

# COMMUNICATION STYLE ASSESSMENT REFLECTION



Strong relationships and teamwork start with effective communication. This assessment reflection form is designed to help explore your communication style assessment results, deepen your self-awareness, and provide opportunities to learn from different perspectives and grow through meaningful conversation.

## YOUR COMMUNICATION STYLE RESULTS

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## INDIVIDUAL REFLECTION QUESTIONS FOR SELF ASSESSMENT

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- Do you agree with the results? Why or why not?
- What aspects of your communication style do you recognize in yourself?
- Was there anything in the results that surprised you?
- What are the strengths of your communication style?
- In what situations does your style serve you the best?
- What challenges or misunderstandings might occur from your communication approach?
- How do you typically respond when communication becomes tense or breaks down?
- How do you adjust your communication based on who you're speaking with?
- How does your style impact collaboration or conflict situations?
- When has your style helped you connect with others?
- When has your style created misunderstanding?
- What is one area in communication you'd like to strengthen?
- What's one thing you can do to improve how you connect with others with different communication styles?

## TEAM MEMBERS COMMUNICATION STYLE RESULTS

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Documenting the communication style results of your direct manager, senior leaders, peers, direct reports, and other key individuals will provide a deeper understanding of each person.

TEAM MEMBERS RESULTS

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## GROUP DISCUSSION QUESTIONS \_\_\_\_\_

- Did anything about your results surprise you or confirm what you already knew?
- Can you think of a recent situation where your communication style really showed up? In a good or bad way.
- How do you think your style affects how people interact with you at work or in group settings?
- What happens when your style meets someone who communicates differently?
- What communication habits/styles of others do you admire?
- How do different styles benefit a team? What challenges may occur with different styles?
- What's one area you'd like to grow in based on your results and discussion?

## MANAGEMENT LENS GROUP DISCUSSION QUESTIONS \_\_\_\_\_

Note: Management lens questions should be discussed when someone has people management responsibilities.

- How impactful is your communication style when looking at your teams engagement and productivity? Do you have examples of when it cause things to go great and created issues?
- How are you adjusting your communication style for each team member?
- How has your communication style affected conflict and decision making?
- How is your communication style impacting psychological safety? What about trust?
- What parts of your communication style can you strengthen to better lead and support your team? What about your organization?

## POST GROUP DISCUSSION REFLECTION QUESTIONS \_\_\_\_\_

- What is one insight I gained about my style from the discussion?
- Did hearing others' experiences or styles shift how I viewed mine or others?
- What strengths in my communication do I want to bring out more?
- What styles or mindsets do I want to be more respectful and mindful of moving forward?
- How can I create space for more effective communication in my work?

