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[\[PDF \(497K\)\]](#) [\[References\]](#)**ENDCORE: A Hierarchical Structure Theory of Communication Skills**[Manabu Fujimoto](#) and [Ikuo Daibo](#)²⁾

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We attempted to integrate various factors of communication skills into a hierarchical structure model. By classification, we found six categories of factors: Expressivity, Assertiveness, Decipherer ability, Other Acceptance, Self control, and Regulation of Interpersonal Relationship, from various existing scales. We hypothesized that the six factors were located at the basic or interpersonal level, and could be combined to form higher-level factors of three: the encode, decode, and management systems, respectively. Thus, we proposed ENDCORE theory to integrate various factors of communication skills into a hierarchical structure. College students, 233 in all, participated in the study, and completed a number of scales. Results indicated high utility of the hierarchical structure model, and we have developed ENDCOREs, a scale of 24 items to measure four sub-skills each for the six main-skill factors.

Keywords: [ENDCORE model](#), [communication skills](#), [hierarchical structure](#), [scale development](#)

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