Team Communication Styles

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| **Eagle** | ***People with this style talk about…***  Results Responsibility  Objectives Performance  Experience Productivity  Challenges Efficiency  Achievements Moving ahead  Change | ***People with this style are…***  Pragmatic (down to earth)  Feedback Direct (to the point) Impatient  Decisive  Quick (jump from idea to idea)  Energetic (challenge others) | ***Communicating with an Eagle***   * Focus on the result first; state the conclusion at the outset. * State your best recommendation; do not offer many alternatives. * Be as brief as possible. * Emphasize the practicality of your ideas. * Use visual aids. | ***Team members who are Eagles*** |
| **Owl** | ***People with this style talk about…***  Facts  Procedure  Analysis  Planning  Observations  Organizing  Proof  Details  Testing | ***People with this style are…***  Cautious  Systematic (step-by-step)  Logical (cause and effect)  Factual  Unemotional  Patient | **Communicating with an Owl:**   * Be precise; state the facts. * Break down your recommendations. * Include options and alternatives with pros and cons. * Do not rush them. * Outline your proposal. | ***Team members who are Owls*** |
| **Penguin** | ***People with this style talk about…***  People Needs  Motivation Teamwork  Feelings Cooperation  Team spirit Values  Understanding Beliefs  Expectations Relationships  Self-development | ***People with this style are…***  Spontaneous  Empathetic  Warm  Subjective  Emotional  Perceptive  Sensitive | **Communicating with a Penguin:**   * Allow for small talk; do not start the discussion right away. * Stress the relationship between your proposal and the people concerned. * Show how the idea worked well in the past. * Indicate support from well- respected people. * Use an informal writing style. | ***Team members who are Penguins*** |
| **Peacock** | ***People with this style talk about…***  Concepts Innovation  Interdependence New ways  New methods Improving  Problems Creativity  Opportunities Possibilities  Issues Potential  Alternatives  What’s new in the field | ***People with this style are…***  Imaginative  Charismatic  Difficult to understand  Ego-centric  Unrealistic  Creative  Full Ideas  Provocative | ***Communicating with a Peacock:***   * Allow enough time for discussion. * Do not get impatient when he or she goes off on tangents. * Try to relate the discussed topic to a broader concept or idea. * Stress the uniqueness of the idea or topic at hand. * Emphasize future value or relate the impact of the idea to the future. * If writing, try to stress the key concepts that underlie your recommendation at the outset. * Start with an overall statement and work toward the particulars. | ***Team members who are Peacocks*** |

**What strategies will your team use to recognize and leverage different communication styles on your team?**