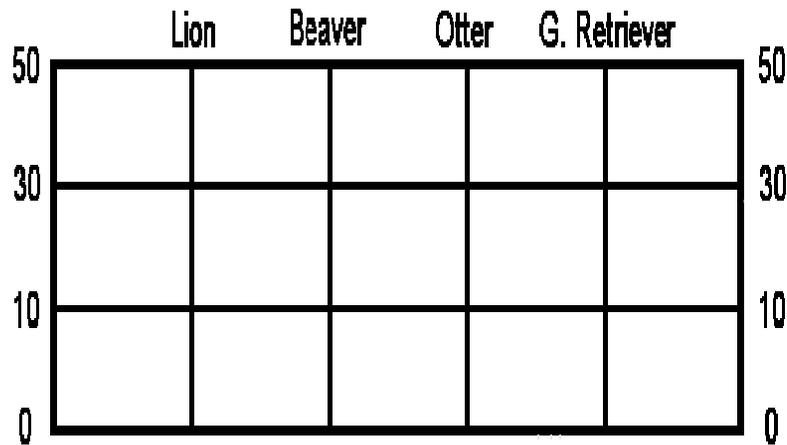


DISCOVER YOUR PERSONALITY

Instructions: In *each box* circle the words that best describe your personality. Double the number of circles and record that number.

Personality Strengths Chart



Once you are done scoring you will want to know what your score means. For a description of the meaning of each of these four personality strengths and weaknesses, read through the page on Personality Types: Lion, Otter, Beaver, Golden Retriever.

Lion		Beaver	
Authoritative Confident Firm Loves a challenge Problem solver Bold Goal driven Strong willed Self reliant Persistent	Takes charge Determined Enterprising Competitive Productive Purposeful Adventurous Independent Controlling Action oriented	Enjoys instructions Consistent Reserved Practical Factual Perfectionist Detailed Inquisitive Persistent Sensitive	Accurate Controlled Predictable Orderly Conscientious Discerning Analytical Precise Scheduled Deliberate
"Let's do it now!" Double the number chosen: __		"How was it done in the past?" Double the number chosen: __	
Otter		Golden Retriever	
Enthusiastic Visionary Energetic Promoter Mixes easily Fun-loving Spontaneous Creative-new ideas Optimistic Infectious laughter	Takes Risks Motivator Very verbal Friendly Enjoys popularity Likes variety Enjoys change Group oriented Initiator Inspirational	Sensitive feelings Calm Non-demanding Avoids confrontations Enjoys routine Warm and relational Adaptable Thoughtful Patient Good listener	Loyal Even keeled Gives in Indecisive Dislikes change Dry humor Sympathetic Nurturing Tolerant Peace maker
"Trust me! It'll work out!" Double the number chosen: __		"Let's keep it the way it is." Double the number chosen: __	

Graph your scores in the chart on the back...

Beaver (Melancholy)

“Let’s do it the right way!”

Desire: Have it right!

Emotional needs: Sense of stability, space, silence, sensitivity and support.

Key strengths: Ability to organize, set long-range goals, have high standards and ideals, analyze deeply.

Key weaknesses: Easily depressed, too much time on preparation, too focused on details, remembers negatives, suspicious of others.

Get depressed when: Life is out of order, standards aren’t met and no one seems to care.

Are afraid of: No one understanding how they really feel, making mistakes, having to compromise standards.

Like people who: Are serious, intellectual, deep and will carry on a sensible conversation.

Dislike people who: Are lightweights, forgetful, disorganized, late, superficial and unpredictable.

Are valuable in work: For sense of details, love analysis, follow through, high standards of performance, compassion for the hurting.

Could improve if: They didn’t take life quite so seriously and didn’t insist others be perfectionists.

As leaders they: Organize well, are sensitive to people’s feelings, have deep creativity, want quality performance.

Tend to marry: Popular sanguines for their personalities and social skills, but soon try to shut them up and get them on a schedule and become depressed when they don’t respond.

Reaction to stress: Withdraw, get lost in a book, become depressed, give up, recount the problems.

Recognized by: Serious, sensitive nature, well-mannered approach, self-deprecating comments, meticulous and well-groomed looks

Otter (Sanguine)

“Let’s do it the fun way!”

Desire: Have fun!

Emotional needs: Attention, affection, approval, acceptance.

Key strengths: Can talk about anything at any time at any place with our without information; has a bubbling personality, optimism, sense of humor, storytelling ability, likes people.

Key weaknesses: Disorganized, can’t remember details, or names, exaggerates, not serious about anything, trusts others to do the work, too gullible and naïve.

Get depressed when: Life is no fun and no one seems to love them.

Are afraid of: Being unpopular or bored, having to live by the clock or keep record of money spent.

Like people who: Listen and laugh, praise and approve.

Dislike people who: Criticize, don’t respond to their humor, don’t think they are cute.

Are valuable in work: For colorful creativity, optimism, light touch, cheering up others, entertaining.

Could improve if: They got organized, didn’t talk so much and learned to tell time.

As leaders they: Excite, persuade and inspire others; exude charms and entertain, but are forgetful and are poor on follow through.

Tend to marry: Perfect melancholies who are sensitive and serious, but the otters quickly tire of having to cheer them up all the time and of being made to feel inadequate and stupid.

Reaction to stress: Leave the scene, go shopping, find a fun group, create excuses, blame others.

Recognized by: Constant talking, loud volume, bright eyes, moving hands, colorful expression, enthusiasm, ability to mix easily.

Golden Retriever (Phlegmatic)

“Let’s do it the easy way!”

Desire: Have no conflict, keep peace!

Emotional needs: Sense of respect, feeling of worth, understanding, emotional support.

Key strengths: Balance, even disposition, dry sense of humor, pleasing personality.

Key weaknesses: Lack of decisiveness and enthusiasm; lack of energy, no obvious flaws, but a hidden will of iron.

Get depressed when: Life is full of conflict, they have to face a personal confrontation, no one wants to help, the buck stops with them.

Are afraid of: Having to deal with a major personal problem, being left holding the bag, making major changes.

Like people who: Will make decisions for them, will recognize their strengths, will not ignore them, will give them respect.

Dislike people who: Are too pushy, too loud and expect too much of them.

Are valuable in work: Because they cooperate and are a calming influence, keep peace, mediate between contentious people, objectively solve problems.

Could improve if: They set goals and became self-motivated, they were willing to do more and move faster than expected and could face their own problems as well as other people’s.

As leaders they: Keep calm, cool and collected, don’t make impulsive decisions, are well-liked and inoffensive, won’t cause trouble, but don’t often come up with brilliant new ideas.

Tend to marry: Powerful choleric because they respect their strength and decisiveness, but later the peacekeepers get tired of being pushed around and looked down upon.

Reaction to stress: Hide from it, watch television, eat, tune out on life.

Recognized by: Calm approach, relaxed posture, sitting or leaning when possible.

Lion (Choleric)

“Let’s do it the my way!”

Desire: Have control!

Emotional needs: Sense of obedience, appreciation for accomplishments, credit for ability.

Key strengths: Ability to take charge of anything instantly, make quick, correct judgments.

Key weaknesses: Too bossy, domineering, autocratic, insensitive, impatient, unwilling to delegate or give credit to others.

Get depressed when: Life is out of control and people won’t do things their way.

Are afraid of: Losing control of anything such as losing a job, not being promoted, becoming seriously ill, having a rebellious child or an unsupportive mate.

Like people who: Are supportive and submissive, see things their way, cooperate quickly and let them take credit.

Dislike people who: Are lazy and not interested in working constantly, use their authority, get independent, aren’t loyal.

Are valuable in work: Because they can accomplish more than anyone else in a shorter period of time and are usually right but may stir up trouble.

Could improve if: They allowed others to make decisions, delegated authority, became more patient, didn’t expect everyone else to produce as they do.

As leaders they: Have a natural feeling for being in charge, a quick sense of what will work, and a sincere belief in their ability to achieve, but may overwhelm less aggressive people.

Tend to marry: Peaceful melancholics who will quietly obey and not buck their authority, but who never accomplish enough to get excited over their projects.

Reaction to stress: Tighten control, work harder, exercise more, get rid of offender.

Recognized by: Fast-moving approach, quick grab for control, self-confidence, restless and overpowering style.