

Effective Communication

The dictionary defines communication as 'the imparting or exchange of information, ideas or feelings between two or more people'. In purely mechanical terms this transactional 'exchange' is a relatively easy task. However, whether the two or more parties have really communicated or increased their knowledge, or understanding as a result of communicating is far less certain. This step-by-step looks at the art of talking and listening – that is how communication can be orchestrated to create a positive two-way experience that can be of high mutual value. To help us look at this topic, we have used the four step model of **UNDERSTAND, CREATE, ADDRESS** and **NAVIGATE**, represented in the circles to the right. This should be easy to remember as the first letter of each word answers the question "What is capable of communicating highly effectively in the future?" **U-CAN!**

UNDERSTAND



Understand your style and your aims

CREATE



Create the right environment

ADDRESS



Deal with barriers

NAVIGATE



Steer your way to mutual understanding



UNDERSTAND

Your communication style

- Recognise that the way you communicate is often contrary to what you prefer to engage with other people
- Be aware that your values and beliefs, and the assumptions you make can be at odds with communication 'theory'
- Think about the emotional energy that you might bring to a conversation
- Appreciate that you have different communication styles for different goals



What is 'good' communication

- Recognise that 'good' communication happens when you get your ideas across to the other person and they are able to get their ideas across to you
- To help communication, you need to focus and concentrate on what you are trying to achieve
- Be clear and succinct in what you say, but remember to be fully engaged in listening as well



What is 'bad' communication

- 'Bad' communication happens when you hope too much on your own agenda and become often lost, tense and confused as well as
- Not listening, providing what will be said next and assuming what you will say in response and interrupting communication habits
- Letting your bias or ideas about a person shape the way you communicate with them, which creates a barrier to understanding



Your personal values and aims

- Understand that feelings of self-interest will often have a great impact on your ability to communicate effectively
- Aim to be confident enough to fully respect the opinions and feelings of others
- Be prepared to open yourself up to others' ideas – making differences and being curious
- Always know what's in it for you and the other person



CREATE

The right conversational climate



- Think about what you are trying to say and the tool and their comfortable environment to say it to
- Communicate at the right time and in a way that gets the person's attention
- Plan to allow the right amount of time for the conversation



Empathy and warmth



- Be open, honest and sincere – don't say anything that you don't mean
- Recognise and address, recognise and respond to feelings and points
- Listen with empathy and think that you are being understood
- Always put yourself in the other person's shoes and put them in the background and listen for your communication

ADDRESS

External inhibitors and barriers

- Create a comfortable environment which is suited to your communication – communication
- If the power or authority of your role might get in the way, take steps to minimise its effects
- Eliminate physical barriers like poor lighting, noise, phone and notes



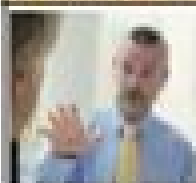
Personal inhibitors and barriers

- Minimise distractions by having a clear plan for the conversation and making this clear
- Deal with any language or culture issues in appropriate ways
- Listen to the conversation with interest – don't rush to fill any gaps, give people space to think and act
- Find ways to make yourself and you are not being selfish and that only your needs are being met



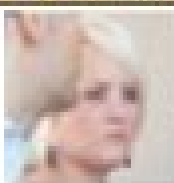
NAVIGATE

Verbal communication clues



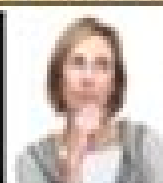
- Use the right type of language for the situation and for general clarity
- Don't rush to get too quickly – maintain an easy pace in conversation
- Ensure your tone of speech matches what you are saying
- Ask questions, don't just talk and 'tell'

Non-verbal communication clues



- Remember that we 'listen' with our eyes as well as our ears – use body language and the way we move our bodies to break a conversation
- Don't rely on assumptions about what's happening – read between the lines by watching carefully
- Fully appreciate how an individual often is by touch, proximity, status, etc. when communicating

Feedback and advice for the future



- On a regular basis, reflect on your successful and less successful communications and plan to improve
- Learn any useful habits from watching other effective communicators
- Go out of your way to offer personal communication improvements by being consistent and consistently building

Communication Effectiveness Profile Facilitators Guide

Janice W. McLean



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