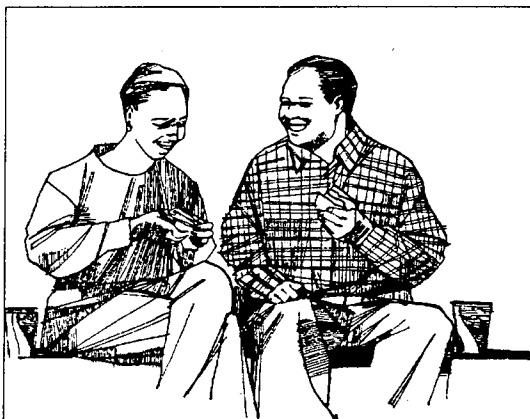


Spring Session - Year 4

Communicating More Effectively

During this session you will:

- ♦ *Identify personal communication style preferences*
- ♦ *Describe how communication styles influence the way people communicate with each other*
- ♦ *Identify ways to tailor approaches for different communication styles to improve group support and unity*



Review of Progress/Success

- ◆ What one-dish meals did you try during the last 3 months?
- ◆ What did you do to successfully handle some of your holiday challenges?

Increasing Group Support

You might be wondering how learning about communication styles is important to WHI. The most important reason is to promote group support. By learning more about communication styles, you can increase your understanding and appreciation of the people around you. You can communicate more effectively!

Social support is very important for maintaining behavior changes. In the WHI, the Dietary program uses a group format because the group serves as a supportive environment. Participants are encouraged to use the group as a way to share successes and brainstorm difficult situations.

Attendance at group meetings benefits all group members. It provides a place where members can share ideas and practice skills. It also helps support the dietary changes that you've made.

Group members can improve their ability to work with, listen to, and appreciate other people by learning more about communication styles. Effective communication enhances and strengthens group support and the feeling of unity.

In turn, the communication skills learned and used in the group setting can be helpful when communicating with family and friends.



How Do We Learn and Communicate?

In the movie “My Fair Lady,” there is a line in a song that says: “Why can’t a woman be more like a man?” There is even a popular book: *Men are from Mars and Women are from Venus* that has received a lot of attention. Both the song and the book look at how people (in this case men vs. women) take in and use information in different ways. Some of these differences are more likely related to communication styles than they are to gender.

What does the term “communication style” mean? It is an approach that each of us uses to handle the information around us. Our styles tend to influence how we take in, understand, use and communicate information. This is why it may feel comfortable talking to someone whose style is similar to ours, but awkward when the person has a different style.

For example, some people like to have routines to follow. In contrast, other people enjoy trying new approaches and taking risks.

Both styles can be equally successful in making behavior changes, such as those required by WHI. The challenge arises when they work together in a group. No one style is better than another, they just use different approaches.

◆ How do you prefer to approach change?

The information, presented in this session, provides a simple, and fun way to identify some of your own preferred communication styles. The session also lets you see how your style may influence your interactions with the people around you.

There are many different frameworks that look at how people learn and communicate. This session will focus on the information provided in one model.

Now, take a few minutes and complete Worksheet Spring 4-1 (pgs. 13-14). It will help you begin to identify some of the ways you prefer to learn and communicate. After you have completed all the questions, add up the columns and write down the totals for each column.

Remember, this is not a formal assessment and there are no “right or wrong” answers. Your responses to this worksheet are for your own use. Keep in mind that each person is very complex and unique. So, this short questionnaire will provide only a small piece of the puzzle about how you learn and communicate. Most people will not neatly fit into any one style.

Styles of Communicating

Think about some of the conversations you have had with friends, co-workers, your spouse, or even other WHI group members. Have you ever found yourself thinking: "Why can't you just do it my way?," or "Didn't you hear what I just said?" The fact is, that they probably heard the words you said, but didn't understand what you meant.

If I spoke to you in Chinese but you didn't understand the Chinese language, you wouldn't understand me. Even if I slowed down or repeated

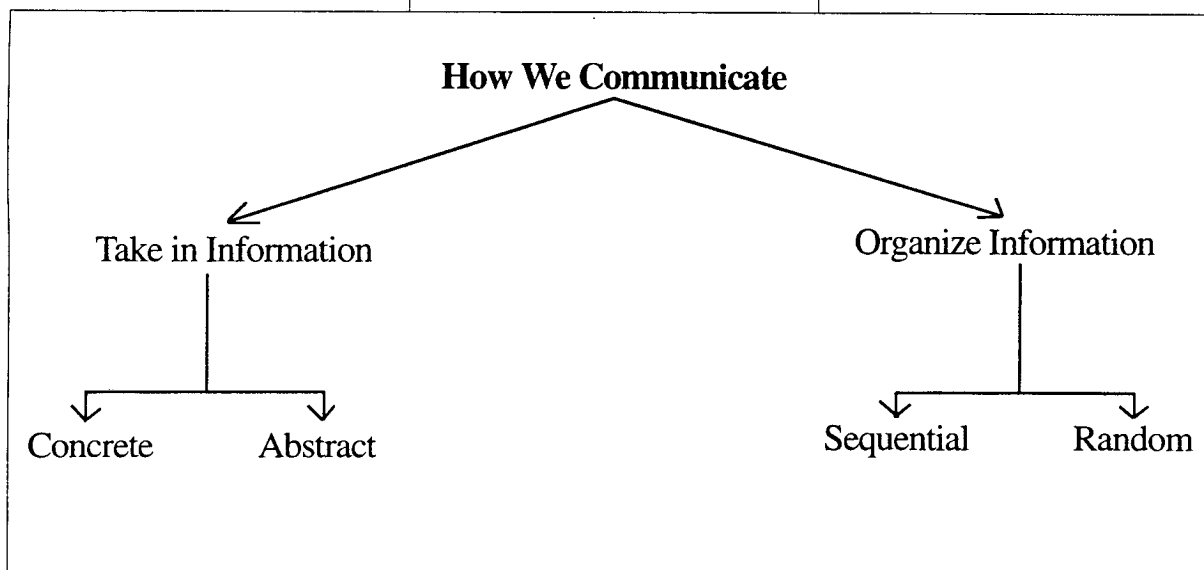
the Chinese phrases more clearly, the chances are pretty slim that you would understand what I was saying.

Each of us takes in and organizes information in different ways. So, our way of learning and communicating information may seem like a foreign language to another person.

However, everyone can learn how to communicate more effectively by learning to listen to how something is said instead of just the words that are used.

The picture below presents a framework that comes from research done by Anthony F. Gregorc. The model suggests that we take in information in two ways: **concrete**-using our five senses and **abstract**-using our intuition and imagination.

Once people have taken in information, they tend to organize this information in two ways: **sequential**-in a direct, step-by-step manner; and **random**- in chunks, with no particular order.



Taking In Information

People who prefer to see information in a concrete way, like to deal with the obvious. They tend to use a more "hands-on" approach to learning and communicating.

For example, these individuals identify challenges and then immediately go to work on practical solutions. They would have no problem putting together one of those "ready-to-assemble" products by following the step-by-step instructions.

On the other hand, people who prefer to see information in an abstract way, like to use their imagination. They can visualize ideas and understand or believe what they can't actually see.

Thus, individuals with stronger abstract abilities would prefer to have enough time to thoroughly think about a problem, such as putting together a "ready-to-assemble" product before taking any action. It may look like they're not going to do anything, but in fact their minds are working. They just need to identify all

their options before taking any action.

Organizing Information

When people organize information in a sequential way, they tend to follow a step-by-step approach. They may prefer to have a plan and follow it, rather than acting on impulse.

People who prefer to organize information in a more sequential, step-by-step way, like to have some structure in their lives. So, it may be easier for them to self-monitor.

On the other hand, when people organize information in a more random way, they enjoy more variety and less structure. It may seem like they don't have a plan or are too impulsive. However, they can go step-by-step when needed; it's just not a high priority.

For this reason, people with stronger random abilities may struggle when it comes to keeping detailed records of the foods they eat. Instead, they may prefer to use a more unstructured, free-flowing method that they create themselves.

These two ways of taking in and organizing information give us four communication style combinations. Everyone has and uses all four styles, but most of us are dominant or stronger in at least one or two. The four styles are:

- ◆ **Organizer**
- ◆ **Researcher**
- ◆ **Harmonizer**
- ◆ **Risk-Taker**

Now, most of you are probably asking: "So what style am I"? We are going to spend a little time, talking about each of these four styles and some of their strengths and characteristics.



Remember the style descriptions are meant to be a brief introduction and no one style is better than another. Your choices are pieces of a puzzle, not a neat box or category where you can fit yourself—or others.

Take a look at your column totals on Worksheet Spring 4-1. You will probably have something checked in at least two of the columns, maybe even more.

As we review each style, refer to Worksheet Spring 4-2 (pgs. 15-16) for additional characteristics of each communication style. Think about your responses to the following questions:

- ◆ How well do you think each style describes you?
- ◆ What important strengths does each style have?
- ◆ What style characteristics may frustrate or irritate other people?

Organizer Style

If you had more checks in Column A, this indicates that you may prefer an Organizer style of communicating.



When you are using Organizer strengths, you are using your practical, predictable side. You are straightforward and down-to-earth. You're stable, reliable and tend to provide the anchor for those around you.

If you're trying to decide how much you might use an Organizer style, look for some of the following traits:

Do you like to keep a list of things to do?

Do you like to have routines, such as using the same route to drive to work or to the shopping center?

Researcher Style

If you had more checks in Column B, it indicates that you may prefer a Researcher style of communicating.

When you are using Researcher strengths, you are

being more logical, methodical and analytic. You take your time when making decisions and one of your greatest assets is your ability to be objective.

If you're trying to decide how much you might use a Researcher style, look for some of the following traits:

Does your TV watching mainly include news specials, documentaries, and educational programs?

Do you have a difficult time picking up nonverbal cues and need people to explain the reasons for saying or doing something?

Harmonizer Style

Look at the number of checks you had in Column C. More checks in this column indicates that you may prefer a Harmonizer style.

The strengths of a Harmonizer style make you especially sensitive to and effective with people. You like to be spontaneous and flexible. People are drawn to you and you tend to know exactly what they need.

If you're trying to decide how much you might use a Harmonizer style, look for some of the following traits:

Do you view routine procedures as boring?

Do you like to talk to other people when you're trying to make a decision?

Risk-Taker Style

Lastly, if you had more checks in Column D, it indicates that you may prefer more of a Risk-Taker style. The strengths of this style make you curious, adventurous and quick to act on your hunches. You enjoy trying new ideas, blazing new paths and taking risks.

If you're trying to decide how much you might use a Risk-Taker style, look for some of the following traits:

Do you tend to begin a task without first reading the directions?

Do you enjoy "tinkering" with ideas, household appliances, etc.?

At this point, you may have discovered that you have strong abilities in one style. Or, you may have found that you are strong in two or three styles. Remember, no one style is better than another.

Even though everyone has the ability to use all four styles, no one will be strong in all four. This doesn't mean that you can't use the strengths found in your weaker styles, it will just be more of a stretch. No matter what your style, focus on the style's strengths, not its limitations.

Keep the following thought in mind, when you talk to other people. If at first you don't succeed, try a new approach. Communication is like cooking. It all depends on what you add and how you mix it. Sometimes you follow the recipe and at other times you need to be creative.

Like an old car, we all need to occasionally get our batteries charged. It's important to develop new skills and change old routines that aren't working.

To improve communication skills, people need to develop the ability to tailor their approaches to meet the needs of different styles. We call this developing "Style Flex-ability."



Developing Style Flex-ability

Your own communication style(s) will greatly influence how you see and understand the people around you, especially those close to you. In some ways, it would be nice if we could always live and work with people who are very much like us in communication styles. In reality, this rarely happens.

There will never be just one way to effectively communicate with everyone. What causes one person stress is often what keeps another person happy.

Normally people do not intentionally frustrate others, but intentional or not it happens. In many cases, the people who annoy us are simply working from a communication style viewpoint that is the opposite of ours.

You can reduce misunderstandings and frustrations by developing "style flex-ability."

Communicating with Opposite Styles

The best way to develop "style flex-ability" is to learn how to work with people who have a style that is totally different from yours. The Organizer and Harmonizer styles are direct opposites. So are the Researcher and Risk-Taker styles.

Styles that are direct opposites usually have different expectations and approaches to communication.

For example, look at how opposite styles could have a misunderstanding in a group setting.

Example: In a group discussion, the Researcher style prefers to take a step-by-step, logical approach. They would like to be able to thoroughly explore and analyze solutions. On the other hand, the Risk-Taker style wants to have less structure and more freedom to brainstorm new ideas. They don't want to spend time analyzing their ideas. They want to try them out and see if they will work. Do you see how these opposite communication styles could influence each other's participation in a group situation?



Now, take a few minutes and practice modifying your own communication approach to meet the needs of an opposite style. You can use one of the mock scenarios from Worksheet Spring 4-3 (pg. 17) or come up with your own situation.

The information provided on Worksheet Spring 4-4 (pg. 18) can help you identify some things to consider when tailoring your approach. See if you can put yourself in the "other person's shoes." This will help you identify the best approach to take.

Look at the following example. It will give you a better idea of how developing style flex-ability can make your communication more effective and efficient.

Example: Let's say that you have a strong Harmonizer style and your husband or friend has a strong Organizer style. You both like to go out to dinner. However, it always seems to take forever to make a decision on where to go. The conversation, might sound like this:

Friend/husband (Organizer style): "Where would you like to go to dinner?"

You (Harmonizer style): "I don't know. What do you feel like eating?"

Friend/husband: "It doesn't matter. Just choose a restaurant."

The challenge is that as a Harmonizer, you really want to include everyone in the decision. So, you may not really believe that your Organizer friend or husband doesn't care about where they go to eat. There is a good chance that your strong Harmonizer style will encourage you to keep after the other person until both of you are too irritated to enjoy dinner.

Here is a summary of the communication problem: The Organizer feels that the Harmonizer can't make a decision. On the other hand, the Harmonizer feels hurt because he/she was just trying to be considerate of the other person.

By understanding communication styles, you have a better chance of identify-

ing the communication problem.

So, using your understanding and style flex-ability, here's how you could handle the question of "where to go to dinner" the next time it comes up:

Your tailored approach could be to let your Organizer husband or friend choose three restaurants that they would be equally happy going to: "Chinese, Mexican or American?" You, then pick the restaurant that you know will have some low-fat choices to help you maintain your WHI eating pattern.



Using Communication Styles Information at Home

After today's session, you have a little better idea of how your fellow WHI group members prefer to communicate. However, you may be less sure of your family or friends. Consider asking them if they would like to learn about their own preferred style(s) of communicating. If they would, give them the extra copy of Worksheet Spring 4-1 (pgs. 26-27).

When they have completed the worksheet, ask them if they would like to talk about the similarities and differences in your styles. If your styles are direct opposites, look for ways to become more flexible in your communication approaches.

- ◆ **Were your communication styles similar or different?**
- ◆ **What types of misunderstandings could be created by your style differences?**
- ◆ **What steps or strategies could you take to modify and improve your communication with the other person?**

Developing "style-flexibility" takes time and practice. Sometimes when people first discover the whole area of learning and communication styles, there's a tendency to label everyone by "style." However, the more you understand about communication styles, the less you'll try to change yourself or others.

Remember, you can improve your communication and working relationships with most people by using your own communication style strengths and appreciating the strengths found in other styles.

If you want to do additional reading about learning/communication styles, look at the resource list on page 25.



Summary

This session introduced you to a learning/communication style model. It gave you a simple and fun way to begin identifying and using some of your own communication style strengths.

Be sure to remember the following key point as you begin to use your new knowledge about communication styles. Everyone has unique and wonderful traits and characteristics. It's important to value and appreciate those differences in yourself and the people around you.

Your appreciation will help you become a more understanding and tolerant listener. It will also make you a more effective communicator.

Effective communication requires that we understand each other's point of view. It does not mean that we must accept the other person's position. However, it is important to work together, without judgment and with respect and honesty.

Questions for Thought:

- ◆ What have you learned about your own communication style that will help you work with other people (WHI group members, friends or family)?
- ◆ What have you learned about different communication styles that will help you feel more comfortable when working with other people?

Home Activity

Areas to work on during the next three months:

- ◆ Use your Fat Scan (or other self-monitoring method) to keep track of your grams of fat and servings of fruits/vegetables and grains. Please keep at least one Fat Scan (or other self-monitoring tool) each month.
- ◆ Ask your best friend, spouse, or other family member to complete their own communication style worksheet (Worksheet Spring 4-1, pgs. 26-27). Share ideas about how you could use the communication styles information to help you improve your own communication.
- ◆ Identify at least two steps you could take to improve your own communication either at home, work, or within the WHI group environment.

Evaluation:

- ◆ Steps I can take to improve my communication with others:

How I Prefer Communicating with Others

This worksheet is for your own use. It is designed to help you identify some of your individual preferences and how they might influence your communication with other people. Place an "X" in the unshaded box beside any statement that you feel describes what you prefer to do most of the time. Check as many as you feel strongly describe you. (Note: column labels "A-D" do not represent any high or low rating).

I almost always:

A	B	C	D	Statements
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Am more interested in obvious facts rather than hidden meanings.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Am more interested in where a person got the information.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Like to know the background of the person giving the information.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to learn only what is necessary to know.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to do things the same way.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to get directions in writing.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to ask advice of other people when in doubt.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to act on the spur of the moment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best with people who won't hesitate to take immediate action.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best if I have as much information as possible before making a decision.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best if I can work with other people.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best with people who can keep up with me.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer a neat and orderly environment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Need to have enough time to do a thorough job.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Am not bothered by a cluttered environment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Like to have frequent changes in my environment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Total: Add up the total number of checks in each column.

How I Prefer Communicating with Others

We take in and use information in different ways. These different ways of seeing and organizing information give us four different communication style combinations. Everyone has and uses all four, but most of us are stronger in at least one or two of these styles.

Scoring:

- A greater number of checks in **Column “A”** indicates an **Organizer** style preference.
(concrete, sequential preferences)
- A greater number of checks in **Column “B”** indicates **Researcher** style preference.
(abstract, sequential preferences)
- A greater number of checks in **Column “C”** indicates a **Harmonizer** style preference.
(abstract, random preferences)
- A greater number of checks in **Column “D”** indicates a **Risk-Taker** style preference.
(concrete, random preferences)

Note: Worksheet based on information in the book *The Way We Work* by Cynthia Ulrich Tobias. (See Resource reading list, page 25.)

Communication Style Characteristics

	Organizer Style	Harmonizer Style
What They Do Best (Strengths)	<ul style="list-style-type: none"> • Work well within time limits • Fine tune ideas to make them more practical • Organize • Apply ideas in a practical way 	<ul style="list-style-type: none"> • Listen sincerely to other people • Understand feelings and emotions • Focus on ideas • Bring harmony to group situations
What Makes the Most Sense to Them	<ul style="list-style-type: none"> • Working step-by-step • Paying close attention to details • Having a schedule to follow • Establishing routines and ways to do things • Knowing what's expected of them 	<ul style="list-style-type: none"> • Maintaining friendly relationships with everyone whenever possible • Working together with other people • Noticing the good things without pointing out the bad • Personalizing learning (applying the information to their lives)
What's Hard for Them (Frustrations)	<ul style="list-style-type: none"> • Working in groups • Working in a disorganized environment • Requests to "use your imagination" • Following unclear or incomplete directions • Discussion with no specific point 	<ul style="list-style-type: none"> • Having to explain or defend their feelings • Competition with other people • Working with unfriendly people • Accepting even positive criticism • Focusing on one thing at a time
What You Should Avoid Doing to Them	<ul style="list-style-type: none"> • Telling them to "just relax and forget about it for a while" • Reminding them that "life is too short" 	<ul style="list-style-type: none"> • Trying to talk them out of how they feel • Pointing out that how the good "outweighs" the bad

Communication Style Characteristics

	Researcher Style	Risk-Taker Style
What They Do Best (Strengths)	<ul style="list-style-type: none"> ● Gather information before making decisions ● Research and analyze ideas ● Use facts to support or oppose plans or ideas ● Explore different ways to reach a goal 	<ul style="list-style-type: none"> ● Contribute unusual and creative ideas ● Take risks ● Inspire others to take action ● Accept many different types of people
What Makes the Most Sense to Them	<ul style="list-style-type: none"> ● Using exact, well-researched information ● Learning more by watching than doing ● Working through an issue thoroughly ● Using logical reasoning 	<ul style="list-style-type: none"> ● Using a sense of humor to approach a project or job ● Developing and testing new solutions ● Using real-life experiences to learn (doing it themselves) ● Using their imagination to solve problems
What's Hard for Them (Frustrations)	<ul style="list-style-type: none"> ● Being rushed through anything ● Repeating the same tasks over ● Expressing their emotions ● Having lots of specific rules 	<ul style="list-style-type: none"> ● Having rules and limitations ● Following routines ● Keeping detailed records ● Re-doing anything once it's done
What You Should Avoid Doing to Them	<ul style="list-style-type: none"> ● Telling them not to worry about it ● Brushing aside their concerns as "no big deal" 	<ul style="list-style-type: none"> ● Insisting that they "slow down" ● Telling them that they "do too much already"

Developing ‘Flex-ability’ in Your Communication Style

Select at least one of the following situations, or create your own. Think about how you would approach someone who had a communication style that was the direct opposite of your own (Organizer/Harmonizer or Researcher/Risk-Taker). Use **Worksheet Spring 4-4** to identify how you could tailor your approach to meet the needs of the different style. Outline the approach you would take or write down 2-3 sentences of how you would start your conversation.

Mock Situations:

- A. It always seems to take an hour before you and your spouse (or best friend) can decide where to go out to eat dinner. You want to decide on an approach that will accommodate both of your communication styles and take no more than 5 minutes.
- B. You are tired of trying to always figure out what to make for dinner and want to get your spouse to provide some suggestions.
- C. You have a close friend or family member who is going through a rough time in their life and you want to decide on the best way to approach him/her with an offer of help.

My Communication Style(s):
(Check any that strongly describe you)

☐ Organizer ☐ Harmonizer
☐ Researcher ☐ Risk-Taker

Opposite Style I Want to Approach:
(Check one)

☐ Organizer ☐ Harmonizer
☐ Researcher ☐ Risk-Taker

How I Would Plan to Modify My Approach (outline):

Tailoring My Approach So That Different Styles Listen

Select the communication style you want to reach. Then, use the suggestions listed under each specific style to identify how you could modify your approach to improve your communication with a different style.

Organizer

- Tell me what you want
- Be consistent
- Be organized
- Be willing to pull your own weight
- Give me advance notice so I can prepare myself
- Take responsibility for your actions
- Remember that I have feelings too

Harmonizer

- Give me a chance to help others
- Give me positive feedback
- Don't nit-pick
- Show appreciation
- Don't put me in the middle of a conflict
- Let me be spontaneous
- Remember, I will get things done-even if it's not your way

Researcher

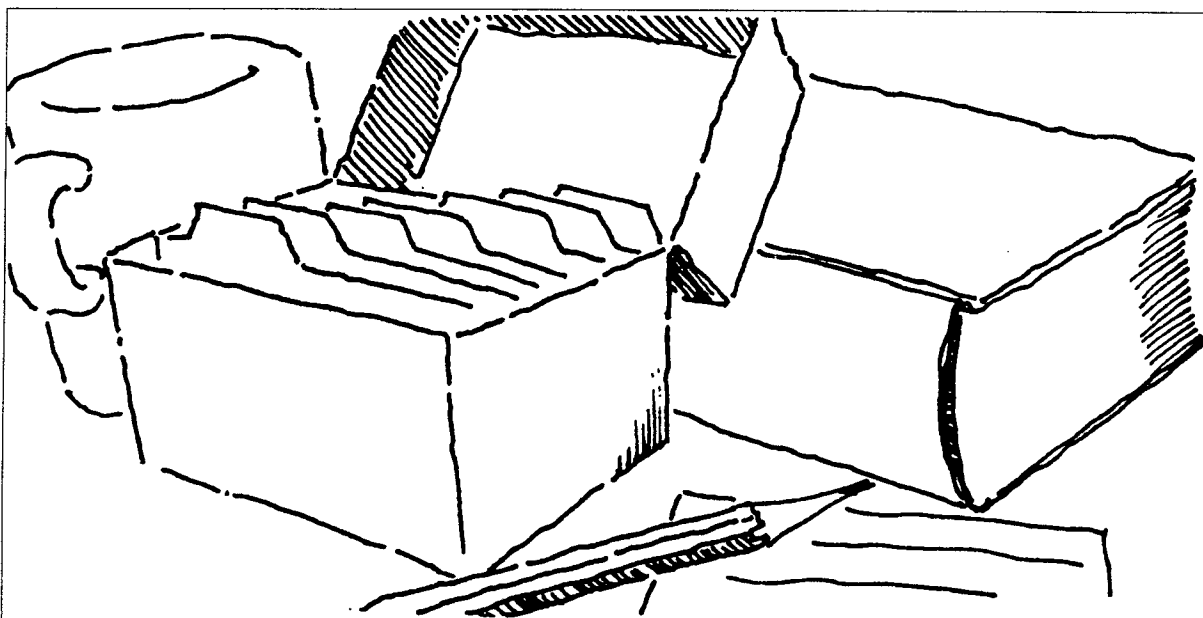
- Be complete and thorough
- Use logic and reason
- Listen to what I have to say
- Have a specific goal when dealing with me
- Don't expect an immediate response, I need time to think and research
- Keep the issues factual

Risk-Taker

- Tell me what you want me to do, not "how" to do it
- Be flexible
- Tell me what I did right, not what I did wrong
- Be open to change
- Have a sense of humor
- Point me in the right direction and then let me go

Recipes

- ♦ *Florida Fruit Dessert*
- ♦ *Oatmeal Peach Crumble*
- ♦ *Mandarin Chicken Salad*
- ♦ *Fruit Compote with Orange Meringue*
- ♦ *Garden Vegetable Salad (Jello Salad)*



Florida Fruit Dessert

2 cups orange juice
1 cup white wine or water
1/4 cup sugar
2 tablespoons fresh ginger
2 whole cloves
1 cinnamon stick (2-inches long)
2 medium navel oranges, peeled and divided into sections
2 cups strawberries, fresh, sliced

Topping:

1/2 cup plain yogurt, nonfat
2 tablespoons light brown sugar, firmly packed
1/2 teaspoon ground cinnamon
1/8 teaspoon ground nutmeg

In a large saucepan, combine orange juice, wine, sugar, ginger, cloves, and cinnamon stick. Bring the mixture to a boil over high heat. Reduce heat to low and simmer about 5 minutes, until slightly thickened. Add the orange sections and poach for 5 minutes. Remove from heat. Let stand and cool.

While the oranges are cooling, prepare the topping. In a small bowl, combine the yogurt, brown sugar, cinnamon, and nutmeg. Mix well. Using a slotted spoon, remove

the orange sections from the liquid. Place in individual serving bowls or plates. Top with strawberries. Drizzle topping over the fruit, or toss to coat. Serve immediately.

Makes 4 servings

Fat: 0 grams per serving

Fruit/Vegetable Servings: 2 per serving

Recipe from Healthy Meals in Minutes

Oatmeal Peach Crumble

5 large peaches, peeled and sliced (or 5 cups frozen peach slices)
1/3 cup light brown sugar, firmly packed
1 tablespoon cornstarch
1/4 teaspoon lemon peel, grated
1/8 teaspoon ground nutmeg
non-stick vegetable cooking spray

Topping:

1/4 cup light brown sugar, firmly packed
1 tablespoon vegetable oil
3/4 cup old-fashioned roll oats
2 tablespoons all-purpose flour
1 teaspoon ground cinnamon

Preheat oven to 375°. To prepare topping, combine the brown sugar and oil in a small bowl and mix well. Stir in the oats, flour, and cinnamon until coarse crumbs form. Set aside.

In a medium bowl, combine the brown sugar, cornstarch, lemon peel, and nutmeg. Then add sliced peaches and mix well. Place the mixture in an 8-inch square baking dish, sprayed with non-stick cooking spray. Sprinkle the topping evenly over the peaches. Bake until the top is golden brown and filling is

bubbly, about 40-45 minutes. Place on a wire rack to cool. Serve warm or at room temperature.

Note: This dish can be prepared ahead of time, covered and refrigerated until ready to use.

Makes 6 servings

Fat: 3 grams per serving

Fruit/Vegetable Servings: 1-1/2 per serving

Grain Servings: 1/2 per serving

Recipe from Healthy Meals in Minutes

Mandarin Chicken Salad

1 cup plain yogurt, nonfat
2 tablespoons fat-free honey-mustard salad dressing
1/4 teaspoon orange peel, grated
2 cups chicken breast, cooked, skinned and shredded
2 medium carrots, grated (about 2 cups)
2 medium stalks of celery, diced (about 2 cups)
2 medium Red Delicious apples, chopped (about 2 cups)
1 can (7 ounces) mandarin orange segments, drained
1/2 teaspoon black pepper, freshly ground
1/2 cup unsalted dry-roasted peanuts (optional)
6 large Boston lettuce leaves

In a large bowl, combine yogurt, honey-mustard salad dressing, and orange peel. Mix well. Add the chicken, carrots, celery, apples, mandarin orange segments, and pepper to the mixture. Mix well.

Cover the bowl with plastic wrap and chill for 30 minutes. Stir in the peanuts. Arrange lettuce leaves on a serving plate and spoon the chicken salad on top. Serve immediately.

Note: You can save time by using leftover, cooked chicken or use a microwave to quickly cook the chicken.

Microwave Chicken: Slice 1 boneless whole chicken breast into strips. Place chicken strips on a microwave safe dish. Cover with plastic wrap and microwave on HIGH, turning twice, until chicken is cooked through and no longer pink, about 3-4 minutes. Cool completely and proceed as recipe directs.

Makes 6 servings

Fat: 2 grams per serving without peanuts
8 grams per serving with peanuts

Fruit/Vegetable Servings: 2-1/2 per serving

Recipe from Healthy Meals in Minutes

Fruit Compote with Orange Meringue

Compote:

2 pounds plums, fresh and ripe, quartered and pitted (about 6 cups)
2 medium sweet apples (e.g., Rome Beauty), peeled, cored and thinly sliced (about 3 cups)
3/4 cup light brown sugar, firmly packed
1/4 cup apple juice
1 cinnamon stick
1 pint fresh, ripe strawberries, thinly sliced (about 2-1/2 cups)

Orange Meringue:

4 large egg whites, at room temperature
pinch of salt
1/2 cup frozen orange juice concentrate, thawed
1/2 pint fresh raspberries (optional)
1 tablespoons powdered sugar (optional)

Preheat oven to 350°. In 4-quart saucepan, combine the plums, apples, brown sugar, apple juice, and cinnamon stick. Cook for 10-15 minutes over medium heat, stirring occasionally until the fruit is just tender and well coated with syrup. Remove from heat and cool.

Remove and discard the cinnamon stick from the fruit. Stir in the strawberries. Divide the mixture among 8 shallow oven-proof dishes.

Beat the egg whites and salt in a large bowl with an electric mixer at high speed until soft peaks form. Gradually pour in orange juice concentrate, continuing to beat until thick and smooth. Spoon meringue over the fruit compote in the dishes. Bake 13-14 minutes until the meringue is light brown and cooked. Serve immediately. Decorate with fresh raspberries and a sprinkling of powdered sugar, if desired.

Makes 8 servings

Fat: 0 grams

Fruit/Vegetable Servings:

3 per serving without raspberries

3-1/2 per serving with raspberries as garnish

Recipe from WHI participant, Evanston Clinical Center

Garden Vegetable Salad (Jello Salad)

1 package (3 ounces) lemon jello
1/2 cup hot water
1/2 cup cold water
1/2 teaspoon salt
3 tablespoons vinegar
1/2 medium cucumber, chopped (do not peel)
3 medium carrots, peeled and shredded
1 cup raw cabbage, chopped
1 cup celery, chopped
1/2 cup green pepper, chopped
1/4 cup radishes, thinly sliced
1/4 cup onion, minced or chopped
serve with nonfat mayonnaise

Dissolve jello in water, according to package directions. Add salt and vinegar.

Wash and chop the vegetables. Add the vegetables to the slightly set gelatin and pour into a small jello mold or an 8-inch square pan. Serve with nonfat mayonnaise.

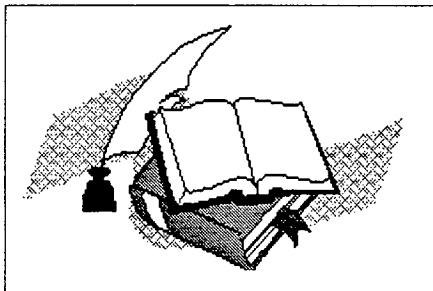
Makes 8 servings

Fat: 0 grams

Fruit/Vegetable Servings: 1 per serving

Recipe from WHI participant, Evanston Clinical Center

Resource Spring 4-1



Below is an annotated bibliography, if you are interested in doing more reading about different learning, listening, personality, and communication styles.

Roger von Oech. A Whack on the Side of the Head. How You Can Be More Creative. Warner Books, New York, NY 10103, 1983.

This is a fun, easy to read book that will help you develop creative thinking skills.

Cynthia Ulrich Tobias. The Way We Work. Colorado Springs, CO: Focus on the Family Publishing, 1995.

This is a fun, easy-to-read resource for developing more efficient communication with co-workers, friends and family. It provides a powerful plan for improving your communication skills.

David Keirseay and Marilyn Bates. Please Understand Me: Character and Temperament Types. Del Mar, CA: Prometheus, Nemesis, 1978.

This book provides a fascinating look at personality type and temperament. You'll discover that your temperament may influence your success in relationships and life in general.

Thomas Armstrong. 7 Kinds of Smart. New York: Penguin Books, 1993.

Looks at Howard Gardner's model of multiple intelligences. Armstrong provides easily understood descriptions of the seven intelligences, as well as a list of 25 ways every adult can develop each one.

Paul D. Tieger and Barbara Barron-Tieger. Do What You Are: Discover the Perfect Career for You Through the Secrets of Personality Type. Little, Brown and Co., New York: NY, 1992.

This is a book that is designed to take a closer look at Personality Type and how to use it to help you clarify what you need in a job for it to be satisfying.

Howard Gardner. Frames of Mind: The Theory of Multiple Intelligences. New York: Basic Books, 1993.

A definitive and academic description of Gardner's research of the multiple intelligences theory.

How I Prefer Communicating with Others

This worksheet is for your own use. It is designed to help you identify some of your individual preferences and how they might influence your communication with other people. Place an "X" in the unshaded box beside any statement that you feel describes what you prefer to do most of the time. Check as many as you feel strongly describe you. (Note: column labels "A-D" do not represent any high or low rating).

I almost always:

A	B	C	D	Statements
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Am more interested in obvious facts rather than hidden meanings.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Am more interested in where a person got the information.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Like to know the background of the person giving the information.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to learn only what is necessary to know.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to do things the same way.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to get directions in writing.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to ask advice of other people when in doubt.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer to act on the spur of the moment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best with people who won't hesitate to take immediate action.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best if I have as much information as possible before making a decision.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best if I can work with other people.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Work best with people who can keep up with me.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Prefer a neat and orderly environment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Need to have enough time to do a thorough job.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Am not bothered by a cluttered environment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	• Like to have frequent changes in my environment.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Total: Add up the total number of checks in each column.

How I Prefer Communicating with Others

We take in and use information in different ways. These different ways of seeing and organizing information give us four different communication style combinations. Everyone has and uses all four, but most of us are stronger in at least one or two of these styles.

Scoring:

- A greater number of checks in **Column “A”** indicates an **Organizer** style preference.
(concrete, sequential preferences)
- A greater number of checks in **Column “B”** indicates **Researcher** style preference.
(abstract, sequential preferences)
- A greater number of checks in **Column “C”** indicates a **Harmonizer** style preference.
(abstract, random preferences)
- A greater number of checks in **Column “D”** indicates a **Risk-Taker** style preference.
(concrete, random preferences)

Note: Worksheet based on information in the book *The Way We Work* by Cynthia Ulrich Tobias. (See Resource reading list, page 25.)