

Welcome

Sharelle Lewis

Profile Code : M8-ZH-R8-N4-JT

Here is your

Personal Communication Profile and Report

(v4.1)

Analytical (facts)	Visionary (change)
Methodical (order)	Connected (people)

Compete	Collaborate
Avoid	Accommodate

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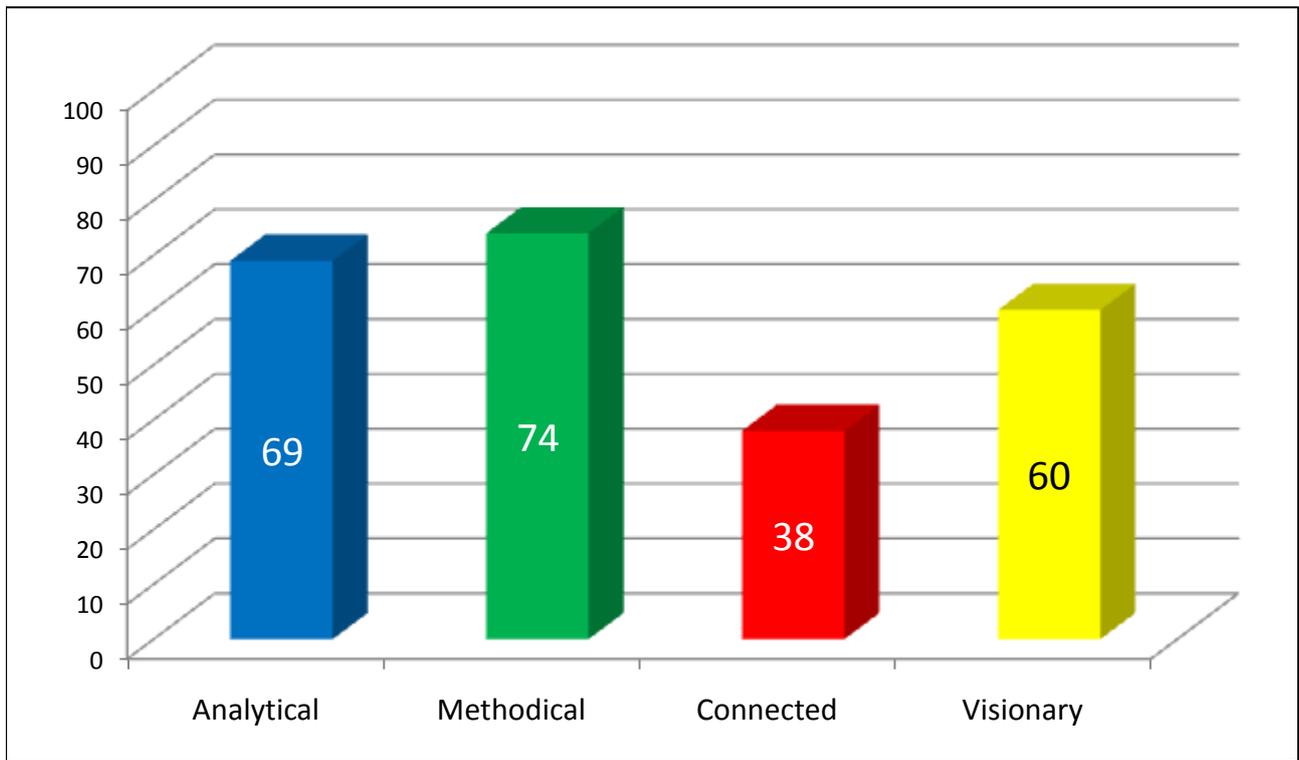
Date and time of this analysis : 13 January 2014

Your country : South Africa

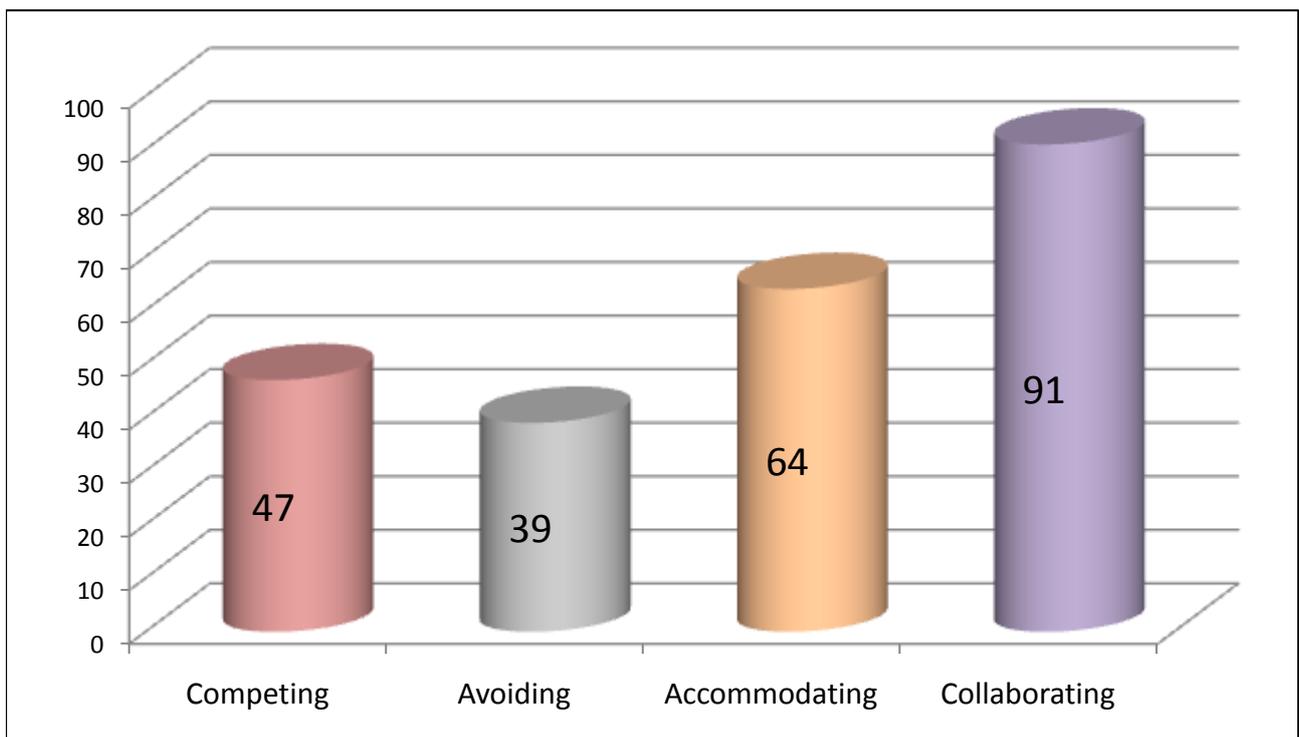
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1. YOUR SCORES

YOUR STYLE IN COMMUNICATION



YOUR BEHAVIOR IN COMMUNICATION



2. INTRODUCTION

**Communication shares information.
Effective communication builds supportive and trusted relationships.**

The focus of this profile is to improve effective communication. Communication is the sharing or exchanging of information, but to be effective an understanding of how people exchange information and how they would like to receive it is important. At the heart of this is an understanding of people as well as the understanding of self and in that being able to adapt your style and behavior of communication to speak the "communication language" of the other person, considering the specific situation.

We all know people (be it managers, sales consultants, project managers, team managers or any person that have to communicate) who know their subject well and that follow the correct procedures, but just don't make it in business and in communication. In reality these people are putting brakes on their effectiveness through inappropriate communication.

Efficient communication refers to getting sufficient as well as the correct information, regularly and timeously across to the relevant people, however

Effective communication is taking what you have to communicate and saying it in the right way to the person/people you are communicating with. The most effective way is speaking the "communication language" of the person or people you are dealing with and applying communication behavior that is appropriate given the circumstances.

This underpins the intention of this profile.

This comprehensive report consists of 6 sections, namely :

1. A summary of your scores (in both your communication style and communication behavior)
2. An introduction to the 2interact communication profile
3. A detailed summary of your preferred communication style
4. A detailed summary of your preferred behavior in communication
5. Integrating style and behavior in communication
6. Some background and summary

This report will give you the basis of what and how you communicate. When applied correctly it can make a difference in the effectiveness of your communication. With proper training, guidance and coaching you can experience excellent success.

Please feel free to pass the links provided at the end of this report to as many people as you wish to also do their profile. This profile is used also for team profiles as well as 1-on-1 profiles to improve on team effectiveness.

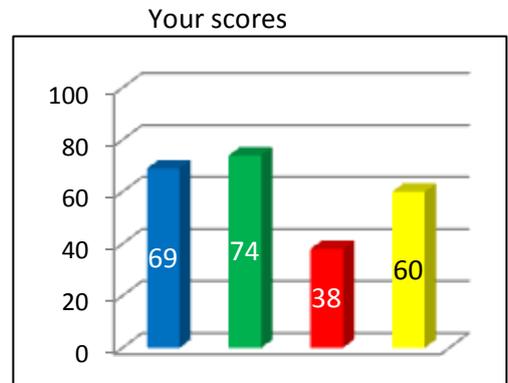
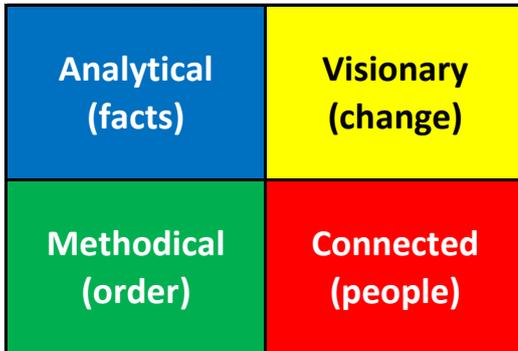
Take care

2. INTRODUCTION ... Continued

In this profile you have been measured in two areas, your style of communication and your behavior in communication. A quick introduction and your relevant scores follows.

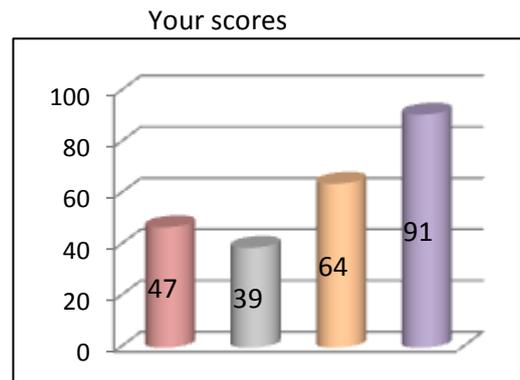
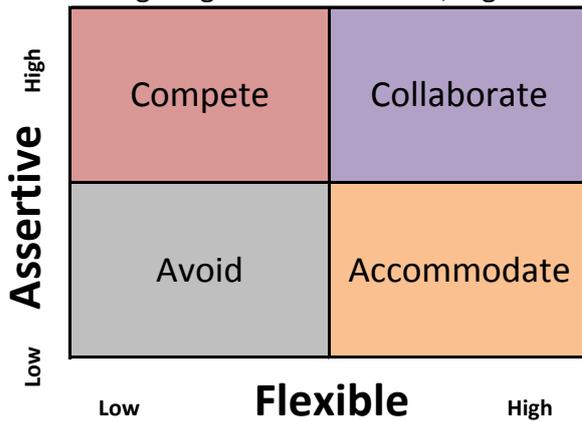
Our **Communication Style** refers to what we communicate, that is the way we communicate information. There are 4 communication styles, namely :

- Visionary – Big picture, Strategic, New Ideas
- Connected – Relationships, People, Emotions
- Analytical – Factual, Correctness, Analysis
- Methodical – Process, Method, To-do lists



Our **Communication Behavior** refers to how we communicate, that is how people might perceive us in communication. There are 4 communication behaviors, namely :

- Avoiding - lower assertiveness, lower flexibility
- Accommodating - lower assertiveness, higher flexibility
- Competing - higher assertiveness, lower flexibility
- Collaborating - higher assertiveness, higher flexibility



Some notes on understanding your profile :

1. This is not a psychological assessment, but a focus on aspects of your communication style and behavior and **especially how you might be perceived while communicating**. It shows tendencies that one might have and how they might affect one's communication.
2. All the descriptors might not be applicable to you, but the generic description should be.
3. Share your information as there is no right or wrong, but rather creating an ability for you and those around you to communicate more effectively.
4. **In some cases you might get contradictory statements. If you do get that it means that you do have preferences in 2 "opposing" areas. Pay attention to this as you might sometimes battle between making a decision on how to communicate.**

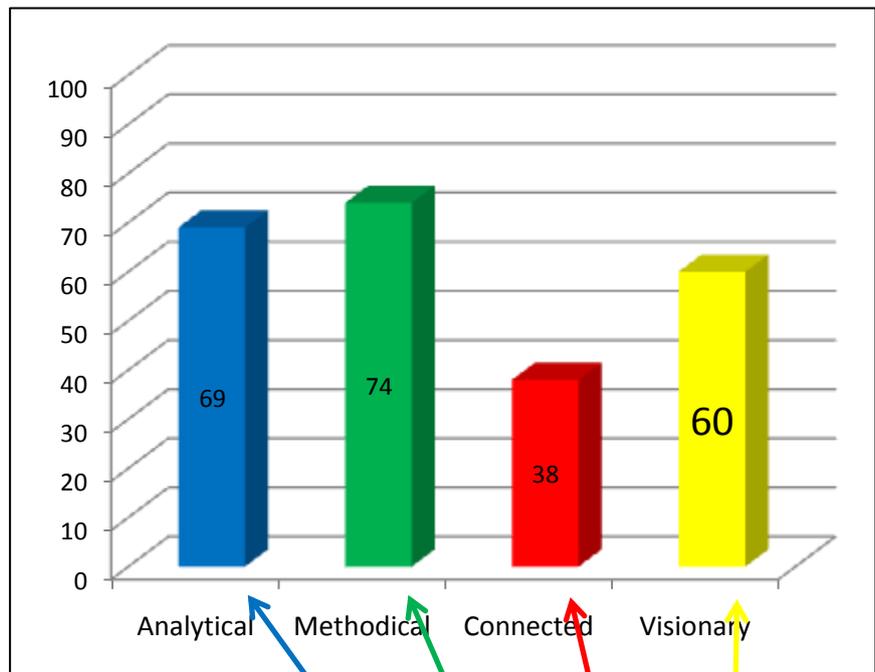
3. YOUR COMMUNICATION STYLE

The communication styles :

<p><u>Analytical</u> want all the facts and like to analyze them. Great for making decisions in a rational way through their attention to detail and facts, but they might analyze too much. When talking to them talk with logic and prepare your facts, but don't be too informal or unprepared on facts and don't create answers.</p>	<p><u>Visionary</u> are opportunistic, risk takers and enjoy new ideas. Great for change and outside the box thinking, but not always good on completing things. When talking to them talk about the future and the bigger picture, but don't be inflexible and don't play it too safe.</p>
<p><u>Methodical</u> want order and want to apply processes to most things they do. Great for finishing things, but they do not normally enjoy change. When talking to them talk each point to conclusion and stick to an agenda, but don't be disorganized or introduce too much change.</p>	<p><u>Connected</u> pay a lot of attention to relationships and are empathetic and sympathetic. Great for focusing on the people, but they might steer away from the objective facts or the process. When talking to them talk about people and family, be supportive and keep eye contact, but don't be insensitive to people.</p>

Your style summary

On the right is your profile as created from your questionnaire you did. Your preference is in the area with the highest score and your least preference is in the area with the lowest. There is no right or wrong as we all differ in the way we communicate, so please don't see this as being a limitation...in fact embrace it and rather make sure you pay attention to who the people are that you are dealing with.



Your preferences :



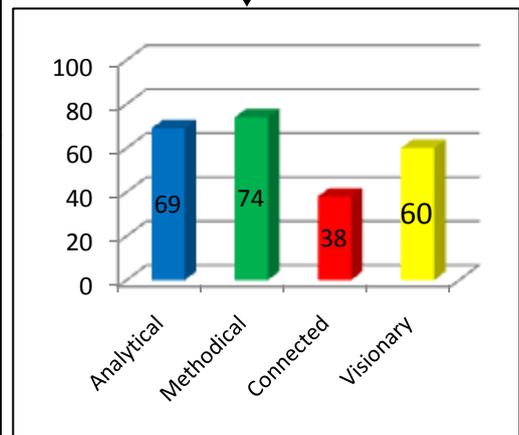
- Strong** - a highly preferred style and will dominate other styles. Tone this down.
- Moderate** - is a preference in your communication, but does not dominate other styles.
- Low** - is not your preferred style, but you don't mind doing it. Prepare slightly better.
- Very Low** - you try to steer away from. You need to prepare very well in this style.

3. YOUR COMMUNICATION STYLE ... Continued

Some more descriptors about each style.

<p><u>Analytical</u> Exact Factual Critical Rational Realistic Can substantiate</p>	<p><u>Visionary</u> Imagine Speculate New Ideas Risk Taking Big Picture Future Thinking</p>
<p><u>Methodical</u> Order Reliable Structured Thorough Tried and Tested Plans and Methods</p>	<p><u>Connected</u> Emotional Sympathetic Team Player Supportive Approachable Feelings</p>

YOUR SCORES



Some background on the style of communication

Research done by Philip Vogel and Roger Sperry led to the understanding that our brain is divided into 2 specific hemispheres, namely left and right brain. These 2 hemispheres perform distinct functions from left being analytical and methodical to right being connected and visionary. And we all have preferences in these hemispheres.

Further research by Ned Herrmann, Kobus Neethling, Geil Browning, Priscilla Donovan and others extended the defining of the brain into also an upper brain and a lower brain, giving 4 distinct areas, namely upper left, upper right, lower left and lower right. These areas have been linked to further refine what happens in the brain.

Further research have shown that the above styles of thinking is correct, but that the linking to the brain should rather be seen as a metaphor.

Our experience and research shows that what others experience of us is not necessary our thinking or our personality BUT RATHER THE WAY WE COMMUNICATE. We use filters through life experiences to convey our messages.

The focus of this profile is communication and not personality or the way we think.

In this report the words **Visionary**, **Analytical**, **Connected** and **Methodical** will refer to the 4 communication preferences as defined above. The word Preference will refer to the results as calculated from the questionnaire you completed.

PLEASE NOTE - If you score low in an area it does not mean that you can't or will not communicate like that...it just means that your communication starts somewhere else. So if you are dealing with a person with a different preference then start in their preference if you want good communication.

3. YOUR COMMUNICATION STYLE ... Continued

Analytical	Visionary
Methodical	Connected

Analytical Moderate Preference



You have a moderate Preference as an Analytical communicator.

Major Implication

You normally analyze facts, decisions and information before acting. Being moderate means that this style of communication will not overwhelm your communication and that you can change, as appropriate, from this to another style without major effort.

Other Implications

You normally enjoy factual debate.

You have an above average need to know things, especially facts and/or figures.

You usually enjoy knowing that you have accomplished a measurable goal.

You are slightly irritated by vagueness, e.g. the other person not having the right facts.

You normally speak and reason with logic.

You normally know how things work.

How others could view you

Possible analysis paralysis as you check facts and figures.

Potential devil's advocate as you will try to find the flaws in most situations.

Maybe too much questioning as you might see things as right or wrong only.

How to deal with people that are also fairly strong Analytical

Make sure you do not fall in the paralysis by analysis trap with the other.

You need less preparation being Analytical as it normally comes naturally.

Limit the amount of factual and Analytical talk to give the other styles some attention.

How to deal with people that are less Analytical than you

Tone down slightly on how much you talk about facts, figures and being Analytical.

Before being Analytical address the other person in their Preference.

Draw pictures or tell stories to illustrate your facts, figures and logic.

Notes and development areas

Being a moderate Preference means you can manage this, so there is no major concern.

Convey messages and facts by telling stories, using drawings or showing it in a process.

Limit yourself in time when finding information or searching for facts.

Next time you have to present facts or figures, see if you can do it in less time.

You normally enjoy research, testing new ideas and measuring, e.g. quality control.

3. YOUR COMMUNICATION STYLE ... Continued

Analytical	Visionary
Methodical	Connected

Methodical Strong Preference



You have a strong Preference as a Methodical communicator.

Major Implication

You follow procedures and like to do things in an orderly way. There is a good chance that a lot of your communication is Methodical. You need to try to tone this down especially when you are dealing with people that might not be as Methodical as you.

Other Implications

- You enjoy planning tasks and using accepted methods to get things done.
- You stick to the rules and governance.
- You like people that you can rely on.
- You like order and method in any situation and enjoy organizing.
- You appreciate people who stick to plans or rules and could get uncomfortable if not.
- You get uncomfortable with too much change.

How others could view you

- As a perfectionist, being rigid and too controlling.
- You enjoy a stable environment with little change, unless with prior agreement.
- You need clear instructions and get anxious when things are not completed.

How to deal with people that are also fairly strong Methodical

- Don't be too rigid in your approach and give merit to the other's process.
- You need less preparation being Methodical as it comes fairly naturally.
- Quickly agree on the process to be followed and be more flexible.

How to deal with people that are less Methodical than you

- Tone down your need to be Methodical as you might be seen as rigid.
- Start the communication in the other person Preference before being Methodical.
- Show facts, tell stories or draw pictures to illustrate your process.

Notes and development areas

- Due to Methodical being a dominance you need to tone your Methodical thinking down.
- Focus on illustrating your process through drawings or telling stories.
- Limit yourself in following plans and processes.
- Next time you have a progress meeting do it in less time.
- You will enjoy creating plans and sticking to them, being on time and organizing.

3. YOUR COMMUNICATION STYLE ... Continued

Analytical	Visionary
Methodical	Connected

Connected
Very Low Preference



You have a very low Preference as a Connected communicator.

Major Implication

You normally do not prefer first dealing with people issue when communicating. You need to pay more attention to being Connected, e.g. how people feel and the impact on people, especially when you are dealing with very Connected people.

Other Implications

You might be uncomfortable dealing only with Connected issues.
You mostly focus on process and/or facts rather than feeling based issues.
You are sometimes uncomfortable with sharing too many ideas, and personal information.
You could find team building unnecessary and prefer working on your own.
You do not like people seeking affirmation from you or relying on you for their happiness.
You prefer people not invading your space.

How others could view you

Sometimes a bit cold and harsh as you might only deal with the Connected issues later.
Reserved and focused on the task or information at hand.
Not easily intimidated by emotional issues.

How to deal with people that are more Connected than you

Prepare and pay attention to the feelings of other people and make sure you do address it.
Make yourself approachable to other people if they have the need to discuss their issues.
Find out about the person you are dealing with and use that first in a positive discussion.

How to deal with people that are also fairly low Connected

Try to understand and open the communication in the other person's Preference.
Make sure you do prepare on the Connected issues as the two of you might neglect it.
Make sure to talk about the relationship and people issues.

Notes and development areas

Prepare well in terms of Connected and social issues otherwise you might neglect them.
Give more attention to the emotional issues of people and show more empathy and sympathy.
Start sharing information with people and find ways to help people.
Make sure you understand the strength of a team and become more of a team player.
You will be able to make objective decisions.

3. YOUR COMMUNICATION STYLE ... Continued

Analytical	Visionary
Methodical	Connected

Visionary Moderate Preference



You have a moderate Preference as a Visionary communicator.

Major Implication

You can innovate and experiment when it seems sensible to you. Having a moderate Preference means that this style will not overwhelm your communication and that you can change, as appropriate, from this to another style without major effort.

Other Implications

You enjoy some change and normally avoid too much structure.

You sometimes day dream and come up with new ideas.

You see the potential in many situations.

You like to take some risks and sometimes experiment, but do not really enjoy strict rules.

You usually do not like knowing what is going to happen - i.e. predictability.

You are sometimes bored with routine tasks or repeating the same thing.

How others could view you

You get bored fairly easily and are possibly busy with too many things.

Sometimes too impulsive as well as sometimes breaking rules.

You might be known to speculate.

How to deal with people that are also fairly Visionary

You could create a situation where speculation, new ideas and future dominate discussions.

Thought must be given to analyzing the ideas and understanding the risk.

Make sure you do understand the practical implementation of your ideas.

How to deal with people that are less Visionary than you

Try to tone down your Visionary side as you might be seen as being disorganized.

Prepare better on the potential risk of your ideas prior to communicating with the other.

Show facts supporting your ideas, tell stories to illustrate and demonstrate implementation.

Notes and development areas

Being a moderate Visionary Preference you can manage this, so there is no major concern.

You can mostly understand why and what change is required.

Limit yourself slightly thinking outside the box, taking risk and creating ideas.

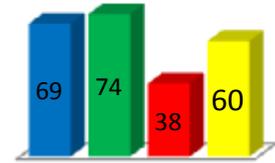
Pay a bit more attention to the practical implementation of your ideas.

You can take a lot of ideas and concepts and create the bigger picture.

3. YOUR COMMUNICATION STYLE ... Continued

Turn-offs of the different styles

One of the cornerstones of great communication is that we do not "turn people off" when talking to them. In the diagram below is a summary of what are the "turn-offs" of the different communication styles, e.g. when dealing with an Analytical person then make sure you have all your facts and that they are accurate. If you fail to do that there will be a break in communication.



<p><u>Analytical</u> Illogical Inaccuracy Too informal No real facts Too little facts No real numbers</p>	<p><u>Visionary</u> No risk Inflexible Repetition Little change Lack of creativity Too much detail/order</p>
<p><u>Methodical</u> Change No order Unreliable Breaking rules Lack of closure No clear agenda</p>	<p><u>Connected</u> Insensitive Impersonal No face-to-face Little interaction Critical of people Little eye contact</p>

Example of applying the profile

Applying the styles of communication is important in making sure that you speak to somebody in the most appropriate way. As an illustration the following 2 examples on what the receiver of the information wants to hear given their style.

Selling Computers

<p><u>Analytical</u> \$1,295 2.54Ghz Speed 250GB Disc Drive 15.1 inch screen</p>	<p><u>Visionary</u> State of the art Cool design Future ready Innovation</p>
<p><u>Methodical</u> 3year warranty 2year support Delivery time Service Process</p>	<p><u>Connected</u> Friendly people Personal help People love it Great for families</p>

Chat to a person often late for work

<p><u>Analytical</u> 4 times this month 7.5 hours wasted \$600 wasted \$7,200 for year</p>	<p><u>Visionary</u> Impact on future Will not achieve own goals Alternatives</p>
<p><u>Methodical</u> Company policy to start 9h00 Project impact Steps to address</p>	<p><u>Connected</u> Impact on team Potential impact on family Impact on others</p>

To really get value from making this style of communication practical you will have to create messages and practice it in your environment. A workshop, training, workshop, consulting or talk is the best way to achieve this. See our contact detail on the last page.

4. YOUR COMMUNICATION BEHAVIOR

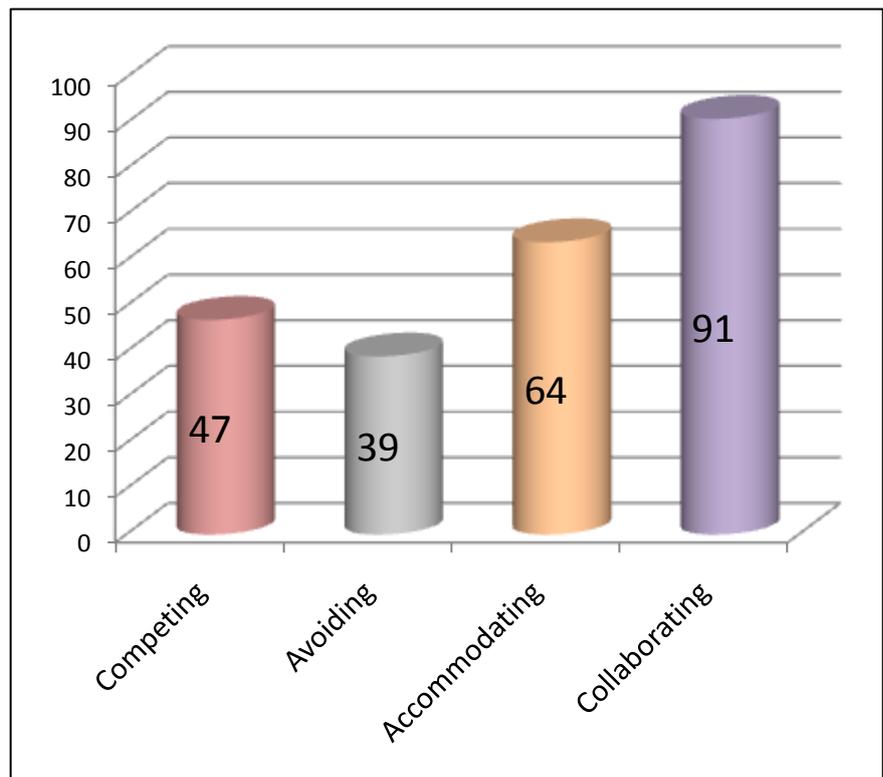
The communication behaviors :

Assertive	High	Competing communication generally refers to a tendency to want things to go your way. Good when needing to direct people, but not so good when the need is for an understanding of the other person's view.	Collaborating communication refers to the ability to take all views into consideration when communicating. Good for getting to a mutually agreeable situation, not so good when needing to set the tone or direction of communication.	
	Low	Avoiding communication refers to a tendency to rather not be involved in giving your opinion and hearing that of others. Good when the issue at hand is not important or trivial, but not so good when sharing of views is important.	Accommodating communication refers to a tendency to pay more attention and put more emphasis on the view of the other person. Good when harmony is required and you can let them have their view, but it reduces your impact.	
		Low	Flexible	High

Your behavior summary

On the right is your profile as created from your questionnaire that you did. Your preference is in the area with the highest score and your least preference is in the area with the lowest score.

There is no right or wrong, as we all differ in the way we communicate, but using the correct behavior in communication is important if you want to be effective.



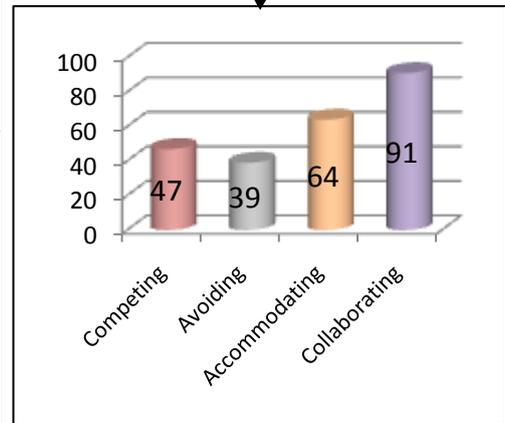
The highest score shows your natural behavior and the one that is second highest shows the behavior you will use as a second option. The lowest scoring you normally prefer not to do.

4. YOUR COMMUNICATION BEHAVIOR ... Continued

Some more descriptors about each style.

<p><u>Competing</u> My way Listen to me Directive Commanding</p>	<p><u>Collaborating</u> Our way Give-and-Take Your needs and mine Mutual benefit</p>
<p><u>Avoiding</u> Let us not discuss Not important Too sensitive to discuss Next topic</p>	<p><u>Accommodating</u> Your way I am listening Supportive Agreeing</p>

YOUR SCORES



Some background on the behavior

In addition to an individual’s style of communication being Analytical, Methodical, Visionary or Connected (or combinations of the above), individual behavior in communication can be described along the key dimensions of assertiveness and flexibility.

The level of **assertiveness** is determined by the extent to which the one's own interests are pursued. This can range between :

- High assertive – strong pursuit of own interests when dealing with others.
- Low assertive – the non-pursuit of own interests, that "fighting: for own desires.

The level of **flexibility** is determined by the extent to which the individual is willing to accept the view of others and change their own. This can range between :

- High flexibility – very willing to accept and change own view based on others' views.
- Low flexibility - not willing to change own view even if others have solid reasons.

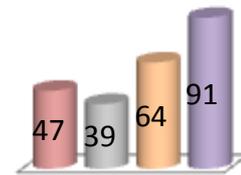
It is important to remember that there is no “right” or “wrong” behavior for effective communication. Any one of the 4 behaviors can be appropriate depending on the given situation, the issue at hand and the behavior of the individual/s you are communicating with. Regardless of your personal preference, it is possible to adapt accordingly to ensure the most beneficial outcome of the communication. Learning communication behavior other than that which you are most comfortable with, is a personal choice based on your willingness to adapt and motivation for effective communication.

In the style of communication we differentiated between strong, moderate, low and very low preference. Even though it is possible to apply it in behavior, people's behavior is dependent on so many factors and therefore we will only address your highest score with guidelines for the other areas.

4. YOUR COMMUNICATION BEHAVIOR ... Continued

Compete	Collaborate
Avoid	Accommodate

YOUR Collaborative Behavior



The following is a general description of your behavior. It is important to notice that your behavior is entirely dependent on the situation, the people involved, your state of mind and your own values and principles.

Please remember that there is no right or wrong. It is about understanding your own preference and understanding the behavior required for a given situation and adapting accordingly.

Also remember that people's natural behavior might not be the same when people are under stress and they might change to nearly an opposing behavior if things do not go their way. E.g. a competing person might change to an accommodating person if they just don't get their way. This could be a cause of major stress. Or even a collaborating person might become an avoiding person if they are dealing with a competitive person.

Therefore the best way to understand this is through workshops, training or coaching.

General description

High on assertiveness, high on flexibility.

You attempt to identify all issues and look for the underlying causes.

You are open to the insights of others and strive for mutual satisfaction.

You confront personal issues and try to find creative solutions.

Benefits and pitfalls

Your preference in behavior might have some great benefits, but at the same time have some specific pitfalls. The problem is that we mostly do not understand the impact of our behavior on other people and how they might experience us, from their own preference perspective. And also understand that your reality is not always the other person's reality as their behavior in communication is also how they receive information.

Main benefits of this behavior

Good for situations where the concerns of both parties should not be compromised.

The process enhances learning, encouraging the input of different perspectives.

A collaborative approach promotes commitment.

Main pitfalls of this behavior

Collaboration can be a time consuming process.

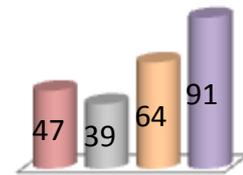
This approach is not appropriate where outcomes are predetermined by rules.

Collaboration is not appropriate when quick, vital decisions need to be made.

4. YOUR COMMUNICATION BEHAVIOR ... Continued

Compete	Collaborate
Avoid	Accommodate

**YOUR
Collaborative
Behavior**



Advice on behavior when communicating with the 4 behaviors

It is important to understand the most appropriate behavior to apply given your own preference. The following is some advice on how to deal with the other behaviors.

Avoiding (low on assertiveness, low on flexibility):

Spend time putting the avoiding person at ease.
Make sure that the individual knows that you want to consider his/her opinions.
Allow the person time to process what has been said, but set a deadline for feedback.

Accommodating (low on assertiveness, high on flexibility):

Make sure that the individual knows that you want to consider alternate views.
Encourage the accommodating person to share his/her honest opinion.
Actively listen to the other party and ask questions to encourage participation.

Competing (high on assertiveness, low on flexibility):

The competing person most often has his/her own best interest at heart.
Allow the person sufficient time to share opinions.
Encourage the competing individual to consider the bigger picture.

Collaborating (high on assertiveness, high on flexibility)

Communicating with the collaborative person can be hugely rewarding.
Make sure that your views of the best alternatives are consistent.
Be cautious that the process is not too time consuming, especially in urgent matters.

Advice on improvement for more effective communication

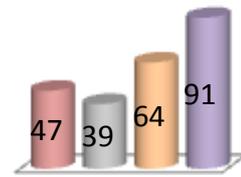
(The following is some advice on how to improve given your preference in communication)

Be aware of situations where collaboration is not the ideal behavior.
Collaboration can be a time consuming process and may delay important decisions.
You might need to adapt your communication behavior to align with the situation.
You may need to set your personal opinions aside for the sake of the “bigger picture”.
Encouraging a collaborative approach may require a great deal of persuasion.
Ensure that others understand your approach and desired outcome.
A collaborative outcome requires a mutually agreed upon goal.

4. YOUR COMMUNICATION BEHAVIOR ... Continued

Compete	Collaborate
Avoid	Accommodate

General Behavior Improvement



When to use each behavior

There are times when a specific behavior is more applicable than the other. It is important to identify those situations and apply the applicable behavior.

<p><u>Competing</u> Quick decisive action is necessary. Important unpopular communication is required. Vital issues on which you know you are right. Guarding against other competitive behavior.</p>	<p><u>Collaborating</u> When both sets of concerns are important. When there is a need to combine ideas. When there is a history of bad feeling. When there is strong commitment from both.</p>
<p><u>Avoiding</u> When an issue is trivial. When there is no chance of getting what you want. When you need to gather more information. When you need to think about the issue.</p>	<p><u>Accommodating</u> When you realize you are wrong. The issue is more important to the other person. When you need a future favor (credit). Allowing people to learn from mistakes.</p>

When not to use each behavior - (could be negative)

There are times when a specific behavior could have negative consequences. It is important to identify those situations and avoid using the incorrect behavior.

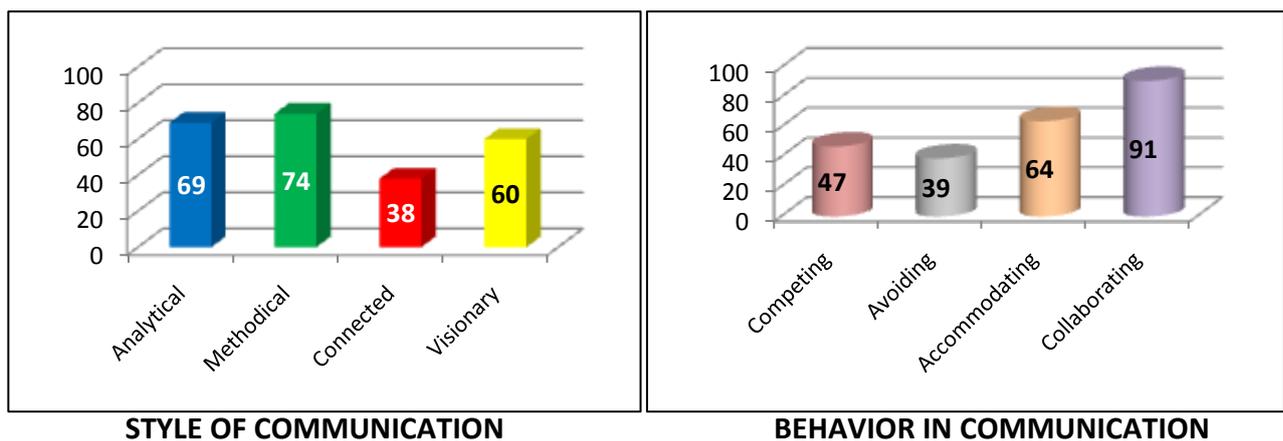
<p><u>Competing</u> You could change people to "yes people." Relationships could be damaged. Lack of commitment from others. More effort required later on forced stuff.</p>	<p><u>Collaborating</u> Too much time spent on insignificant issues. Ineffective decisions trying to satisfy all. Unfounded assumptions about trust. No one completely satisfied.</p>
<p><u>Avoiding</u> Unresolved issues or decisions made by default. Hostility due to disagreement with decisions. Creative input lost. Lack of credibility.</p>	<p><u>Accommodating</u> Decreased influence. Frustration as own needs are not met. Self-esteem undermined. Best solution may be lost.</p>

Your behavior in communication can make or break communication if you apply your preference to the wrong person or to the wrong situation. To internalise this a workshop, training or coaching is the best approach to take. Our contact detail is on the last page.

5. INTEGRATING STYLE AND BEHAVIOR IN COMMUNICATION

This section integrates the style of communication with the behavior of communication. Even though one can give advice on this it is important to notice that we all have different styles and different behaviors and that the combinations are endless. This section therefore purely focus on very high-level comments. To improve on anything in communication you will have to look at the advice in the style as well as the behavior individually and use the advice appropriately.

Below your scores in the different areas.



Your Collaborating Methodical communication preference comments :

You generally follow procedures and plans and are willing to share them.

And you are willing to stand up for your plans or procedures if necessary.

Good for listening to the plans, rules and procedures of others.

Good at addressing why a plan or procedure is not being followed.

You generally know when to stand up for your rules, plans and procedures.

You will normally change your rules, plans and procedures if it makes sense.

You could spend too much time in discussion.

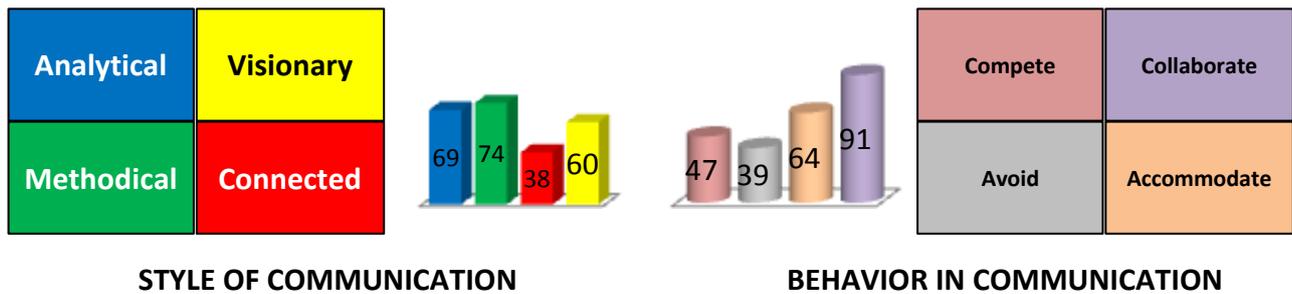
When plans are important you will assert yourself.

Understand well when Methodical is good and when not - refer to the style section.

Understand well when collaborating is good and when not - refer to the behavior section.

Please note that the above are potential perceptions that people could have of you. They might not all be correct, but the general perception is what you need to pay attention to. It is also just a reflection of your highest preference in your style of communication combined with your highest preference in your behavior in communication. You also need to pay attention to other lower scoring preferences.

6. SOME BACKGROUND AND SUMMARY



STYLE OF COMMUNICATION

BEHAVIOR IN COMMUNICATION

Above is a summary of your profile report. You were assessed in two areas of communication, namely your style and your behavior in communication.

Background to this communication profile

1. Roger Sperry - Roger Sperry was awarded the Nobel prize in 1981 for his research on the 2 hemispheres of the human brain. The left hemisphere performs factual, Analytical and Methodical functions and the right hemisphere performs Visionary and emotional functions.
2. Carl Jung - Carl Jung defined 4 psychological types of thinking, namely, Thinking (Analytical, facts), Feeling (humane, personal), Sensation (practical, order) and Intuition (future, imaginative).
3. Ned Herrmann, Kobus Neethling, Geil Browning - This metaphoric model is primarily based on the left and right brain model as well as the neocortex and limbic parts of the brain giving 4 quadrants.
4. Kenneth W.Thomas and Ralph H. Kilmann defined the conflict style inventories.

APPLYING THE PROFILE

TRAINING AND WORKSHOPS BASED ON THE 2interact PROFILE

(Applying the profile on a practical level forms the basis of all the training and workshops. Better communication improves nearly everything. All the workshops and training are experiential based making the knowledge gained immediately applicable to your environment and situation.)

1. Psychology of Sales - Any person selling that wants to improve
2. Psychology of Communication - Any person that wants or needs to improve communication
3. Psychology of Team Communication - The absolute basis of a powerful team

Firstly we would like to thank you for completing this communication profile questionnaire.

INSPIRATIONAL TALK

(Organizations use the 2interact team for talks to inspire, inform and teach communication principles.)
 Life is a pitch ... then you fly - Any audience that needs inspiration, It is all about how we say things and how we communicate. Great for making people aware of the value of communication.

To enquire on anything related to the above and the profile please email sarah@2interact.com .

Please help us with the research by asking as many people as possible to do their profiles which will also help them to get value from it. Simply ask them to go to www.2interact.com and do their profile.

Thank you and take care

The 2interact team

Excellence through communication! Get more people to do their profile by going to www.2interact.com.