



## The Power of Understanding People

Name \_\_\_\_\_ Date \_\_\_\_\_

Below, there are 12 sections, each with 4 statements labeled “a”, “b”, “c”, and “d”. After you read statements a,b,c and d, choose the one that you like the best and put a “1” in the box next to the letter which matches that statement; put a “2” in the box of the statement you like the next best; a “3” in the next and a “4” in the one you like the least.

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|--|----|----|----|----|
| a. Your favorite restaurant or vacation spot |    |    |    |    |
| b. Family and/or friends                     |    |    |    |    |
| c. A new place or situation                  | a. | b. | c. | d. |
| d. A competitive and/or learning situation   |    |    |    |    |

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|------------------------------|----|----|----|----|
| a. A well structured company |    |    |    |    |
| b. A people oriented company |    |    |    |    |
| c. A creative company        | a. | b. | c. | d. |
| d. A fast growing company    |    |    |    |    |

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|--|----|----|----|----|
| a. A job or project that is well organized         |    |    |    |    |
| b. A job or project that benefits others           |    |    |    |    |
| c. A job or project that is different and exciting | a. | b. | c. | d. |
| d. A job or project that is mentally stimulating   |    |    |    |    |

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|---------------------------------|----|----|----|----|
| a. A dependable relationship    |    |    |    |    |
| b. A meaningful relationship    |    |    |    |    |
| c. An exciting relationships    | a. | b. | c. | d. |
| d. A respect based relationship |    |    |    |    |

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|---|----|----|----|----|
| a. Rewards based on quality                 |    |    |    |    |
| b. Rewards based on teamwork                |    |    |    |    |
| c. Rewards based upon originality of ideas  | a. | b. | c. | d. |
| d. Rewards based upon merit and achievement |    |    |    |    |

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|--------------------------|----|----|----|----|
| a. Feeling secure        |    |    |    |    |
| b. Being appreciated     |    |    |    |    |
| c. Something interesting | a. | b. | c. | d. |
| d. Being independent     |    |    |    |    |
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|-----------------------------------|----|----|----|----|
| a. A well played ball game        |    |    |    |    |
| b. A moving emotional experience  |    |    |    |    |
| c. A new and different experience | a. | b. | c. | d. |
| d. A competitive experience       |    |    |    |    |
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|---|----|----|----|----|
| a. A task that one can see or touch         |    |    |    |    |
| b. A task that makes one feel good          |    |    |    |    |
| c. A task that calls upon one's imagination | a. | b. | c. | d. |
| d. A task that requires logical reasoning   |    |    |    |    |
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|--------------------|----|----|----|----|
| a. Consistent work |    |    |    |    |
| b. Harmonious work |    |    |    |    |
| c. Changing work   | a. | b. | c. | d. |
| d. Efficient work  |    |    |    |    |
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|------------------------|----|----|----|----|
| a. Being accurate      |    |    |    |    |
| b. Being compassionate |    |    |    |    |
| c. Being innovative    | a. | b. | c. | d. |
| d. Being productive    |    |    |    |    |
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|----------------------------------|----|----|----|----|
| a. A meeting to discuss details  |    |    |    |    |
| b. A meeting to discuss feelings |    |    |    |    |
| c. A meeting to discuss ideas    | a. | b. | c. | d. |
| d. A meeting to discuss results  |    |    |    |    |
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|------------------------------|----|----|----|----|
| a. Knowing the directions    |    |    |    |    |
| b. Working with a great team |    |    |    |    |
| c. Discovering something new | a. | b. | c. | d. |
| d. Being done with a project |    |    |    |    |
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TOTAL	a. <input type="text"/>	b. <input type="text"/>	c. <input type="text"/>	d. <input type="text"/>
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When you are through ranking the items, add up all the numbers in the "a" column and total them at the bottom of the column. Then do the same for the "b", "c" and "d" columns. © Copyright 1997, 2004, 2013 the Leadership Difference, Inc.

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## Your Communication Style

Once you have completed the assessment, make note of your primary and secondary styles. The primary style is the letter you scored the LEAST points in. The secondary style is the letter you scored the second least points in. For example, if you scored A: 31, B: 26, C: 36, D: 27, your primary is B and secondary is D. Romantic/Warrior, or Crusader.

Below you will find more information about your score. Make note of the name of your style as you will need to input that during registration for the 2026 Women in Stone Mentorship Program.

### **Romantics (B)**

Need appreciation. Relationships are built on likability. Values honesty, fairness, compassion, trustworthiness, and loyalty.

**Best Friend (Romantic/Expert):** If you need a shoulder to cry on, the Best Friend is your person.

**Life of the Party (Romantic/Mastermind):** Ready to let your hair down and have some fun? Call the Life of the Party. Needs appreciation. A genuine smile will go a long way.

**Crusader (Romantic/Warrior):** The self-sacrificing hero accepting responsibility for other and the cause.

### **Warriors (D)**

Need excitement. Relationships are built on being new and different. Values creativity, passion, self-motivation, resiliency, and enthusiasm.

**Hired Gun (Warrior/Romantic):** If you want something done without creating hard feelings, give it to the Hired Gun.

**Power Broker (Warrior/Mastermind):** A force of nature who understands the vision and has a strategy for realizing it.

**Sage (Warrior/Expert):** The system works; trust the system. The Sage has a system.

### **Experts (A)**

Needs security. Relationships are built on dependability. Values consistency, intelligence, knowledge, accuracy, and experience.

**Voice of Reason (Expert/Romantic):** The steady Eddie who shows his or her compassion by teaching the correct way to avoid mistakes.

**Specialist (Expert/Warrior):** Perfection. No surprises. They like right and on time.

**Detective (Expert/Mastermind):** Brilliant or loopy? Yes. The Detective can be either and both, but don't dismiss a Detective's ideas no matter how offbeat.

## **Masterminds (C)**

Needs independence. Relationships are built on efficiency. Values drive, confidence, common sense, productivity, and persuasiveness.

**Eccentric (Mastermind/Expert):** The savvy crisis manager, the Eccentric can make the unreal become real. Marketing genius and ‘nuttier than an elephant burp.’”

**Social Reformer (Mastermind/Romantic):** I have a dream! And it will benefit the people.

**Adventurer (Mastermind/Warrior):** Boldly go where no man has gone before.

## **Book Recommendation: The Power of Understanding People**

We highly recommend reading this book authored by David Mitchell. It is available for purchase on Amazon. It is a quick and easy read which will help you throughout this program, and in daily interactions with colleagues and family members.

[Find book on Amazon.](#)

## **Webinar Recommendation: Being Resilient: The Power of Understanding People**

We invited David Mitchell to lead a webinar explaining his communication styles so that participants in our mentorship program would understand his assessments and how to use them to improve their success in this program. You can access the recording on demand in the Natural Stone University.

[Access webinar recording.](#)