



GEORGIA SHAFFER  
COACH . AUTHOR . SPEAKER



## Understanding Your Communication Style

Georgia Shaffer

### 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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Georgia Shaffer [www.GeorgiaShaffer.com](http://www.GeorgiaShaffer.com)  
888.664-5679 E-MAIL [Georgia@GeorgiaShaffer.com](mailto:Georgia@GeorgiaShaffer.com)

Personalities adapted from  
*Wired that Way* by Marita Littauer