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Understanding Communication Styles

Overview

- ❖ Communication styles
- ❖ Building effective communication
- ❖ Adapting communication styles



About Rikketta

- ❖ HBCU Grad
- ❖ Value relationships
- ❖ Educator + Facilitator
- ❖ Serial Hobbyist





What makes you feel understood in conversations?



What frustrates you **MOST** in communication?

What are Communication Styles?

- ❖ The way one person receives and distributes information to others.
- ❖ Styles are often indicators of how people process information.
- ❖ Understanding the how + why behind people's communication is the key to clearly understanding others.

Styles Assessment

<https://www.leadershipiq.com/>



Quizzes

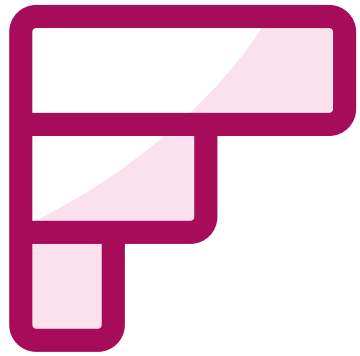


Communication Styles Quiz



Start the assessment





Which communication style sounds **MOST** like you?

Communication Styles

- ❖ Intuitive
- ❖ Functional
- ❖ Personal
- ❖ Analytical

Intuitive “The Imaginer”

- ❖ Value broad overviews
- ❖ Avoid the details
- ❖ Freeform thinker
- ❖ Typically skip to the end

Functional “The Doer”

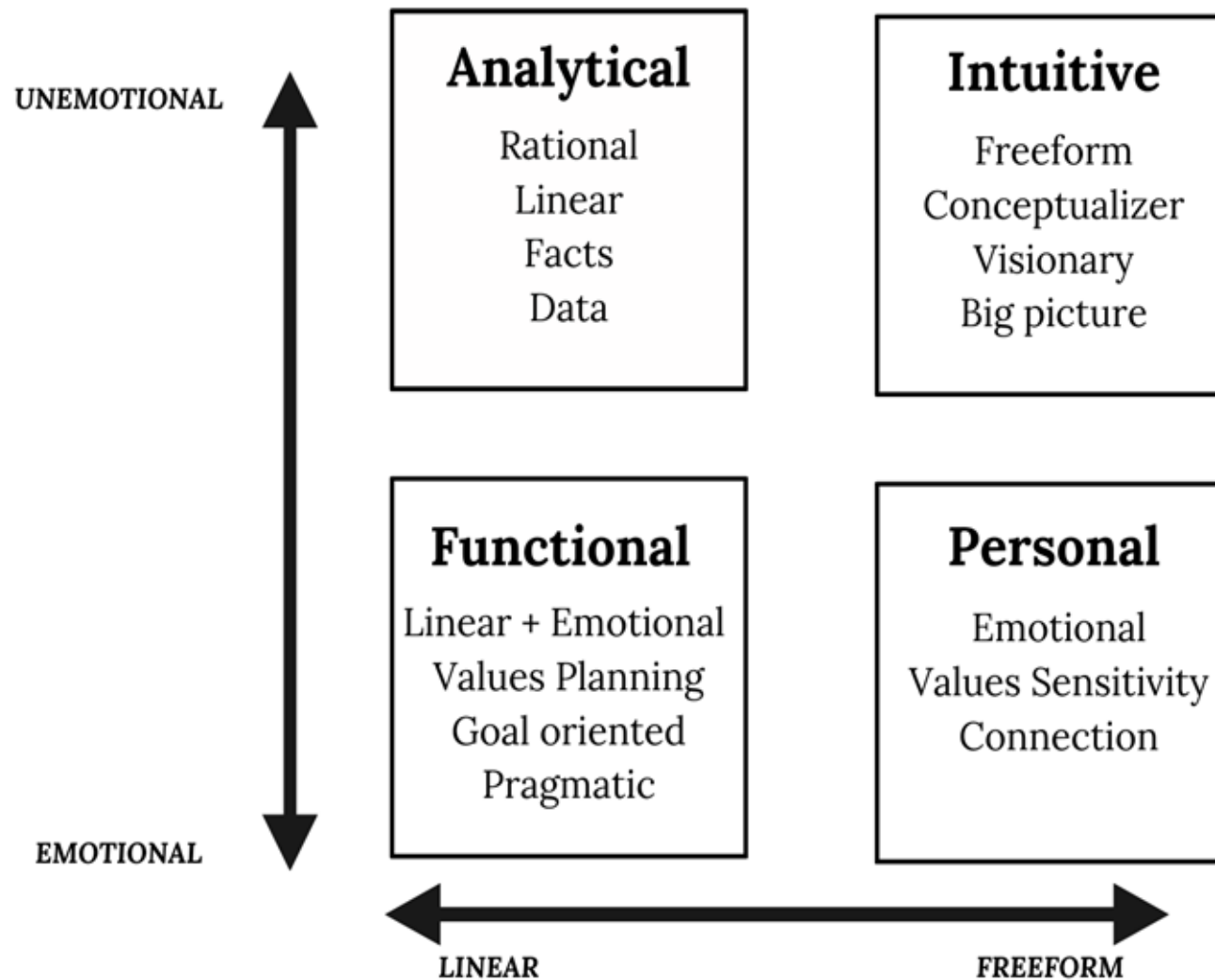
- ❖ Like process and detail
- ❖ Value well thought out plans
- ❖ Deliver step by step communication
- ❖ Typically the team implementer

Personal “The Feeler”

- ❖ Value emotional language + connection
- ❖ Find value in how people feel
- ❖ Usually the “glue” that holds relationships together
- ❖ Concern with the well-being of people around them

Analytical “The Thinker”

- ❖ Value facts, data and numbers
- ❖ View challenges and decision making with logic
- ❖ Prefers specific language



Group Discussion

Small Group Discussion

Which styles tend to
dominate leadership spaces?

Small Group Discussion

How does your style
influence your interactions
with others?

Large Group Discussion

Which communication style
is hardest for you to
communicate with? Why?

Active Listening

- ❖ Builds trust
- ❖ Helps with conflict resolution
- ❖ Identify/anticipate problems
- ❖ Builds knowledge

Strategies for Active Listening

- ❖ Listen
- ❖ Reflect
- ❖ Ask Questions

Non-Verbal Cues

Non- Verbal Cues

Facial Expressions

Touch

Movement

Posture

Gestures

Space

Eye contact

voice

Empathy



Adapting Communication Styles

Effective Adaptation

- ❖ Requires active listening
- ❖ Attention to verbal + non-verbal cues
- ❖ Leads to increased understanding

Benefits of Adapting Your Style

- ❖ Relationship building
- ❖ Overcoming barriers
- ❖ Enhanced collaboration
- ❖ Personal growth

Best ways to communicate with Intuitive Communicators

- ❖ Start with the big picture first
- ❖ Keep communication concise
- ❖ Avoid unnecessary details upfront
- ❖ Allow room for brainstorming

Avoid:

- ❖ Overloading with excessive information
- ❖ Long explanations without context

Best ways to communicate with Functional Communicators

- ❖ Be organized and clear
- ❖ Provide timelines and expectations
- ❖ Explain the process
- ❖ Give details in advance when possible

Avoid:

- ❖ Vague instructions
- ❖ Last-minute changes without explanation

Best ways to communicate with Personal Communicators

- ❖ Lead with authenticity and care
- ❖ Acknowledge emotions and experiences
- ❖ Create space for dialogue
- ❖ Build trust before diving into business

Avoid:

- ❖ Cold or dismissive communication
- ❖ Ignoring emotional impact

Best ways to communicate with Analytical Communicators

- ❖ Bring facts, data, and evidence
- ❖ Be direct and specific
- ❖ Give them time to process information
- ❖ Clarify expectations

Avoid:

- ❖ Emotional exaggeration
- ❖ Vague or unsupported claims

Action Plan

Identify someone you struggle to communicate with?

What communication style do you believe they may have?

What misunderstandings tend to happen between you all?

What is ONE thing you will intentionally improve in your communication?

Talkadot Slide



What is ONE thing you will do differently after today's session?

Wrap Up