



Keyword: Styles

Communication Style Assessments and Tools

by Kevin Eikenberry

There are a wide variety of tools and assessments available to assist you in better understanding your own styles and those of others. Online searches will net you many choices – from long-standing scientifically sound models to short tools available for free in books or online.

Some focus specifically on communication skills and some are more general in their application to personality. The value of all of them is that they can help us become more self aware and more aware of the styles and needs of others.

Below are listed four of the best known of these tools. I have not attempted to create an exhaustive list, but a list of tools that I have personally used with groups or am familiar with. All of these are easily available, though some require certified facilitators to administer them.

All of them serve a purpose and can be used successfully. I encourage you to investigate them online and by speaking with colleagues to find their experiences so you can find the one that might be the best fit in your organization.

If you have joined an organization that has used one in the past, I would strongly recommend continuing to use that tool rather than confusing people by introducing a new system and language.

Tool	Focus	For More Information	Kevin's Comments
Myers Briggs Type Indicator	Personality	www.myersbriggs.org	This is the most widely used tool in this genre and probably the "grand daddy" of these tools. It is very useful, but does require a certified facilitator to administer. Many workshops have been developed around this tool.



Communication Style Assessments and Tools (continued)

Tool	Focus	For More Information	Kevin's Comments
DiSC System	Personality	www.discprofile.com	While this tool is newer than the Myers Briggs it has huge numbers of workshops and related tools that have been built to support the understanding and insights that it can provide.
True Colors	Personality	www.truecolors.org	I am personally less familiar with this tool, though I have many clients who have used it successfully. It also requires a trained and certified facilitator.
Communicating Styles Survey	Communications	www.tapress.com/products	I have used this tool very successfully with many clients. It focuses more specifically on communication styles and can be administered to a group in about 20 minutes – making it very conducive for using immediately in a workshop setting. While it is not as broad reaching as the others on this list, if your focus is on communications styles, it is worthy of consideration.



Kevin Eikenberry is a bestselling author, consultant, trainer, speaker, coach, leader, learner, husband and father. He is the Chief Potential Officer of the Kevin Eikenberry Group (www.KevinEikenberry.com) and the Creator of the Remarkable Leadership Learning System (www.Remarkable-Leadership.com), both of which are dedicated to life-long learning and helping Clients unleash their remarkable potential. Interested in becoming the remarkable leader you were born to be? Go to www.Remarkable-Leadership.com today!