

FIGURE 1 *Communication Flexibility Scale*

*Instructions:* Here are some situations that illustrate how people sometimes act when communicating with others. The first part of each situation asks you to imagine that you are in the situation. Then, a course of action is identified and you are asked to determine how much *your own behavior* would be like the action described in the scenario. If it is **EXACTLY** like you, circle a 5; if it is **A LOT** like you, circle a 4; if it is **SOMEWHAT** like you, circle a 3; if it is **NOT MUCH** like you, circle a 2; and if it is **NOT AT ALL** like you, circle a 1.

IMAGINE:

1. Last week, as you were discussing your strained finances with your family, family members came up with several possible solutions. Even though you already decided on one solution, you decided to spend more time considering all the possibilities before making a final decision. [.21]
  2. You were invited to a Halloween Party and assuming it was a costume party, you dressed as a pumpkin. When you arrived at the party and found everyone else dressed in formal attire, you laughed and joked about the misunderstanding, and decided to stay and enjoy the party. [.27]
  3. You have always enjoyed being with your friend Chris, but do not enjoy Chris's habit of always interrupting you. The last time you met, every time Chris interrupted you, you then interrupted Chris to teach Chris a lesson. [.33]
  4. Your daily schedule is very structured and your calendar is full of appointments and commitments. When asked to make a change in your schedule, you replied that changes are impossible before even considering the change. [.41]
  5. You went to a party where over 50 people attended. You have a good time, but spent most of the evening talking to one close friend rather than meeting new people. [.40]
  6. When discussing a personal problem with a group of friends, you notice that many different solutions were offered. Although several of the solutions seemed feasible, you already had your opinion and did not listen to any of the alternative solutions. [.38]
  7. You and a friend are planning a fun evening and you're dressed and ready ahead of time. You find that you are unable to do anything else until your friend arrives. [.20]
  8. When you found your seat at the ball game, you realized you did not know anyone sitting nearby. However, you introduced yourself to the people sitting next to you and attempted to strike up a conversation. [.17]
  9. You had lunch with your friend Chris, and Chris told you about a too-personal family problem. You quickly finished your lunch and stated that you had to leave because you had a lot to do that afternoon. [.31]
  10. You were involved in a discussion about international politics with a group of acquaintances and you assumed that the members of the group were as knowledgeable as you on the topic; but, as the discussion progressed, you learned that most of the group knew little about the subject. Instead of explaining your point of view, you decided to withdraw from the discussion. [.25]
  11. You and a group of friends got into a discussion about gun control and, after a while, it became obvious that your opinions differed greatly from the rest of the group. You explained your position once again, but you agreed to respect the group's opinion also. [.29]
  12. You were asked to speak to a group you belong to, so you worked hard preparing a 30-minute presentation; but at the meeting, the organizer asked you to lead a question and answer session instead of giving your presentation. You agreed, and answered the group's questions as candidly and fully as possible. [.30]
  13. You were offered a managerial position where every day you would face new tasks and challenges and a changing day-to-day routine. You decided to accept this position instead of one that has a stable daily routine. [.30]
  14. You were asked to give a speech at a Chamber of Commerce breakfast. Because you did not know anyone at the breakfast and would feel uncomfortable not knowing anyone in the audience, you declined the invitation. [.37]
- Note.* Coding is reversed for items 4, 5, 6, 7, 9, 10 and 14. Item-total correlations from the original 20-item scale follow each item [in brackets].

As seen in Table 1, the 14-item Communication Flexibility Scale was positively correlated with communication adaptability; five of the six subscales—social composure ( $r = .42$ ), social confirmation ( $r = .40$ ), social experience ( $r = .47$ ), appropriate disclosure ( $r = .26$ ), articulation ( $r = .20$ )—were related to Communication Flexibility at the .01 level. Wit was unrelated ( $r = -.03$ ).

Communication flexibility was not significantly correlated with any of the RHET-SEN's three subscales. Although we expected communication flexibility to be unrelated to the noble self and rhetorical reflector subscales, we hypothesized that com-