



Georgia Shaffer



Understanding Your Communication Style

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Popular Sanguine

Style of Communicating: Thinks while Speaking

Basic Desire: Fun

Strengths: Great Storytellers

What is my point and does the story fit?

Outgoing and Charming

Am I giving others a chance to talk?

Spontaneous and Creative

Is what I'm about to say hurtful or helpful?

Perfect Melancholy

Style of Communicating: Thoughtful and Deliberate

Basic Desire: Perfection

Strengths: Attentive to details

Am I sharing too many facts and figures?

Gifted Planners and Organizers

Am I holding into MY plans too tightly?

Sensitive and Compassionate

Am I being too sensitive, overanalyzing or making incorrect assumptions?

Powerful Choleric

Style of Communicating: The Doer, Direct, Blunt and to the Point

Basic Desire: Control

Strengths: Gifted Leaders

Is this my opinion or is it the truth?

Love Challenges

Am I trying to fix something that can't or doesn't need to be fixed?

Focused on Goals

Have I allowed my goals to become more important than people?

Peaceful Phlegmatic

Style of Communicating: Thinks before Speaking

Basic Desire: Peace and Quiet

Strengths: Relaxed and Easy Going

Am I actively interacting with others?

Cooperative Spirit

Have I pushed some issues under the rug?

Works Well Under Pressure

Do I wait for a crisis to get involved or motivated?

Tailor Your Communications to Match The Style of Others

... not looking to your own interests but each of you to the interests of the others.
Philippians 2:4 NIV

When Communicating to a Popular Sanguine:

Give attention

Communicate acceptance & approval

Share your stories and experiences

Learning Style:

- Break up assignments
- Provide group activities
- Incorporate activities and sensory stimulation

When Communicating to a Perfect Melancholy

- Be sensitive to their feelings
- Respect their time, silence, and space
- Provide details and depth

Learning Style:

- Appreciates structure and clear detailed directions
- Enjoys a clean uncluttered work space
- Likes to finish one large project before starting another one

When Communicating to a Powerful Choleric

- Be brief, direct, and to the point
- Show appreciation for their accomplishments
- Provide choices and options

Learning Style:

- Will work hard for praise and recognition
- Energized by goals
- Avoid power struggles

When Communicating to a Peaceful Phlegmatic

- Be respectful and appreciative of who they are
- Ask questions to draw out their thoughts and feelings
- Keep conflicts and disagreements to a minimum

Learning Style:

- Limit the choices and give smaller assignments
- Gently encourage their involvement
- Allow time to work at a slow and steady pace

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