

## The Communication Code

Using these Codes will help make sure you always send and receive the right message in your key relationships and communications.

### Key Points

Understanding your Communication tendencies will help you:

- Become more aware of how others perceive you and your communication.
- Lead yourself more effectively and be more intentional about using the right code in the right setting.
- Be more understood, appreciated, and valued for your ideas, thoughts, and communication.
- See which codes you often leave out of your communication and how that impacts others.
- Use these Codes to help clarify intent and desired type of feedback for both parties in a conversation.
- Set the context and clear expectations for meetings as well.

#### COMMUNICATION CODE



### Personal Reflection

Would the people on your team say that your communication style is more optimistic (i.e. encouraging, celebratory, and open to possibilities) or pessimistic (i.e. critical, analytical, and inflexible)? What are your default communication codes?

## **CRITIQUE** ▷ **INVITATION: I NEED YOU TO CRITIQUE MY WORK**

This means:

- Ask me the difficult questions.
- Do your due diligence.
- Tell me why it won't work.

## **COLLABORATE** ▷ **INVITATION: SHAPE THIS WITH ME**

This means:

- Share your wisdom.
- Let's build on this together.
- Help me get the best outcome.

## **CLARIFY** ▷ **INVITATION: CHECK THAT YOU UNDERSTAND**

This means

- Ask great questions.
- Have patience as I explain.
- Confirm what you've heard.

## **CARE** ▷ **INVITATION: CREATE A SAFE SPACE**

This means

- Be present and listen.
- Don't try to solve me.
- Don't judge me on what I say.

## **CELEBRATE** ▷ **INVITATION: CELEBRATE SUCCESS WITH ME**

This means

- Enjoy the moment.
- Recognize what has been achieved.
- Don't rush on too fast.

## Fundamentals

- **Perception is reality** when it comes to communication. Good intent doesn't matter if it's not heard on the other side of me.
- If people aren't experiencing you as a **Liberator**, effective communication is almost impossible.
- If you don't provide the **Communication Code** you have a 20% chance of a positive outcome.
- **Active Listening** is an essential part of cracking the Communication Code - **"Seek to understand before seeking to be understood."**

## Default Communication Codes: Rate your default codes (Rate them 1- 5)

- Why are each of the codes naturally easy or more difficult for you?
- Is it nature / nurture / choice?
- How does your Voice order play into your default communication codes?


 **CRITIQUE**

 **COLLABORATE**

 **CLARIFY**

 **CARE**

 **CELEBRATE**

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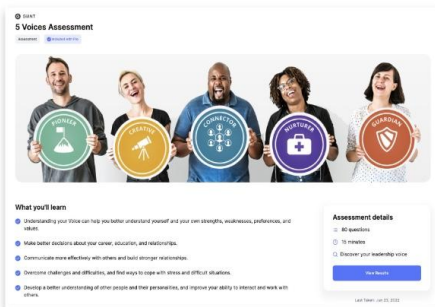
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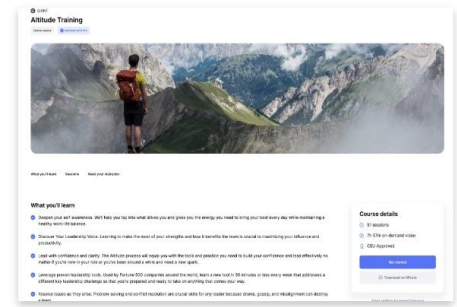
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