

Personality Type Survey

How to Take and Score the Inventory

1. For each temperament type, check the positive traits (in the left column) that sound the most like you.
2. For each trait, add up the number of checked traits (in the left column) and then double that number. This is your score.
3. To graph your temperament "mix", mark your score for each temperament type on the graph with a large dot. If you want, draw a line to connect the dots.

This isn't a pass-fail test. This evaluation simply shows your tendencies and traits.

Lion

Temperament Characteristics

- Likes having authority
- Takes charge
- Determined
- Confident
- Firm
- Enterprising
- Competitive
- Enjoys challenges
- Problem solver
- Productive
- Bold
- Purposeful; goal driven
- Decision maker
- Adventurous
- Strong 'willed
- Independent; self reliant
- Controlling
- Persistent
- Action oriented

Score (Double number checked): _____

Likely to say: "Let's do it now!"

Otter

Temperament Characteristics

- Enthusiastic
- Takes risks
- Visionary
- Motivator
- Energetic
- Very verbal
- Promoter
- Friendly, mixes easily
- Enjoys popularity
- Fun loving
- Likes variety
- Spontaneous
- Enjoys change
- Creative; goes for new ideas
- Group oriented
- Optimistic
- Initiator
- Infectious laughter
- Inspirational

Score (Double number checked): _____

Likely to say: Trust me! It'll work out!"

Golden Retriever

Temperament Characteristics

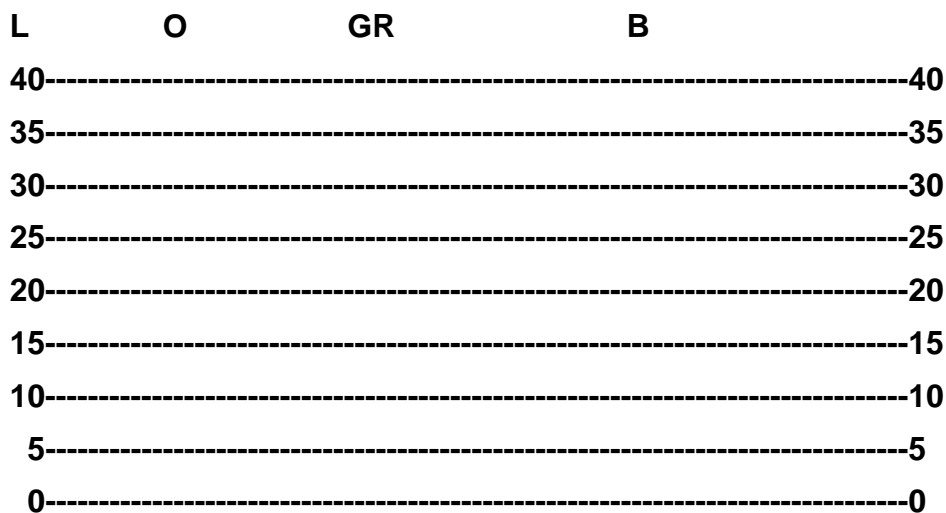
- Sensitive feelings
- Loyal
- Calm; even keeled
- Non-Demanding
- Avoids confrontations
- Enjoys routine
- Dislikes change
- Warm and relational
- Gives in
- Accommodating
- Cautious humor
- Adaptable
- Sympathetic
- Thoughtful
- Nurturing
- Patient
- Tolerant
- Good listener
- Peacemaker

Score (Double number checked): _____

Likely to say:

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

Chart Your Results



Beaver

Temperament Characteristics

- Accurate
- Consistent
- Controlled
- Reserved
- Predictable
- Practical
- Orderly
- Factual
- Conscientious
- Perfectionistic
- Discerning
- Detailed
- Analytical
- Inquisitive
- Precise
- Persistent
- Scheduled
- Sensitive

Score (Double number checked): _____

Likely to say: "How was it done in the past ?"

Plot your score for Lion first and then Otter and so on . After you plot all four types, draw line between them to see how you score in each temperament.

How did you do?

Remember this isn't a pass-fail test. This evaluation simply shows your tendencies and traits. As you look at your charted score, you may see a blend of all four categories. That's fine. Or you may see two scores significantly higher than the others. Or you may have one category that's head and shoulders above the other three. No one pattern is "correct."

Now take note of the right-hand column extreme for each of your checked characteristics. This might be how your positive traits are perceived by your family or friends.

Lions are leaders, decisive, bottom line, problem-solvers, not conversational.

Otters are fun-loving, entertainers, net workers, motivators, creative, talkers.

Retrievers are loving, nurturing, loyal, good listeners, encouragers.

Beavers are hard-working, detailed, accurate, focused on quality.

Consciously work to become more aware of your natural tendencies. Go for a healthy balance, tempering any extreme problem area, focus on your strengths and learn to cultivate the strengths of less dominant personality traits.

Some suggestions for each personality type:

Lions: Be softer and more gentle and include others when making decisions.

Strengths— Visionary, practical, productive, strong-willed, independent, decisive, leader

Weaknesses— Cold, domineering, unemotional self-sufficient, unforgiving, sarcastic, cruel

Otters: Think before you speak, and consider consequences before you act.

Strengths— Outgoing, responsive, warm, friendly, talkative, enthusiastic, compassionate

Weaknesses— Undisciplined, unproductive, exaggerates, egocentric, unstable

Retrievers: Practice saying no and making firm decisions.

Strengths— Calm, easy-going, dependable, quiet, objective, diplomatic, humorous

Weaknesses— Selfish, stingy, procrastinator, unmotivated, indecisive, fearful, worrier

Beavers: Learn to relax and don't expect others to do things just like you.

Strengths— Analytical, self-disciplined, industrious, organized, aesthetic, sacrificing

Weaknesses— Moody, self-centered, touchy, negative, unsociable, critical, revengeful

Understanding these Traits more...

Lions – “Do it now!”, “What’s the point?”

Their Environment: lots of projects, awards on the wall, large calendar, office furniture arranged in a formal way

They Gain Security by: control

Their Pace: fast and decisive

Their Needs: a climate that responds

They’re Irritated by: wasted time, unpreparedness, arguing, blocking results

For Growth They Need to: appear less critical, respect people’s personal worth, develop tolerance for conflict, pace themselves

Avoid With Them: attacking his/her character, telling them what to do, presenting win-lose scenarios

Otters – “Trust me!”, “Lighten up!”

Their Environment: cluttered, awards and slogans on the wall, personal pictures, friendly

They Gain Security by: flexibility

Their Pace: fast and spontaneous

Their Needs: a climate that collaborates

They’re Irritated by: too many facts, too much logic, boring tasks, same old approach, routine, being alone, ignoring their opinions

For Growth They Need to: respect priorities, more logical approach, follow through, get better organized, concentrate on the task at hand

Avoid With Them: negativism, rejection, arguing

Golden Retrievers – “Why change?”, “Let’s work together!”

Their Environment: family pictures, slogans on the wall, personal items, relaxed friendly decorations

They Gain Security by: close relationships

Their Pace: slow and easy

Their Needs: a climate that processes

They’re Irritated by: pushy and aggressive behavior, insincerity, being put on the spot, disrupting the status quo

For Growth They Need to: take risks, delegate to others, confront, develop confidence in others, learn to change and adapt

Avoid With Them: conflict, sudden unplanned risky changes, overloading, confusing

Beavers – “Do it right!”, “Prove it!”

Their Environment: structured and organized, charts and graphs, functional decor, formal seating arrangement

They Gain Security by: preparation

Their Pace: slow and systematic

Their Needs: a climate that describes

They’re Irritated by: people who do not know what they are talking about, lack of attention to detail, surprises, unpredictability

For Growth They Need to: make faster decisions, tolerate conflict, learn to compromise, adjust to change and disorganization

Avoid With Them: criticizing, blunt personal questions, incomplete or inaccurate recommendations