



The Communication Spectrum

Enhancing Workplace Dialogue

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Communication Styles



The Doer



The Influencer



The Connector



The Thinker

Communication Styles



The Doer



- Prefers to be in control
- Is quick to act and results-oriented
- Gets to the point with little formalities
- Loves Finding short-cuts
- Appreciates autonomy, freedom, and taking risks



- Details are not their friend
- Does not enjoy small talk
- Gets bored easily
- Dislikes inaction
- Does not do well with waiting

Communication Styles



The Influencer



- Loves to think out loud
- Seeks approval from others
- Enjoys friendly conversations
- Is highly creative
- Enjoys having fun



- Dislikes lack of approval
- Can get caught up in drama
- Does not function well with too much structure
- Struggles to stay on track at times

Communication Styles



The Connector



- Is very consistent and reliable
- Values social bonds
- Appreciates acknowledgement of effort
- Promotes harmony
- Counts on others to set tone and direction



- Dislikes stressful situations
- Struggles with lack of harmony
- Avoids confrontation
- Does not like working alone
- Can get frustrated by a lack of results

Communication Styles



The Thinker



- Enjoys gathering information
- Takes their time with decision making
- Prefers clear expectations
- Operates well with specific goals
- Responds well to deadlines and structure



- Dislikes lack of responsibility
- Does not do well with lack of order
- Does not enjoy discussing personal issues

Patterns of Communication: Problem-Solving

Task Orientation

- Focuses on efficiency, structure & goal completion
- Measures success by output and deadlines met
- Prioritizes rules, processes, and productivity



People Orientation

- Focuses on relationships, team cohesion, and morale
- Measures success by engagement, satisfaction, and collaboration
- Prioritizes communication, well-being, and motivation



Patterns of Communication: Engagement

Introversion

- Prefers depth over breadth
- Recharges in solitude
- Observes before engaging



Extroversion

- Prefers breadth over depth
- Recharges through interaction
- Speaks to think



Different Styles, Different Assumptions

