright colours;
- sit in an open posture;
- take the initiative in the conversation;
- laugh easily and loudly; are fun-loving;
- like to talk about themselves.

Types of professions where you find many Demonstrators

- Salesperson
- Trial lawyer
- Entertainer
- Public relations
- Advertising executive
- Social director



Famous people who are predominantly Demonstrators

- Robin Williams
- Steve Martin
- Carol Burnett
- Jim Carrey
- Lucille Ball
- Jerry Lewis
- Elvis Presley
- Zig Zigar
- Pierre Trudeau
- Marilyn Monroe
- Charlie Chaplin

A = Assertors

Assertors are fast-paced and direct, like Demonstrators, but are more task-oriented than people-oriented. They tend to be hard-working and ambitious leader types. They are good at making decisions quickly and efficiently. They are goal-oriented, assertive, and confident. Assertors are the take-charge people who let nothing stop them. If there is overbalance in this style, some weaknesses may show up, such as being too impatient, competitive, and judgmental.

How to recognize Assertors

They tend to:

- like timeliness and efficiency;
- look and appear powerful and formal;
- sit in an erect posture;
- be highly discriminating in many areas (people, opportunities, food, etc.);
- laugh less frequently than Demonstrators, maintaining a more serious demeanour;
- take a leadership role in most situations;
- ask pointed or challenging questions;
- have strong opinions and creative ideas to share.

Types of professions where you find many Assertors

- Corporate CEO
- Politician
- Stockbroker
- Lawyer
- Hard-driving newspaper reporter
- Independent consultant
- Drill sergeant
- Film/TV director
- Entrepreneur

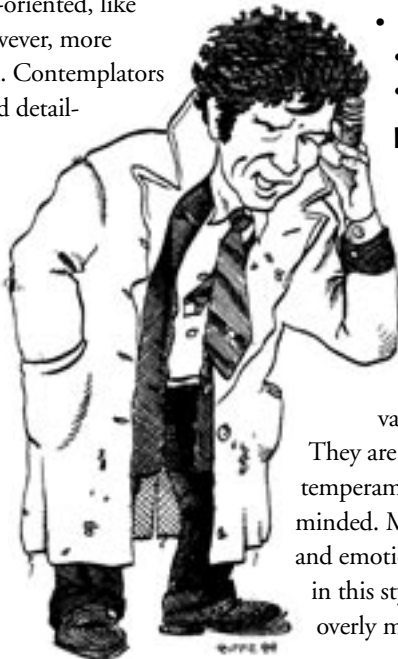


Famous people who are predominantly Assertors

- Joan Rivers
- Jonathan Winters
- Bea Arthur
- John Cleese
- Muhammed Ali
- Carroll O'Connor
- Ed Asner
- Clint Eastwood
- Candace Bergen
- George C. Scott
- David Letterman
- Margaret Thatcher

C = Contemplators

Contemplators are task-oriented, like Assertors. They are, however, more indirect and slow-paced. Contemplators tend to be analytical and detail-oriented thinker types. They are persistent and good problem-solvers and pride themselves on their orderliness and accuracy. Often seen alone, they tend to have quiet, low-key personalities. If there is overbalance in this style, some weaknesses may show up, such as being too withdrawn, rigid, closed-minded, and overly pessimistic.



How to recognize Contemplators

They tend to:

- wear conservative, simple, functional clothing;
- sit in a closed posture;
- keep to themselves;
- not initiate conversations. They wait for you to do that;
- take copious notes;
- maintain meticulous organization;
- stay serious, rarely laugh;
- like to hear facts, figures, statistics, and proof.

Types of professions where you find many Contemplators

- Accountant
- Secretary
- Bookkeeper
- Repair person
- Engineer
- Draughtsperson
- Electrician
- Plumber
- Jeweller
- Scientist

Famous people who are predominantly Contemplators

- Peter Falk
- Albert Einstein
- Rick Moranis
- Woody Allen
- Leonard Nimoy
- Paula Poundstone
- Deepak Chopra
 - Victor Borge
 - Carl Sagan
 - Al Gore
 - Angela Lansbury

N = Narrators

Narrators are slow-paced and indirect, like Contemplators, but they are more people-oriented, like Demonstrators. They are warm, friendly, gentle, and cooperative. They highly value relationships over goals.

They are good at listening, have a sweet temperament, and tend to be open-minded. Most people find them loving and emotionally intuitive. Overbalance in this style can show up as appearing overly meek and easily sidetracked.

How to recognize Narrators

They tend to:

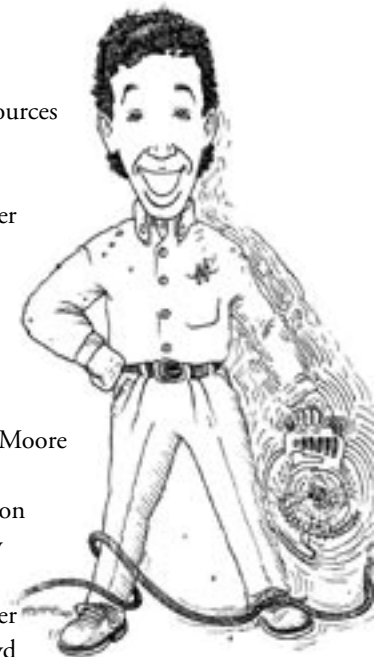
- come across as very accommodating and helpful;
- wear casual, simple clothing, nothing too loud;
- take the initiative to create relationships;
- like to both talk and listen;
- have pictures of family on their desk;
- laugh quietly and often (but sometimes they're laughing just to be polite);
- show gratitude easily.

Types of professions where you find many Narrators

- Counsellor
- Teacher
- Minister
- Human resources manager
- Nurse
- Social worker

Famous people who are predominantly Narrators

- Tim Allen
- Mary Tyler Moore
- Bill Cosby
- Jean Stapleton
- John Candy
- Mr. Rogers
- Gilda Radner
- Dan Ackroyd
- Jack Canfield (Editor, *Chicken Soup for the Soul* books)
- Leo Buscaglia
- Jimmy Carter
- Barbara Walters
- Bill Clinton ▲



Drawings by Riffe Baumann

Carla Rieger is an expert on the artistry of change and how to build bridges between and among people creatively. The author of *The Heart of Presenting and Speaking on the Funny Side of the Brain*, Carla helps leaders add a powerful creative edge to their management toolkit.

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