

The Four Communication Styles

This file has been compiled and curated by Drs. Albert Eussen RBA
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Email: albert.eussen@gmail.com

A 1-day introductory workshop to 'The 4 Communication Styles'

The Programme:

1. Welcome to the 1-day introductory workshop 'The 4 Communication Styles'.
2. Introduce yourself by sharing which models you have heard of
3. My Intention: CDID (Compress Decades into Days)
4. My profile, the axes, the quadrants and your profiles
5. All kinds of Summaries of the 4 communication styles.
6. One Distinction can change your Life

7. Conceptual understanding (for Controllers):

- 7.1 the emotional recognition: the 6 basic emotional needs
- 7.2 the logic: 4 components of survival

8. Values: Toward and From values by style
9. Stress pattern by style

Continued # 7. Conceptual understanding:

- 7.3 A higher level of abstraction, positive essences per style (Osho)

7.4 to 7.14 : Examples of models of the 4 styles

10. Applications/Stories (for the Promoters)
11. Testing (for the Analyzers)
12. Sharing (for the Promoters and Supporters)
13. A description per style
14. Details per style
15. The axes
16. Tragedies of each Communications style
17. Exercise: ask someone for details (see item 14) and determine style
18. Feedback (Rating 1-10 and/or 2 to 3 words)

Thank you

2. Introduce yourself by sharing which models you have heard of

14 parallel models

1. The 6 Fundamental Human Emotional Needs
Tony Robbins

2. Cameron and Quinn
Competing Values
Matrix

3. OSHO, characteristics
of the new (wo)man

4. Communication Styles

5. Left Brain Right Brain

6. Left-Right Brain + 4 CS

7. De Elementen

8. Panther Peacock
Owl, Dolphin

9. Sales Dogs

10. BANK

11. DISC

12. Insights

13. Meyers Briggs

14. The Platinum Rule

3. My Intention: CDID (Compress Decades into Days)

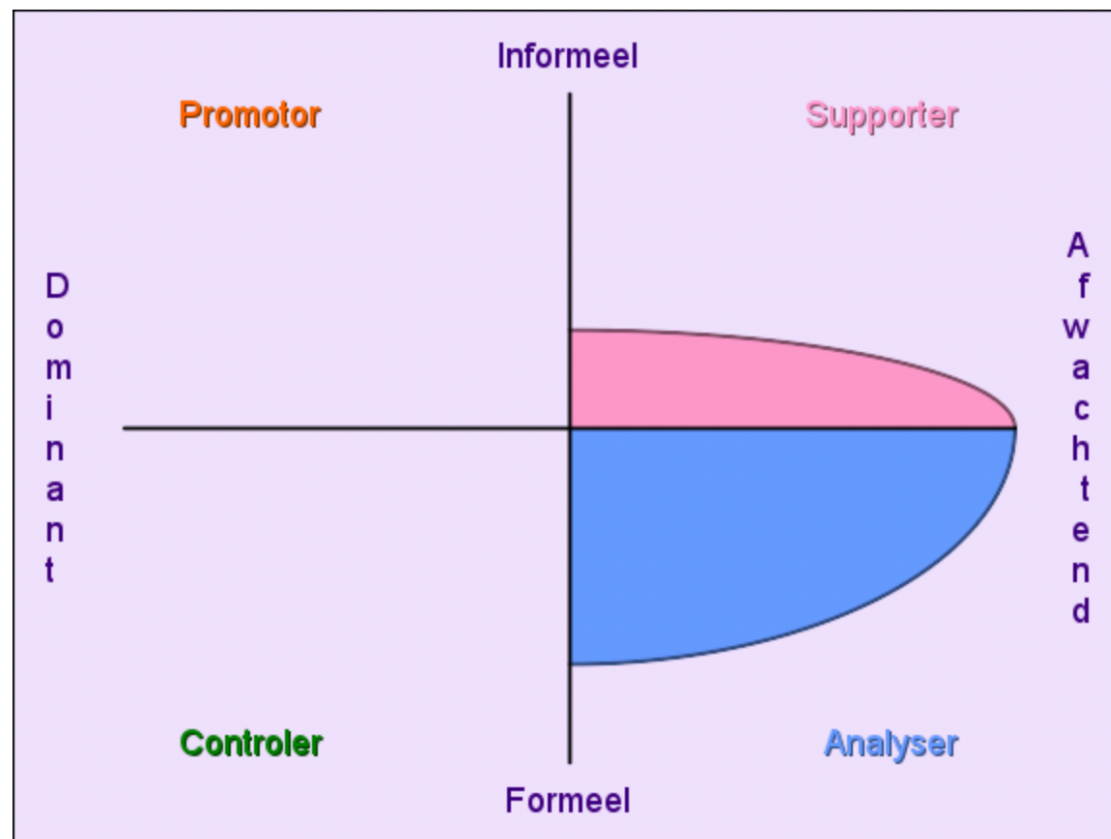
This file contains a compilation of 14 models regarding fundamental patterns, which can be recognised in the Human Psyche or Human Mind.

These patterns have been recognised by different people in different ways, yet from my perspective, they all show the same fundamental underlying pattern.

This file has come about over the course of the past 25 years. Spending some time studying these models will literally allow you to 'compress decades into days' **(CDID) in terms of understanding yourself and others.**

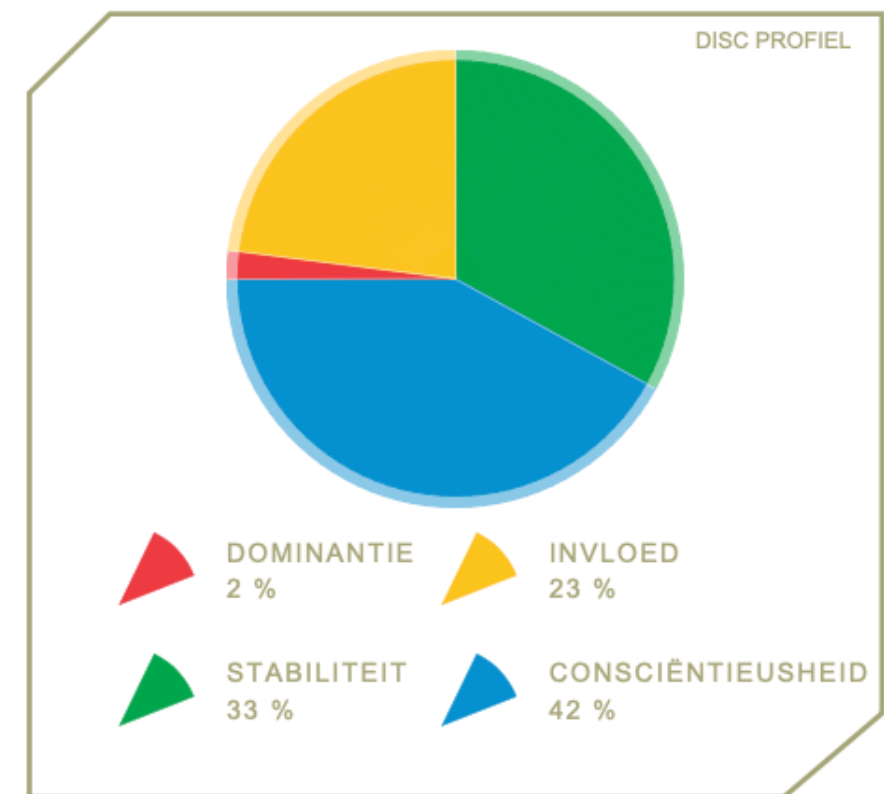
4. My Profile, the axes and the quadrants

My Communication style-profile



<https://amethist.nl/communicatiestijlentest/>

My DISC-profile



<https://www.123test.nl/persoonlijkheid/>

Do the test

<https://amethist.nl/communicatiestijltest/>

5. All kinds of Summaries of the 4 communication styles.

play with it

have fun with it

explore new possibilities with it

Summary 1 14 parallel models

1. The 6 Fundamental Human Emotional Needs Tony Robbins

2. Cameron and Quinn
Competing Values
Matrix

3. OSHO

4. Communication Styles

5. Left Brain Right Brain

6. Left-Right Brain + 4 CS

7. De Elementen

8. Panther Peacock
Owl, Dolphin

9. Sales Dogs

10. BANK

11. DISC

12. Insights

13. Meyers Briggs

14. The Platinum Rule

Summary 2 of 14 parallel models

14 parallel models

1. The 6 Fundamental Human Emotional Needs Tony Robbins



Tony Robbins' Six Human Needs	Maslow's Hierarchy of Needs
Certainty - need for safety, stability, comfort	Physiological - basic life needs
Variety - the need for stimulus and change	Safety - security of body, employment, resources, morality, family, health, property
Significance - the need to be special and worthy of attention	Esteem - self-esteem, confidence, respect of and by others, achievement, status, reputation
Connection & Love - the need for connection with others, and ultimately to love and be loved	Love/Belonging - family, friendship, sexual intimacy
Growth - the need to develop and expand yourself	Self-Actualization - personal growth and fulfillment
Contribution - the need to give beyond yourself	

2. Cameron and Quinn Competing Values Matrix

3. OSHO

4. Communication Styles

5. Left Brain Right Brain

6. Left-Right Brain + 4 CS

7. De Elementen

8. Panther Peacock Owl, Dolphin

9. Sales Dogs

10. BANK

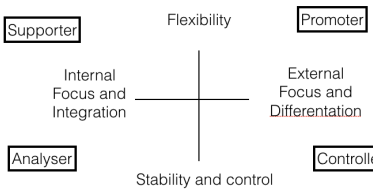
11. DISC

12. Insights

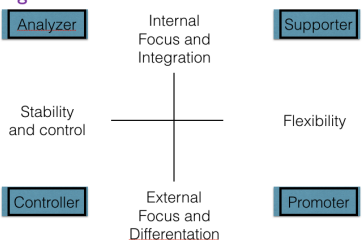
13. Meyers Briggs

14. The Platinum Rule

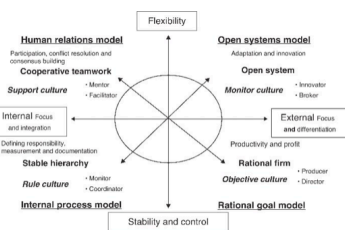
Cameron and Quinn: Competing Values Matrix
In order to survive every organism and organisation needs:



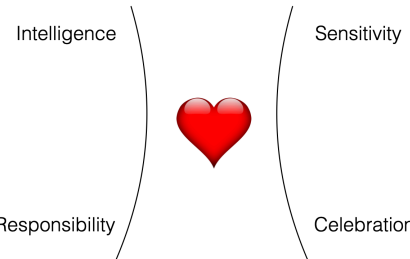
Cameron and Quinn: Competing Values Matrix
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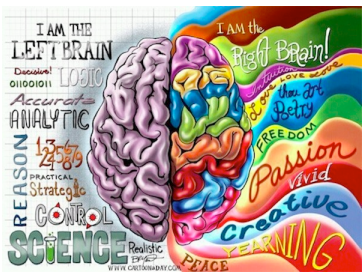
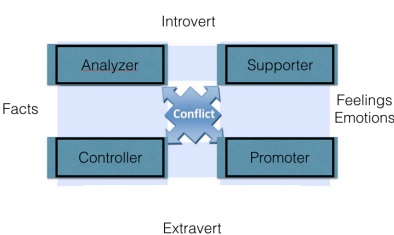
Cameron and Quinn:
Competing Values Matrix



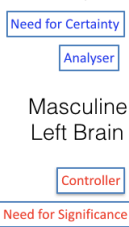
OSHO



The 4 Communication Styles

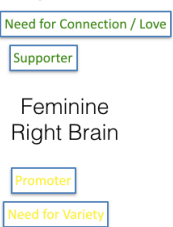


too much certainty results in boredom

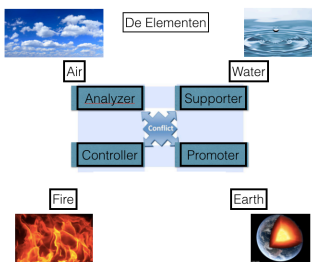


too much significance results in loneliness

too much connection and love results in loss of significance



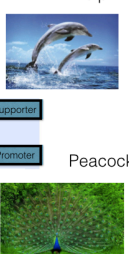
too much variety, and surprise results in overwhelm



Owl



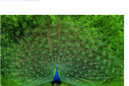
Dolphin



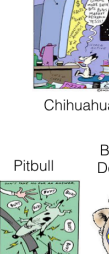
Panther



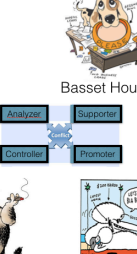
Peacock



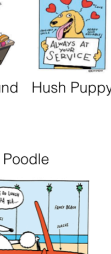
Chihuahua



Basset Hound



Hush Puppy



Pitbull



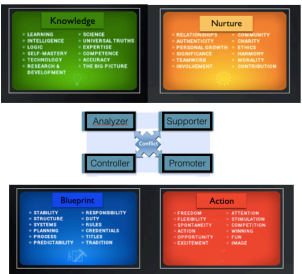
Big Dog



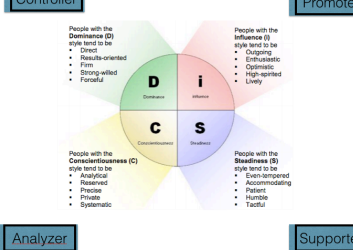
Poodle



BANK



Controller



Promoter

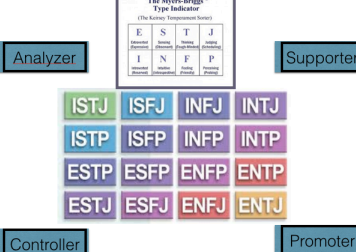
Analyzer

Supporter

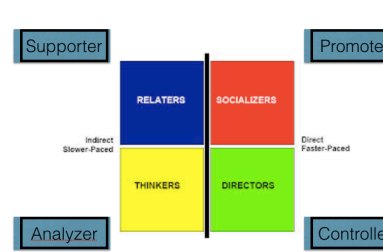
Insights



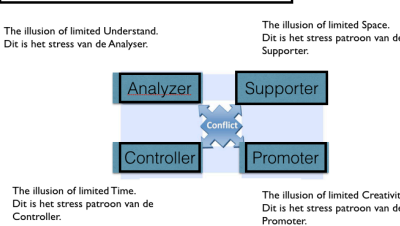
The Platinum Rule



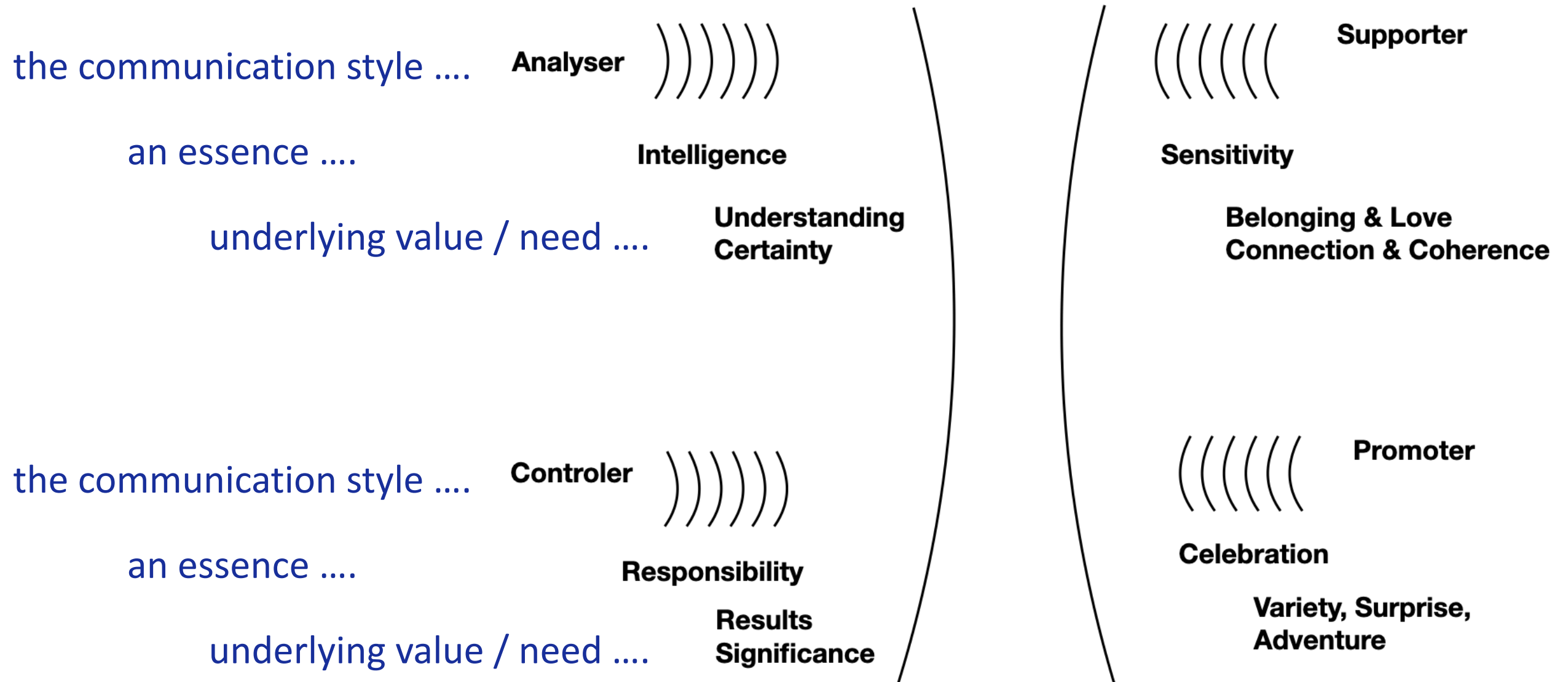
The Platinum Rule



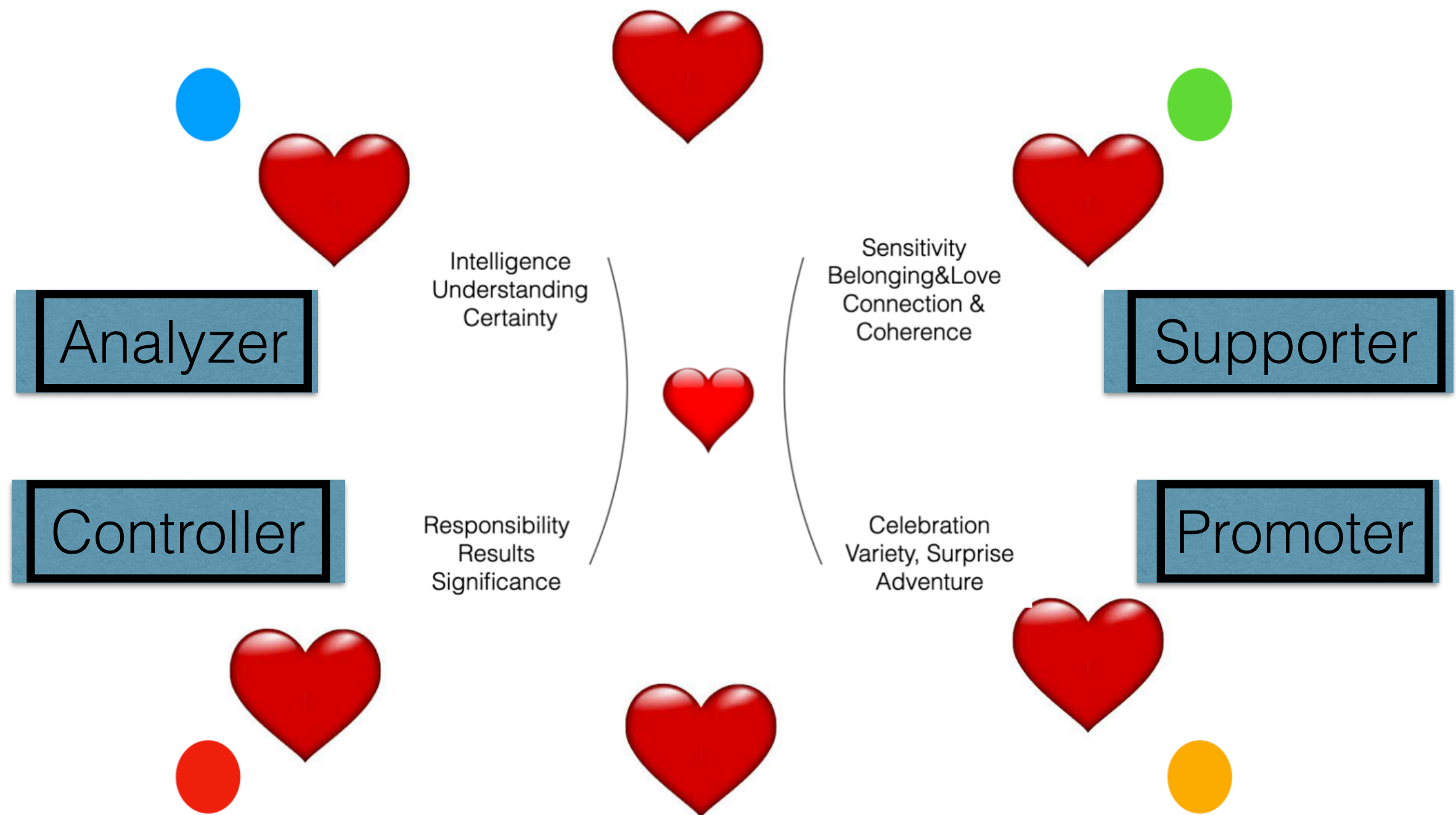
Kashmir Saivism:
de 4 illusies, sluiers of stress patronen.



Summary 3: ... the 4 communication styles, an essence per style and some underlying values and needs



Summary 4: ... the 4 communication styles and the 6 fundamental emotional needs by Tony Robbins.



Summary 5: ... the 4 communication styles and metaphors for each, with animals

Intelligence

the owl



the
chihuahua



the panther



the 'big dog'
the pitbull



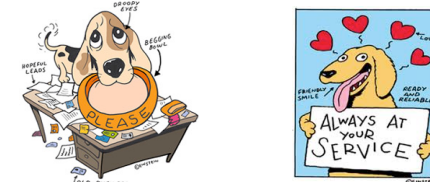
Responsibility

Sensitivity

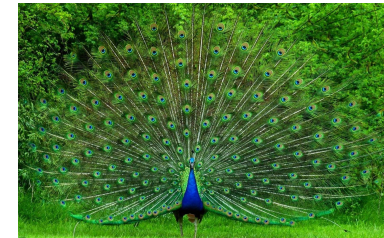
the dolphin



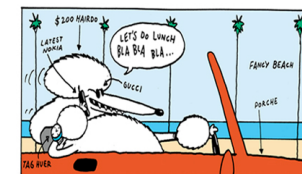
the
hush puppy
the basset
hound



the peacock



the poodle



Celebration

Frameworks Play With It, Have Fun With It

Summary 6: ... the 4 communication styles and metaphors for each with animals and some other visual anchors

Intelligence

the owl



the
chihuahua



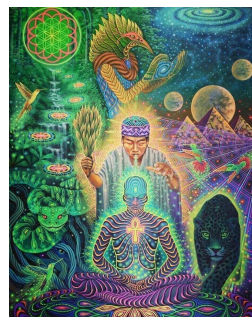
the panther



the 'big dog'
the pitbull



Responsibility

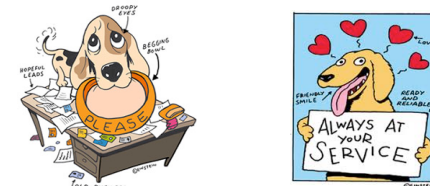


Sensitivity

the dolfin



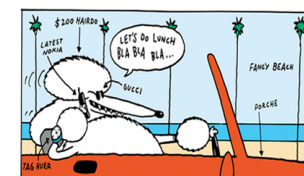
the
hush puppy
the basset
hound



the peacock



the poodle



Celebration

Frameworks Play With It, Have Fun With It

6. One Distinction
can change
(the course of)
your entire Life.

Tony Robbins

7. Conceptual understanding through

7.1 Emotional recognition:

The 6 Fundamental Human Emotional Needs

Tony Robbins (who has heard of him ?)



Why we do what we do | Tony Robbins

11,351,572 views

59K

2K

SHARE

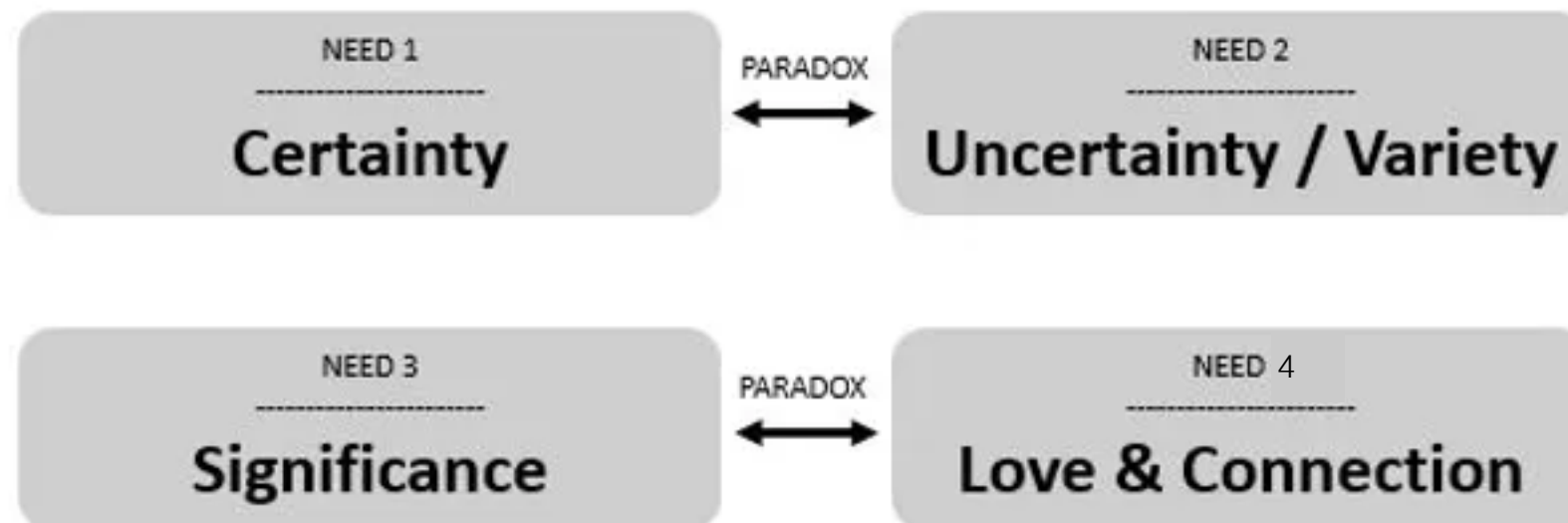
+

...

Tony Robbins

The Six Fundamental Human Emotional Needs

The Four Needs of the Personality



The Two Needs of the Spirit



Tony Robbins

The Six Fundamental Human Emotional Needs and the 4 Communication Styles





Living A Fulfilling Human Life: Meeting The 6 Emotional Needs

www.conorneill.com

Tony Robbins' Six Human Needs	Maslow's Hierarchy of Needs
	Physiological - basic life needs
Certainty - need for safety, stability, comfort	Safety - security of body, employment, resources, morality, family, health, property
Variety - the need for stimulus and change	
Significance - the need to be special and worthy of attention	Esteem - self-esteem, confidence, respect of and by others, achievement, status, reputation
Connection & Love - the need for connection with others, and ultimately to love and be	Love/Belonging - family, friendship, sexual intimacy
Growth - the need to develop and expand	Self-Actualization - personal growth and fulfillment
Contribution - the need to give beyond yourself	

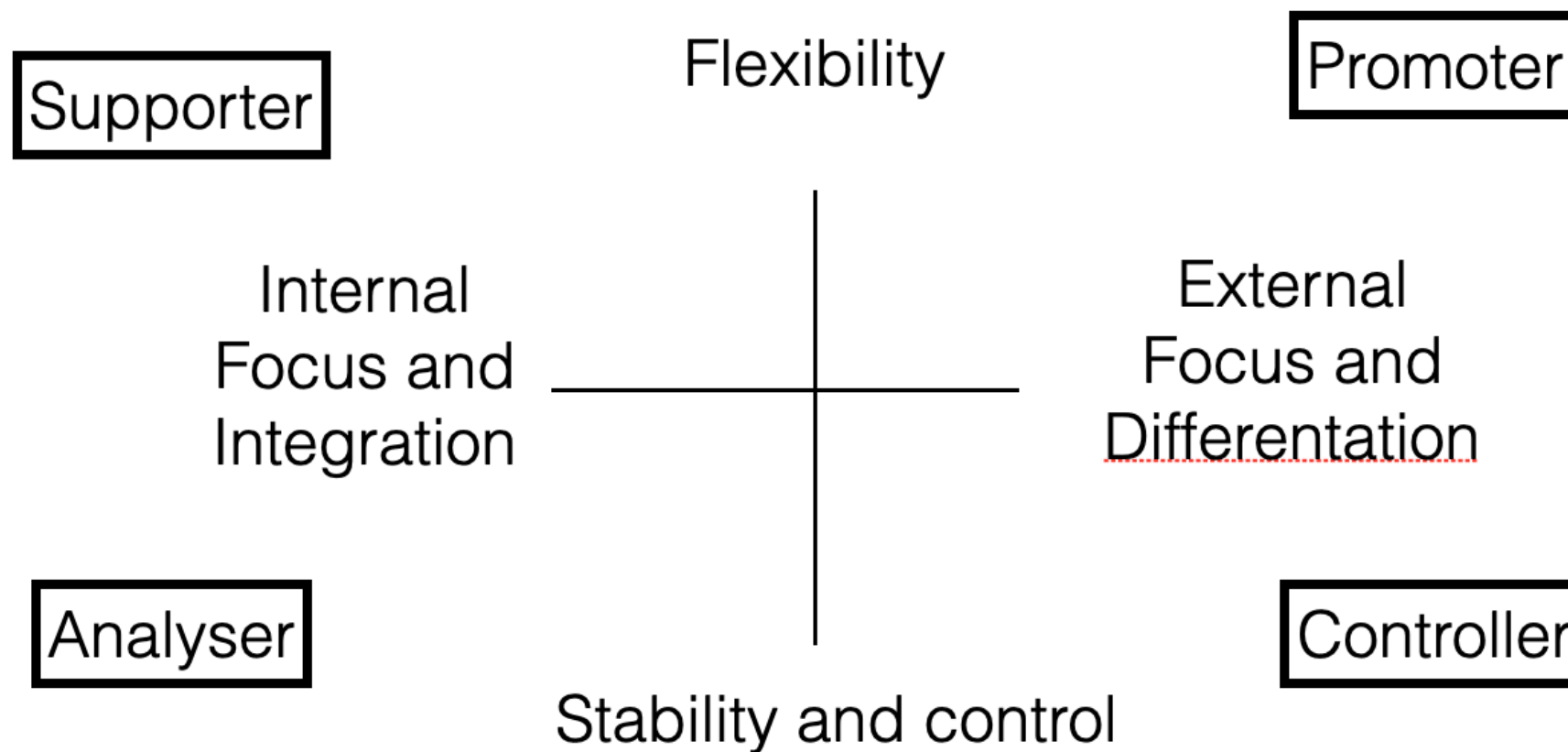
7. Conceptual understanding through

7.2 De Logic of it all:

Cameron and Quinn Competing Values Matrix

**survival
requires
flexibility and stability
both internally and externally.**

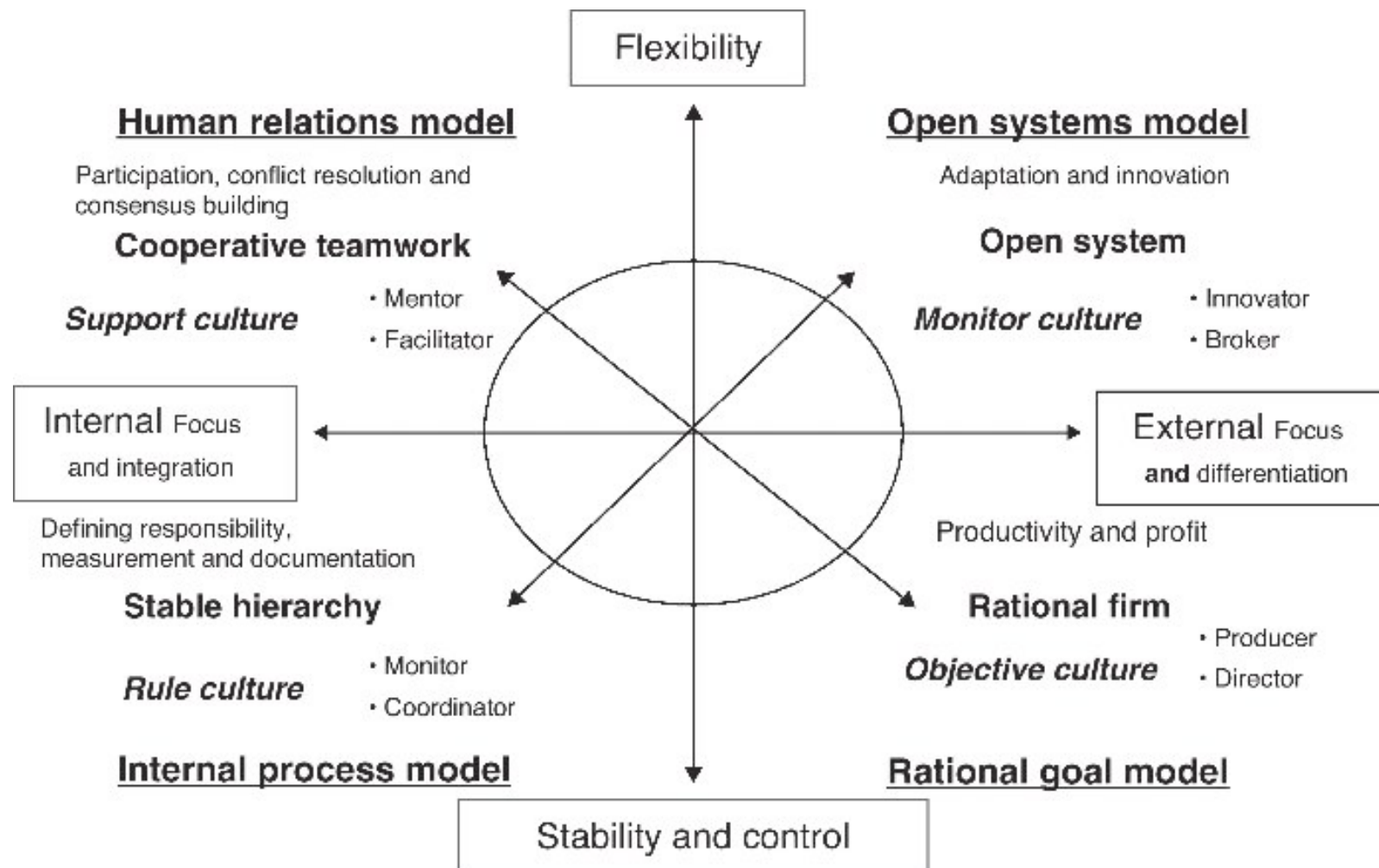
Cameron and Quinn, Competing Values Matrix:
*In order to survive every organism,
every organization and even every civilization needs
flexibility and stability
both internally and externally.*



Cameron and Quinn: Competing Values Matrix

Supporter

Promoter

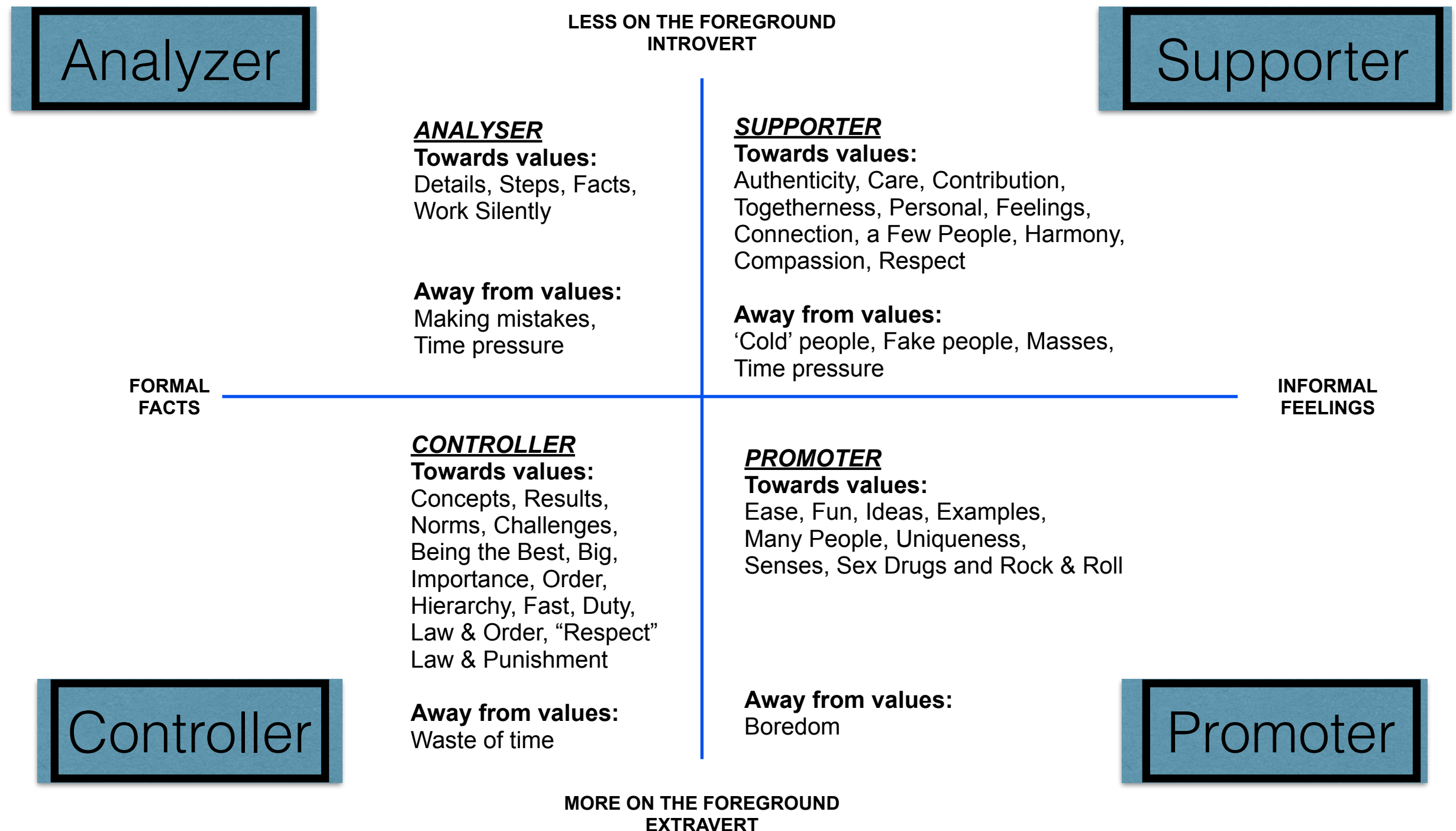


Analyser

Controller

8. Values

towards and away from values per Communication Style



9. Stress patterns per Communication Style

Analyzer

Supporter

LESS ON THE FOREGROUND
INTROVERT

PARALYSIS
(ANALYSIS IS
PARALYSIS)

FEELING A VICTIM

FREEZE

FLIGHT

FORMAL
FACTS

INFORMAL
FEELINGS

FIGHT

FUCK

BLAMING OTHERS
AND ANGER

PLACATOR,
INDULGENCE IN THE
SENSES

Controller

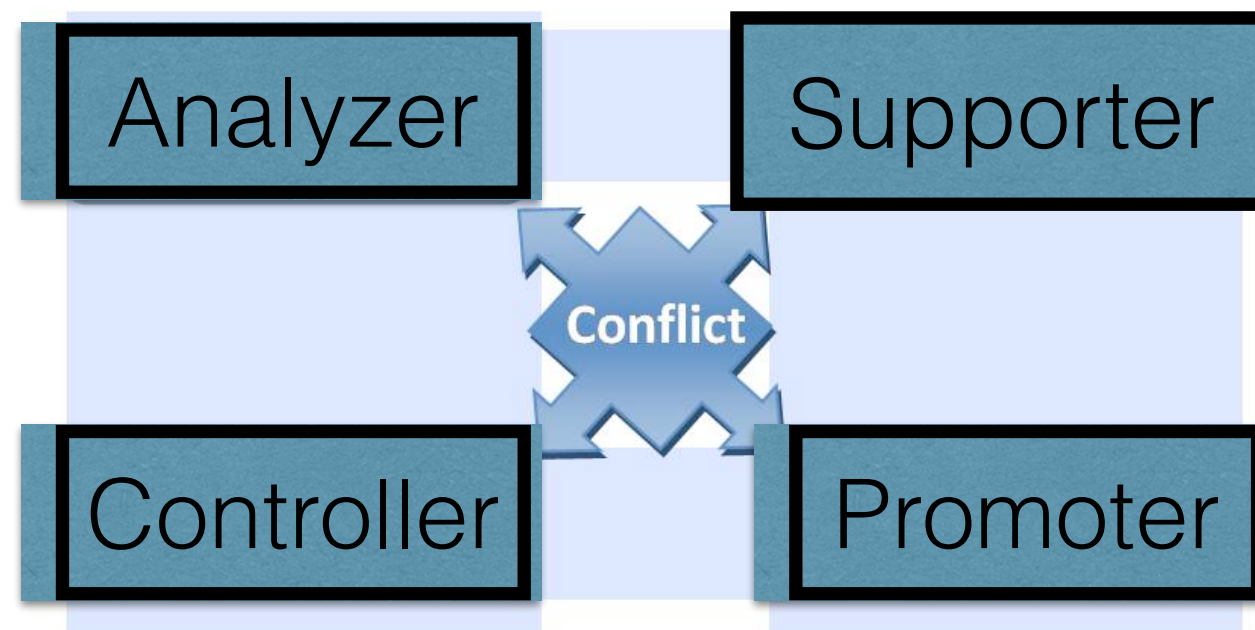
MORE ON THE FOREGROUND
EXTRAVERT

Promoter

Kashmir Saivism (India) and the 4 illusions / the 4 veils / the 4 stress patterns per Communication Style

The illusion of Limited Understanding
The stress pattern of the Analyser.

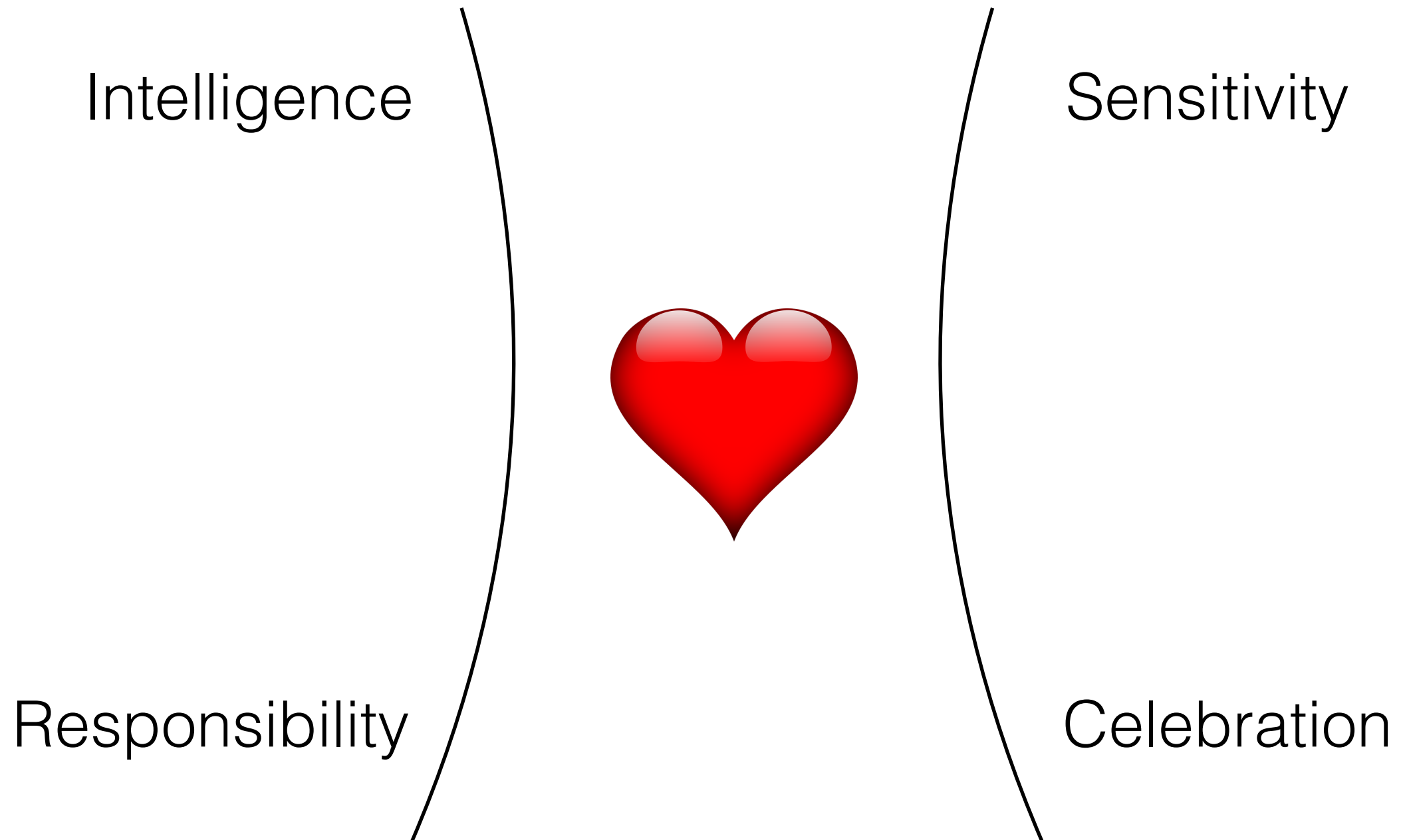
The illusion of Limited Space
The stress pattern of the Supporter.



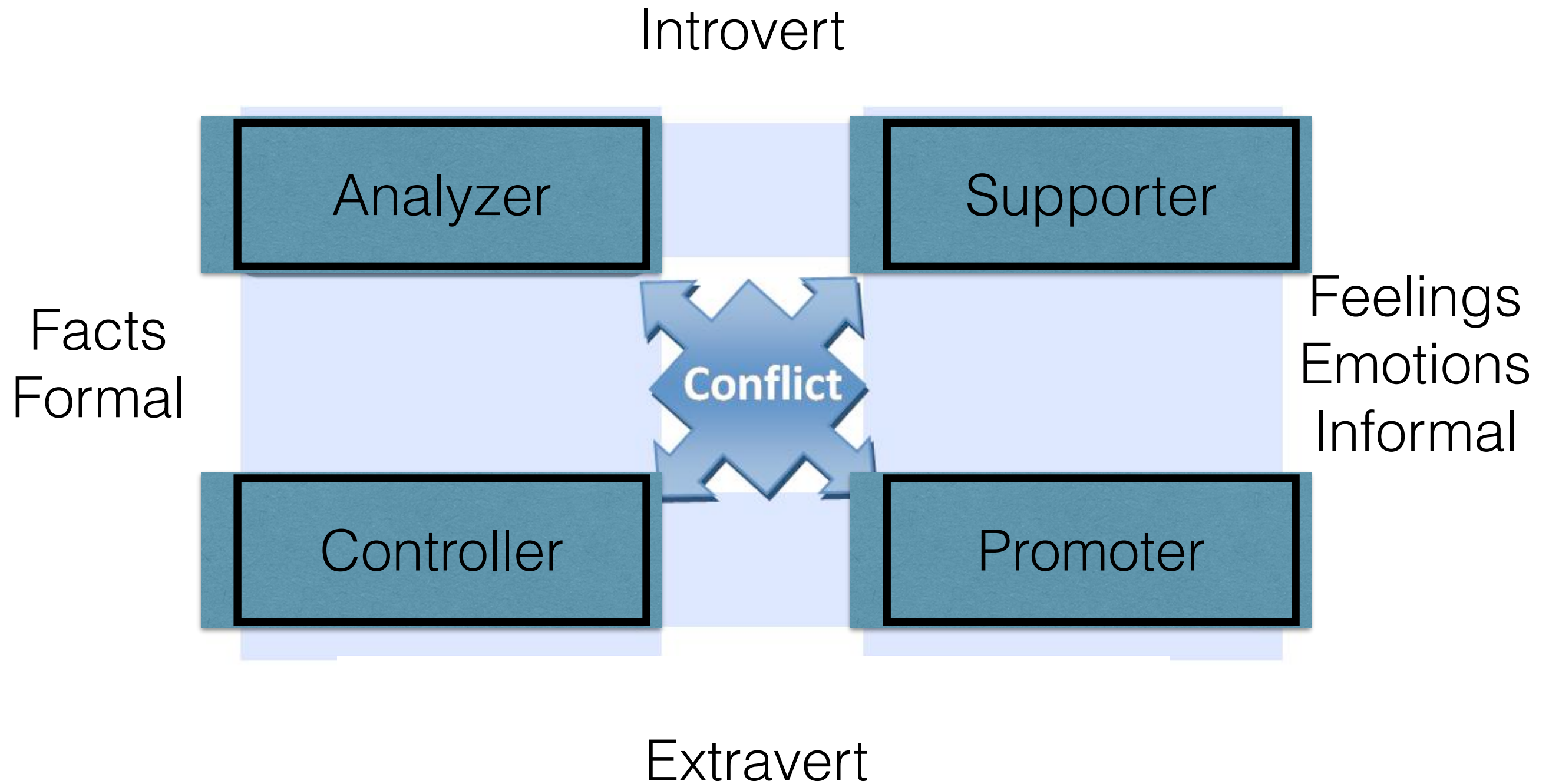
The illusion of Limited Time
The stress pattern of the Controller.

The illusion of Limited Creativity
The stress pattern of the Promoter.

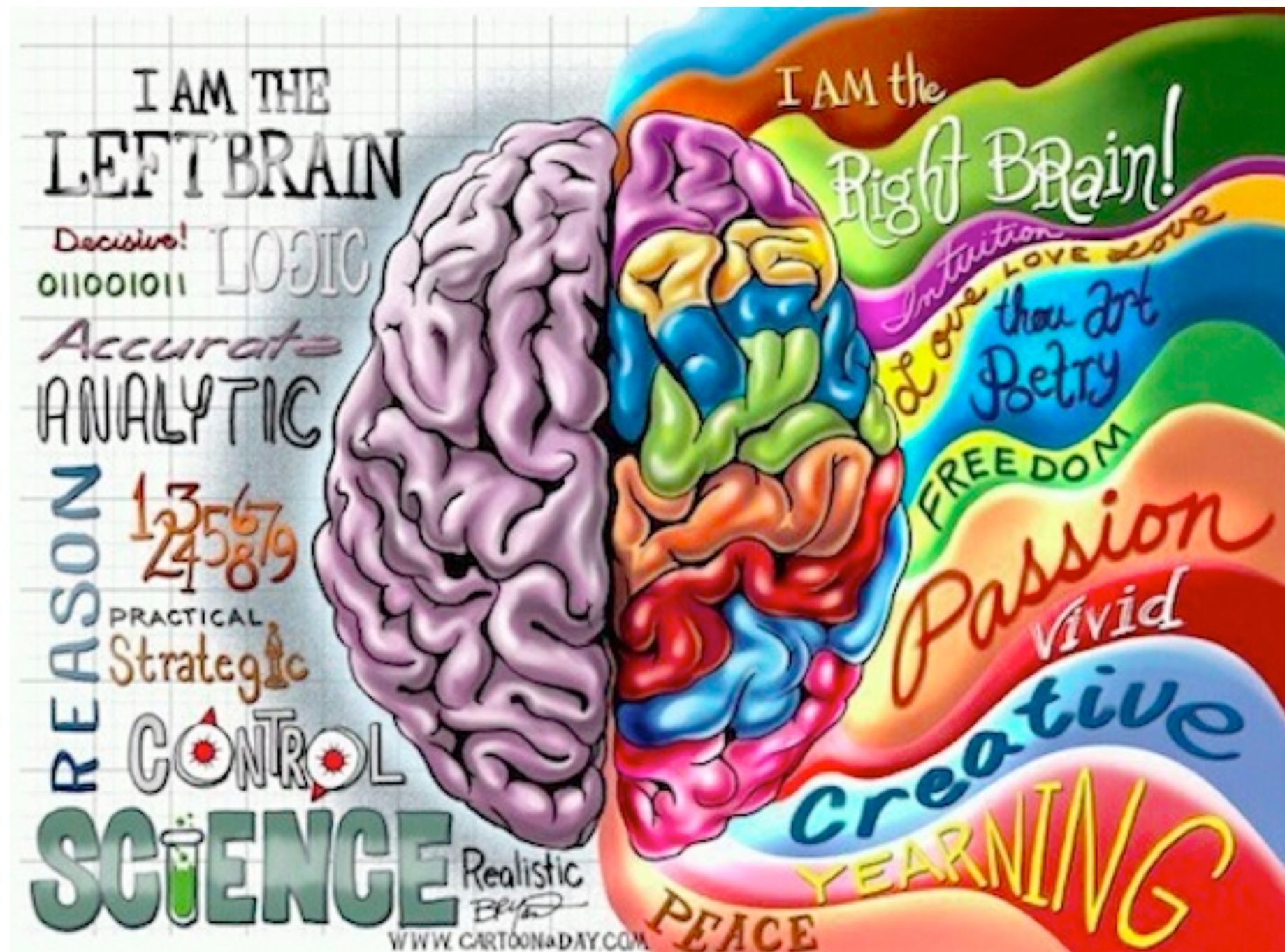
7.3. Conceptual Understanding at a higher abstraction level: Osho. (Osho, who has heard of him?)



7.4 The 4 Communication Styles



7.5 Left Brain Right Brain



7.6 Left Brain Right Brain and the 4 Communication Styles

too much certainty results in boredom

Need for Certainty

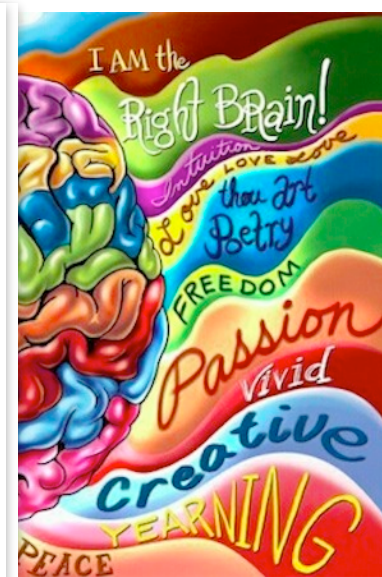
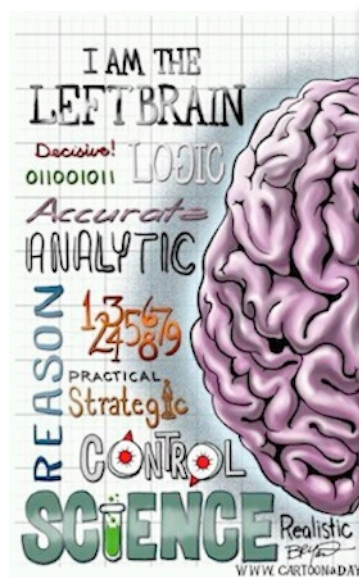
Analyser

Masculine
Left Brain

Controller

Need for Significance

too much significance results in loneliness



too much connection and love results in
loss of significance

Need for Connection / Love

Supporter

Feminine
Right Brain

Promoter

Need for Variety

too much variety, and surprise results in
overwhelm

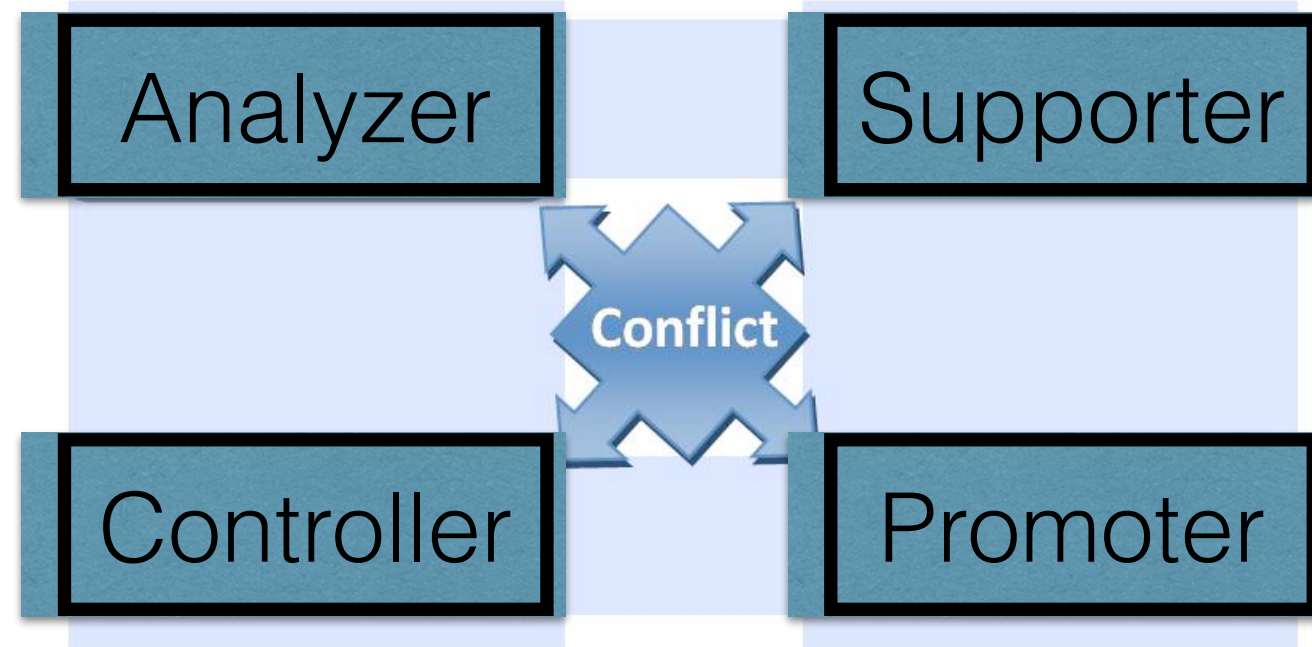
7.7 The Elements



Air



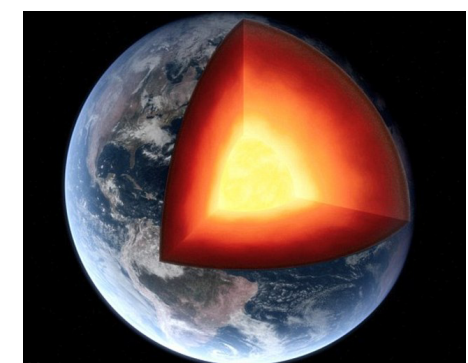
Water



Fire



Earth



7.8 Panther, Peacock, Owl, Dolphin

Owl



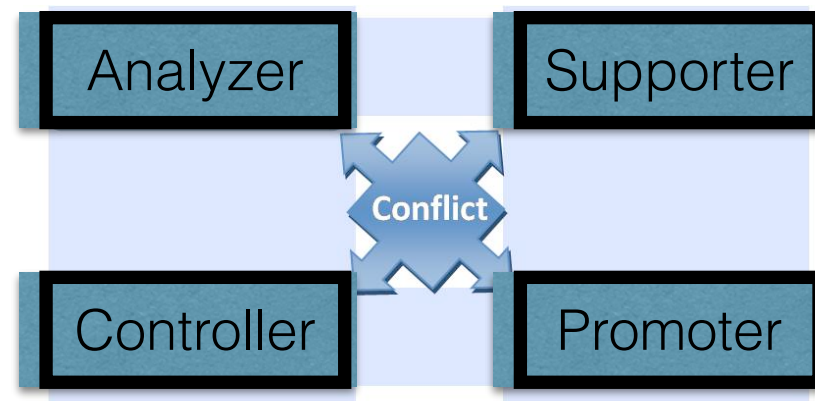
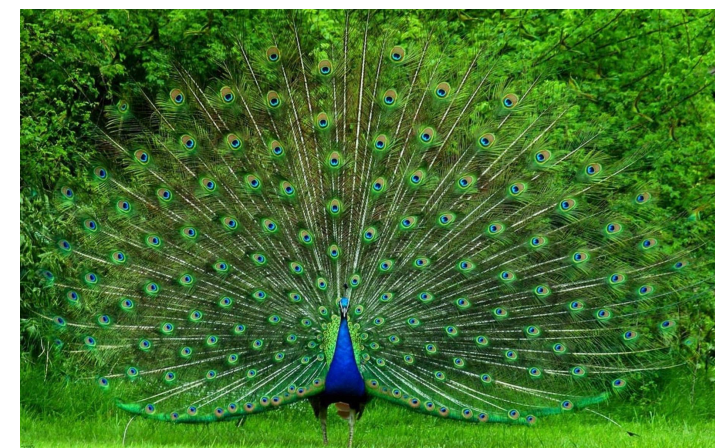
Dolphin

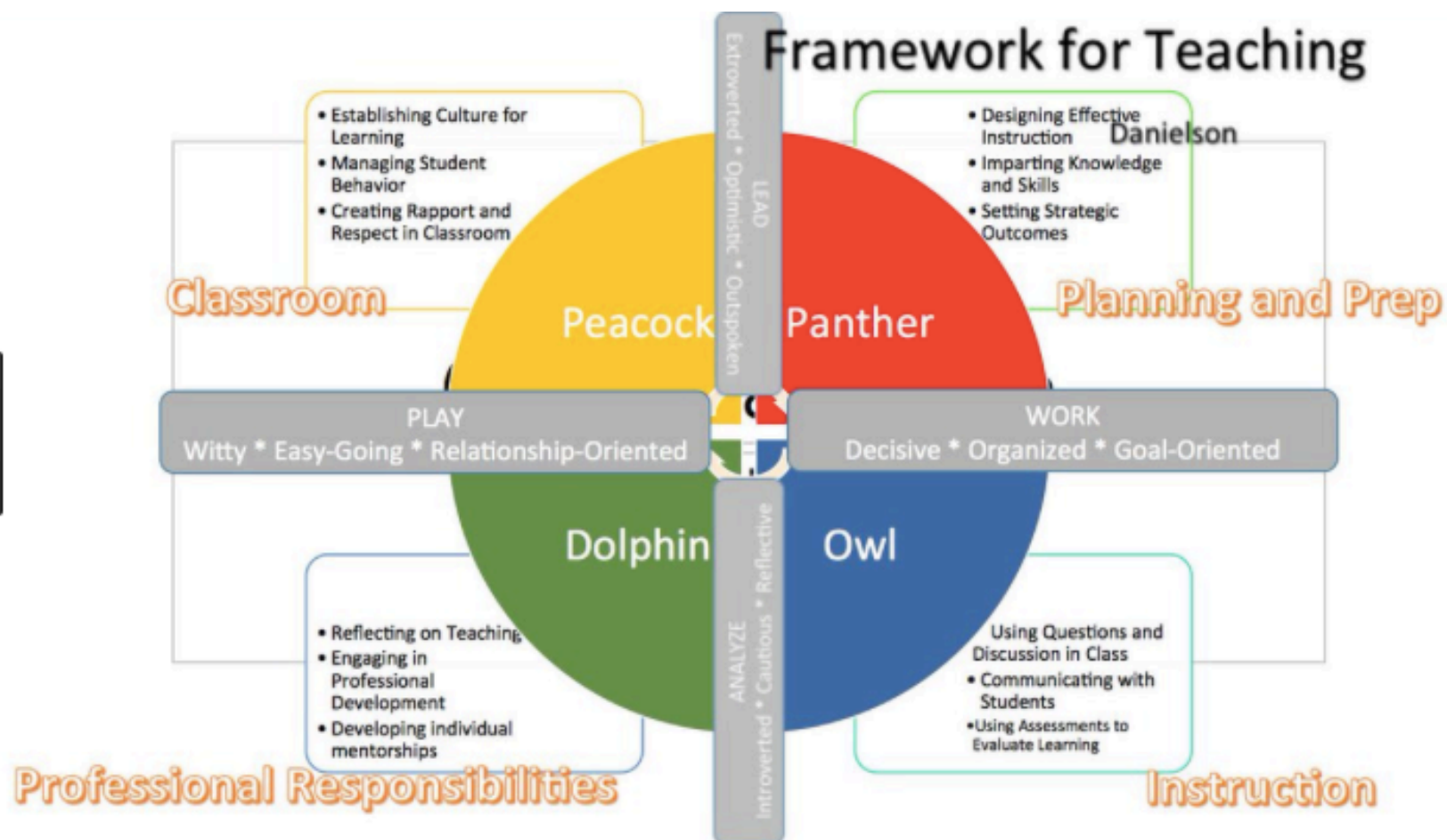


Panther



Peacock





Dr. Judy Ho on Twitter: "Knowing you..."

Twitter - 1200 × 680 - Zoeken op afbeelding

Dr. Judy Ho on Twitter: "Knowing your #personality type can help in every facet of life! My #EdTalk today applied it to #teaching style. ...

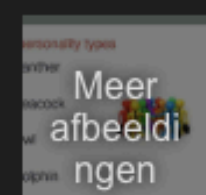
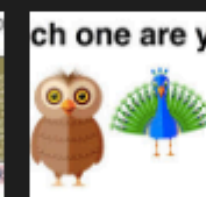
Bezoeken

Afbeelding bekijken

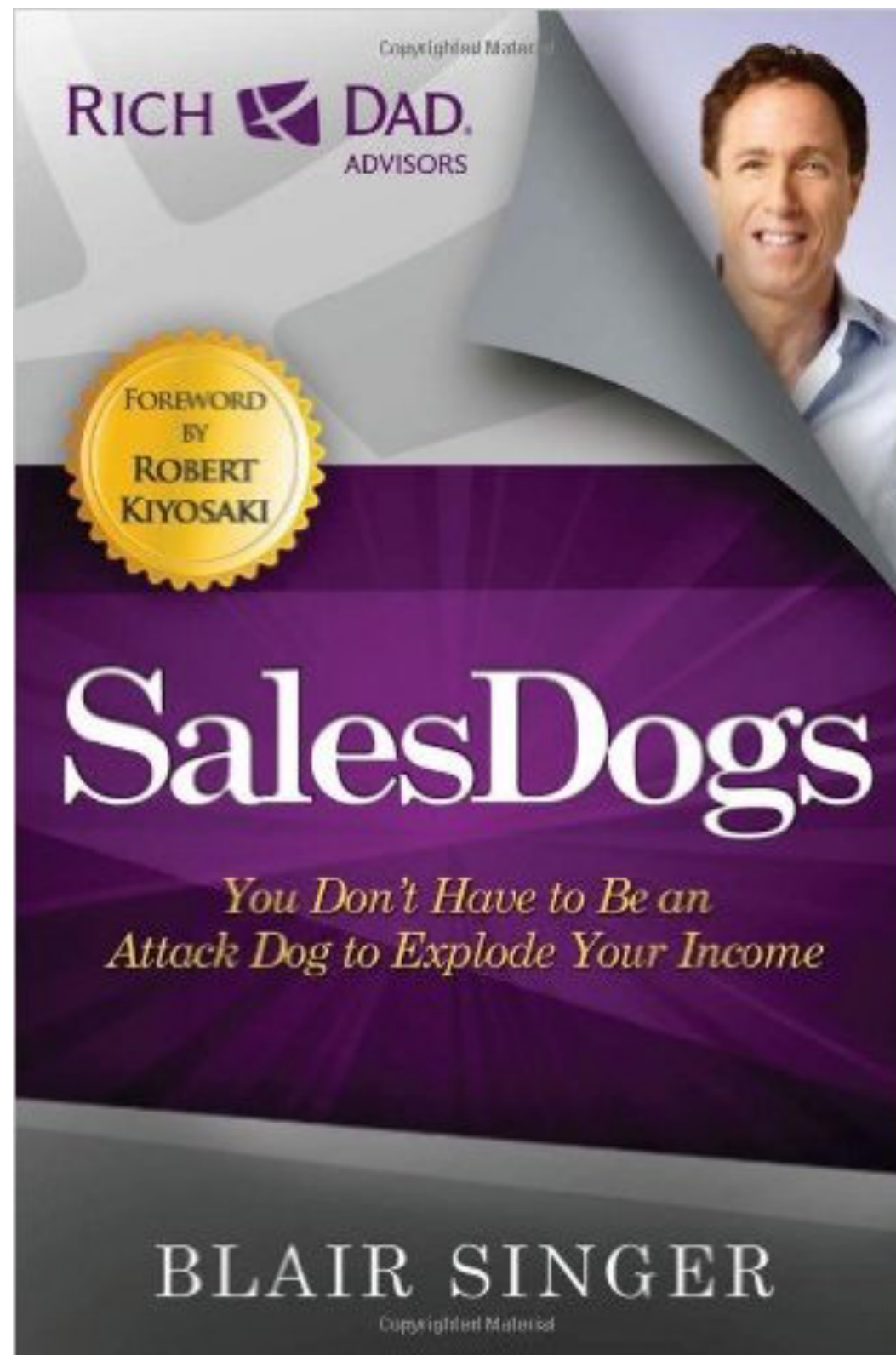
Opslaan

Opgeslagen items bekijken

Gerelateerde afbeeldingen:



7.9 Sales Dogs





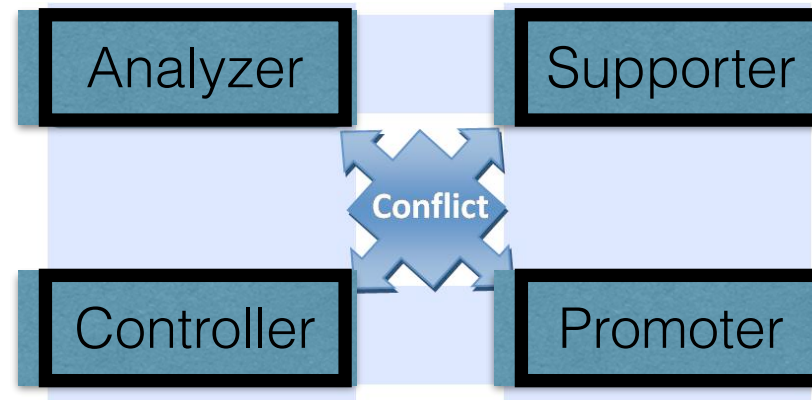
Chihuahua



Basset Hound



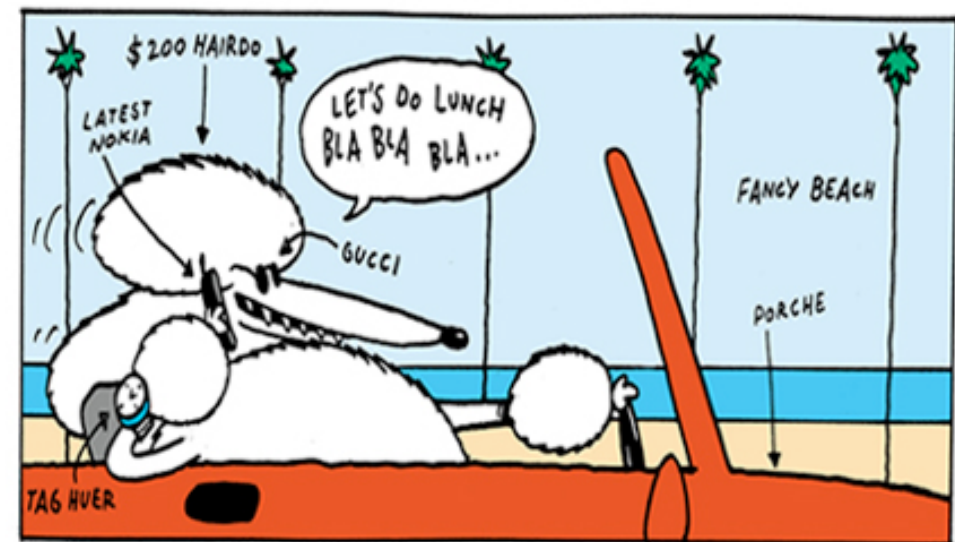
Hush Puppy



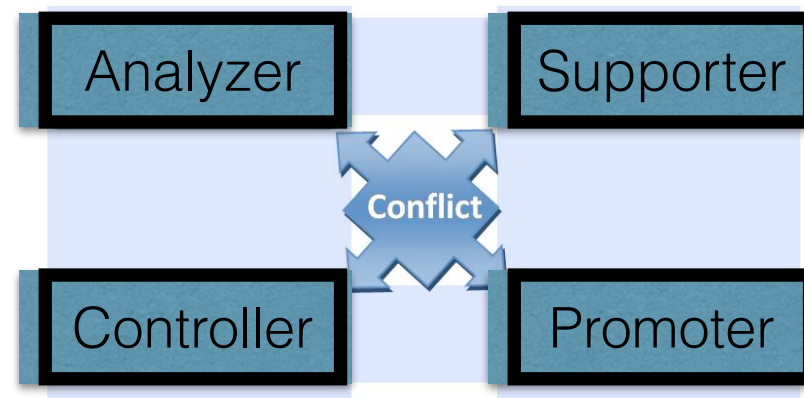
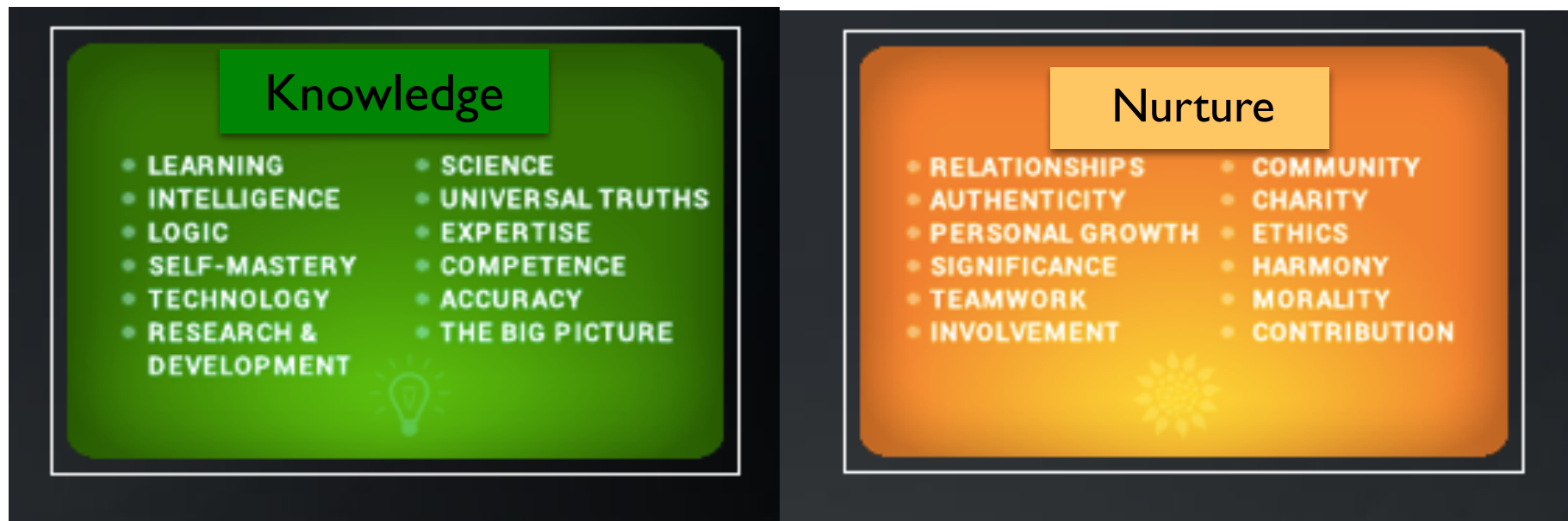
Pitbull

Big Dog

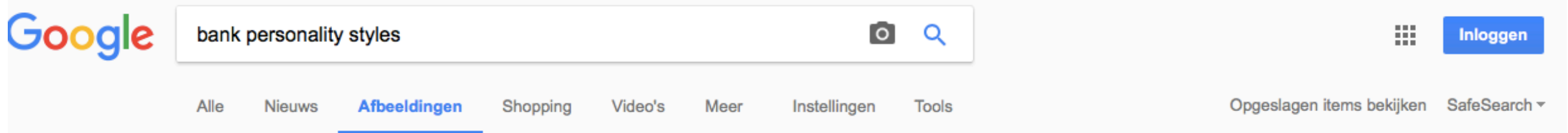
Poodle



7.10 BANK



7.10 BANK



THE BEST JOBS FOR EVERY PERSONALITY TYPE

By Paul Tiesler, Ph.D. and Paul Tiesler, Ph.D.

This infographic provides a comprehensive guide to the best jobs for every personality type based on the Myers-Briggs Type Indicator (MBTI). It categorizes 16 personality types into four groups: Realistic, Investigative, Social, and Conventional. Each group lists the top five best jobs for that type, along with a brief description of the job and the personality type's strengths and weaknesses.

Myers Briggs Personality Type Chart

This chart provides a detailed overview of the 16 Myers-Briggs personality types. It includes a grid showing the types and their corresponding traits, as well as a list of the top five best jobs for each type. The chart is color-coded to help users identify their own personality type and the types of others.

What Is Your Financial Personality Type?

This infographic explores the relationship between personality type and financial behavior. It categorizes 16 personality types into four groups: Debit, Credit, Planning, and Giving. Each group lists the top five best jobs for that type, along with a brief description of the job and the personality type's strengths and weaknesses.

ESTP, ISTP, ESFP, ISFP, ENTJ, INTJ, ENFJ, INFJ

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Holland's Theory of Personality-Job Fit

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Personality Styles – Career Choices

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Myers Briggs Personality Type Chart

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Personality Styles – Career Choices

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ESTP, ISTP, ESFP, ISFP, ENTJ, INTJ, ENFJ, INFJ

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Holland's Theory of Personality-Job Fit

This infographic provides a detailed overview of Holland's Theory of Personality-Job Fit. It categorizes 16 personality types into four groups: Realistic, Investigative, Social, and Conventional. Each group lists the top five best jobs for that type, along with a brief description of the job and the personality type's strengths and weaknesses.

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7.11 DISC

Controller

Promoter

People with the **Dominance (D)** style tend to be

- Direct
- Results-oriented
- Firm
- Strong-willed
- Forceful

People with the **Influence (i)** style tend to be

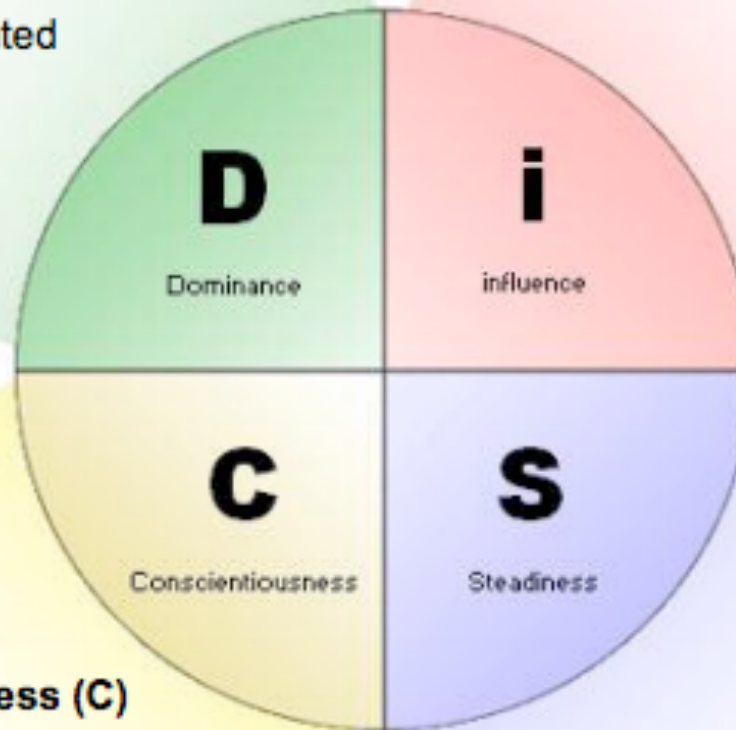
- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

People with the **Conscientiousness (C)** style tend to be

- Analytical
- Reserved
- Precise
- Private
- Systematic

People with the **Steadiness (S)** style tend to be

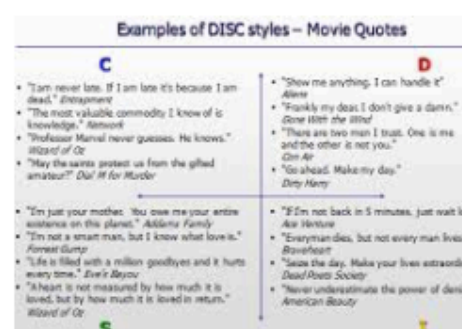
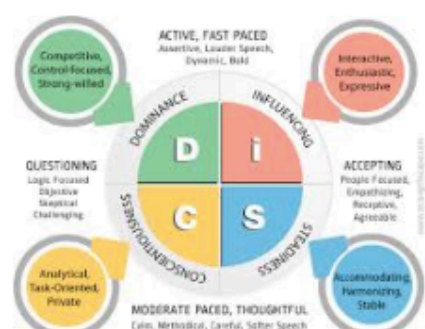
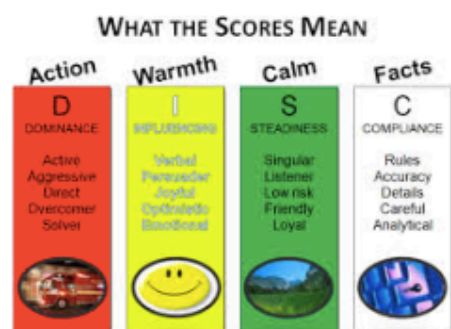
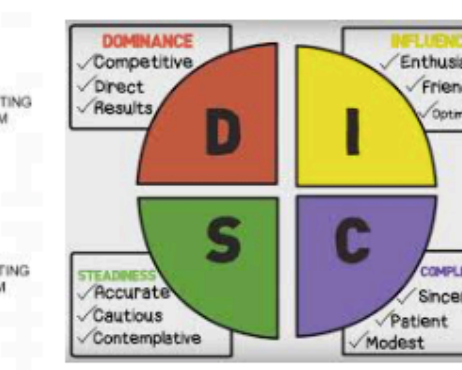
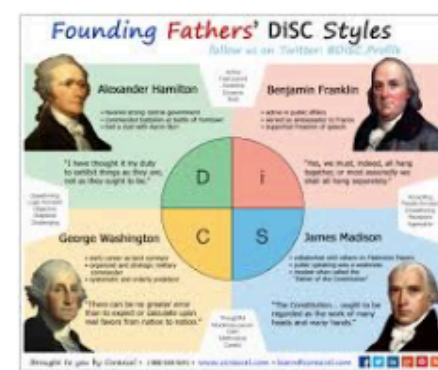
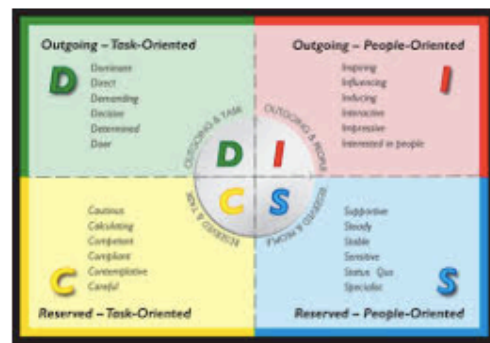
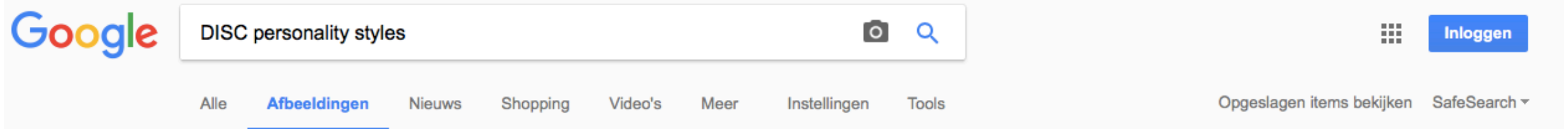
- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful



Analyzer

Supporter

7.11 DISC



7.12 Insights

Analyzer

Controller

De 4 kleuren op een goede dag....

Blauw

Analytisch
Formeel
Weloverwogen
Gedetailleerd
Voorzichtig
Objectief

Rood

Gedreven
Positief
Besluitvaardig
Direct
Veeleisend
Doelbewust

Groen

Bemoedigend
Harmonieus
Geduldig
Ontspannen
Vriendelijk
Tactvol

Geel

Enthousiast
Energiek
Vrolijk
Grote lijnen
Creatief
Expressief

Supporter

Promoter

7.12 Insights



7.12 Insights

Google INSIGHT personality styles

Alle Afbeeldingen Nieuws Shopping Video's Meer Instellingen Tools

Opgeslagen items bekijken SafeSearch

Let's do it right **Let's do it NOW**
Let's do it in a caring way **Let's do it together**

Cool Blue
cautious, precise, deliberate, questioning, formal
caring, encouraging, sharing, patient, relaxed
Earth Green

Fiery Red
competitive, demanding, determined, strong-willed, purposeful
sociable, dynamic, demonstrative, enthusiastic, persuasive
Sunshine Yellow

The Insights Discovery Profile

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REFORMER **DIRECTOR** **MOTIVATOR** **HELPER** **SUPPORTER** **COORDINATOR** **OBSERVER**

REFORMER **DIRECTOR** **MOTIVATOR** **HELPER** **SUPPORTER** **COORDINATOR** **OBSERVER**

COOL BLUE **FIERY RED** **EARTH GREEN** **SUNSHINE YELLOW**

ACTIVE **PASSIVE** **DISC** **PEOPLE** **TASK**

Cool Blue
cautious, precise, deliberate, questioning, formal
caring, encouraging, sharing, patient, relaxed
Earth Green

Fiery Red
competitive, demanding, determined, strong-willed, purposeful
sociable, dynamic, demonstrative, enthusiastic, persuasive
Sunshine Yellow

Influence in colour

COOL BLUE **FIERY RED** **EARTH GREEN** **SUNSHINE YELLOW**

COORDINATOR **REFORMER** **DIRECTOR** **MOTIVATOR** **HELPER** **SUPPORTER** **OBSERVER**

Founding Fathers' DISC Styles

Practical **Responsible** **Prepared** **Resistant** **Eye for detail** **Analyst** **Good decision maker** **Follows the rules** **Confident** **Responsible** **Sees evidence out of it**

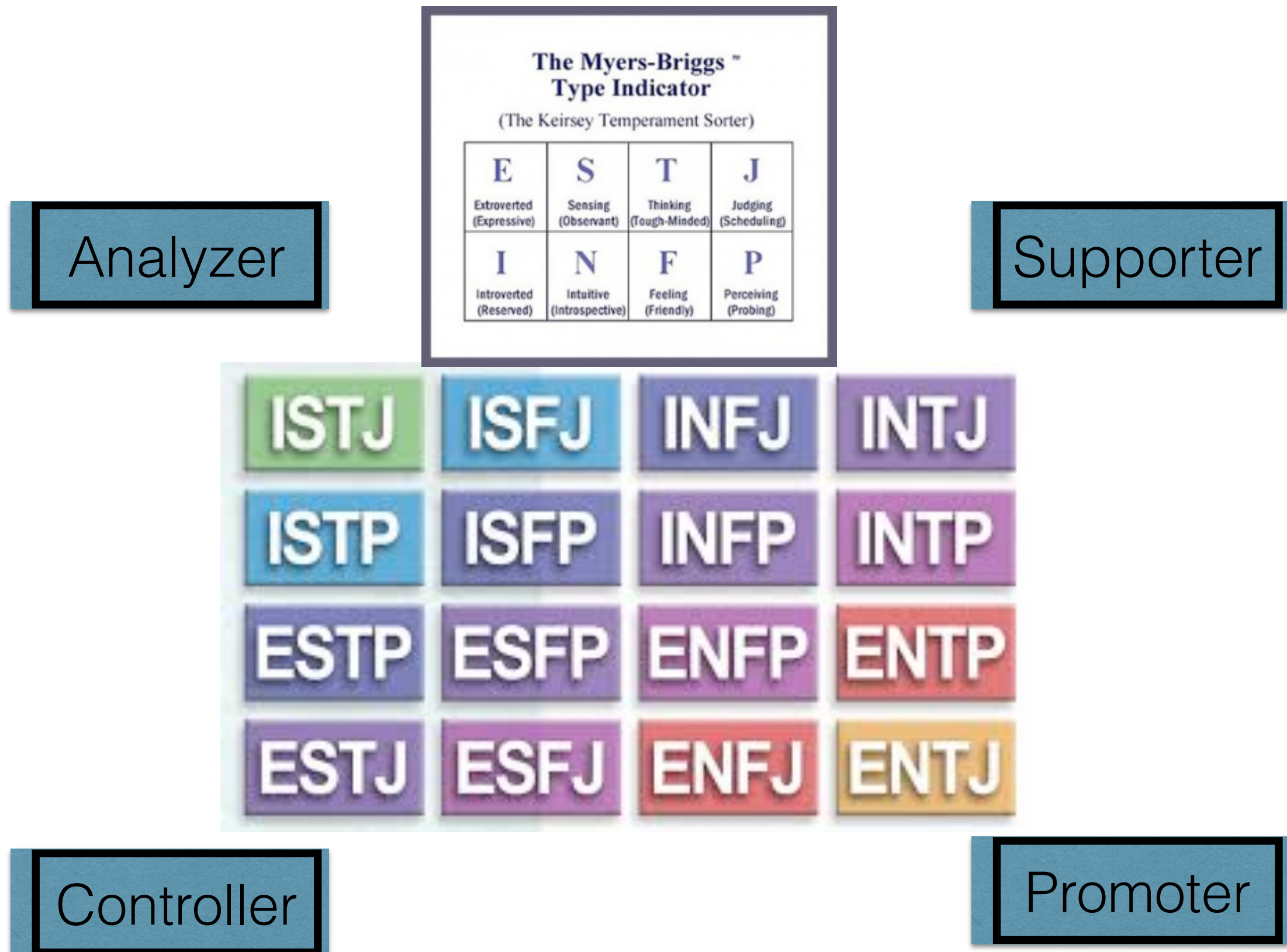
Compassionate **Helpful** **Easy to talk to** **Impassioned** **Decisive** **Organized** **Resourceful** **Relationship building** **Willing to be there for people**

Kind **Easy** **Subtle** **Responsible** **Pragmatic** **Organized** **Decisive** **Resistant** **Problem solver** **Wary** **Organized** **Resistant**

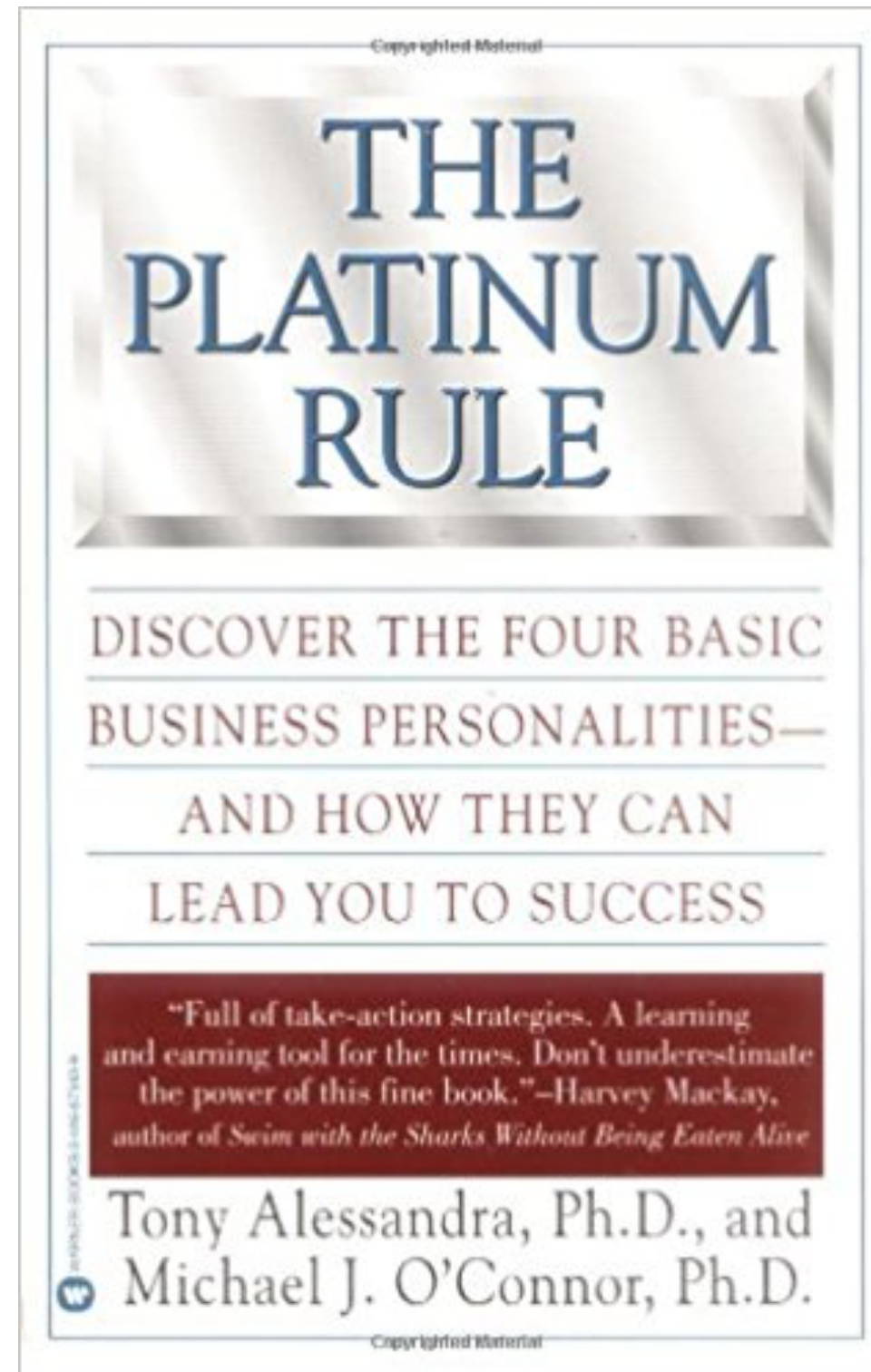
So, which personality type are you?

System Relationships

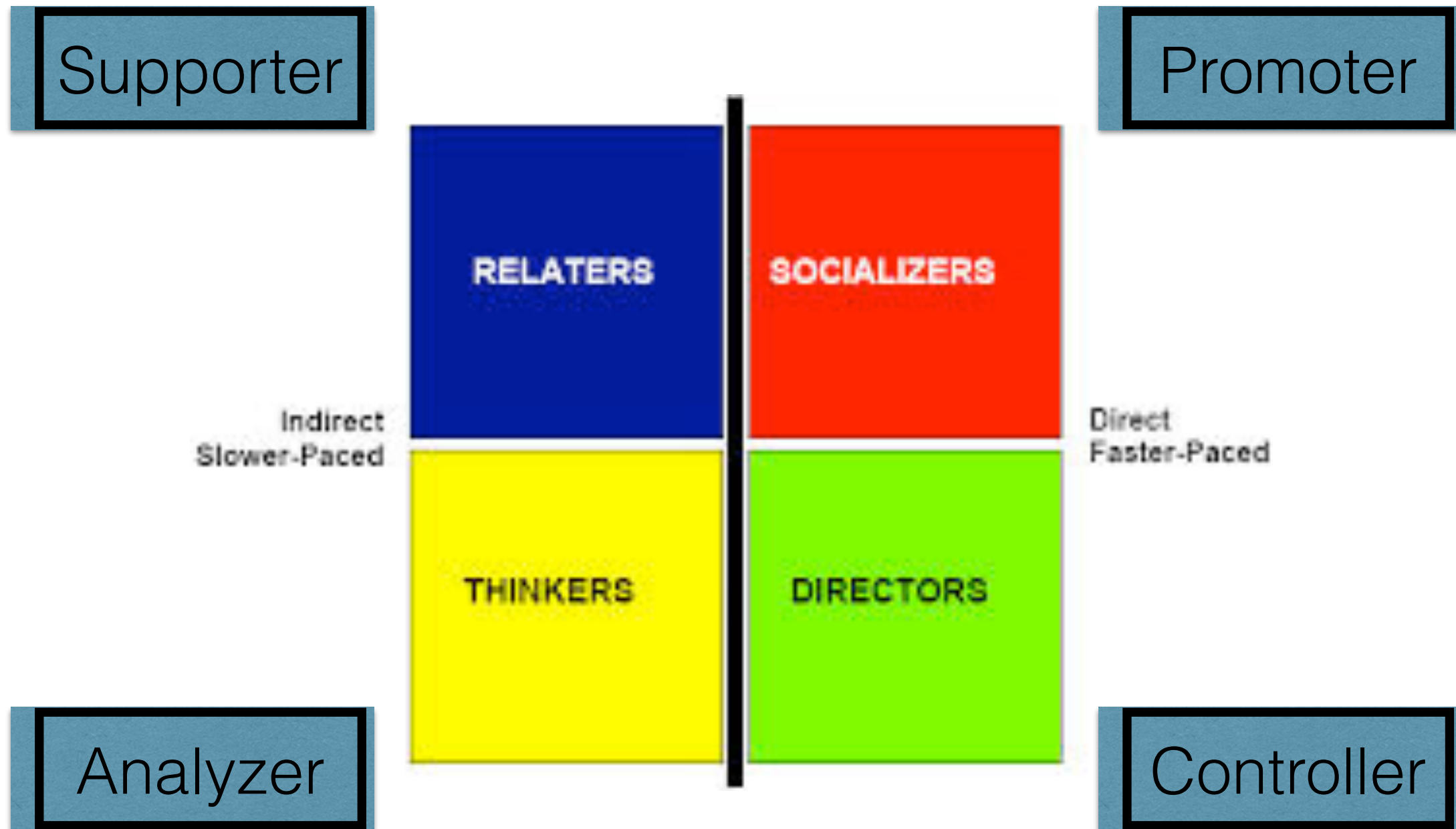
7.13 Meyers Briggs



7.14 The Platinum Rule



7.14 The Platinum Rule



10. Applications and Stories

1. US Army Marines (DISC)

2. Management Team Advice.

Organizational Advice (Cameron & Quinn).

Relevance for teams, entrepreneurs and bosses (running projects).

Relevance for yourself and designing your life.

3. ‘Languages’ as metaphor in stead of ‘Personality types’

4. What if profile-tests show different results ?

Rate yourself for each style on a scale of 1 to 10

(a subjective intuitive approach)

5. Two Corgis (dogs), a Promoter and a Supporter corgi

6. Presentations:

start with a Picture/Framework/Concept (for the Controllers),

then provide Stories and Examples (for the Promoters),

then an Exercise (for the Promoters and Analysers) and then

a Sharing (for the Supporters and Promoters)

7. Play with it, have fun with it: make your own summaries and representations of this material

11. Do the tests: two websites

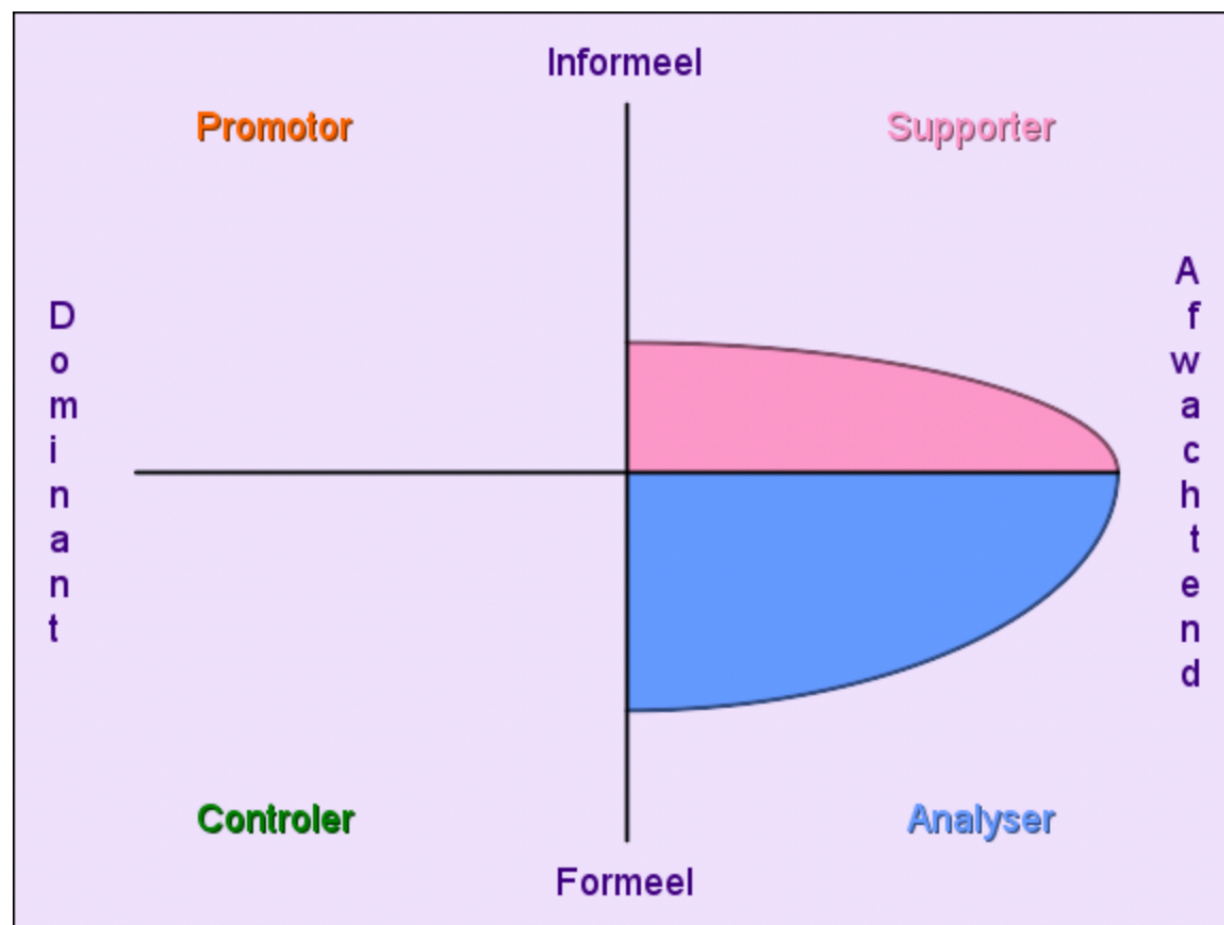
<https://amethist.nl/communicatiestijltest/>

<https://www.123test.nl/persoonlijkheid/>

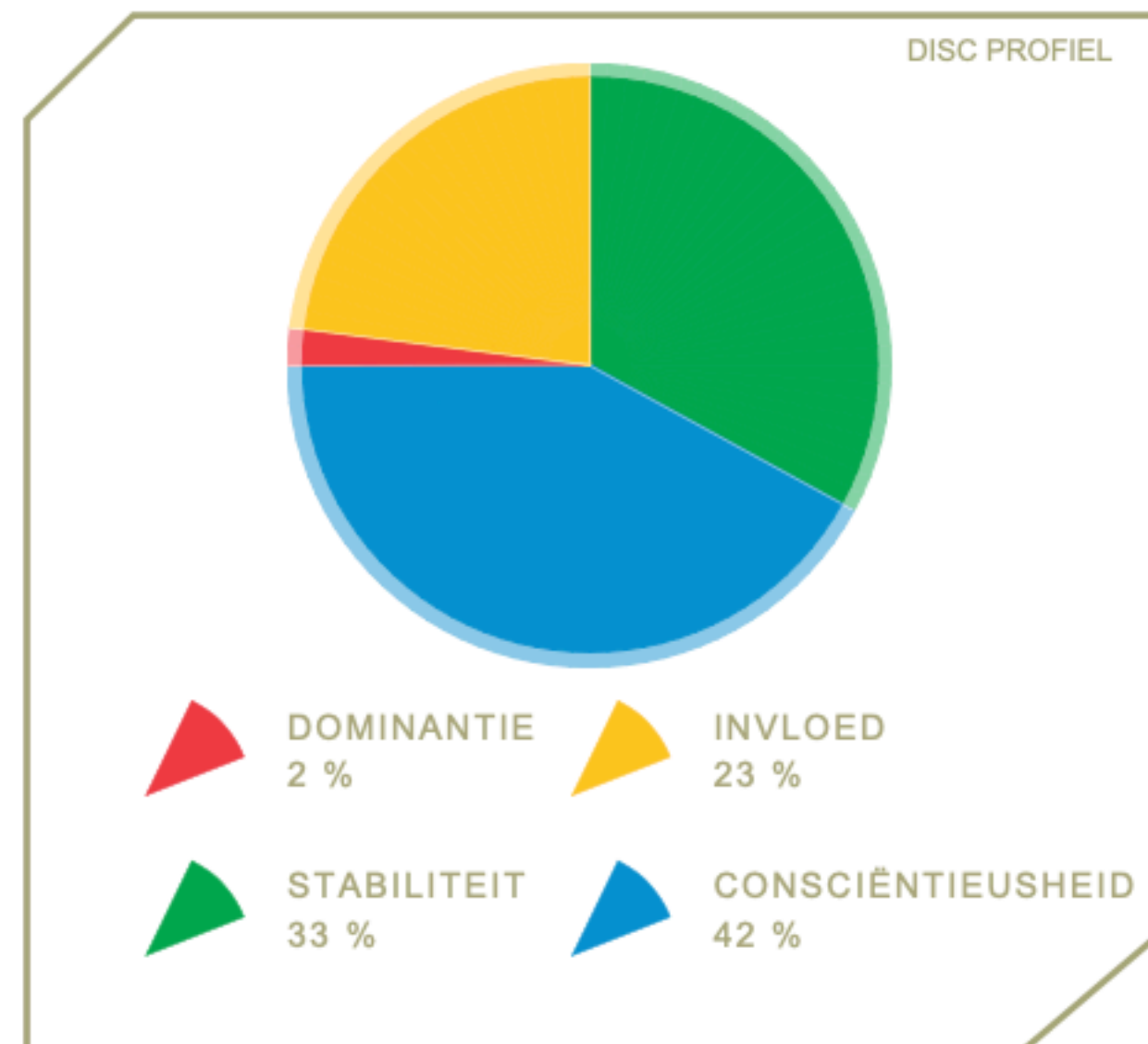
12. Sharing

My Profile

Communication styles-profile



DISC-profile



13. A description per per Communication Style

a short description per style

<https://amethist.nl/communicatiestijlentest/>

Analyzer

People with analyzer style often have a problem-solving attitude. They make educated decisions by weighing all the facts. They bring calmness to a group because they are good listeners. Once they make an emotional connection with someone, it is basically forever.

They are often seen as advisors because they are serious and precise. They are not likely to proclaim falsehoods. Their solid and calm demeanor makes others turn to them for getting advice, the exact facts and precise information.

Supporter

People with supporter style get along with most people. They are people you won't easily get into an argument with. They prefer to have a few good friends around them to talk to. They are perceived as good listeners and people find a lot of support from them.

Supporters have no need to impress others, compete or convince them they are right. They are friendly, they consider the people around them and they are trustworthy. They like appreciation if it is sincere, preferably in private without too much fuss.

Controller

People with controller style tend to be active, independent and ambitious. They exude self-confidence and are born leaders. Controllers love to organize and are good at it. They rely on facts rather than speculation.

Controllers like structure and efficiency. They make decisions easily and quickly. They are good at creating order out of chaos and are willing to work hard. In their work, controllers usually like a challenge where there is momentum and they get bored if the pace is too slow.

Promoter

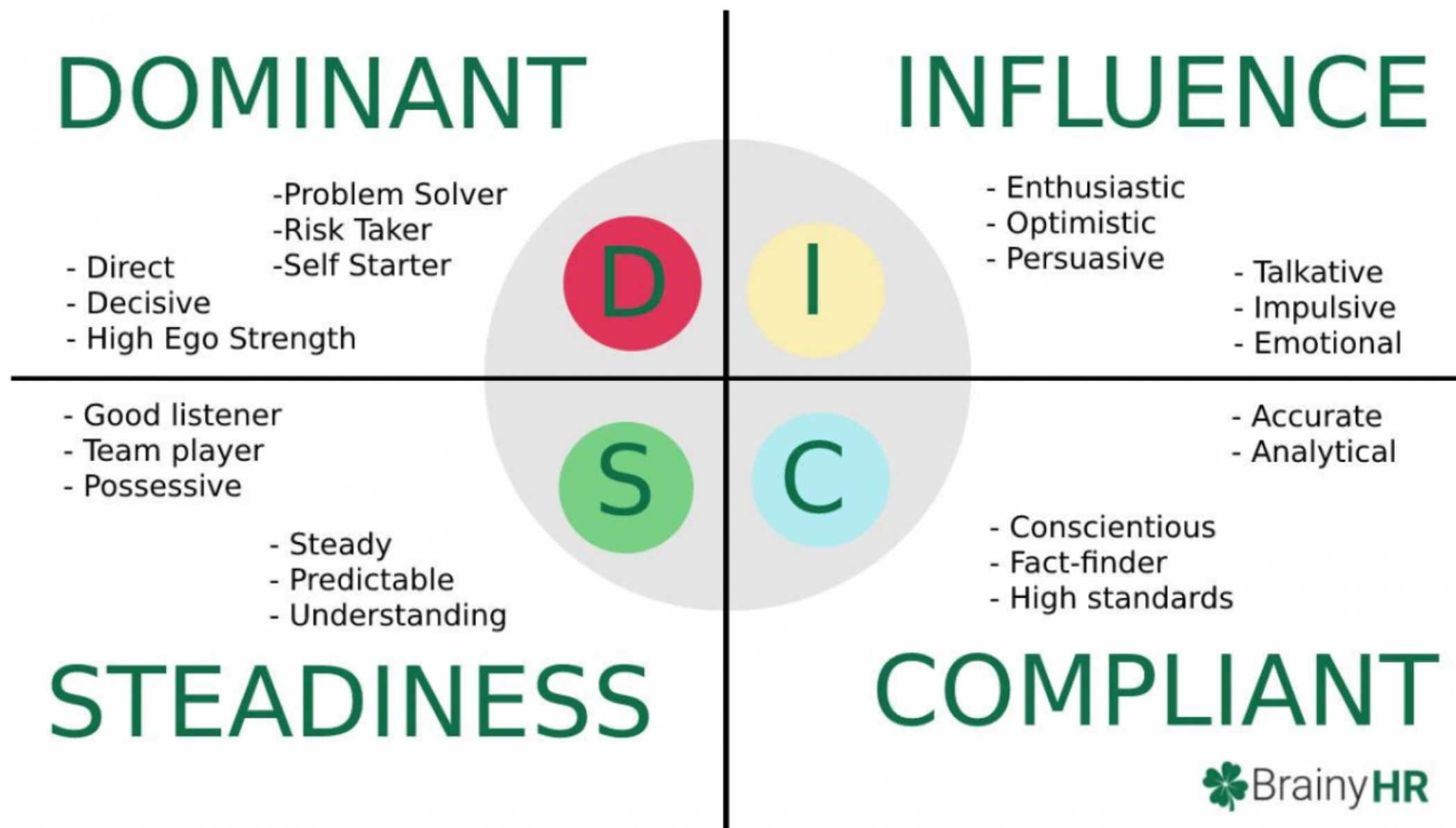
When there is something to do, the promoter is there! They prefer to organize it themselves!

People with promoter style are seen as stimulating company, social, friendly, lively and personal. They like to have fun and preferably with as many spontaneous people around them as possible. They like spectacle and have many good ideas. Even before the first idea is told, the promoter naturally has another much better one!

People see promoters as social and powerful. They try to involve others in their plans and activities, especially when it comes to relaxation and entertainment. The more the merrier! Promoters like to be appreciated and this is usually done en plein public and with a big bunch of flowers.

DISC profile

<https://www.123test.nl/persoonlijkheid/>



a longer description per style

Controller Style

People with a controller style tend to be active, independent and ambitious, giving an appearance of self confidence. They take the initiative with others, individually and in groups and enjoy orchestrating things, which they usually do with a take charge attitude. Controllers like information and often make it their business to discern the who, what, where and how of any given situation. They are generally strong willed and forceful and are willing to confront others about their ideas and attitudes. They usually make decisions easily and rapidly, which conveys a sense of efficiency and perhaps urgency. As a result of a strong task oriented approach, it may be difficult for the controller to demonstrate emotion. Preferring order and organisation, controllers can make order from chaos easily and naturally. They like to be fully in charge of a situation and may resent others having power over them; they want to run all parts of their own life.

They will look to other people for results. They can be demanding at times and may work to meet self described objectives without realising their behaviour might be irritating to others. They will be seen as competent and determined, but at times may push too hard and be too critical of others. They are likely to want to get the job done first before taking time to work on inter-personal relationships and because of this, may experience the "lonely at the top" syndrome.

People with a controller style tend to lack patience and may need to strengthen their ability to listen to others and recognise the importance of feelings as well as logic. Generally, controllers are punctual and keep their agreements as if they were sacred vows.

In a job setting, people with a controller style will generally respond to a fast-moving challenge and will get bored if they find the pace too slow. The need for personal success may limit their ability to co - operate with others in accomplishing the organisational goal. Not having the situation under their control may raise anxiety levels. They tend to set objectives and work toward them in an orderly fashion. Because they direct energy towards task results, others will naturally accept their authority and leadership.

While on one hand the controller may seem as efficient, cool, competent, organised and in the know, they may also be perceived as arrogant, power driven, self interested, rigid and without emotion.

a longer description per style

Promoter Style

People with a promoter style tend to get involved with people in active, rapidly moving situations. They generally like exciting activities of an inspirational nature. Not given to detailed analysis, they can make easy generalisations without sufficient factual information; they are given to exaggeration. They are usually stimulating people to be with, socially outgoing, friendly, lively and personable. Promoters like to have fun and will seek people who like to play and be spontaneous. Because of a somewhat dramatic nature, they may think out loud in a way that convinces others of a particular position or action, while the promoter has gone on to other ideas or propositions. Their enthusiasm may come across as instability or egoism.

Even though they are viewed as socially outgoing and forceful, promoters may be perceived by others as manipulative. They are aware of and concerned with the feelings of others as well as their ideas and try to include others in their plans and activities, especially if it's recreational. Promoters often tend towards being highly competitive. They are usually open with feelings and try to be helpful in interpersonal situations. They may try to achieve status and prestige by attaching themselves to people whom they believe have the qualities of leadership or charisma.

People with a promoter style usually lack concern for details and may move too rapidly forward before fully completing a task. They may jump to conclusions on intuition or hunch. Because they may appear careless in their approach, an organised structure could motivate a promoter. For promoters in managerial positions, an organised, methodical support team will often keep their sometimes erratic ways and lack of detail mindedness in check.

On the job, promoters will often be eager to please others, especially those who respond to their outgoing ways. They attach themselves to leaders they admire and want recognition from them. They are often motivated by approval. Promoters are usually popular with co-workers and their imagination and enthusiasm will act as a motivating force. On the job, promoters want recognition from both peers and superiors. Because they like to move rapidly from task to task, promoters will sometimes settle for less than the best in order to get on with it. They work best in a setting which provides some structure to assist in the planning and following through which is unnatural to them.

While on one hand promoters may be seen as exciting, provocative, fun-loving, personable and energetic, they may also be seen as emotional, disorganised, loud or aggressive, erratic and approval seeking.

a longer description per style

Supporter Style

People with a supporter style are perceived by others as casual and likeable, while trying to minimise interpersonal conflict. Though they are responsive to people, they generally let others take the initiative in social situations. They find it difficult to turn down a request because they want to be helpful, even if they must subordinate personal interests to the request. Their understanding and friendly approach to people is non-threatening and easy to be with. Usually they are non-competitive people, they don't impose themselves on others or try to convince others of their point of view. They tend to be more concerned with the feeling and relationship to others than with logic or the task. Unpretentious people, they tend to be permissive with others.

They will probably seek close, warm and lasting relationships. They are good listeners who will take time with people to help them and to make them feel at ease. They approach others on a basis of relationship rather than task and are accepting of many styles of people, partly because of their need to be liked. Responsive to praise, they may be too eager to please, pretending to consent and agree with people even when they disagree and don't intend to consent. They avoid hurt feelings at all costs and may often feel resentment as a result.

A person such as this tends to lack interest in planning and goal setting and may need structure and specific descriptions of the task to be completed. They will then do all they can to complete it, as supporters are service-oriented. There are times when more direct and honest feedback to others would benefit them. They may need to learn to stand up for their ideas and be willing to risk disapproval of others. They may be more effective as they apply their relationship skills to the task at hand.

In a job setting, supporters will generally be co-operative and willing to be of service to others or to the company. They will tend to work through the structure in order to prevent interpersonal misunderstandings and therefore will accept supervision readily. They try to please others by doing what is expected of them, they like reassurance that what they are doing is acceptable and respond to the personal attention they get from superiors. Once having formed an emotional allegiance, they will be loyal workers. Because of supporters' dislike of conflict, they may tend to withhold unpleasant information. They welcome direction from others. If they believe their ideas can benefit others, they will put them forth in a non-threatening manner.

On one hand, the supporter may be perceived as easy-going, affable, gentle, eager to please and pleasant; they may also be seen as wishy-washy, unwilling to take a stand, overly yielding and unmotivated.

a longer description per style

Analyser Style

Analyser style people tend to take a problem studying approach to situations. Oriented more towards ideas and concepts than towards relationships or feelings; they prefer study and contemplation to immediate action and give a thoughtful even hesitant impression. They tend to be a steady influence in a group, with their restrained and unassuming way. Deliberate and non-aggressive, they usually wait for others to come to them rather than initiating an opinion. They typically want to collect a great amount of facts and opinions before making a decision. They typically suffer from 'buyer's remorse', because they will continue to gather data even after a decision has been made. The consulting role seems to suit their serious and precise manner. Others can perceive them as academic and as taking themselves very seriously.

In relationships, they are not easily risking or giving of trust. Personal disclosure comes with great difficulty, as the emotions are deep set. Though they tend not to initiate relationships, others will seek them out because they are good listeners. Having once formed an emotional bond, they are loyal and constant with it. They tend not to seek personal recognition, preferring to work in the background in a problem solving, analytical position. They will use their ability as a problem solver or information holder as the basis for relationships. Analysers will usually wait until they are sure of their ground before they offer opinions; they hate to be wrong and will avoid it at all costs. Though they appear sensitive, they can be tough and arbitrary when needed. They prefer to avoid interpersonal confrontation and conflict.

People with the analyser style tend to be formal in interpersonal situations and therefore may be perceived as aloof or even stuffy. They can procrastinate and get too involved with analysis, still seeking more data when the time has come for decisive action. They could probably be more effective if they learned to be less serious, to loosen up and enjoy more.

In the job situation, analysers will generally take an orderly, systematic approach to the task at hand. Detailed and thorough people, they usually like things to be rational and well organised. They are likely to wait until they are sure what to do and the task is clear, then work at it persistently, conscientiously and industriously. Well established rules and procedures will create an environment in which their methodical effort will be most effective. They may become tense or immobilised when confronted with chaos and ambiguity. Because they are not likely to thrive on hard competition, they would more naturally move to an advisory role. Their steady and quiet manner will often cause others to look to them for counsel, for the facts, for precision.

While on the one hand, analysers may be perceived as knowledgeable, experts, steady, dependable and calm, they may also be seen as boring, tedious, withheld, uncommunicative and incapable of making a decision.

14. Details per Communication Style

<i>ELEMENTS</i>	<i>PROMOTER</i>	<i>CONTROLLER</i>	<i>SUPPORTER</i>	<i>ANALYSER</i>
GREETING	Enthusiastic. Hi, hallo, how are you.	Hi. (Nod of the head is enough). Staccato.	Soft voice: Hallo, how are you. How was your trip.	Good morning. How are you.
MAKING AN APPOINTMENT	Enthusiastic. Hi, I have got something really exiting to discuss. Have you got a moment.	Call to make an appointment. Very briefly tell what it is about and how long the meeting will be.	Walk in. Be very personal	Preferably call before you meet. Send some info beforehand.
HOW TO START THE CONVERSATION	Cup of coffee? A few jokes or anecdotes.	Repeat the purpose of the meeting and how long it will take.	Start with something personal: family, vacation, etc.	Explain background of the meeting.
STRUCTURE OF THE CONVERSATION	Chaos. Let the other talk as much as possible.	Concise. Follow an agenda.	Support them. Show you care.	Give a lot of facts and detail.
HOW TO GET THEIR CO-OPERATION	Through brainstorming and sharing of ideas.	Show the result: x% more profit, y% less time.	No surprises. Give them time to think about it. Support them.	Show the exact procedure and give a lot of background info.
HOW TO REWARD	In the Arena. Big big party.	Give them a Bigger task or promotion.	Thank them personally. Send a card or drop by.	A memo with a Compliment.
HOW TO GIVE FEEDBACK	Very difficult. They are not open for critic.	Businesslike and to the point.	Very very carefully. First A lot of acknowledgement. Always in private.	On paper or drop by. Show what should be improved and how.

14. Details per Communication Style

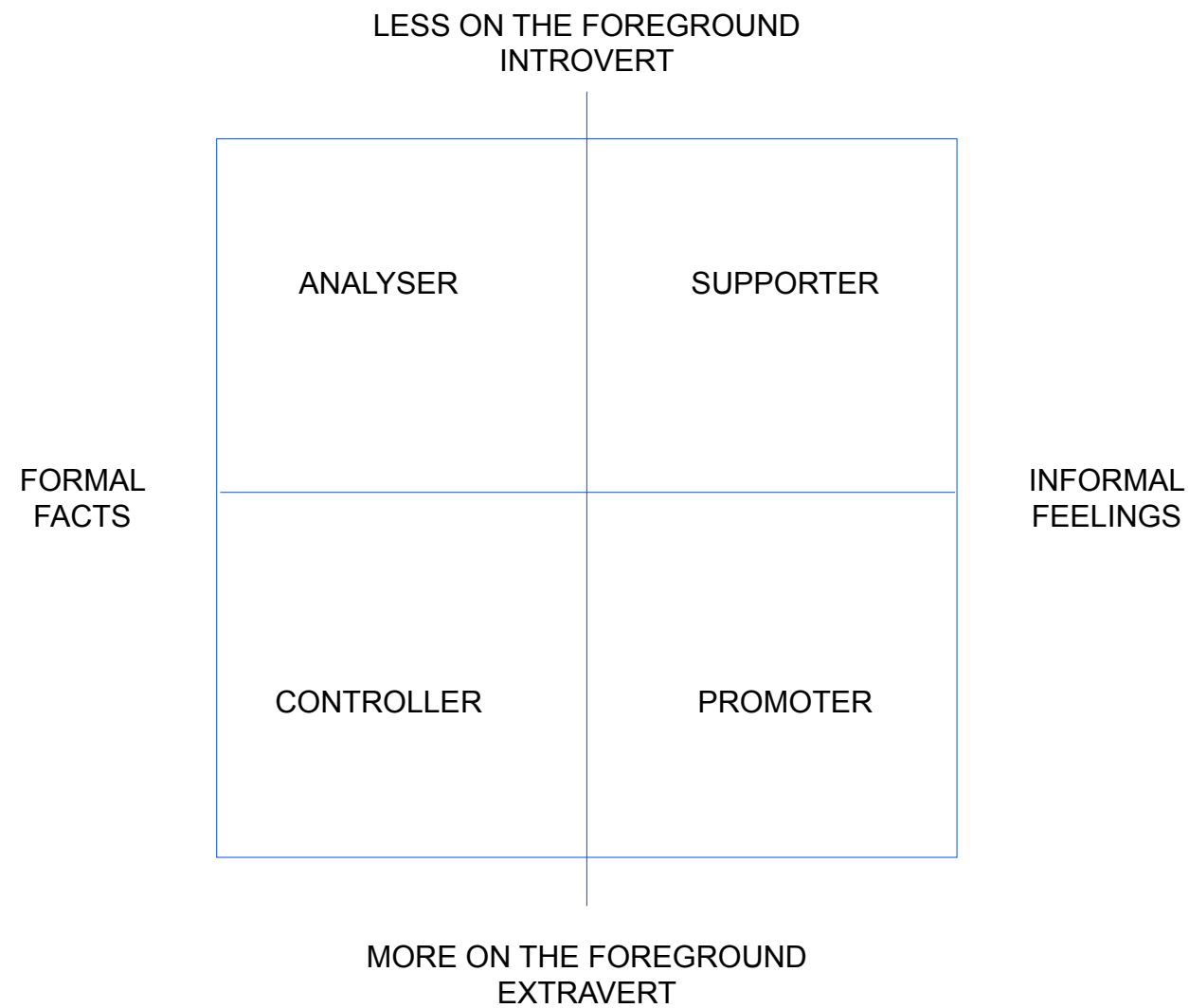
QUESTIONNAIRE

Panther **Peacock** **Dolphin** **Owl**

Look at the first column, and then identify which of the 4 statements best describes you at work. Please choose only 1 statement for each category. Kindly total your scores on each column and write this on the space provided.

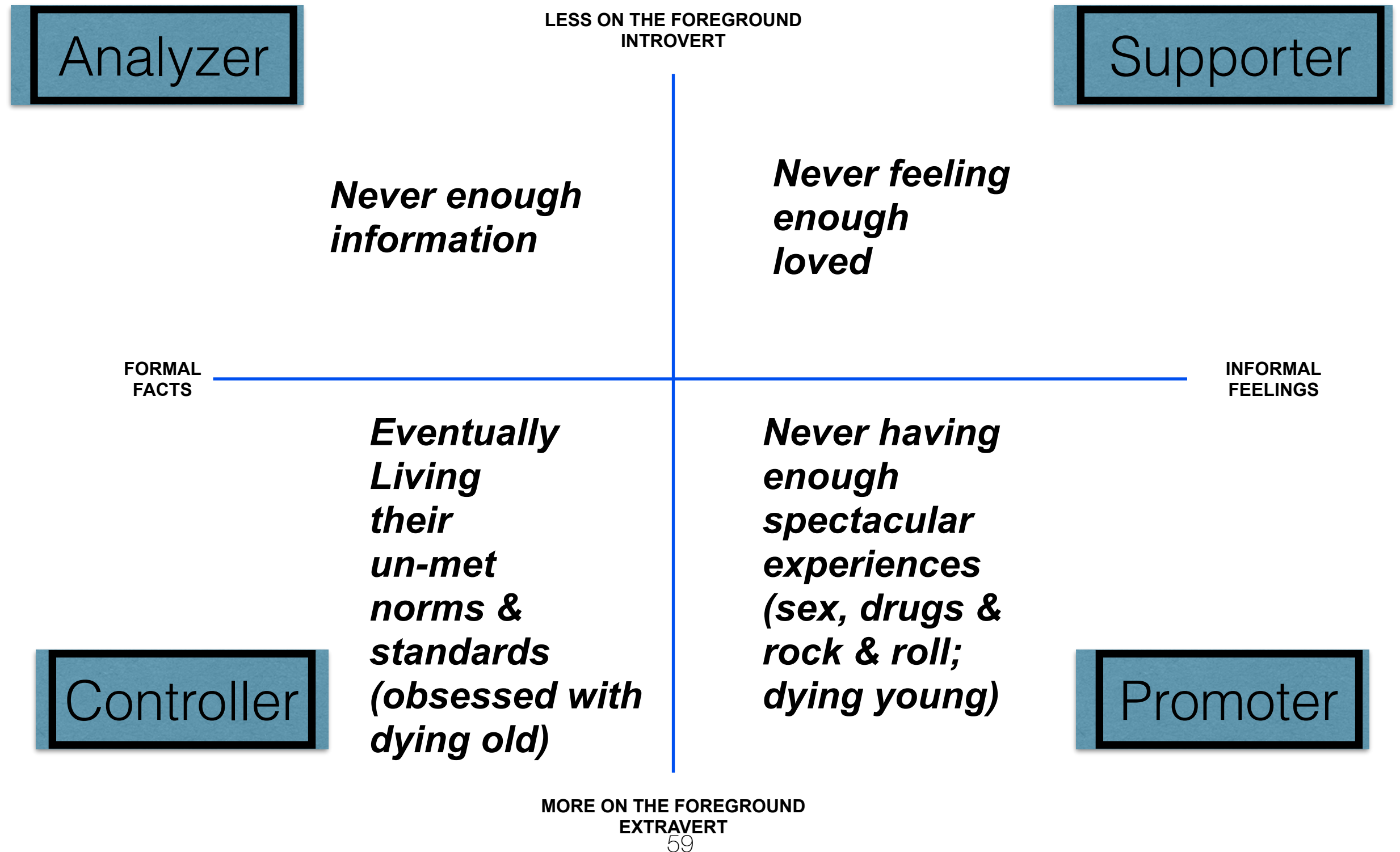
Category	<i>PANTHER</i> <i>Aggressive, fast moving, competitive</i>	<i>PEACOCK</i> <i>colorful dramatic social</i>	<i>DOLPHIN</i> <i>Friendly, team player, peacemaker</i>	<i>OWL</i> <i>Wise, patient, clear thinker</i>
What you Talk About	Results, what you want to achieve	Dreams & aspirations	Feelings and Experiences	Facts and Figures
Pace of Speech	Very fast	Fast	Slower	Moderate
Dress/Appearance	Designer clothes, classy dressers Formal	Bold colors, trendy Informal	Gentle, muted colors Casual	Conservative, classic dresser Business-like
Communication Style	Direct to the point	Animated, excitable	Dreamy thoughts, casual	Specific, concise
Motivated By	Results	Applause	Approval	Activity
Thrives On	Pressure, change	Stimulation, fun	Togetherness, support	Accuracy, information
Expression of Anger	Impatient Aggressive	Easily frustrated Can get explosive	Gentle Gets Flustered	Slow to anger Rational approach
Work Style	Intense, driven Does several things at once	Likes freedom Lots of people interaction	Easy going, cooperative Willing to be of service	Thorough, attention to detail One thing at a time
Work Area	Work is in priority order Organized	Interesting things, gadgets	Sentimental mementos and souvenirs	References are at fingertips Lots of paperwork in piles
Work Pace	Works fast – a whirlwind Likes change	Faster, bores easily Moves from one thing to another	Rarely in a hurry Dislikes pressure	Methodical Steady stream of work
Dislike	Wasting time	Reinventing the wheel	Confrontation	Being wrong
Group Role	Leader – needs to control	Rapport builder – needs to be center of attention	Peacemaker – needs to feel included	Information provided – needs focus and direction
Want to be Appreciated For	My productivity	My contribution	My involvement	Quality of work
Like to get Rewarded With	Power	Recognition	Approval	Responsibility
Total	4	Total 4	Total 2	Total 4

15. de Axes



16. Tragedies

per Communication Style



17. An Exercise

**ask out the details per
communications style from someone
(see item 14)
and determine their communication style**

18. Feedback

**give a rating between 1 - 10
and / or
2 to 3 words**

Thank you
for your time
energy and attention