



***Office of Recreational Services (CNURec)
Communication Style Quiz***

Try this fun self-quiz to find out your dominant Communication Style. Afterwards read about the different styles and reflect on how you can work with others of a different style. Choose the number 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 first arrive at a meeting you are usually...

- a. ...a bit late, and try to sneak in the back without being noticed.
- b. ...purposely a bit late, you like to get there when things have started happening already.
- c. ...arrive right on time and feel impatient if the meeting starts late.
- d. ...arrive early so that you can be ready and organized when the meeting starts.

3. Of these four personality traits, you consider your strongest to be:

- a. Compassion
- b. Assertiveness
- c. Imagination
- d. Persistence

4. The statement that most closely describes you is:

- a. Sensible and frugal.
- b. Rational and quick-witted.
- c. Sensitive and reliable.
- d. Creative and fiery.

5. 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.

6. New and non-routine interaction with others:

- a. ...usually stimulates and energize 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.



7. 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.

8. Which description most fits you?

- a. Hard working and ambitious
- b. Animated and gregarious
- c. Focused and efficient
- d. Cooperative and gentle

9. Most of the time, when working, you prefer:

- a. To do your job quietly on your own.
- b. To be an integral part of a team working together.
- c. To influence the team in new and creative directions
- d. To be the leader and structure-maker for the team

10. Which is more admirable:

- a. The ability to organize and be methodical.
- b. The ability to take charge in a chaotic situation.
- c. The ability to motivate others to succeed.
- d. The ability to make people feel comfortable and included.

11. In terms of comedy, I most closely identify with people who can:

- a. ...tell a heartwarming, funny story.
- b. ...tell a good joke.
- c. ...create great characters through movement, voice, costume, etc.
- d. ...tell a witty one-liner, pun, or wordplay.

12. If a conflict arises between a friend and I, my first reaction is to:

- a. ...make sure they understand my position on things.
- b. ...make sure the relationship doesn't get damaged.
- c. ...avoid that person for a while.
- d. ...find a compromise, where we both get at least part of what we want.

NOW LOOK TO SEE WHAT YOUR ANSWERS MEAN....



Communication Style Quiz - Answers

Circle the answers you chose. Then, count the number of A's, D's, N's, and C's you have at the bottom

1.	a. D	b. N	c. A	d. C
2.	a. N	b. D	c. A	d. C
3.	a. N	b. A	c. D	d. C
4.	a. C	b. A	c. N	d. D
5.	a. A	b. N	c. C	d. D
6.	a. D	b. N	c. A	d. C
7.	a. N	b. A	c. C	d. N
8.	a. A	b. D	c. C	d. N
9.	a. C	b. N	c. D	d. A
10.	a. C	b. A	c. D	d. N
11.	a. N	b. A	c. D	d. C
12.	a. A	b. N	c. C	d. D

Total A's _____
 Total D's _____
 Total N's _____
 Total C's _____

TOTAL SHOULD COME TO 12!

Read on about the various Communication styles. Keep in mind, the descriptions that follow are extreme examples to illustrate how they differ. Most people are a combination of the four styles, and 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 communications can be greatly affected by an individual's style

DEMONSTRATORS

Demonstrators are people-oriented, fast-paced and enthusiastic. They usually have 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 over-balanced in this style some weaknesses may show up such as being unreliable, self-centered, overly optimistic and indiscriminate.

How to recognize Demonstrators:

They tend to: 1.) Be somewhat disorganized; 2.) Have trouble being on time and keeping track of detail; 3.) Wear bright colors; 4.) Sit in an open posture; 5.) Take the initiative in the conversation; 6.) Laugh easily and loudly; 7.) Are fun-loving; 8.) Like to talk about themselves.

Types of professions where you find many Demonstrators:

•Salesperson; Trial Lawyer; Entertainer; Public Relations Officer; Advertising Executive; Social director

Famous people who are predominantly Demonstrators: Steve Martin; Carol Burnett; Robin Williams; Jim Carey
Lucille Ball; Jerry Lewis; Elvis Presley; Marilyn Monroe; Charlie Chaplin



ASSERTORS

Assertors are fast-paced and direct, like Demonstrators, but are more task-oriented, than people-oriented. They tend to be hard working, 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 over-balanced in this style some weaknesses may show up such as being too impatient, competitive and judgmental.

How to recognize Assertors:

They tend to: 1.) Like timeliness and efficiency; 2.) Look and appear powerful and formal; 3.) Be highly discriminating in many areas (people, opportunities, food, etc.); 4.) Laugh less frequently than demonstrators; 5.) Maintain a more serious demeanor; 6.) Take a leadership role in most situations; 7.) Ask pointed or challenging questions; 8.) Have strong opinions and creative ideas to share

Types of professions where you find many Assertors: Corporate CEO; Politician; Stockbroker; Lawyer; Drill sergeant; Film/TV Director; Entrepreneur

Famous people who are predominantly Assertors: Jonathan Winters; Joan Rivers; Muhammed Ali
Clint Eastwood; Candace Bergen; David Letterman; Margaret Thatcher

CONTEMPLATORS

Contemplators are task-oriented like Assertors. However they are more indirect and slow-paced. Contemplators tend to be analytical, detail-oriented, thinker types. They are persistent, good problem solvers, and pride themselves on their orderliness and accuracy. Often seen alone, they tend to have quiet, low-key personalities. If over-balanced 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: 1.) Wear conservative, simple, functional clothing; 2.) Sit in a closed posture; 3.) Keep to themselves
4.) Not initiate conversations, wait for you to do that; 5.) Take copious notes; 6.) Stay serious, rarely laugh; 7.) Like to hear facts, figures, statistics and proof.

Types of professions where you find many Contemplators: Accountant; Secretary; Bookkeeper; Engineer
Electrician; Plumber; Jeweler; Scientist

Famous people who are predominantly Contemplators: Albert Einstein; Woody Allen; Victor Borge; Carl Sagan
Al Gore; Angela Lansbury



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 to be loving, and emotionally intuitive. If over-balanced in this style it can show up as overly meek and easily sidetracked.

How to recognize Narrators:

They tend to: 1.) Come across as very accommodating and helpful; 2.) Wear casual, simple clothing, nothing too loud; 3.) Take the initiative to create relationships, like to both talk and listen; 4.) Have pictures of family on their desk; 5.) Laugh quietly and often (but sometimes they're laughing just to be polite); 6.) Show gratitude easily

Types of professions where you find many Narrators: Counselor; Teacher; Minister; Human Resources Manager
Nurse; Social Worker

Famous people who are predominantly Narrators: Mary Tyler Moore; Bill Cosby, John Candy, Mr. Rogers
Dan Ackroyd, Jimmy Carter; Barbara Walters; Bill Clinton; Florence Nightingale