

# Communication Styles

## Monkey



### Positive attributes

- + High levels of directness and openness.
- + Fast paced and make decisions spontaneously.
- + Intuitive, lively and very enthusiastic about their plans.
- + Thrive on the involvement of others.

### Negative attributes

- Can have a disregard for detail and facts.
- Always seem to be seeking approval for their accomplishments.
- Show offs.
- Can be disruptive and unreliable.
- Manipulative.
- Laid back.

### Communication tips

- Ask them for ideas.
- Make it fun.
- Don't give long-winded explanations.
- Match energy.
- Inspire and include them.

## Lion



### Positive attributes

- + Can be very direct, but at the same time guarded.
- + Decisive in actions and behaviours.
- + Good at making decisions and taking action.
- + Has strong views and opinions.

### Negative attributes

- Tendency to become aggressive.
- Can dominate less strong individuals.
- Impersonal.
- Closed.
- Stubborn.
- Can appear patronising.

### Communication tips

- Don't waste time.
- Be bright, be brief, be direct, be gone.
- Focus on the bottom line.
- Offer only the major points, not too much detail.
- Avoid emotions.

## Dolphin



### Positive attributes

- + Warm, supportive and reliable.
- + Before taking action they need to know how people feel.
- + Excellent ability to support others and gain support from others.
- + Very good listeners.

### Negative attributes

- Sometimes seen as compliant and soft hearted.
- Too emotional and avoid conflict.
- Indecisive and easy to influence.
- Overly sociable, which can affect effectiveness.
- Stubborn.
- Tries too hard to be liked.

### Communication tips

- Listen and interact.
- Show a genuine personal interest.
- Be prepared to go into detail.
- Ask about how it affects them.
- Show how actions will benefit others.

## Elephant



### Positive attributes

- + Persistent, systematic problem-solvers.
- + Reliable and precise.
- + Likes to collect data and facts.
- + Analytical and detailed.

### Negative attributes

- Ask too many questions.
- Can be slow to get started.
- May seem dull and closed off.
- Paralysis by analysis.

### Communication tips

- Go into detail.
- Talk quietly and slowly.
- Be precise, use verified facts and data.
- Don't force them into acting too quickly.
- Give context and background information.