Communication Preference Profile Workshop

Presented to ABA LRIS
by
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In order to become more effective leaders
Need even more effective communication skills
1,000 computations
11 decisions
Top Five Research Trends

1. Amy Cuddy: Harvard, *Power Poses*

Top Five Research Trends

2. Brene Brown, U. of Houston, *Vulnerability*
Top Five Research Trends

3. Matthew Leiberman, UCLA, *Social*

4. Adam Galinsky, Columbia, *Power Amplification*
Top Five Research Trends

5. Johnston and Reed, Loyola U.,

*Team Listening Environment*

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**Team Listening Environment (TLE) Scale**

1. The other group members genuinely want to hear my point of view.
2. The other group members show me that they understood what I say.
3. The other group members listen to what I say.
4. The other group members understood me.
5. The other group members seem attentive to what others have to say.
6. The other group members pay attention to me.

Are your communication habits helping or hurting?
Communication Preference Profile

1. I focus my attention on the other person’s feelings when communicating with them. 1 2 3 4 5
2. When communicating with others, I quickly notice their mood. 1 2 3 4 5
3. When communicating with others, I become overly involved. 1 2 3 4 5
4. When communicating with others, I try to find common areas of interest. 1 2 3 4 5
5. I nod my head and make eye contact when others are talking. 1 2 3 4 5
6. I am frustrated when others don’t present their ideas in an orderly, efficient way. 1 2 3 4 5
7. When communicating with others, I focus on the inconsistencies and errors in the message. 1 2 3 4 5
8. I jump ahead and finish the thoughts of others when I’m communicating. 1 2 3 4 5
9. I am impatient with people who ramble on during conversations. 1 2 3 4 5
10. I ask questions to help speakers get to the point more quickly. 1 2 3 4 5
11. I wait until all the facts are presented before I form an opinion. 1 2 3 4 5
12. I prefer to talk about technical information. 1 2 3 4 5
13. I prefer to talk about facts and evidence. 1 2 3 4 5
14. I like the challenge of communicating complex information. 1 2 3 4 5
15. I ask questions to probe for additional information. 1 2 3 4 5
16. I like to communicate electronically vs. face-to-face. 1 2 3 4 5
17. I like not to communicate face-to-face. 1 2 3 4 5
18. I like to communicate on my phone. 1 2 3 4 5
19. I like not to leave my office (or house) and email or text my coworkers (or friends). 1 2 3 4 5
20. I like to use electronic devices to communicate with people. 1 2 3 4 5
Relationship-Oriented

People

Results-Oriented

Action
Content

Information-Oriented

Technology

Efficiency-Oriented
Quotes from People Communicators:

“Let us talk”
“Don’t be negative”
“It’s all about Relationships”
When speaking and writing, People Communicators

Tell Great Stories
Establish Cx with Audience
Have strong body language

Quotes from Action Communicators

“Get to the decision”
“Reduce length of meetings & emails”
“No excuses!”
When speaking and writing, Action Communicators

Organize info well
Stick to time limits
Use effective Bullets

Quotes from Content Communicators:

“Give us the info, just the facts”
“Prepare; do your homework”
“Don’t waste time!”
When speaking and writing, Content Communicators

Conduct thorough research
Use Data effectively
Can be wordy

Quotes from Technology Communicators:
“Be direct”
“Be efficient”
“Be timely”
When speaking and writing, Technology Communicators:

- Are efficient
- Get to the point
- Create goodlooking slides