

Workplace Communication Language Quiz Result

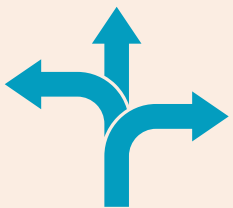
You Speak the Language of

CHANGE



What You Value:

Autonomy, variety, and innovation.



How You Make Decisions:

You enjoy finding creative solutions to problems and are comfortable with ambiguity.

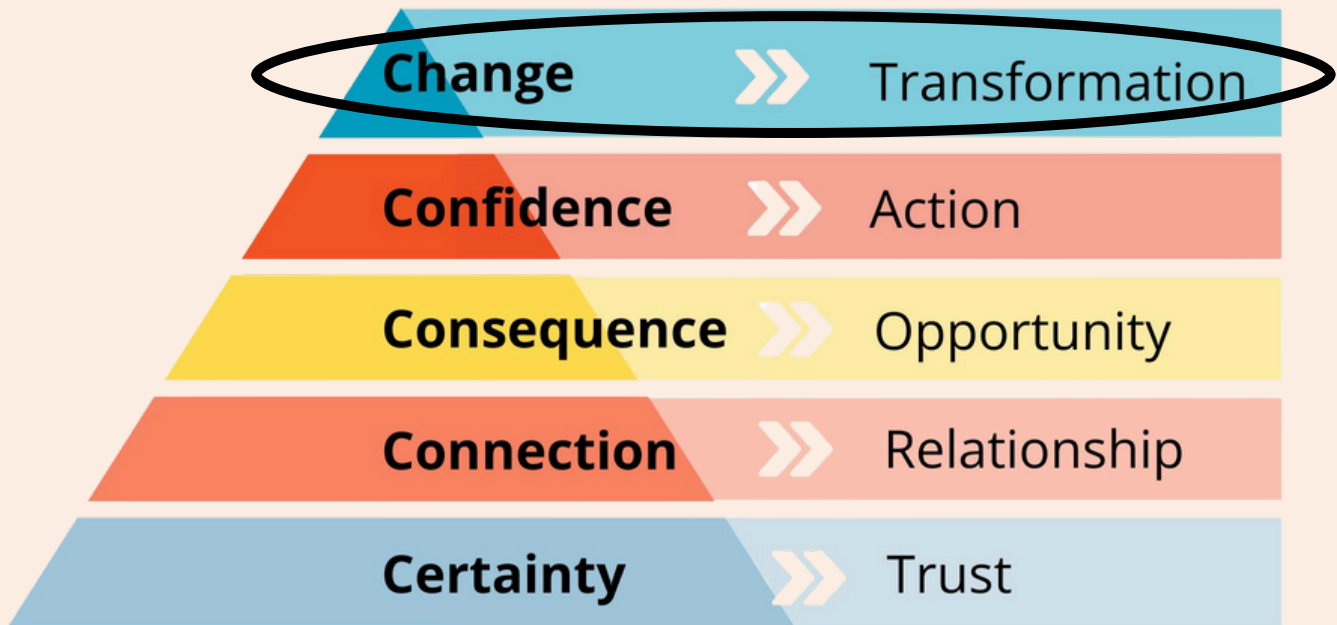


How You Communicate:

Your communication is possibility-centric, preferring to explore multiple options rather than following established paths.



Your Speak to Lead E-book Excerpt



Workplace Communication Language: **CHANGE**

- Prefers autonomy and variety.
- Likes to be challenged and to solve something in a new and innovative way.
- Instead of opting for the tried and true, they love to brainstorm new ways of solving old problems.
- Are comfortable with ambiguity and embrace change and the new.
- People would describe them as spontaneous, adaptable, creative, independent, and bold.

**Your intention when
speaking this
language is to
facilitate
TRANSFORMATION.**



Your Communication Do's and Don'ts

Language of Change

Communication Do's

1. **Do** make time in your meeting to let them brainstorm ideas and next steps, and to collect and edit the best ones.
2. **Do** give them autonomy to come up with their own solutions and decision-making to solve their problems or achieve their goals.
3. **Do** present ideas, insights, and solutions that are new, fresh, and cutting-edge.
4. **Do** provide a sounding board for them to validate their ideas and next steps.
5. **Do** focus your conversation on the change and new possibility that taking this next step will create for them.

Communication Don'ts

1. **Don't** rely on solving their problems with past tried-and-true methods. They prefer trying something new that hasn't been done before.
2. **Don't** limit ideas, possibilities, or ways to solve their problems or achieve their goals with one solution. They prefer variety and a chance to create their own custom solution.
3. **Don't** hold to a structured agenda during your meetings. You can have an outline, but always remember to give lots of freedom in the frame.
4. **Don't** move to action or decision-making too early. Be sure to give them time to flush out all possible ideas and solutions.
5. **Don't** demand a rigid process or meticulous plan. Be flexible, fluid, and make room to shift direction.



How You Best Add Value at Work

When your colleague speaks the Language of Change, they can get overpowered with too many ideas, action items, and solutions. This in turn leads them to try to do everything, leading to nothing changing. They are continually looking for the next big idea or change, which can hold them back from deciding on doing one thing and making something big happen in that area.

The highest value you can offer your colleagues is to provide them a place to explore, brainstorm, and dream of big ideas and new possibilities as they consider how to solve their problems, achieve their goals, honor a need, or fulfill a dream.

Using the Language of Change, you're giving them a place to imagine the ideal and create new ways of solving old problems.



Download the Speak to Lead E-book



Download Your E-book