



HUMAN  
SERVICES  
DEPARTMENT



COMPLETING YOUR COMMUNICATION STYLE SURVEY

*INVESTING FOR TOMORROW, DELIVERING TODAY.*

# COMPLETING YOUR SURVEY

1. Your survey consists of 24 numbered boxes. Within each box are 4 words.
2. In the 'most' column, circle the letter associated to the word that is most closely aligned with your personality; then, in the 'least' column circle the letter associated to the word that is least aligned to your personality. (note: only circle one word in the most and least columns for each of the 24 boxes)
3. Follow this same process for all 24 boxes
4. Score your survey. The instructions to correctly score your survey are in the following slides.
5. Bring your survey and results to the presentation.

EXAMPLE	MOST	LEAST
Controlled	D	D
Traditional	N	O
Decisive	F	E
Talkative	P	P

# SCORING YOUR SURVEY



New Mexico Human Services Department  
OHR Training and Professional Development

## Lesson 1: Complete Your Survey

### Chapter 1 > Scoring Your Survey

Count all the E's you circled in the **MOST** column of your survey and enter that number here (**E-Most**).

Count all the E's you circled in the **Least** column of your survey and enter that number here (**E-Least**).

Subtract **E-Least** from E-Most and enter in Scoreboard (**E-Actual**).

**Scoreboard**

	Most	-	Least	=	Actual
<b>E</b>					
<b>P</b>					
<b>D</b>					
<b>O</b>					
<b>N</b>					
	24 Total		24 Total		

Repeat this process for the P's, D's, O's, and N's.

Notes

# SCORING YOUR SURVEY



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## Lesson 1: Complete Your Survey

### Chapter 1 > Checking Your Scores for Accuracy

The numbers under the **MOST** and **LEAST** columns on the **SCOREBOARD** should each total **24** when added.

- If they total **less than 24**, then you missed one or more.
- If they total **more than 24**, you probably counted a letter more than once.

	Most	-	Least	=	Actual
<b>E</b>	2		14		
<b>P</b>	12		1		
<b>D</b>	5		3		
<b>O</b>	2		4		
<b>N</b>	3		2		
	<b>24 Total</b>		<b>24 Total</b>		

Notes

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<b>O</b>	2		4		
<b>N</b>	3		2		
	<b>24 Total</b>		<b>24 Total</b>		

Notes

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## Lesson 1: Complete Your Survey

### Chapter 1 > Finding Your Actual Score

Subtract the number in the **Least** column from the number in the **Most** column and enter the result in the **Actual** column for each letter.

In the example below, **2 E's** were circled in the MOST column, and **14 E's** in the LEAST column.

**When you subtract 14 from 2, you get -12.** You should expect to have some negative numbers in the ACTUAL COLUMN.

	Most	-	Least	=	Actual
<b>E</b>	2		14		-12
<b>P</b>	12		1		+11
<b>D</b>	5		3		+2
<b>O</b>	2		4		-2
<b>N</b>	3		2		+1
	24 Total		24 Total		

Notes

# SCORING YOUR SURVEY



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## Lesson 1: Complete Your Survey

### Chapter 1 > Determine Your Bird Style

	Most	-	Least	=	Actual
<b>E</b> ✓	2		14		-12 ✓
<b>P</b>	12		1		+11
<b>D</b>	5		3		+2
<b>O</b>	2		4		-2
<b>N</b>	3		2		+1
	24 Total		24 Total		

Draw a line through the 'N' row. 'N' stands for NEUTRAL and is considered the control number. It is not a bird style.

Circle the **letter** associated with the **highest positive number** from the ACTUAL column. In the example above, the largest positive number is +11 so the 'P' is circled. This is your **PRIMARY** Bird Style.

Place a checkmark next to the letter with the **highest negative number**. In the example above, the highest negative number is -12, so you would place a checkmark next to the 'E'. This indicates the Bird Style that **you are least like**.

Notes

# SCORING YOUR SURVEY



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## Lesson 1: Complete Your Survey

Chapter 1 > Finished

You have successfully completed The Birds survey!

If your PRIMARY Bird Style was an:

**E – You are an EAGLE**

**P – You are a PEACOCK**

**D – You are a DOVE**

**O – You are an OWL**

If you had a tie for your primary Bird Style, you will determine which Bird Style you relate to most after you review the qualities of all Bird Style During the presentation



[Notes](#)



# BRING YOUR RESULTS TO YOUR TEAM MEETING

If you have questions or problems completing your survey, contact Lawrence Mirabal via MS Teams or by email at

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