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) ImpatientDecisiveQuick (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…***FactsProcedureAnalysis Planning Observations Organizing Proof Details Testing | ***People with this style are…***CautiousSystematic (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 TeamworkFeelings CooperationTeam spirit ValuesUnderstanding BeliefsExpectations RelationshipsSelf-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 waysNew methods Improving Problems CreativityOpportunities PossibilitiesIssues PotentialAlternatives What’s new in the field | ***People with this style are…***Imaginative CharismaticDifficult to understand Ego-centric UnrealisticCreativeFull IdeasProvocative | ***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?**