

Relationships & Communication

WEBINAR WORKSHEET

PERSONAL PREFERENCES

Think of one person you have a relationship with to keep in mind for this exercise.

For each set of dyad phrases below, mark where you would place yourself, and where you'd place the other person. Note where you both fall within the same type, and where you differ.

HOW YOU TAKE IN ENERGY	<u>Introvert (I)</u>	<u>Extravert (E)</u>
YOURSELF		
Other Person		
SENSES or INTUITION	<u>Realistic, Detailed (S)</u>	<u>Intuitive, Big Picture (N)</u>
YOURSELF		
Other Person		
DEFAULT THOUGHT PROCESS	<u>Thinking (T)</u>	<u>Feeling (F)</u>
YOURSELF		
Other Person		
DECISION PREFERENCE	<u>Closure (J)</u>	<u>Open ended (P)</u>
YOURSELF		
Other Person		

These Personal Preferences are based on the Myers Briggs Type Inventory (MBTI). The phrases were changed to reflect common-usage language. The red letters are the MBTI designations.

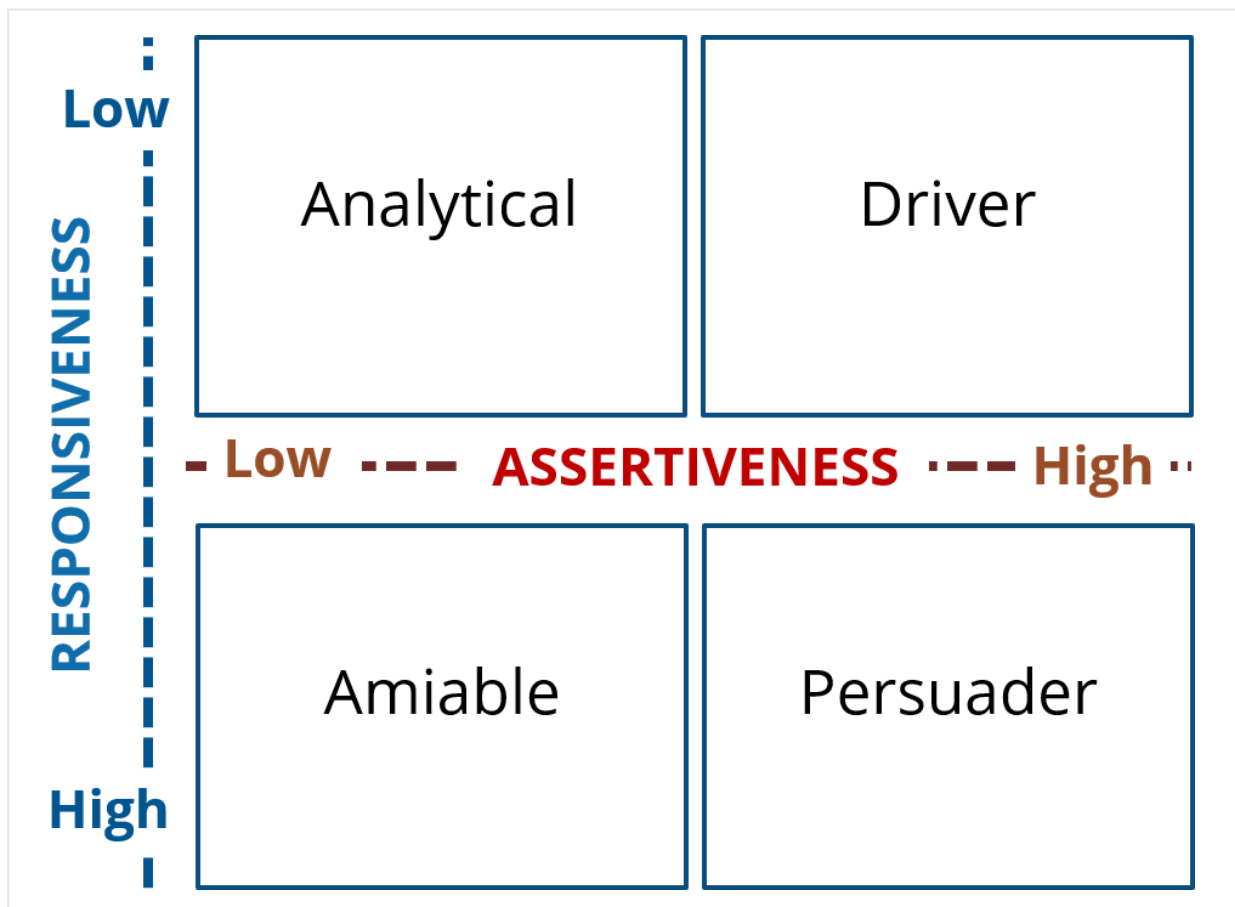
BEHAVIORAL STYLES

After hearing about all four of the behavioral styles...

Mark a dot in the box that you think most represents your own behavioral style. Place the dot within the box based on how close or far you are from the other styles.

Do the same for any other person in a personal or work relationship with you. Note where your own dot is in relation to the other person's.

You can get insight into the dynamics in a team, family, or other group by placing a dot for each member of the group.



Recommended book to learn more about Behavioral Styles:

Personal Styles & Effective Performance by Merrill & Reid, 1981

COMMUNICATION STYLES

These two communication style types are most influenced by the culture where someone was raised. “Culture” is determined by your country, ethnic background, family, geographic area or even your neighborhood.

Having opposite communication style than someone else can easily cause misinterpretation of each other’s motives and meaning, misunderstandings, frustration and even hostility.

Interactive Style:

- High-Interactive Communication – People speak over each other without it necessarily being considered interruptive.
- Low-Interactive Communication – People wait until someone else is finished speaking before they speak. Only one person speaks at a time, even in casual conversation.

Direct vs Indirect Style:

How directly you’re accustomed to speaking depends on whether you were raised in an “Ask” or “Guess” culture.

- Direct (“Ask” Culture) – People make direct statements of their needs and ask direct questions. There’s not necessarily an expectation that the answer will be “yes.”
- Indirect (“Guess” Culture) – People only ask or make requests when they think the answer will be yes. They make their needs known only indirectly and expect the other person will pick up on subtle cues. They might phrase their expectations in the form of a question rather than a statement.

For each of the two style types below, note which style you have, compared to another person’s where you’ve experienced some friction in communication.

COMMUNICATION STYLE	High Interactive	Low Interactive	Direct / Ask	Indirect / Guess
YOURSELF				
Other Person				

WEBINAR REFERENCES:

Myers Briggs Type Inventory – Simple explanation of MBTI types: “How the Myers-Briggs Type Inventory Works” <https://www.verywellmind.com/the-myers-briggs-type-indicator-2795583#:~:text=The%20Myers%2DBriggs%20Personality%20Type,Jung's%20theory%20of%20personality%20types>

.

Behavioral Styles - Personal Styles & Effective Performance Book by Merrill & Reid, 1981

Ask vs Guess Culture –

- Mary Robinette on Tiktok:
https://www.tiktok.com/@maryrobinettekawal/video/7099897861491412270?is_from_webapp=v1&item_id=7099897861491412270&lang=en
- *The Atlantic* – “Askers’ vs ‘Guessers’” by Alex Eichler– May 12, 2010
<https://www.theatlantic.com/national/archive/2010/05/askers-vs-guessers/340891/>

The Negativity Effect - *The Atlantic* – “How Negativity Can Kill a Relationship” by [John Tierney](#) and [Roy F. Baumeister](#) – Jan. 9, 2020
<https://www.theatlantic.com/family/archive/2020/01/negativity-can-ruin-relationships/604597/>

ADHD Type of Intelligence – *Medium.com* – “The Intensity of Being Bright: Why Rare Intelligence Makes Relationships Hard” -by Christina Lane– April 25, 2025
<https://medium.com/@christinalanecoaching/the-intensity-of-being-bright-why-rare-intelligence-makes-relationships-hard-and-how-embodiment-f9db67d4168d>