

WHAT'S YOUR STYLE?

A step-by-step user guide to
complete the Northern Torch
Communication Assessment



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1.1. WHO IS THIS FOR? 3

You have been asked to complete an online assessment at <https://northerntorch.com> and are wondering what to do next. If this sounds like you, please follow the instructions in this section.

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You have completed the assessment and your instructor has sent you an email stating that your results are ready for viewing. If this sounds like you, please follow the instructions in this section.

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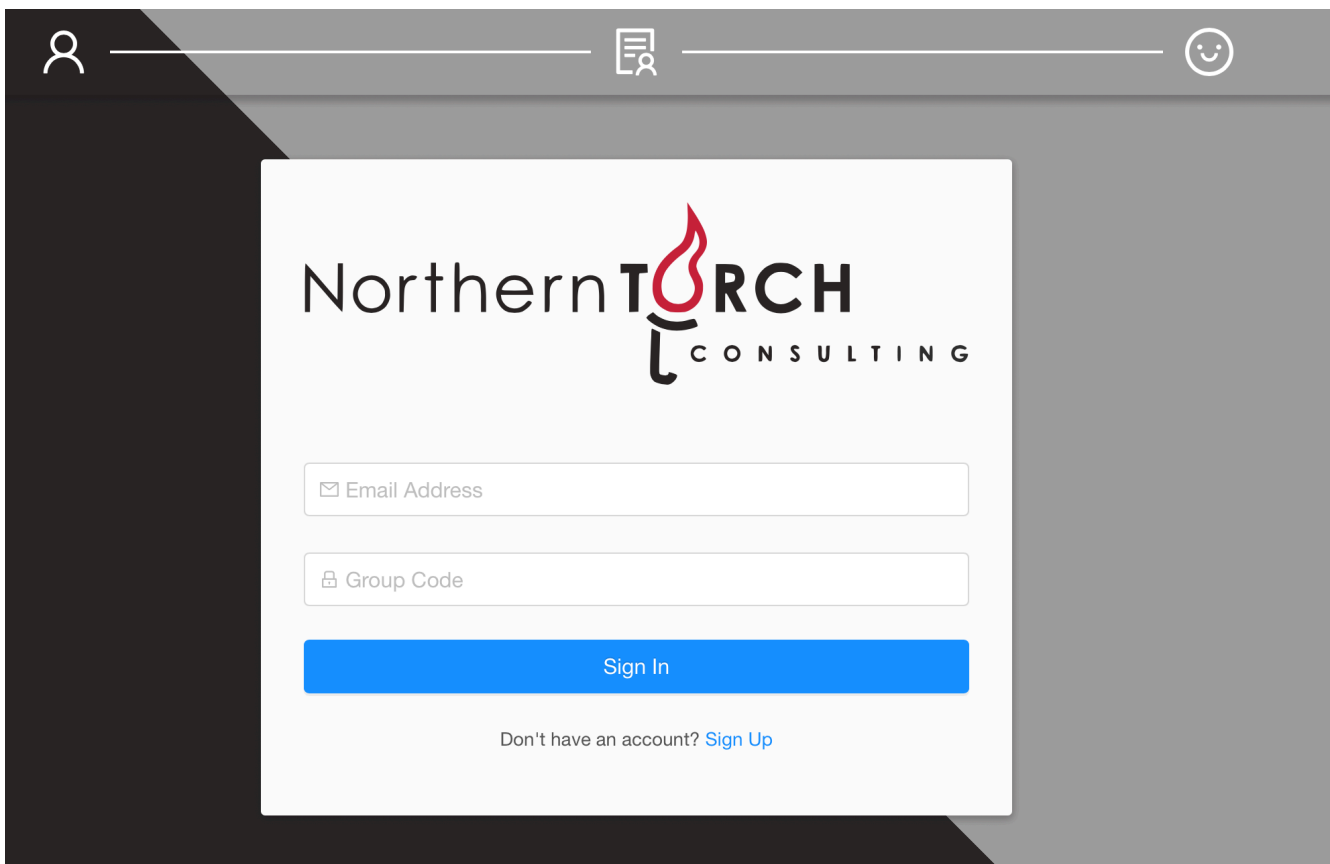
Take a deep breath and don't worry – we're here to help! Take a look at the questions and answers in this section.

1. Sign Up – I don't have an account

1.1. Who is this for?

You have been asked to complete an online assessment at <https://northerntorch.com> and are wondering what to do next. If this sounds like you, please follow the instructions in this section.

1. Navigate to <https://northerntorch.com>. Please allow a few seconds for the webpage to load. When the website has loaded, you should see the login page:



The screenshot shows the login page of Northern Torch Consulting. The page has a dark grey header with three icons: a person, a document with a person, and a smiley face. The main content area is white and features the Northern Torch Consulting logo at the top. Below the logo are two input fields: 'Email Address' and 'Group Code'. A blue 'Sign In' button is positioned below these fields. At the bottom of the white area, there is a link that says 'Don't have an account? Sign Up'.

Northern **TORCH**
CONSULTING

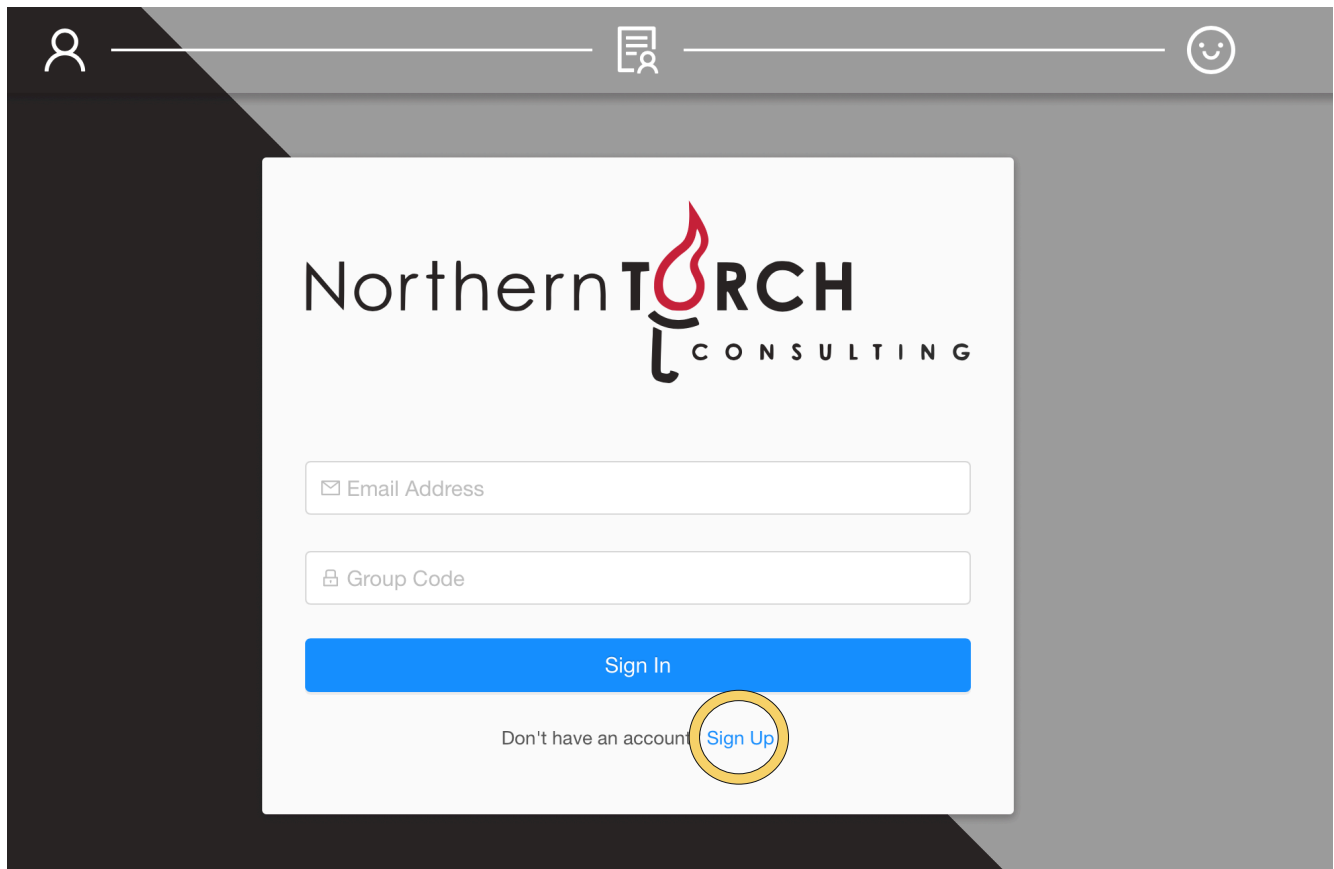
✉ Email Address

🔒 Group Code

Sign In

Don't have an account? [Sign Up](#)

2. Click on [Sign Up](#)



The image shows a web interface for Northern TORCH CONSULTING. At the top, there is a navigation bar with three icons: a person icon, a document with a person icon, and a smiley face icon. Below this, a white modal box is centered on a dark background. The modal contains the company logo, which consists of the word "Northern" in a sans-serif font, followed by "TORCH" in a larger, bold, sans-serif font, with a red flame icon above the "O" in "TORCH". Below the logo, the word "CONSULTING" is written in a smaller, spaced-out, sans-serif font. Under the logo, there are two input fields: the first is labeled "Email Address" with an envelope icon, and the second is labeled "Group Code" with a lock icon. Below these fields is a blue button labeled "Sign In". At the bottom of the modal, there is a link that says "Don't have an account" followed by a blue "Sign Up" link. The "Sign Up" link is circled with a yellow ring.

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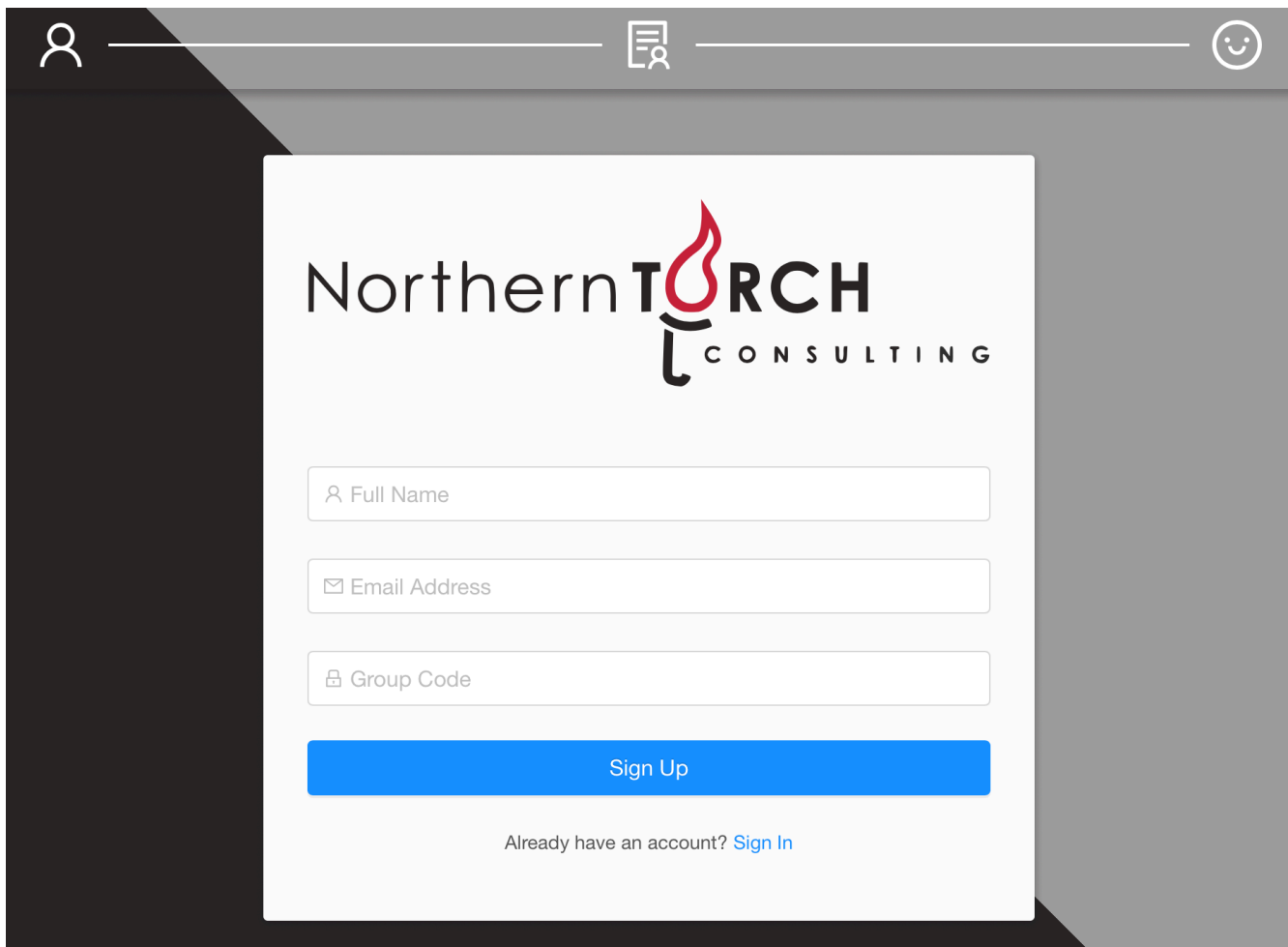
✉ Email Address

🔒 Group Code

Sign In

Don't have an account [Sign Up](#)

3. Your webpage should look like the image below.



The image shows a web browser window with a dark grey header. On the left is a user icon, in the center is a list icon, and on the right is a smiley face icon. The main content area has a dark grey background with a white sign-up form in the center. The form features the 'Northern TORCH CONSULTING' logo at the top, where 'TORCH' is in a larger font and the 'O' is a red flame. Below the logo are three input fields: 'Full Name' with a person icon, 'Email Address' with an envelope icon, and 'Group Code' with a lock icon. A blue 'Sign Up' button is positioned below these fields. At the bottom of the form, it says 'Already have an account? [Sign In](#)'.

Type in your Full Name, Email Address, and the Group Code, which is a phrase or word provided by your course instructor. An example is provided here:



 Joe Bloggs

 joe@mail.com

 My Group Code

Sign Up

Already have an account? [Sign In](#)

Please check that your Email Address and Group Code are correct.

Then click on Sign Up.

4. After the page has loaded, you should see the communication styles assessment:

What's Your Style?

Below are groups of four words or scenarios. Please select the word that describes you the majority of time. Even if you are torn between two words, please choose one.

Q-01 <input type="radio"/> Cautious <input type="radio"/> Takes Risk <input type="radio"/> Motivating <input type="radio"/> Willing to Help	Q-02 <input type="radio"/> Self-disciplined <input type="radio"/> Asks questions <input type="radio"/> Action oriented <input type="radio"/> Animated	Q-03 <input type="radio"/> Inspiring <input type="radio"/> Quiet <input type="radio"/> Pleasant <input type="radio"/> Challenging	Q-04 <input type="radio"/> Will try new things <input type="radio"/> Wants to please <input type="radio"/> Optimistic <input type="radio"/> Likes details	Q-05 <input type="radio"/> Takes charge <input type="radio"/> Caring <input type="radio"/> Respectful <input type="radio"/> Liked by others	Q-06 <input type="radio"/> Conscientious <input type="radio"/> Generous <input type="radio"/> Demanding <input type="radio"/> Supportive	Q-07 <input type="radio"/> Concerned for others <input type="radio"/> Not extreme <input type="radio"/> Likes a challenge <input type="radio"/> High energy	Q-08 <input type="radio"/> Friendly <input type="radio"/> Positive <input type="radio"/> Orderly <input type="radio"/> Results Oriented	Q-09 <input type="radio"/> Determined <input type="radio"/> Persuasive <input type="radio"/> Good natured <input type="radio"/> Deliberate
Q-10 <input type="radio"/> Diplomatic <input type="radio"/> Cooperative <input type="radio"/> Expressive <input type="radio"/> Daring	Q-11 <input type="radio"/> Charming <input type="radio"/> Bold <input type="radio"/> Loyal <input type="radio"/> Analytical	Q-12 <input type="radio"/> Restless <input type="radio"/> Social and humorous <input type="radio"/> Goes by the rules <input type="radio"/> Team oriented	Q-13 <input type="radio"/> Original <input type="radio"/> Convincing <input type="radio"/> Humble <input type="radio"/> Gentle	Q-14 <input type="radio"/> Dependable <input type="radio"/> Problem Solver <input type="radio"/> Talkative <input type="radio"/> Systematic	Q-15 <input type="radio"/> Playful <input type="radio"/> Structured <input type="radio"/> Initiator <input type="radio"/> Willing	Q-16 <input type="radio"/> Self-reliant <input type="radio"/> Controlled <input type="radio"/> Contented <input type="radio"/> Trusting	Q-17 <input type="radio"/> Precise <input type="radio"/> Sticks to decisions <input type="radio"/> Spontaneous <input type="radio"/> Easy going	Q-18 <input type="radio"/> Agreeable <input type="radio"/> Decisive <input type="radio"/> Impulsive <input type="radio"/> Fact Finder
Q-19 <input type="radio"/> Outgoing <input type="radio"/> Strong Opinions <input type="radio"/> Likes Harmony <input type="radio"/> Accurate	Q-20 <input type="radio"/> Independent <input type="radio"/> Enthusiastic <input type="radio"/> Patient <input type="radio"/> Soft-spoken	Q-21 <input type="radio"/> Engaging <input type="radio"/> Organized <input type="radio"/> Kind <input type="radio"/> Powerful	When you're working in a team, what's most important to you? <input type="radio"/> Every member has input <input type="radio"/> Work gets done <input type="radio"/> Enough information is gathered to do it right <input type="radio"/> Freedom and flexibility to be creative		When making a decision, what's most important to you? <input type="radio"/> Facts and data <input type="radio"/> Options and results <input type="radio"/> Fast and flexible <input type="radio"/> Input and consensus			
What type of communication do you most value? <input type="radio"/> Direct and honest <input type="radio"/> Stimulating and expressive		What describes your ideal environment (home or work)? <input type="radio"/> Warm and comfortable <input type="radio"/> Structured and uncluttered		An enjoyable social gathering for me would include: <input type="radio"/> Networking opportunities <input type="radio"/> Activities with a lot of people		Which of the following causes you the most stress? <input type="radio"/> Having your time wasted <input type="radio"/> Too many rules		

Please don't overthink this. Quickly read all the words and then trust your intuition. Select the word that applies to you in all aspects of life. Once you have filled out every question, scroll to the bottom of the assessment and click on the blue Submit button.

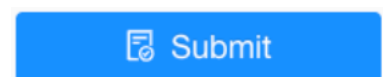
PLEASE NOTE

If your submit button looks like this



you have forgotten to answer one or more of the questions.

Once you have answered every question, it will look like this



Personality Survey Form

Questions and Options:

- ☐ Willing to Help
- ☐ Animated
- ☐ Challenging
- ☐ Likes details
- ☐ Liked by others
- ☐ Supportive
- ☐ High energy
- ☐ Results Oriented
- ☒ Deliberate

Q-10: ☐ Diplomatic, ☐ Cooperative, ☒ Expressive, ☐ Daring

Q-11: ☒ Charming, ☐ Bold, ☐ Loyal, ☐ Analytical

Q-12: ☐ Restless, ☐ Social and humorous, ☒ Goes by the rules, ☐ Team oriented

Q-13: ☒ Original, ☐ Convincing, ☐ Humble, ☐ Gentle

Q-14: ☐ Dependable, ☐ Problem Solver, ☐ Talkative, ☒ Systematic

Q-15: ☒ Playful, ☐ Structured, ☐ Initiator, ☐ Willing

Q-16: ☐ Self-reliant, ☐ Controlled, ☒ Contented, ☐ Trusting

Q-17: ☒ Precise, ☐ Sticks to decisions, ☐ Spontaneous, ☐ Easy going

Q-18: ☒ Agreeable, ☐ Decisive, ☐ Impulsive, ☐ Fact Finder

Q-19: ☐ Outgoing, ☐ Strong Opinions, ☐ Likes Harmony, ☒ Accurate

Q-20: ☐ Independent, ☐ Enthusiastic, ☒ Patient, ☐ Soft-spoken

Q-21: ☐ Engaging, ☐ Organized, ☒ Kind, ☐ Powerful

When you're working in a team, what's most important to you?

- ☐ Every member has input
- ☐ Work gets done
- ☒ Enough information is gathered to do it right
- ☐ Freedom and flexibility to be creative

When making a decision, what's most important to you?

- ☒ Facts and data
- ☐ Options and results
- ☐ Fast and flexible
- ☐ Input and consensus

What type of communication do you most value?

- ☐ Direct and honest
- ☐ Stimulating and expressive
- ☒ Detailed and logical
- ☐ Authentic and considerate

What describes your ideal environment (home or work)?

- ☒ Warm and comfortable
- ☐ Structured and uncluttered
- ☐ Systematic and orderly
- ☐ Dynamic and creative

An enjoyable social gathering for me would include:

- ☒ Networking opportunities
- ☐ Activities with a lot of people
- ☐ Close connections with friends
- ☐ Stimulating conversations with a small group of peers

Which of the following causes you the most stress?

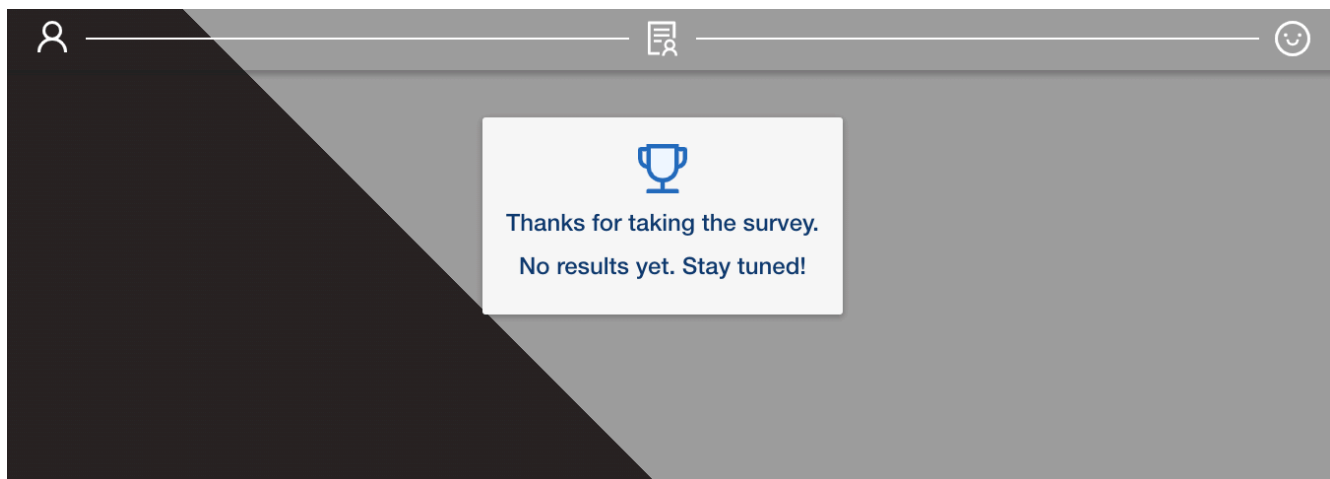
- ☐ Having your time wasted
- ☐ Too many rules
- ☒ Engaging in conflict
- ☐ Forced to make a quick decision

Which of the following describes your relationship to time?

- ☐ I am always early
- ☐ I am punctual, expecting meetings to start and end on time
- ☒ Sometimes I'm late but I try to be on time
- ☐ Time is relative

[Submit](#)

After clicking the Submit button and after the page has loaded, you should see a thank you message like the one below. Feel free to close the browser at this time. You may view your results when your instructor releases them.

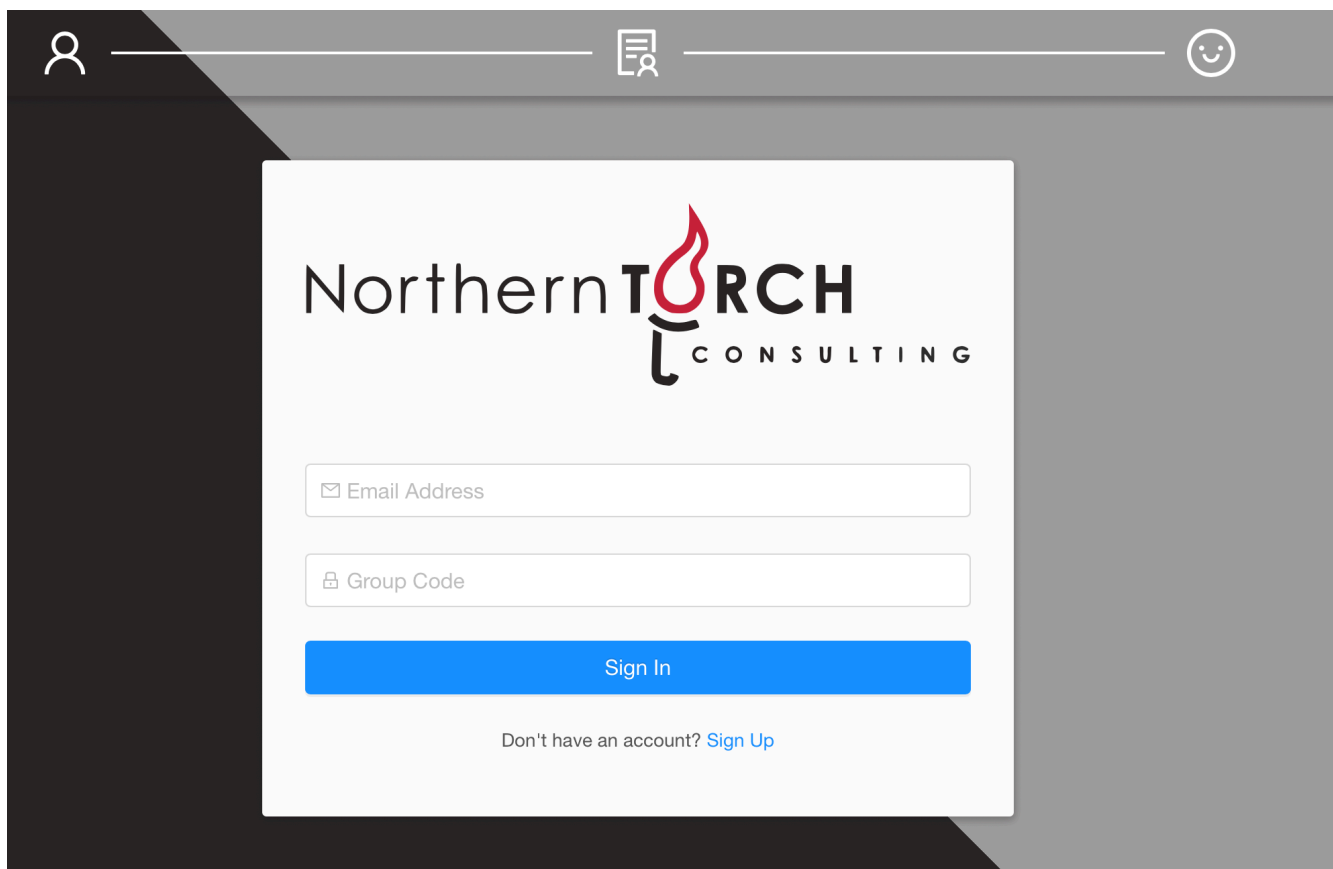


2. Sign In – I already have an account

2.1. Who is this for?

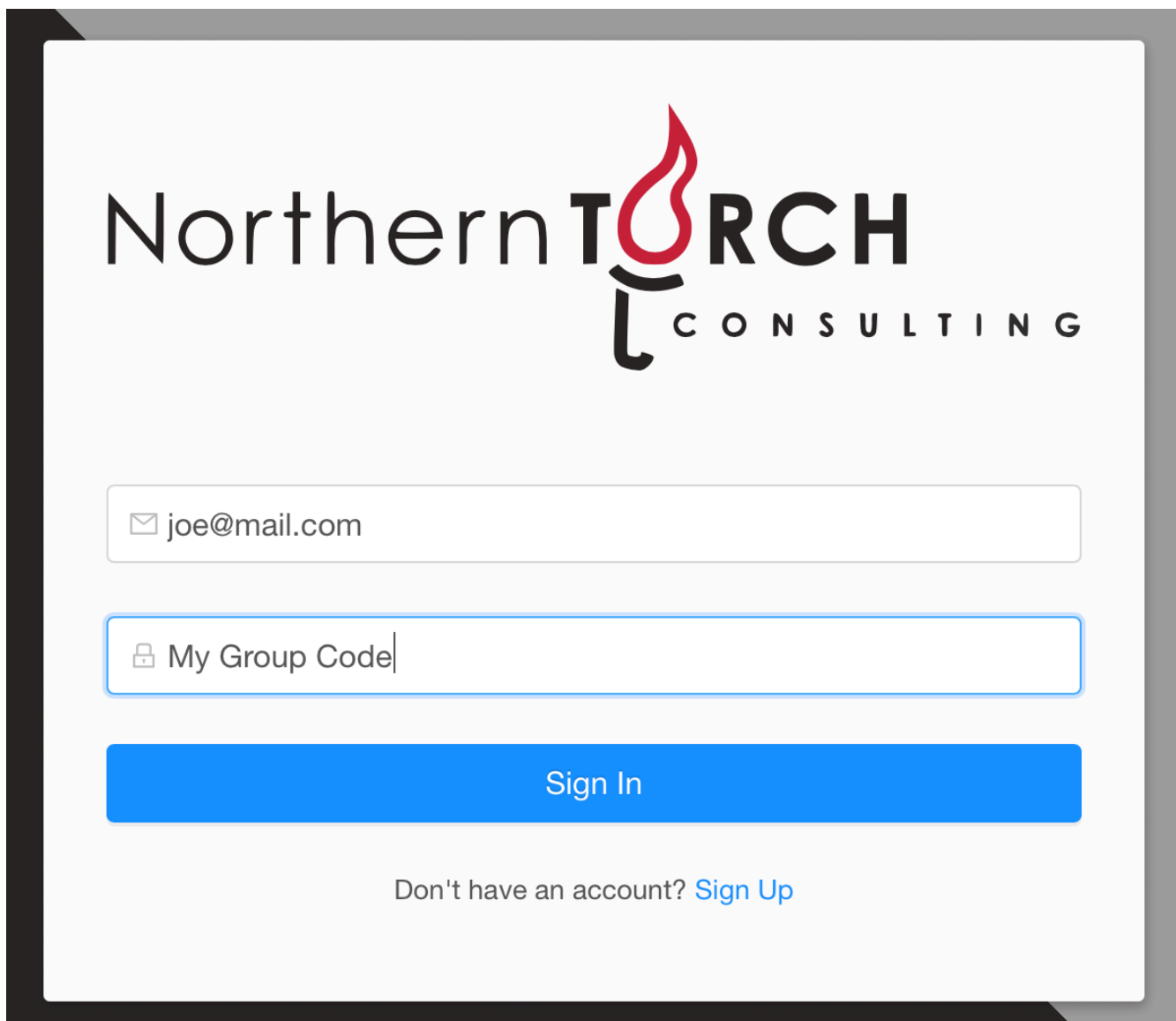
You have completed the assessment and your instructor has sent you an email stating that your results are ready for viewing. If this sounds like you, please follow the instructions in this section.

1. Follow the link in the email or click on <https://northerntorch.com>



The screenshot shows a web browser window with a dark header bar. On the left is a user icon, in the center is a list icon, and on the right is a smiley face icon. The main content area is a light gray rectangle centered on the page. At the top of this rectangle is the Northern Torch Consulting logo, which features the word 'Northern' in black, a red torch icon, and the word 'TORCH' in black, with 'CONSULTING' in smaller black letters below it. Below the logo are two input fields: the first is labeled 'Email Address' with an envelope icon, and the second is labeled 'Group Code' with a lock icon. Below these fields is a blue button with the text 'Sign In'. At the bottom of the rectangle, there is a link that says 'Don't have an account? Sign Up'.

2. Type in your Email Address and Group Code. An example of what your screen could look like is provided below. Please check that your Email Address and Group Code are correct and click on Sign In.



The image shows a login interface for Northern Torch Consulting. At the top, the company logo is displayed, featuring the text "Northern TORCH" in a large, black, sans-serif font, with a red torch flame icon replacing the letter "O" in "TORCH". Below this, the word "CONSULTING" is written in a smaller, black, all-caps, sans-serif font. The main content area contains two input fields. The first field is for the email address, with a small envelope icon and the text "joe@mail.com" entered. The second field is for the group code, with a small padlock icon and the text "My Group Code" entered. Below these fields is a prominent blue button with the text "Sign In" in white. At the bottom of the form, there is a link that says "Don't have an account? Sign Up", where "Sign Up" is in blue text.

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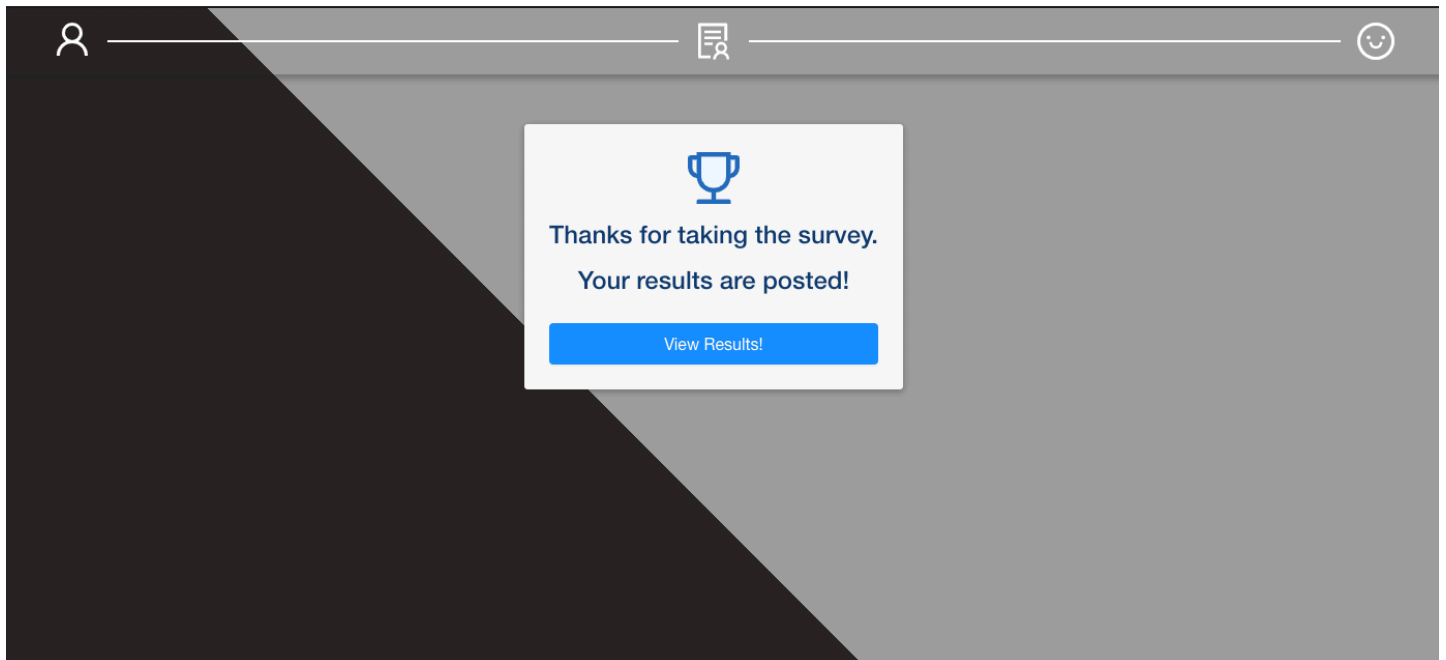
✉ joe@mail.com

🔒 My Group Code

Sign In

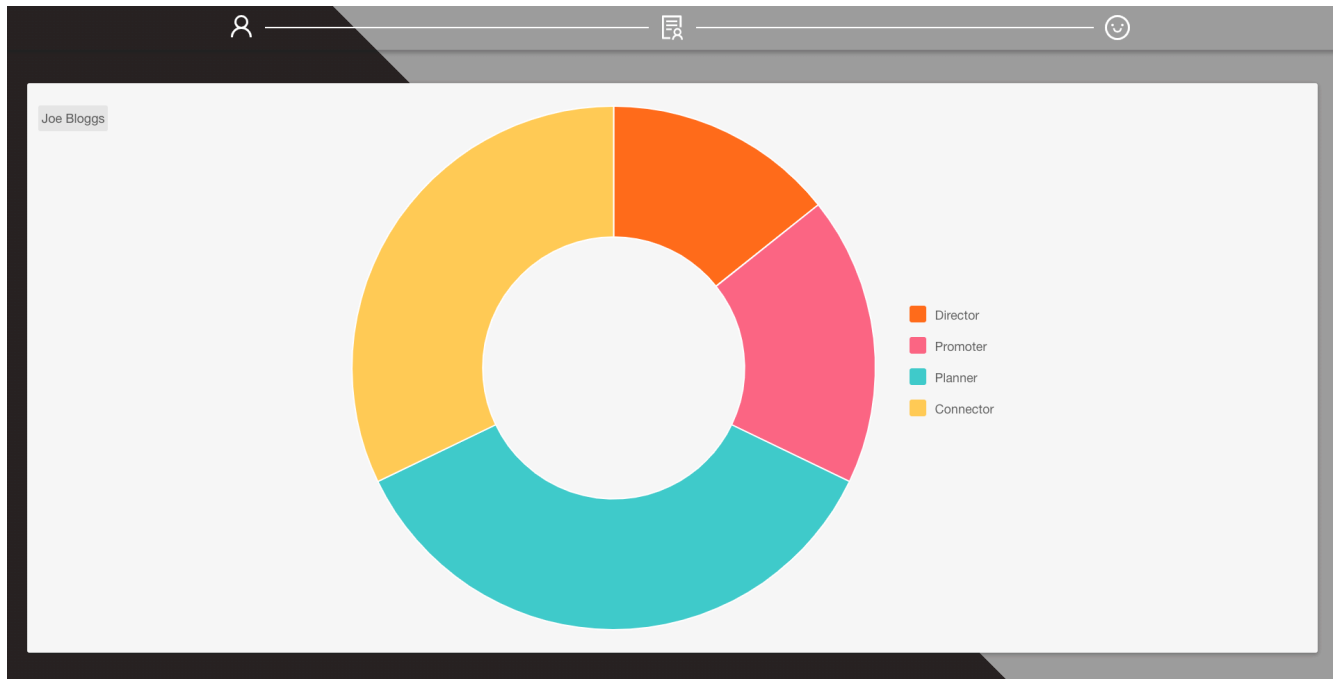
Don't have an account? [Sign Up](#)

3. If your instructor has released your results, you will see the following message.



Please click on the View Results button.

4. Congrats! You should now be viewing a summary of your results. Use your mouse to hover over the different sections to see which communication style you use most.



3. Help! I'm stuck and I don't know what to do

Take a deep breath and don't worry – we're here to help! Take a look at the questions and answers in this section.

My page isn't loading, what do I do?

Please check that you are opening the correct link – it should be <https://northerntorch.com/>. Please also make sure that you are connected to the internet and that you are able to access other websites on the web. Allow the page to load, as it may take time for slow internet connections, especially outside the US. If you are absolutely sure both of these things are working and correct, please reach out to your course instructor.

I can't sign up

Please make sure that you have typed in the correct Group Code and a valid Email Address. Please also check that there are no extra spaces or characters.

I can't sign in

Please check that the Email Address and Group Code that you are signing in with are correct. Please also make sure that there are no extra spaces or characters in your Email Address and Group Code.

I can't view my results

This means that your instructor hasn't released your results yet. Please wait and check the Email Address you signed up with for an update about the status of your assessment. Once results have been released, you will receive an email asking you to view your results.

Still have questions?

If your question isn't answered by any of these, please review the user guide once more to ensure that you have followed all of the instructions. If your question hasn't been answered by this guide, please reach out to your course instructor.