



**NEXT GENERATION
LEADERSHIP PROGRAMME**

Creating servant leaders for the African Church

Understanding Your Communication Style



Our Learning Agenda

- Identify Jesus as an effective communicator
- Assess your communication style and identify communication strategies to increase effectiveness and improve relationships with others

Jesus the Communicator

“The disciples came to him and asked, “Why do you speak to the people in parables?” He replied, “Because the knowledge of the secrets of the kingdom of heaven has been given to you, but not to them .”

[Matthew 13: 10-12](#)

- Jesus used stories; He connected the every day to the spiritual
- After Jesus taught, he said, “Have you understood these things?”
- He identified with people and learned about their needs



Tenets of Synodality: Dialogue

Courage

Humility

Dialogue

Openness / Non-judgement

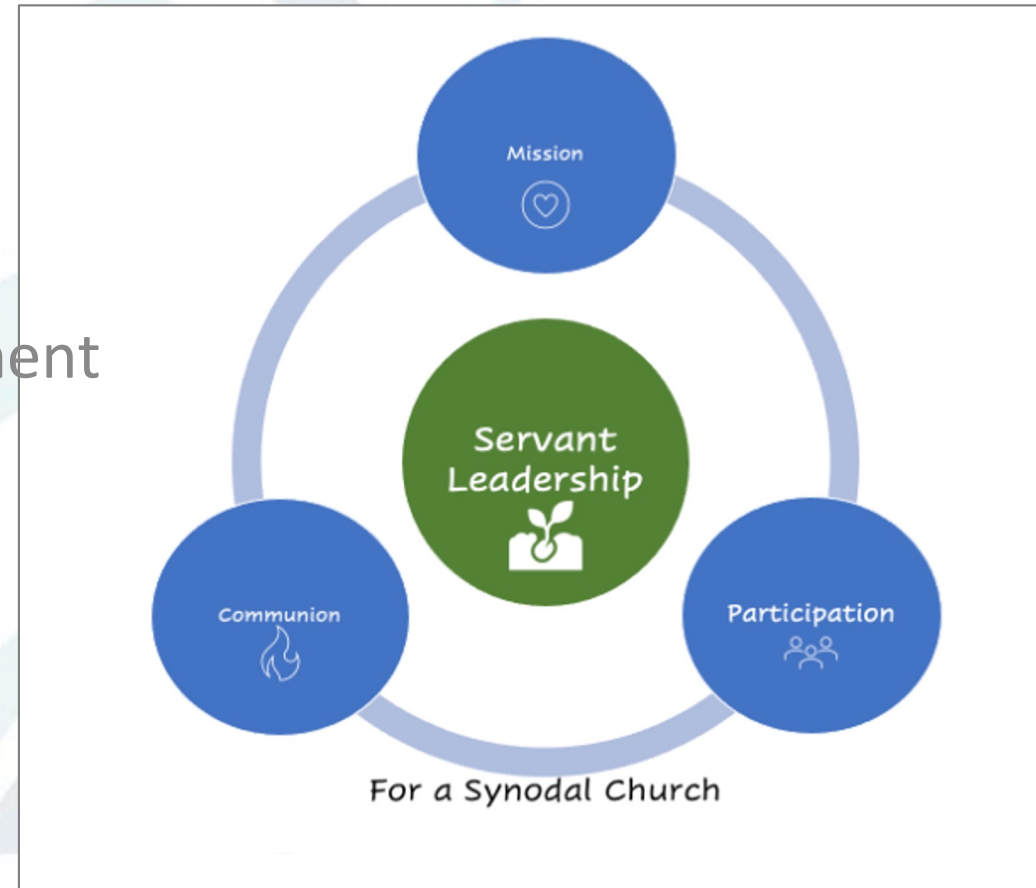
Discernment

Belonging

Visionary

Hope

Agency



Dialogue

“If you knew the gift of God, and who it is that is saying to you, ‘Give me a drink,’ you would have asked him, and he would have given you living water.”

John 4:10

Reflect: Jesus's dialogue with the woman at the well is his longest recorded conversation in the New Testament. He asked and answered questions effectively. He listened deeply & with discernment and created an environment of safety. Jesus was curious about people, met them exactly where they were and was able to adapt to any communication style.






Understanding Your Communication Style

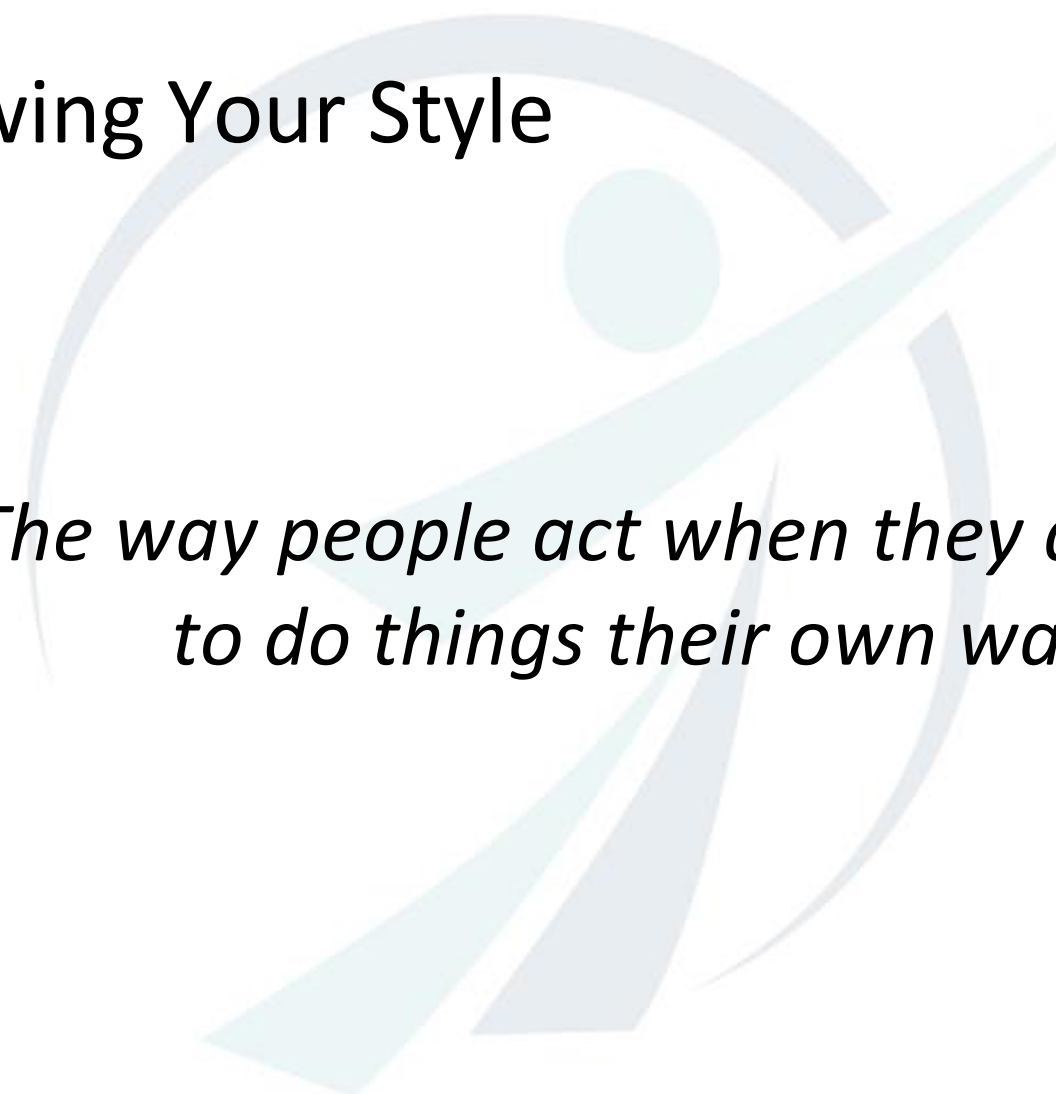


Understanding Your Communication Style

- The concept of personality styles dates back to the 1914 work of Swiss psychiatrist, Carl Jung.
- He determined that there are categorical personality traits and behaviors that individuals share.
- Communication is one manifestation of personality style.
- Communication style is important because it affects our everyday interactions.
- Your communication style reveals your leadership style, too.



Knowing Your Style



“The way people act when they are able to do things their own way”



Knowing Your Style Benefits

Improves your interaction and relationships with others

- Understanding communication style makes it easier to understand the behavior of others.

Helps Others Interpret Your Behavior

- It's easier for others to understand you when they know your communication style.

Strengthens Your Skillset

- Having self awareness of your communication style preferences enables you to be more flexible in any situation.

Builds Others' Strengths and Abilities

- Flexing your style to the needs of others enhances their abilities and strengths

Your Communication Style

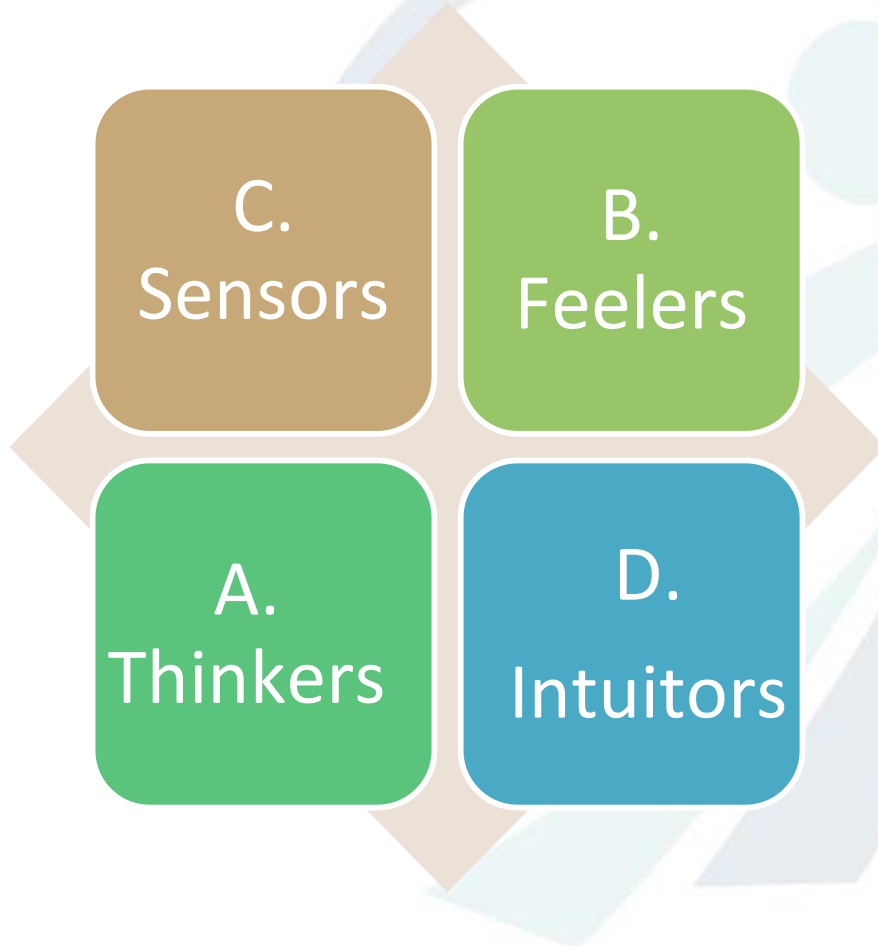
Activity - Communication Style Self-Assessment

On each line, read the 4 choices, and select (by placing a checkmark) the word or phrase that is most descriptive of you. There is no such thing as a 'best' style, so do not choose what sounds 'best'. Choose one per line working from left to right, going across.

1. <input type="checkbox"/> Like to analyze	<input type="checkbox"/> Like to interact	<input type="checkbox"/> Like to Decide	<input type="checkbox"/> Like to Explore
2. <input type="checkbox"/> Objective	<input type="checkbox"/> Emotional	<input type="checkbox"/> Practical	<input type="checkbox"/> Visionary
3. <input type="checkbox"/> Logical	<input type="checkbox"/> Encouraging	<input type="checkbox"/> To the Point	<input type="checkbox"/> Creative
4. <input type="checkbox"/> Consistency	<input type="checkbox"/> Spontaneity	<input type="checkbox"/> Determination	<input type="checkbox"/> Insight
5. <input type="checkbox"/> Order	<input type="checkbox"/> Cooperation	<input type="checkbox"/> Results	<input type="checkbox"/> Concepts
6. <input type="checkbox"/> Value details	<input type="checkbox"/> Bored with details	<input type="checkbox"/> Value facts	<input type="checkbox"/> Value ideas
7. <input type="checkbox"/> Controlled	<input type="checkbox"/> Personable	<input type="checkbox"/> Action-oriented	<input type="checkbox"/> Dreamer
8. <input type="checkbox"/> Composed	<input type="checkbox"/> Empathetic	<input type="checkbox"/> Quick	<input type="checkbox"/> Intellectual
9. <input type="checkbox"/> Cautious	<input type="checkbox"/> Enthusiastic	<input type="checkbox"/> Sensible	<input type="checkbox"/> Original
10. <input type="checkbox"/> Formal	<input type="checkbox"/> Informal	<input type="checkbox"/> Motivating	<input type="checkbox"/> Inspiring
11. <input type="checkbox"/> Detached	<input type="checkbox"/> Sentimental	<input type="checkbox"/> Impatient	<input type="checkbox"/> Preoccupied
12. <input type="checkbox"/> Problem-solver	<input type="checkbox"/> Supporter	<input type="checkbox"/> Implementer	<input type="checkbox"/> Developer
13. <input type="checkbox"/> Data	<input type="checkbox"/> Feelings	<input type="checkbox"/> Plain talk	<input type="checkbox"/> Possibilities
14. <input type="checkbox"/> Critical	<input type="checkbox"/> Moody	<input type="checkbox"/> Driven	<input type="checkbox"/> Distant
15. <input type="checkbox"/> Truth	<input type="checkbox"/> Harmony	<input type="checkbox"/> Reality	<input type="checkbox"/> Change
16. <input type="checkbox"/> Precise	<input type="checkbox"/> Tactful	<input type="checkbox"/> Direct	<input type="checkbox"/> Complex
17. <input type="checkbox"/> Value Accurate Time tables achievements	<input type="checkbox"/> Value past events	<input type="checkbox"/> Value present events	<input type="checkbox"/> Value future
<input type="checkbox"/> Total	<input type="checkbox"/> Total	<input type="checkbox"/> Total	<input type="checkbox"/> Total

- Choose the statement that most closely reflects the way you communicate
- Sometimes you will find that more than one statement describes you. In that case, choose the one that most closely represents your style of communicating
- Tally up your totals at the bottom of the page to identify your preferred style

Who is in the Room?



- Find others who share the same style
- Explore your communication style through discussion of the questions on page 32
- Complete the activity as a team and be prepared to share your responses



Style Table Discussions

DISCUSSION: Communication Styles

What are the characteristics of your communication style?

What would you like to tell other communication styles about your style's strengths





Sensor's Strengths

- Are resourceful, determined, practical and down-to-earth
- Have a talent for getting things done
- Make decisions quickly based on facts and past experience
- Focus on actions, results and rewards
- Like to get to the “bottom line” or “cut to the chase”
- Enjoy the present moment
- Work steadily with a realistic idea of how long it will take



Feeler's Strengths

- Are good at building rapport and communicating tactfully
- Consider the impact on other people when making decisions
- Have a talent for empathizing and creating harmony
- Are naturally friendly and have a good sense of humor
- Take an interest in the person behind the job
- Treat each person uniquely



Inuitor's Strengths

- Are visionary, seem to see into the future and are good, long-range planners
- Love to learn new skills
- Have great imaginations
- Focus on how things can be improved
- Are able to identify creative solutions and fresh and novel approaches



Thinker's Strengths

- Are good at putting things in order.
- Have a talent for analyzing a problem or situation
- Make objective decisions based on logic
- Tend to be brief and businesslike
- Value accuracy and preciseness
- Treat people fairly
- Follow policies and rules
- Are sought out for problem solving abilities

Communication Style Trouble Spots



Knowing the potential trouble spots helps to:

- Understand how others may perceive your style
- Prepare for situations that are not suited to your style
- Adapt your style to respond to others appropriately
- Anticipate others' behaviors



DISCUSSION: Communication Styles

In what ways is your communication style misunderstood by others?



Sensor's Trouble Spots

- Impulsive
- Competitive
- Aggressive
- Impatient
- Disregard long-term consequences of actions/decisions
- Under stress may alienate others
- May be poor listeners often interrupt
- Might create 'messes' for others to 'clean up'"

Feeler's Trouble Spots

- Overly personalize situations
- Relationships can cloud judgment
- Might overlook important details
- Lack of planning can cause disorganization
- May spend too much time socializing
- Ask a feeler “how are you” and they will tell you more than you ever wanted to know



Inuitor's Trouble Spots

- Absent-minded” scattered
- Long on vision, short on action
- Avoid nitty-gritty, hates phone coverage
- Hard to read
- May come across as ‘superior’, arrogant, or condescending
- May not follow-through on tasks
- May procrastinate



Thinker's Trouble Spots

- Can be overly cautious or too slow
- Might miss the forest for the trees
- Can hurt other's feelings
- Might not give enough positive feedback
- Their knack for remembering policy, adhering to policy and attention to detail can cause a Feeler to think the Thinker is looking for things to criticize



Reading Others' Style

- STOP - Observe their behavior
- LOOK – Body language, personal space clues; written communication
- LISTEN – Oral communication
- Understand their motivations
- Assess responses when you flex YOUR style!



DISCUSSION: Communication Styles

How could others who have different communication styles deal more effectively with you?

Adapting Your Style

