

Four Communicator Types

Adapted from Leadership Choice, Inc. and Christopher Newport University's Mentoring Program

Amiable Communicators

Might wear casual, simple clothing – nothing too loud

Possible professions include counselors, teachers, ministers, human resources, nurses, and social workers

Strengths	Weaknesses	Do's	Don'ts
• Makes decisions that the whole team likes • Excellent listener • Very supportive of others • Calming demeanor • Extremely helpful and gracious • People-oriented and logical	• Might put too much weight on achieving consensus • Moves slowly • Hesitant to share opinions • Doesn't handle conflict very well	• Provide time for them to think over their response • Be specific • Speak softly • Be available for discussion • Show respect	• Break trust • Be vague • Demand immediate action • Try to manipulate • Lack sincerity

Dominant Communicators

Might wear more formal clothing

Possible professions include corporate CEOs, politicians, stockbrokers, lawyers, drill sergeant, film/TV directors, and entrepreneurs

Strengths	Weaknesses	Do's	Don'ts
• Task-oriented; goal-oriented • Hardworking and highly efficient • Great leaders • Good at making decisions quickly • Assertive and confident • Drives team to successfully accomplish goals and to stay on task	• Can be impatient and judgmental • Competitive nature can interfere with teamwork • Dislikes not getting their way • Has a difficult time seeing other points of view	• Stick to business during meetings • Provide facts • Get to the point – don't small talk • Provide all reasonable options before making a decision	• Appeal to feelings • Be messy or disorganized • Waste time with chitchat or tardiness • Get personal during meeting time

Expressive Communicators

Might wear bright colors with lots of personality

Possible professions include salesperson, trial lawyer, public relations, advertising, marketing, social director

Strengths	Weaknesses	Do's	Don'ts
• People-oriented and highly sociable • Not afraid of taking risks • Bring energy to team dynamic • Highly creative and imaginative • Highly extroverted – great at networking	• Can be unreliable and disorganized • Might be overly optimistic • Can be self-centered; enjoys being in the limelight • Might have difficulty focusing priorities	• Allow socialization time during meetings • Offer incentives for task completion or good work • Ask for opinions • Foster creativity during planning phases	• Be patronizing • Drive alternatives – they might get sidetracked • Be impersonal • Over-encourage dreaming, especially once work on a project has started

Analytical Communicators

Might wear conservative, simple, functional clothing

Possible professions include accountant, secretary, bookkeeper, engineer, jeweler, scientist

Strengths	Weaknesses	Do's	Don'ts
• Detail-oriented and highly organized • Contemplative critical thinkers • Absorb information easily • Persistent, accurate, and thorough • Great problem solvers/troubleshooters • Great memory	• Might be withdrawn or rigid • Can be close-minded or pessimistic • Might over-analyze decisions • Have a need for documented proof • Might have difficulty working with others • Strong desire to win arguments	• Come prepared to meetings • Be accurate • Provide evidence for your thoughts or decisions • Present specific information	• Be vague • Rush decisions • Refer to personal testimonials • Be unrealistic about goals • Demand creativity