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Inspiring professionals & business owners to get results

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What's Your Communication Style?

Good communication begins with understanding yourself and your style. In my years of working with individuals and organizational teams, the most useful tool I have found to increase self-awareness is the Success Insights™ profile, which is commonly known as a DISC assessment. The results of this brief self-report questionnaire will identify your communication style and provide information about how you prefer to operate in your work and home environments.

On a daily basis you give people clues about yourself and your style through your behavior and related emotions. In a given situation, you demonstrate whether you tend to:

- ▲ Be extroverted or introverted
- ▲ Act quickly or slowly
- ▲ Be direct or indirect
- ▲ Task-oriented or people-oriented
- ▲ Emphasize thinking or relationships

Another way to clarify your communication style is to look at how your DISC results are reflected in varying levels of the four DISC dimensions:

Dominance/Challenge – how you handle problems/challenges and exercise power

Influence/Contacts – how you interact with people and influence them

Steadiness/Consistency – how you respond to change and the pace of your environment

Compliance/Constraints – how you respond to rules/procedures set by others and to authority

Think about a situation at work or in your personal life. When you consider how you typically behave, which descriptions accurately portray you?

Your style is a combination of the highs and lows of all four dimensions. However, the dimension with the highest score is the one with the greatest influence on your style. Most individuals are strongly influenced by two dimensions, some by three.

Let's look at some general descriptions of the four basic styles.

High D – is direct; loves a challenge; innovative; demanding

High I – is optimistic; outgoing; people-oriented; motivates others

High S – is supportive; dependable; logical-thinker; good listener

High C – is a critical thinker; follows rules; high standards; precise
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**Consulting and Workshops on Interpersonal Communications,
Teambuilding and Career Planning**

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Analyzing your behavior to determine your communication style is a good first step. Getting feedback from people who know you well can increase your awareness even more. Ask some co-workers and friends you trust what they have observed about your behavior. See if their observations agree with yours. If not, there may be a gap between how you see your communication style and how others see you.

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About the Author

Patricia Beaugard, M.S., is an Executive Coach and Trainer and a Certified Professional Behavioral Analyst. She works with managers and business owners who want to communicate more effectively with peers, employees and customers. Utilizing a variety of assessment tools and drawing on her extensive background, Pat teaches them proven techniques to identify and adapt to different communication styles. She has managed staff and operations in for-profit and non-profit organizations.

Pat offers one-to-one coaching, corporate training, workshops, and teleclasses and is available to speak at your organization. Visit her website at: www.patbeaugard.com. To contact her, call 360-279-8684 or email pat@patbeaugard.com.

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