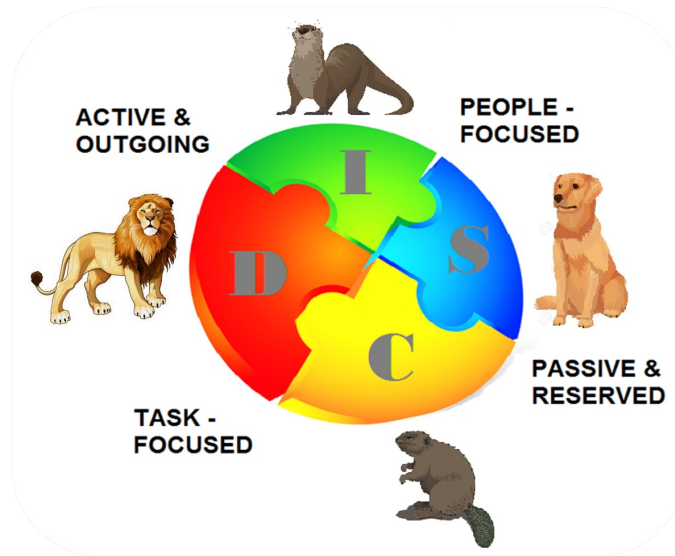


HOW TO EFFECTIVELY IDENTIFY & ADAPT TO YOUR TEAM'S



ANIMAL PERSONALITY TYPES



Learn more at <https://greatresultsteambuilding.net/team-personality-types/>

L = Lions

Lions are leaders. They are usually the bosses at work...or at least they think they are! They are decisive, not watchers or listeners. They love to solve problems. They are usually individualists who love to seek new adventures and opportunities.

Lions are very confident and self-reliant. In a group setting, if no one else instantly takes charge, the Lion will. Unfortunately, if they don't learn how to tone down their aggressiveness, their natural dominating traits can cause problems with others. Most entrepreneurs are strong lions, or at least have a lot of lion in them.

Natural Strengths

- Decisive
- Goal-oriented
- Gets results
- Independent
- Risk-taker
- Takes initiative
- Persistent
- Efficient
- Competitive
- Enjoys challenges, variety and change

Natural Weaknesses

- Impatient
- Blunt
- Poor listener
- Impulsive
- Demanding
- Can be insensitive to the feelings of others
- Fears inactivity, relaxation
- Quickly bored by routine or mechanics

Basic Disposition: Fast-paced, task oriented

Motivated by: Results; challenge, action, power, and credit for achievement

Time Management: Lions focus on NOW. They hate wasting time; and like to *get right to the point*.

Communication Style: Great at initiating communication; not good at listening (one way communicator)

Decision Making: Impulsive; makes quick decisions with goal or end result in mind. Results-focused.

In Pressure or Tense Situations: The lion takes *command* and becomes autocratic.

Greatest Needs: To see results, experience variety, and face new challenges. Wants to solve problems.

What the Lion Desires: Freedom, authority, variety, difficult assignments, opportunity for advancement.

Comparable to: D (DOMINANT) from DISC Assessment



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O = Otters

Otters are excitable, fun seeking, cheerleader types who love to talk! They're great at motivating others and need to be in an environment where they can talk and have a vote on major decisions. The otters' outgoing nature makes them great *networkers*—they usually know a lot of people who know a lot of people. They can be very loving and encouraging unless under pressure, when they tend to use their verbal skills to attack. They have a strong desire to be liked and enjoy being the center of attention. They are often very attentive to style, clothes, and are the life of any party. Most people really enjoy being around them.

Natural Strengths

- Enthusiastic
- Optimistic
- Good Communicator
- Emotional and Passionate
- Motivational and Inspirational • Outgoing
- Personal
- Dramatic
- Fun-loving

Natural Weaknesses

- Unrealistic
- Not detail-oriented
- Disorganized
- Impulsive
- Listens to *feelings* above *logic* • Reactive
- Can be too talkative
- Excitable

Basic Disposition: Fast-paced. People-oriented.

Motivated by: Recognition and approval of others

Time Management: Otters focus on the future and have a tendency to rush to the next exciting thing.

Communication Style: Enthusiastic and stimulating, often one-way; but can inspire and motivate others.

Decision Making: Intuitive and fast. Makes lots of “right calls” and lots of wrong ones.

In Pressure or Tense Situations: The otter ATTACKS. Can be more concerned about popularity than results

Greatest Needs: Social activities and recognition; activities that are fun, and freedom from details.

What the Otter Desires: Prestige, friendly relationships, opportunity to help others and share ideas.

Comparable to: I (INFLUENCE) from DISC Assessment



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G = Golden Retrievers

One word describes these people: LOYAL. They're so loyal, in fact, that they can absorb the most emotional pain and punishment in a relationship and still stay committed.

They are great listeners, incredibly empathetic and warm encouragers. However, they tend to be such pleasers that they can have great difficulty being assertive in a situation or relationship when it's needed.

Natural Strengths

- Patient
- Easy-going
- Team player
- Empathetic
- Sensitive to feelings of others
- Tremendously loyal
- Puts people above projects
- Dependable
- Supportive
- Agreeable

Natural Weaknesses

- Indecisive
- Over-accommodating
- May sacrifice results for the sake of harmony
- Slow to initiate
- Avoids confrontation even when needed
- Tends to hold grudges and remember past hurts
- Fears change

Basic Disposition: Slow-paced, people-oriented

Motivated by: Desire for good relationships and appreciation of others.

Time Management: Retrievers focus on the present and devote time to helping and building relationships.

Communication Style: Two-way communicator; great listener and provides empathetic response.

Decision Making: Makes decisions more slowly, wants input from others, and often yields to the input

In Pressure or Tense Situations: Retrievers give in to the opinions and wishes of others. Often too tolerant.

Greatest Needs: Security; gradual change and time to adjust; an environment free of conflict.

Desires: Quality relationships; security; a relaxed and friendly environment; freedom to work at own pace.

Comparable to: S (STEADINESS) from DISC Assessment



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B = Beavers

Beavers have a strong need to do things right and *by the book*. In fact, they are the kind of people who actually read instruction manuals. They are great at providing quality control in an office, and will provide quality control in any situation or field that demands accuracy, such as accounting, engineering, etc.

Because rules, consistency and high standards are so important to beavers, they are often frustrated with others who do not share these same characteristics. Their strong need for maintaining high (and oftentimes unrealistic) standards can short-circuit their ability to express warmth in a relationship.

Natural Strengths

- Accurate
- Analytical
- Detail-oriented
- Thoroughness
- Industrious
- Orderly
- Methodical and exhaustive • High standards
- Intuitive
- Controlled

Natural Weaknesses

- Too hard on self
- Too critical of others
- Perfectionist
- Overly cautious
- Won't make decisions without "all" the facts • Too picky
- Overly sensitive

Basic Disposition: Slow-paced, task-oriented

Motivated by: The desire to be right and maintain quality.

Time Management: Beavers tend to work slowly to make sure they are accurate.

Communication Style: Beavers are good listeners, communicate with details, and are usually diplomatic.

Decision Making: Avoids making decisions; needs lots of information before they will make a decision

In Pressure or Tense Situations: The beaver tries to avoid pressure situations. They can ignore deadlines.

Greatest Needs: Security, gradual change and time to adjust to it.

What the Beaver Desires: Clearly defined tasks, stability, low risk, and tasks that require precision and planning.

Comparable to: C (CAUTIOUS) from DISC Assessment



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READY TO IMPROVE YOUR TEAM CULTURE AND PERFORMANCE?

Sean inspires people to have fun laughing together so they can have more success working together. His four books, The Unexpected Leader, Rapid Teamwork, The 10 Commandments of Winning Teammates, and Staying Coachable are all powerful parables for building and leading teams! As a successful basketball coach and educator for over 20 years, Sean gained valuable insights into how to develop winning teams - and founded *Great Results Teambuilding* to share those lessons... Today, he travels around the country delivering interactive events and entertaining keynotes that **transform employees into winning teammates!**



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