**More About Communication Styles**

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During registration for the Mentorship Program, most of you completed a Communication Style Assessment. The purpose of this assessment is to help you better communicate with each other. Author and speaker, David Mitchell, has taught us how to understand the nuances of each style in order to more effectively build relationships. Here are some tips for utilizing the results of your assessments.

**The Power of Understanding People**

We highly recommend reading this book authored by David Mitchell. It is available for purchase on Amazon. It is a quick and easy read which will help you throughout this program, and in daily interactions with colleagues and family members.

**Romantics**

Need appreciation. Relationships are built on likability. Values honest, fairness, compassion, trustworthiness, and loyalty.

**Tips for mentoring a Romantic:** Care about them and take a personal interest in their life, both professionally and personally.

**Tips for being mentored by a Romantic:** A genuine smile will go a long way. Using their name is critical. Show appreciation for their time and expertise.

**Best Friend (Romantic/Expert):** If you need a shoulder to cry on, the Best Friend is your person.

**Love Interest (Romantic/Mastermind):** Ready to let your hair down and have some fun? Call the Love Interest.

**Crusader (Romantic/Warrior):** The self-sacrificing hero accepting responsibility for other and the cause.

**Warriors**

Need excitement. Relationships are built on being new and different. Values creativity, passion, self-motivation, resiliency, and enthusiasm.

**Tips for mentoring a Warrior:** Be open to and consider their ideas and also assign new and special projects from time to time.

**Tips for being mentored by a Warrior:** Show results! Speedy progress towards your goals will impress the warrior.

**Hired Gun (Warrior/Romantic):** If you want something done without creating hard feelings, give it to the Hired Gun.

**Power Broker (Warrior/Mastermind):** A force of nature who understands the vision and has a strategy for realizing it.

**Sage (Warrior/Expert):** The system works; trust the system. The Sage has a system.

**Experts**

Needs security. Relationships are built on dependability. Values consistency, intelligence, knowledge, accuracy, and experience.

**Tips for mentoring an Expert:** Provide thorough training and a well-designed work structure and consistently apply policies and procedures.

**Tips for being mentored by an Expert:** Listen carefully. It is important to them that you understand the whole story. Everything you say is an implied promise.

**Voice of Reason (Expert/Romantic):** The steady Eddie who shows his or her compassion by teaching the correct way to avoid mistakes.

**Specialist (Expert/Warrior):** Perfection. No surprises. They like right and on time.

**Detective (Expert/Mastermind):** Brilliant or loopy? Yes. The Detective can be either and both, but don’t dismiss a Detective’s ideas no matter how offbeat.

**Masterminds**

Needs independence. Relationships are built on efficiency. Values drive, confidence, common sense, productivity, and persuasiveness.

**Tips for mentoring a Mastermind:** Provide clear goals and allow freedom to pursue results without excessive management.

**Tips for being mentored by a Mastermind:** Indulge their ideas, and give each one consideration regardless of their feasibility. Be wary of telling them no, instead offer two or three options that you *can* achieve.

**Eccentric (Mastermind/Expert):** The savvy crisis manager, the Eccentric can make the unreal become real. Marketing genius and ‘nuttier than an elephant burp.”

**Social Reformer (Expert/Romantic):** I have a dream! And it will benefit the people.

**Adventurer (Expert/Warrior):** Boldy go where no man has gone before.