



## What Communication Style do You Have?

Your “way of being” or who you are impacts on every aspect of your work including your communication style.

By becoming more aware of your personality’s speaking style (and those of others with whom you work) you can improve your workplace communications and build stronger connections and team performance.

At **Need2Connect** we use the Enneagram personality tool, with its nine different types (and wings and arrows), as a method of raising your awareness of who you are. Consider the following descriptions to see what type of communicator you may be:

1 The Perfectionist - someone who is motivated by the need to live their life the right way, including improving themselves and the world around them. This personality type tends to communicate in a precise, direct and detailed way. They use words like *should, must, correct, right* and *wrong*. They can react quickly to ideas but can be defensive if criticised.

2 The Helper - someone who is motivated by the need to be connected and valued and to express their positive feelings to others. This personality type tends to communicate with few references to themselves, to ask questions and to give compliments. They can complain or be angry when they dislike what others say.

3 The Achiever - someone who is motivated by the need to be productive, achieve success and avoid failure. This personality type tends to communicate in a clear, efficient and logical way. They avoid topics in which their knowledge is limited or those that reflect poorly on them. They can be impatient with lengthy drawn out conversations.

4 The Romantic - someone who is motivated by the need to experience their feelings and to be understood and to avoid being ordinary. This personality type tends to communicate by sharing personal stories and using words like *me, I, my* and *mine*. They like to talk about themselves and to discuss feelings. They may choose words deliberately to draw people into the conversation.

5 The Observer - someone who is motivated by the need to know and understand everything, to be self-sufficient and to avoid looking foolish. This personality type tends to communicate using a highly selective word choice either with a terse tone or in lengthy dialogue. They share thoughts rather than feelings and do not readily share personal information.

6 The Questioner - someone who is motivated by the need for security. They can be outwardly fearful or they can confront their fear. This personality type tends to communicate by discussing worries or “what-ifs”. They start with analytical comments and can be alternately hesitant and bold in their speech.

7 The Adventurer - someone who is motivated by the need to be happy and plan enjoyable activities, to contribute to the world and to avoid suffering and pain. This personality type tends to communicate in a spontaneous way with words tumbling out. They can tell engaging stories and have a tendency to shift from one topic to another. They can avoid negative topics about themselves.

8 The Asserter - someone who is motivated by the need to be self-reliant and strong and to avoid feeling weak or dependent. This personality type tends to communicate in a bold and authoritative way. They can try to control the situation by raising the intensity of their communication until they get a response or alternatively they may say very little.

9 The Peacemaker - someone who is motivated by the need to keep the peace, to merge with others and to avoid conflict. This personality type tends to communicate by giving detailed information in an ordered way. They often use words to show agreement with the other speaker such as *yes* and *uh-huh*. They try to be fair and present all sides but may say *yes* when they mean *no*.

Which personality type do you think you might be?

How do you think your communication style affects your relations with others?

How can you keep in mind that with nine different personality types not everyone will see situations or communicate the way you do?

At **Need2Connect** we assist you through the use of the Enneagram to see your own personality dynamics and communication habits more clearly. Once you are aware of different personality types, you can see that your own communication style will not be equally effective with all types of people. Communicating, keeping an awareness of the viewpoints of others in mind as well as your own style's strengths and limitations, will lead to greater satisfaction, harmony and efficiency for all staff, including yourself.

If you would like to learn more about personalities and communication you may wish to attend our **Need2Connect** workshop "Personality & Professionals - The Basics" followed by our "Personality & Communication" workshop.