

Personal Strengths Survey Chart

Circle all traits that apply to you in each of the four boxes below.

Lion

"Let's do it now!"

Takes Charge	Bold
Determined	Purposeful
Assertive	Decision maker
Firm	Leader
Enterprising	Goal driven
Competitive	Self-reliant
Enjoys challenges	Adventurous
Double the number circled _____	

Otter

"Trust me! It'll work out!"

Takes risk	Fun loving
Visionary	Likes variety
Motivator	Enjoys change
Energetic	Creative
Very verbal	Group oriented
Promoter	Mixes easily
Avoids details	Optimistic
Double the number circled _____	

Golden Retriever

"Let's keep things the way they are."

Loyal	Adaptable
Non-demanding	Sympathetic
Even keel	Thoughtful
Avoids conflict	Nurturing
Enjoys routine	Patient
Dislikes change	Tolerant
Deep relationships	Good listener
Double the number circled _____	

Beaver

"How was it done in the past?"

Deliberate	Discerning
Controlled	Detailed
Reserved	Analytical
Predictable	Inquisitive
Practical	Precise
Orderly	Persistent
Factual	Scheduled
Double the number circled _____	

Place your totals in the appropriate box:

	Lion	Otter	Golden Retriever	Beaver
20 - 28				
10 - 19				
0 - 9				

Behavioral Styles

Use the results of the “Personal Strengths Survey Chart” to help you deal more effectively with yourself. You will also find this test helpful when working with others with whom you need an effective and harmonious relationship.

	<u>Lion</u> “Let’s do it now!”	<u>Otter</u> “Trust me! It’ll work out!”	<u>Golden Retriever</u> “Let’s keep things the way they are.”	<u>Beaver</u> “How was it done in the past?”
Key Trait	CONTROLLING	PROMOTING	SUPPORTING	ANALYZING
How to Recognize	They like their own way; decisive, strong points of view	They get excited	They like positive attention, to be helpful and to be regarded warmly	They seek a lot of data, ask many questions, behave methodically and systematically
Trends to Ask	What? (The results oriented question)	Who? (The personal dominant question)	Why? (The personal non-goal questions)	How? (The technical analytical question)
What They Dislike	Someone wasting their time, trying to decide for them	Boring explanations, wasting time with too many facts	Rejection, treated impersonally, uncaring and unfeeling attitudes	Making an error, being unprepared, spontaneity
How They React to Stress	Take charge, take more control	“Sell” their ideas or argumentative	Become silent, withdraw, become introspective	Seek more data and information
Best Way to Deal with	Let them be in charge	Get excited with them – show emotion	Be supportive; show you care	Provide lots of data and information
Likes to be Measured by	Results – goal oriented	Applause, feedback, recognition	Friends, close relationships	Activity and busyness will lead to results
Must be Allowed to	Get into a competitive situation – likes to win	Get ahead quickly, likes challenges	Relax, feel, care, know you care	Make decisions at own pace, not cornered or pressured
Likes to Save	Time – They like to be efficient, get things done now!	Effort – They rely heavily on hunches, intuition, feelings	Relationships – Friendship means a lot to them	Face – They hate to make an error or be wrong
An Effective Leader Will	Allow them freedom to do things their own way	Inspire them to bigger and better things	Caringly provide specific plans and activities	Structure a framework or “track” to follow