

L = Lions

Lions are leaders. They are usually the bosses at work . . . and if not the actual boss they at least think they are the boss! Lions are decisive, “bottom line” folks who are observers rather than watchers or listeners. Lions love to solve problems. They are usually individualists who seek new adventures and opportunities.

Consider the natural strengths of the Lion personality. If the highest score in your personality test is “L,” then these behaviors are very natural to you. You are drawn to these actions. No one has to motivate you to act in these ways. You are happiest when they just get out of your way.

Natural Strengths

- Decisive
- Goal-oriented
- Achievement-driven
- Gets results
- Independent
- Takes risks
- Takes charge
- Takes initiative
- Self starter
- Persistent and efficient
- Driven to complete projects
- Competitive
- Enjoys challenges, variety, and change

Natural Weaknesses

- Impatient
- Blunt
- Poor listener
- Impulsive
- Demanding
- May prioritize projects over people
- Can be insensitive to others’ feelings
- May “run over” others who are slower to act or speak
- Fears inactivity and relaxation
- Quickly bored by routine or Mechanics

The Lion naturally responds to work and personal situations in the following ways

Basic disposition:	Fast paced, task oriented.
Motivated by:	Results, challenge, action, power, and credit for achievement.
Time management:	Lions focus on NOW instead of the distant future. They get a lot more done in a lot less time than their peers, 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 a goal or end result in mind. Results-focused. Needs very few facts to make a decision.
In pressure or tense situations:	The Lion takes “command” and becomes autocratic.
Greatest needs	The Lion needs to see results, experience variety, and face new challenges. He or she needs to solve problems and wants direct answers.
What the Lion desires:	Freedom, authority, variety, difficult assignments, and opportunity for advancement.

O = Otters

Otters are excitable, fun-seeking, cheerleader types who love to talk! They are great at motivating others and will absolutely suffer in an environment where they cannot talk or have a say in major decisions of the company or a relationship.

The Otters' outgoing nature makes them great networkers.

Otters usually know a lot of people who know a lot of people who really like the Otter. They can be very loving and encouraging unless under pressure. Pressure brings out an attacking response that is empowered by their practiced verbal skills. Otters have a strong desire to be liked, and they enjoy being the center of attention. They are often very attentive to style, clothes, and flash. Otters are the life of any party, and most people enjoy being around them.

Consider the natural strengths of the Otter. It takes very little encouragement to draw these personality traits out of the Otter. In fact, it is hard not to see these behaviors exhibited often and with great skill. No one has to motivate the Otter to be enthusiastic and outgoing, but a manager who stifles any of these natural strengths will take the wind out of the Otter's sails – and her desire to perform for the company.

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 over 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 easily 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! Otters are more concerned about their popularity than achieving tangible results.

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Greatest needs

Social activities and recognition. Fun things to take part in and freedom from details.

What the Otter desires:

Prestige, friendly relationships, the opportunity to help and motivate others, and opportunities to verbally share their ideas

G = Golden Retriever

One word describes the personality of the Golden Retriever and that word is LOYAL. They are so loyal, in fact, that they can absorb enormous amounts of emotional pain and punishment in a relationship and still remain committed to it.

Golden Retrievers are great listeners, incredible empathizers, and warm encouragers. There is a danger for these personality types in that they tend to be so intent on pleasing others that they can have great difficulty asserting themselves in situations or relationships when it is needed.

Natural Strengths

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

Basic disposition:

Motivated by:

Time management:

Communication style:

Decision making:

In pressure or tense situations:

Greatest needs

What the Golden Retriever desires:

Natural Weaknesses

- Indecisive
- Overly accommodating
- May sacrifice results for harmony
- Slow to initiate
- Avoids confrontation even when needed
- Tends to hold grudges and remember "hurts"
- Fears change

Slow-paced, people-oriented.

Desire for good relationships. Appreciation of others.

Golden Retrievers focus on the present and devote lots of time to helping others and building relationships.

Two-way communicator. A great listener who provides an empathetic response.

Makes decisions more slowly, wants input from others, and often yields to that input.

Gives in to others' opinions, ideas, and wishes. Is often too tolerant.

The Golden Retriever needs an environment free of conflict. Security, gradual change, and time to adjust to that change are paramount.

Quality relationships, security, a consistent environment, and the freedom to work at his or her own pace.

B = Beaver

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 offices, businesses, and organizations that demand accuracy and so are suited to areas like accounting, human relations, and engineering.

Beaver personalities excel in environments where rules, consistency, and high standards are important. Make Beavers work with those who do not share those same characteristics and they will be frustrated and unproductive. The strong need for maintaining high, oftentimes unrealistic standards can short circuit their ability to express warmth in a relationship.

Natural Strengths

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

Natural Weaknesses

- Too hard on self
- Too critical of others
- Perfectionist
- Overly cautious
- Will not make a decision 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 and love accuracy.

Communication style:

Beavers are good listeners, communicate details, and are usually diplomatic.

Decision making:

Avoids making decisions. Needs lots of information before reaching a conclusion.

In pressure or tense situations:

Beavers try to avoid pressure and tense situations. They can ignore deadlines.

Greatest needs

The Beaver needs security, gradual change, and time to adjust to that change.

What the Beaver desires:

Clearly defined tasks, stability, security, low risk, and tasks that require precision and planning.