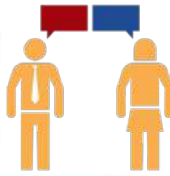


Adapt your communication style depending on the personality type of your colleague. Tailor your approach to conflict resolution in the workplace by reviewing the communication do's and don'ts by personality type.

Personality Type	Communication Do's	Communication Don'ts
Achiever	<ul style="list-style-type: none"> • Address conflict directly • State what you want clearly • Ask for help in solving the issue • Acknowledge differing opinions 	<ul style="list-style-type: none"> • - Compromise too easily • Be passive about improvements • Restrict important information • Dominate or control the conversation
Reliable	<ul style="list-style-type: none"> • Seek common ground • Emphasize shared good intentions • Invite their perspective • Express appreciation 	<ul style="list-style-type: none"> • Leave issues unspoken • End discussions prematurely • Assume silence means resolution • Accept quick agreement without probing
Curious	<ul style="list-style-type: none"> • Focus on facts and logic • Refer to data or evidence • Share clear desired outcomes • Ask for their specific goals 	<ul style="list-style-type: none"> • Use overly emotional language • Expect instant harmony • Criticize their methods harshly • Question their competence
Harmonious	<ul style="list-style-type: none"> • Keep the tone positive • Show optimism about resolution • Ask about ideal outcomes • Acknowledge feelings gently 	<ul style="list-style-type: none"> • Escalate debates unnecessarily • Rely only on logic without empathy • Dwell on past mistakes • Bring up a history of grievances



Curious what your personality type is in the workplace?

Take the personality type assessment in [Introduction to A.R.C.H. Personality Types in the Workplace.](#)

Looking to take the next step after the Introduction to A.R.C.H. training? Further your professional development in [Personality Types in the Workplace: Resolving Conflicts with A.R.C.H.](#)

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