

COMMUNICATION STYLES ASSESSMENT (Hermann, 1996)

Rate the following characteristics about you with a **1, 3, 5, or 7**
with **7** in the box the **most** like you and **1** in the box the **least** like you.

7|-----5-----3-----|1

Each box must contain one number. There are no right or wrong answers.

Total each column at the bottom.

SAMPLE I am:	direct assertive	5	enthusiastic impulsive	1	loyal agreeable	3	organized exacting	7
I am:	direct assertive		enthusiastic impulsive		loyal agreeable		organized exacting	
Others describe me as:	impatient		convincing		patient		analytical	
I prefer to be given directions with:	no parameters		lots of freedom		specifics		all the details	
I need:	constant challenge		people		stability		organization	
My value to the team is:	results		ideas		harmony		quality control	
My phone style is:	rushed		personal chatty		warm		cautious	
My listening is:	selective		weak		excellent		okay	
I am irritated by:	inefficiency and indecision		too many details		pushy people		mistakes	
When angry I:	go to the top		get sarcastic		give in		document	
I want others to be:	brief and to the point		friendly		fair		accurate	
TOTAL SCORES								
	A		D		C		B	

BLUE

YELLOW

RED

GREEN