



# Communication Style

**For: Peter Productive**

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LDP Version 1.0**



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# Section 1: Style Matrix

When you completed the Leading Dimensions Profile (LDP), you indicated your preferences and tendencies for how you approach common circumstances (such as at work, home, or in the community). These preferences and tendencies combine to reveal one of four Style Profiles that shape how you communicate with others. Based on your responses to the LDP, your primary Personal Style is best described as the:

## Advisor Profile.

The Advisor Profile is most commonly recognized as being:

- more **Task-focused** than **People-focused**, meaning that you may be more objective and reserved in how you relate with others; and,
- more **Thinking-oriented** than **Acting-oriented**, meaning that you may be more methodical and thoughtful about achieving your goals.

## Counselor Profile

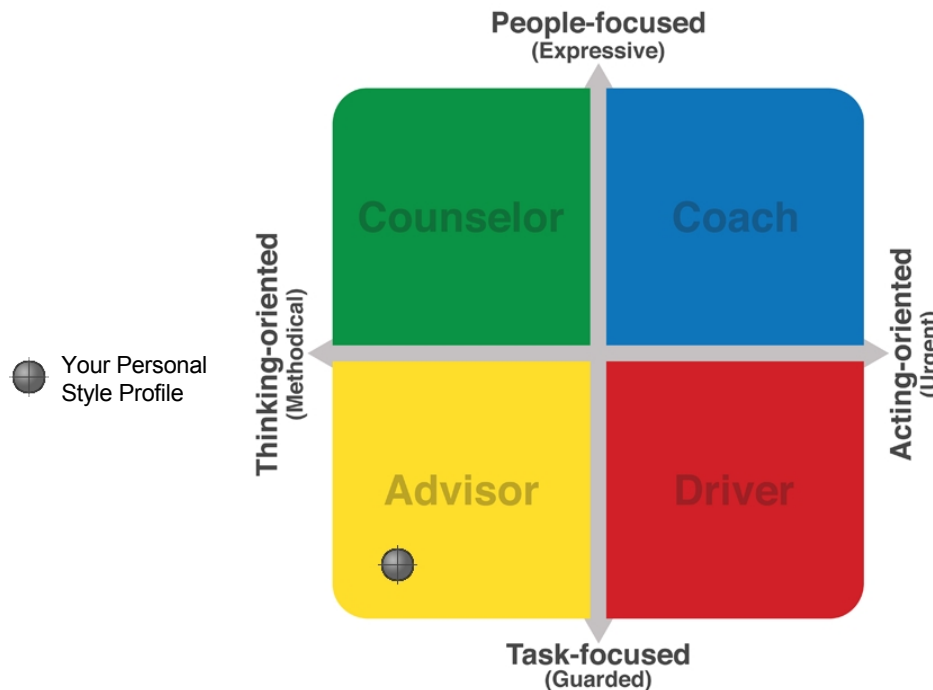
Counselors are best recognized for being: Thinking-oriented and People-focused. The key “markers” or behaviors of the Counselor Profile include:

- **Focus:** Nurturing
- **Communicating** with a warm, comforting style
- **Handling** conflict by accommodating others’ views
- **Making decisions** that please or support others

## Coach Profile

Coaches are best recognized for being: Acting-oriented and People-focused. The key “markers” or behaviors of the Coach Profile include:

- **Focus:** Networking
- **Communicating** with charisma, dynamic style
- **Handling** conflict by collaborating on solutions
- **Making decisions** using gut instinct



## Advisor Profile

Advisors are best recognized for being: Thinking-oriented and Task-focused. The key “markers” or behaviors of the Advisor Profile include:

- **Focus:** Knowing
- **Communicating** with a reserved, formal style
- **Handling** conflict by identifying compromises
- **Making decisions** with careful analysis

## Driver Profile

Drivers are best recognized for being: Acting-oriented and Task-focused. The key “markers” or behaviors of the Driver Profile include:

- **Focus:** Accomplishing
- **Communicating** with a focused, intense style
- **Handling** conflict by directly confronting the issue
- **Making decisions** with decisive action

## Section 2: Style Interactions

Whether building rapport with strangers or discussing a challenging topic with a long-time associate, communication can be enhanced when you learn to “stretch” or mirror the other Styles. Although difficult early on, practice can make the stretching feel more natural over time – allowing you to recognize and interact with people from all four Styles with ease.

### Interacting with the Counselor

Try to:

- Build genuine rapport
- Affirm what you hear
- Recognize personal interests

Avoid:

- Rushing the conversation
- Using an impersonal tone
- Overlooking their concerns

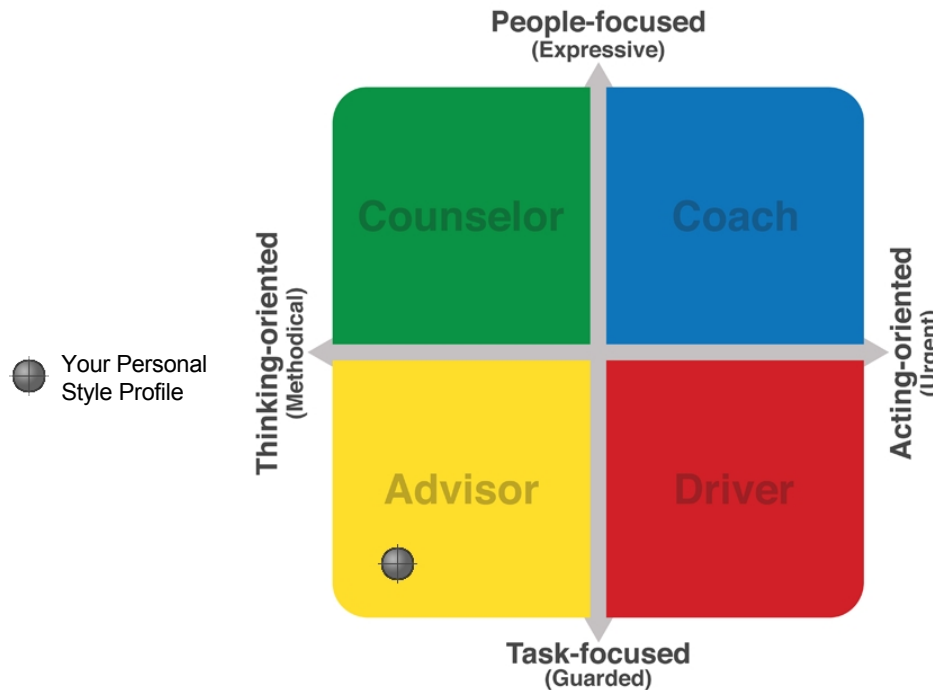
### Interacting with the Coach

Try to:

- Focus on the big picture
- Emphasize impact on people
- Encourage brainstorming

Avoid:

- Sharing unnecessary details
- Limiting their feedback
- Using an impersonal tone



### Interacting with the Advisor

Try to:

- Focus on the details
- Emphasize logic and rationale
- Draw out specific concerns

Avoid:

- Using emotional arguments
- Offering vague expectations
- Pushing for a conclusion

### Interacting with the Driver

Try to:

- Focus on the bottom line
- Emphasize results
- Be clear and specific

Avoid:

- Forcing personal small-talk
- Controlling the conversation
- Challenging their position

## Section 3: Style Overview

Our personality drives how we approach people and tasks. This section provides practical observations regarding how your preferred Style (the Advisor Profile) influences specific behaviors.

### Focus: *Knowing*

*Advisors* tend to enjoy developing expertise in themselves and others. As such, they may be most motivated when their efforts are focused on learning new things and then instructing others. *Advisors* tend to expect themselves and others to seek perfection in their work. So, where others may be looking only at the bottom line, the *Advisor* may be far more concerned with the incremental details and processes involved.

### Communicating: *Reserved*

The *Advisor's* communication style is usually quite reserved and formal. The *Advisor* is typically reluctant to share personal information or experiences with others (outside of their close friends or family). The *Advisor's* primary mode is best described as "on task" and focused on providing instruction or guidance around processes and plans. When communicating within a group or team setting, they tend to convey a desire for privacy and formality.

### Conflict-Handling: *Compromising*

The *Advisor* is typically known for a reluctant approach to conflict. As their attention is mostly focused on maintaining an efficient work flow, the *Advisor* views conflict as something that must be avoided whenever possible. While others may tend to accommodate or even compete during conflict, the *Advisor* seeks to avoid it altogether and compromise where necessary. They tend to approach conflict objectively, and they are most concerned with minimizing any lingering disruptive impact on the group's performance.

### Decision-Making: *Careful*

The *Advisor* is typically known for taking careful action, while mitigating uncertainty and risk. The *Advisor* prefers to focus their efforts on establishing a detailed plan of attack before taking the first step. While others may be quick to act and then adjust course as the need arises, the *Advisor* tends to be very cautious and meticulous in their preparation. As such, they are more likely than others to value planning and analysis, and they are most comfortable addressing challenges in an objective and rational manner.

### Potential Strengths

- Concerned for accuracy and efficiency
- Rule conscious
- Focused on practicality
- Consistent and reliable in their decisions
- Self-reliant
- Formal and professional in demeanor
- Objective and rational in decision-making
- Focused on task accomplishment

### Potential Challenges

- Reluctant to act
- Frustrated by change
- Lacking in confidence
- Hesitant to explore unproven ideas
- Reluctant to offer feedback or ideas
- Uncomfortable in a highly collaborative environment
- Considered cold or harsh when under stress
- Viewed as impatient and uninterested with others

# Contact Information

For more information regarding the Leading Dimensions Profile (LDP) or other products and services available to help you develop and coach high performers, please contact your LDC Affiliate:



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## Important Note

**This report does not represent a comprehensive measure of psychological traits, nor does it claim to represent a prediction of behavior. No part of this report is intended to convey a psychological, medical, or psychiatric evaluation. This report is intended to provide personal insight that is useful in coaching, teambuilding, and other aspects of professional development. No employment decision should be made based, in whole or in part, on the results contained herein.**