

# how do you talk?

What is your communication style? Take the following communication quiz to find out. Choose one answer for each question.

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 meet important people
  - d. leave as soon as you can
2. When you first arrive at an event, you are usually . . .
  - a. a little bit late, and you 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 event starts late
  - d. arrive early so that you can be ready and organized when the event starts
3. If you were famous in your field, which of these careers would most suit you?
  - 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, you would consider your strongest to be . . .
  - a. compassion
  - b. assertiveness
  - c. imagination
  - d. persistence

6. 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
7. Which appeals to you the most?
  - a. taking well-considered risks
  - b. helping people get along
  - c. discovering the secret behind a complex mystery
  - d. going to an exciting social event
8. 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
9. 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 just a few people
  - c. get a number of things done on your to-do list
  - d. focus your energy on one specific hobby or project
10. You want to buy a special gift for a new friend that you don't know very well. You are most likely to . . .
  - a. buy the first thing you see that you intuitively think they would like
  - b. carefully find just the right thing, after doing much comparison-shopping
  - c. buy the same special gift that you always buy for special people
  - d. get someone else to buy the gift, or just give your friend some money
11. Which description most fits you?
  - a. hard-working and ambitious
  - b. animated and talkative
  - c. focused and efficient
  - d. cooperative and gentle

12. 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
  
13. When the phone rings, you . . .
  - a. answer it immediately and talk at length
  - b. look forward to the call, but wait a few rings before answering the phone
  - c. deal with whoever it is quickly and efficiently
  - d. hope someone else will answer it
  
14. Which do you admire more?
  - 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
  
15. In terms of comedy, you most closely identify with people who can . . .
  - a. tell a heartwarming, funny story
  - b. tell a good joke
  - c. create great characters
  - d. tell a witty one-liner, pun or wordplay
  
16. If a conflict arises between you and a friend, your first reaction is to . . .
  - a. make sure he or she understands your position
  - b. make sure the relationship doesn't get damaged
  - c. avoid that person for a while
  - d. find a compromise where you both get at least part of what you want

**answer key**

Circle the answers you chose, and then count the number of As, Ds, Ns and Cs you have and indicate this number at the bottom.

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

9.	a. D	b. N	c. D	d. C
10.	a. D	b. N	c. C	d. A
11.	a. A	b. D	c. C	d. N
12.	a. C	b. N	c. D	d. A
13.	a. D	b. N	c. A	d. C
14.	a. C	b. A	c. D	d. N
15.	a. N	b. A	c. D	d. C
16.	a. A	b. N	c. C	d. D

Total As \_\_\_\_\_

Total Ds \_\_\_\_\_

Total Ns \_\_\_\_\_

Total Cs \_\_\_\_\_

Read on about the various communication styles. Keep in mind that 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 style.

***D: 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. Weaknesses may include being unreliable, self-centered, overly optimistic and indiscriminate.

***A: 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. Weaknesses may include being too impatient, competitive and judgmental.

**C: Contemplators**

Contemplators are task-oriented like Assertors but 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. Weaknesses may include being too withdrawn, rigid, closed-minded, and overly pessimistic.

**N: Narrators**

Narrators are slow-paced and indirect like Contemplators but 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. Weaknesses may include being overly meek and easily sidetracked.<sup>1</sup>