



# John Example

Report

**Client**  
ixly ontwikkel/test

**Consultant**  
Example Advisor

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# Introduction

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## *Preface*

The Communication Styles Inventory (CSI) is a questionnaire developed by R.E. de Vries and A. Bakker-Pieper, affiliated with the Vrije Universiteit Amsterdam. The CSI measures the following six communication styles:

- Expressive,
- Precise,
- Verbally Aggressive,
- Questioning,
- Emotional and
- Impression Focused.

This report gives feedback on the scores on the six communication styles as provided by you.

## **CAUTION**

Every test that is based on self-report has limitations. It is possible that you can not or will not describe your behavior, thoughts and feelings correctly. To get a more accurate measure of your communication styles, your self-report should be combined with reports of others who communicate with you regularly, such as family members, friends or colleagues, or with information obtained from behavioral observations.

## **Disclaimer and copyright**

In accordance with NIP guidelines, this report is valid for a maximum of two years as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The answers are compared to those given by a large group of other people. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

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# Your results

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## Precise

In comparison to others, you score **high** on the factor that relates to how **precise** you communicate. Your score on this factor consists of the average of your scores on the following scales:

In comparison to others, you score **average** on the scale that concerns the extent to which you communicate **thoughtfully**. This scale measures the extent to which someone communicates in a deliberate manner. A low score indicates that someone does not always think properly before (s)he says something and that (s)he often reacts thoughtlessly. A high score indicates that someone chooses his/her words carefully and provides well-considered answers.

In comparison to others, you score **high** on the scale that concerns the extent to which you communicate **concisely**. This scale concerns the amount of words someone uses in order to make a point or to clarify something. A low score indicates that someone is often long-winded and needs a lot of words to explain something. A high score means that someone needs only a few words to convey a message or to make something clear.

You score **high** in comparison to others on the scale that concerns the extent to which you communicate in a **structured** way. This scale measures the extent to which someone communicates in a logical and structured manner. A low score indicates that someone usually finds it hard to tell a coherent story. A high score means that someone usually tells a clear story that is logically consistent.

You score **average** in comparison to others on the scale that concerns the extent to which you communicate **substantively**. This scale measures the extent to which someone tends to discuss substantive matters. A low score indicates that someone often likes to just chat or just say or tell something. A high score indicates that someone tries to have meaningful conversations as much as possible.

## Expressive

In comparison to others, you score **high** on the factor that relates to how **expressive** you communicate. Your score on this factor consists of the average of your scores on the following scales:

You score **high** in comparison to others on the scale that concerns the extent to which you communicate **dominantly**. This scale measures the extent to which someone directs conversations and decides the topic of the conversation. A low score indicates that someone usually lets others determine the topic of conversation. A high score indicates that someone usually takes charge in a conversation and decides which topics will be discussed.

You score **high** in comparison to others on the scale that concerns the extent to which you use **humor** in communication. This scale measures the extent to which someone uses humor in groups. A low score indicates that someone does not often tell jokes or cheers up conversations with funny anecdotes. A high score indicates that someone often uses humor and therefore often forms the comic center of a group.

In comparison to others, you score **high** on the scale that concerns the extent to which you communicate **informally**. This scale measures the extent to which someone communicates distantly. A low score indicates that someone adopts a quite formal attitude and can communicate in a 'stiff' way. A high score indicates that someone interacts informally and casually with other people.

In comparison to others, you score **high** on the scale that relates to how **talkative** you communicate. This

scale measures the extent to which someone speaks up. A low score indicates that someone will not easily approach other people and generally does not talk a lot in company. A high score indicates that someone is an easy speaker and generally has a lot to tell.

## Impression Focused

In comparison to others, you score **average** on the factor that relates to how **impression focused** you communicate. Your score on this factor consists of the average of your scores on the following scales:

You score **average** in comparison to others on the scale that concerns the extent to which you communicate **charmingly**. This scale measures the extent to which someone uses his or her charm in order to get something done. A low score indicates that someone is not inclined to use his or her physical appearance in order to get something done. A high score indicates that someone may display flirting behavior in order to achieve something.

In comparison to others, you score **low** on the scale that concerns the extent to which you communicate **inscrutably**. This scale measures the extent to which someone does not show one's inner self/thoughts. A low score indicates that someone is open about feelings and thoughts that might be negatively viewed by others. A high score indicates that someone hides negative feelings and thoughts about others as much as possible.

In comparison to others, you score **average** on the scale that concerns the extent to which you communicate **concealingly**. This scale measures the extent to which someone has the tendency to keep incriminating information about oneself to oneself. A low score indicates that someone is inclined to tell everything, even when this would be harmful for him- or herself. A high score indicates that someone is inclined to selectively provide information whenever this is to his or her advantage.

In comparison to others, you score **average** on the scale that relates to how **flattering** you communicate. This scale measures the extent to which someone tries to be liked by someone when having a conversation. A low score indicates that someone does not seem to be focused on being liked by others in a conversation. A high score indicates that someone is consciously trying to say those things that others would like to hear in order to be judged positively.

## Questioning

In comparison to others, you score **very high** on the factor that relates to how **questioning** you communicate. Your score on this factor consists of the average of your scores on the following scales:

In comparison to others, you score **high** on the scale that concerns the extent to which you communicate **argumentatively**. This scale measures the extent to which someone is inclined to provoke discussions. A low score indicates that someone usually conforms to common standpoints and opinions. A high score indicates that someone is inclined to entice others in discussions by taking explicit positions and by expressing daring opinions and controversial statements.

In comparison to others, you score **high** on the scale that relates to how **philosophical** you communicate. This scale measures the extent to which someone discusses profound and essential matters. A low score indicates that someone does not often carry heavy or philosophical conversations or even deliberately avoids them. A high score indicates that someone's conversations often result in philosophical discussions about fundamental questions.

In comparison to others, you score **very high** on the scale that concerns the extent to which you communicate in an **unconventional** way. This scale measures the extent to which someone expresses oneself

unconventionally or originally. A low score indicates that conversations with such a person often follow a fixed and common pattern. A high score indicates that someone often expresses unusual thoughts, wild ideas or surprising points of view.

You score **very high** in comparison to others on the scale that concerns the extent to which you communicate in an **inquisitive** manner. This scale measures the extent to which someone continues to ask questions and keeps on searching for underlying motives. A low score indicates that someone is often quickly satisfied with answers and that (s)he does not often probe deeper into issues. A high score indicates that someone is inclined to cast doubt on conclusions and tries to find out more about the background of an issue.

## Verbally aggressive

In comparison to others, you score **very low** on the factor that relates to how **verbally aggressive** you communicate. Your score on this factor consists of the average of your scores on the following scales:

In comparison to others, you score **low** on the scale that concerns the extent to which you communicate **authoritatively**. This scale measures the extent to which someone communicates in a powerful or even coercive manner. A low score indicates that someone will generally not be inclined to give orders or impose something on someone. A high score indicates that someone can often communicate very powerfully and overpoweringly.

You score **very low** in comparison to others on the scale that concerns the extent to which you communicate **angrily**. This scale measures the extent to which someone is inclined to show irritation or anger. A low score indicates that someone will not quickly react touchily or irritably, even when (s)he is angry. A high score indicates that someone may be inclined to explode from anger when (s)he does not like something or when something does not go his or her way.

In comparison to others, you score **low** on the scale that relates to how **harsh** you communicate. This scale measures the extent to which someone takes other people's feelings into account in a conversation or a discussion. A low score indicates that in his or her communication, someone shows to have an eye for other people's feelings and will not easily hurt others. A high score indicates that someone is not noticeably taking other people's feelings into account in his or her communication, or sometimes will even deliberately humiliate others.

In comparison to others, you score **very high** on the scale that relates to how **supportive** you communicate. This scale measures the extent to which someone does or does not show interest in others. A high score indicates that someone takes the time for others and listens to others carefully. A low score indicates that someone is inclined to show relatively little understanding and respect for others and to summon little patience to listen to other people's problems.

## Emotional

In comparison to others, you score **average** on the factor that relates to how **emotional** you communicate. Your score on this factor consists of the average of your scores on the following scales:

You score **average** in comparison to others on the scale that concerns the extent to which you communicate in a **worrisome** way. This scale measures the extent to which someone displays worry. A low score indicates that someone does not readily express worries and does not easily show panic. A high score indicates that someone readily displays unease and frequently shows that (s)he is worried about something.

You score **low** in comparison to others on the scale that concerns the extent to which you communicate

**defensively.** This scale measures the extent to which someone has difficulties in dealing with critical remarks. A low score indicates that someone has little trouble with comments of others. A high score indicates that someone is visibly troubled by criticism and does not know how to respond adequately.

You score **average** in comparison to others on the scale that relates to how **tense** you communicate. This scale measures the extent to which someone shows tension. A low score indicates that someone communicates in a calm and relaxed manner even when (s)he has to present or speak in front of a group or under pressure. A high score indicates that someone is often noticeably tense when pressure is exerted on him or her.

In comparison to others, you score **average** on the scale that relates to how **sentimental** you communicate. This scale measures the extent to which someone shows that he or she sympathizes with others or is touched by memories or emotional situations. A low score indicates that someone is inclined to respond matter of factly and does not tend to be visibly emotional. A high score indicates that someone visibly sympathizes with others and has a tendency to be visibly touched by others' emotions.

# Graphical representation of your results

## Precise

Thoughtful

Concise

Structured

Substantive

## Expressive

Dominant

Humorous

Informal

Talkative

## Impression Focused

Charming

Inscrutable

Concealing

Flattering

## Questioning

Argumentative

Philosophical

Unconventional

Inquisitive

## Verbally Aggressive

Authoritarian

Angry

Harsh

Supportive

## Emotional

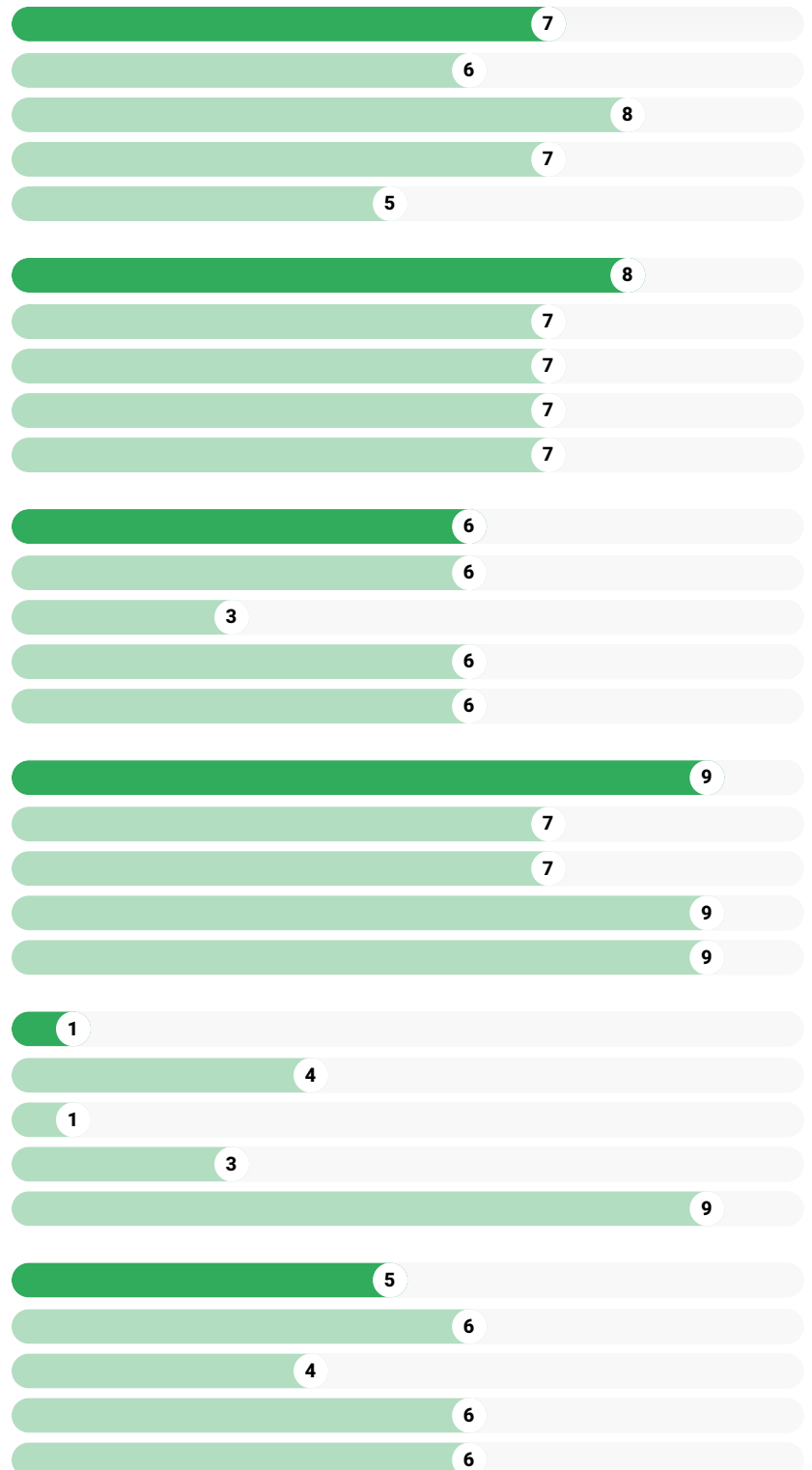
Worrisome

Defensive

Tense

Sentimental

Sten scores



# Interpretation of the scores

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This report contains a number of figures which we would like to explain. The graphic representation of the personality traits is shown in sten scores.

Sten scores have the following meanings:

<b>Sten</b>	<b>Meaning</b>
1	Far below average
2	Well below average
3	Below average
4	Just below average
5	Average
6	Average
7	Just above average
8	Above average
9	Well above average
10	Far above average

## **CAUTION!**

High scores are NOT by definition better, neither are lower scores. In interpreting your scores, use the textual description of your communication styles: this will give you give you substantive insights in what the CSI measures.