

Sources of Potential Conflict Based on Communication Styles

Linears think Circulars can be:	Circulars think Linears can be:
<ul style="list-style-type: none"> • Vague • Disorganized • Evasive • Dishonest • Inefficient • Avoiding • Stupid • Disrespectful • Simple 	<ul style="list-style-type: none"> • Offensive • Abrupt • Insulting • Intrusive • Boring • Blundering • Rude • Shallow • Intense

Directors think Indirectors can be:	Indirectors think Directors can be:
<ul style="list-style-type: none"> • Vague • Ambiguous • Unfocused • Evasive • Wishy-washy • Disconnected • Too worried about tangential 	<ul style="list-style-type: none"> • Brutally honest • Impolite • Socially unskilled • Disrespectful • Inconsiderate • Too forward • Conceited

Low Contextualizers think High C's can be:	High Contextualizers think Low C's can be:
<ul style="list-style-type: none"> • Assuming • Aloof • Resistant • Vague • Inscrutable • Stupid • Simple-minded 	<ul style="list-style-type: none"> • Pushy • Condescending • Overly precise • Rigid • Stupid • Simple-minded • Passive-aggressive

Attachers think Detachers can be:	Detachers think Attachers can be:
<ul style="list-style-type: none"> • Cold • Distant • Impersonal • Indifferent • Snobby • Bureaucratic 	<ul style="list-style-type: none"> • Irrational • "In-your-face" • Intimidating • Too demonstrative • Guided by emotions • Biased

Intellectuals think Relationals can be:	Relationals think Intellectuals can be:
<ul style="list-style-type: none"> • Unscientific • Afraid of facts and "the truth" • Wishy-washy • Overly concerned about other people • Too sensitive • Open to bias 	<ul style="list-style-type: none"> • One dimensional (fact only) • Emotionless – dead • Cold • Distant • Removed from the "real" world • Disconnected to people

Procedurals think Personals can be:	Personals think Procedurals can be:
<ul style="list-style-type: none"> • Overly concerned about people • Too relative • Not grounded in "reality" • Too empathic • Unnecessarily complex • Insensitive to "needed" structure 	<ul style="list-style-type: none"> • Rigid • Robotic • Not very creative • Cold hearted • Unoriginal • Simplistic

Inspired by M. Paige, 1997. Summer Institute for Intercultural Communication, 1999 Kevin F. Gaw, Ph.D.