

The Animal Personality Test

In the space provided, rate the degree in which the following characteristics or behaviors most accurately describe you at home, at work, or in your close relationships. **(0 – 3 for each row)**

EVERY ROW MUST INCLUDE:

0 = least like

1 = somewhat

2 = very much

3 = most like

	Column 1	Column 2	Column 3	Column 4
1	____ Likes control	____ Enthusiastic	____ Sensitive	____ Consistent
2	____ Confident	____ Visionary	____ Calm	____ Reserved
3	____ Firm	____ Energetic	____ Non-demanding	____ Practical
4	____ Likes challenge	____ Promoter	____ Enjoys routine	____ Factual
5	____ Problem solver	____ Mixes easily	____ Peace Maker	____ Perfectionistic
6	____ Bold	____ Fun-loving	____ Adaptable	____ Detailed
7	____ Goal driven	____ Spontaneous	____ Thoughtful	____ Inquisitive
8	____ Strong willed	____ Likes new ideas	____ Patient	____ Deliberate
9	____ Self-reliant	____ Optimistic	____ Good listener	____ Sensitive
10	____ Persistent	____ Takes risks	____ Loyal	____ Accurate
11	____ Takes charge	____ Motivator	____ Even-keeled	____ Controlled
12	____ Determined	____ Very verbal	____ Gives in	____ Predictable
13	____ Enterprising	____ Friendly	____ Indecisive	____ Orderly
14	____ Competitive	____ Popular	____ Dislikes change	____ Conscientious
15	____ Productive	____ Enjoys variety	____ Dry humor	____ Discerning
16	____ Purposeful	____ Group oriented	____ Sympathetic	____ Analytical
17	____ Adventurous	____ Initiator	____ Nurturing	____ Precise
18	____ Independent	____ Inspirational	____ Tolerant	____ Scheduled
	____ TOTAL	____ TOTAL	____ TOTAL	____ TOTAL
	L ____	O ____	R _____	B _____

(used with permission from the Smalley Center)

APPRECIATING DIFFERENT ANIMAL TYPES

L_____ (Direct)

Lions are extroverts who are task oriented. They are leaders, partly because they enjoy being in control. They love a challenge and they expect people to follow them and do things their way. They make decisions quickly, without showing any fear. They have to be careful that they don't come across as arrogant and unyielding.

O_____ (Influential)

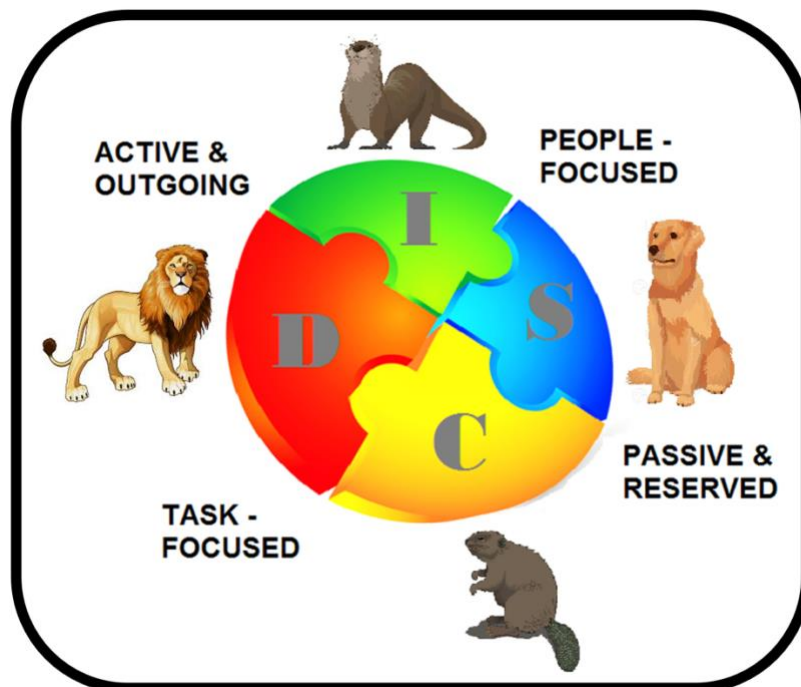
Otters are extroverts who are people oriented. They love to talk and they're the life of the party. You know it when they walk into a room because they make their presence known, often speaking or laughing loudly. They are fun and spontaneous, playful and enthusiastic. On the down-side they tend to be disorganized, chronically late and have difficulty focusing on tasks. They despise details.

R_____ (Steady)

Retrievers are introverts who are people oriented. They are kind and compassionate. They like security and enjoy a small group of close friends. They make others feel welcomed and loved. They are great listeners and are loyal friends. They avoid conflict and change, preferring to keep the status quo. They can be stubborn and they don't like to try new things.

B_____ (Cautious)

Beavers are introverts who are task oriented. They are organized and they love the details, always asking lots of questions. They finish what they start. They can be very creative and inventive. They like order and predictability. They have to be careful not to be too critical of others or expect others to live up to their high personal standards.



HOW TO TALK TO DIFFERENT PERSONALITY TYPES

Talking to High D's (DIRECT / LIONS):

Give them info in sound-bites that are short and sweet.
Emphasize the results and the achievement that this will make possible.
Give it to them in simple bullet points.
Don't give them a ton of information – focus on outcomes.
Once a high D has bought...STOP SELLING AND MOVE FORWARD.

Talking to High I's (INFLUENTIAL / OTTERS):

Remember they are all about creativity and people.
Don't go into the meeting giving them information right off the bat.
Ask them how they are doing, and be genuinely interested in them.
They won't hear details, so always follow up with a more detailed email.
If you keep the meeting fun and engaging, you will likely get the sale.

Talking to High S's (STEADY / RETRIEVERS):

This is the most difficult style to sell to. They want security and dislike conflict.
They are always asking themselves "how is this going to impact the team?"
It takes them a long time to make the decision...
Teach them how your product, service will help the company or team.
It may take a lot of follow up... They are all about relationships and loyalty!

Talking to High C's (CAUTIOUS / BEAVERS):

You have to have A LOT OF DETAIL to sell to high C's.
They don't want salesmanship or hype - just clarity - so be prepared.
They want all the facts and details. It doesn't need to be exciting.
If they disagree with your facts...you will lose the sale.
Ask them, "What other questions do you have?" to fill in more information.



PLANNING A LEADERSHIP OR TEAMWORK EVENT?

BE SURE YOU GET GREAT RESULTS!

Sean inspires teams 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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Get access to Sean's Team Toolbox - over 50 resources and handouts!



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