### Personality types

#### INSTRUCTIONS

In the space provided, identify the degree in which the following characteristics or behaviors most accurately describes you at home or in the relationships with your loved ones.

- 0 = not at all
- 1 = somewhat
- 2 = mostly
- 3 = very much

For more information and help visit [www.smalley.cc](http://www.smalley.cc)

<table>
<thead>
<tr>
<th>Column 1</th>
<th>Column 2</th>
<th>Column 3</th>
<th>Column 4</th>
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</thead>
<tbody>
<tr>
<td>_____ Likes control</td>
<td>_____ Enthusiastic</td>
<td>_____ Sensitive</td>
<td>_____ Consistent</td>
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<tr>
<td>_____ Confident</td>
<td>_____ Visionary</td>
<td>_____ Calm</td>
<td>_____ Reserved</td>
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<tr>
<td>_____ Firm</td>
<td>_____ Energetic</td>
<td>_____ Non-demanding</td>
<td>_____ Practical</td>
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<td>_____ Likes challenge</td>
<td>_____ Promoter</td>
<td>_____ Enjoys routine</td>
<td>_____ Factual</td>
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<tr>
<td>_____ Problem solver</td>
<td>_____ Mixes easily</td>
<td>_____ Relational</td>
<td>_____ Perfectionistic</td>
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<tr>
<td>_____ Bold</td>
<td>_____ Fun-loving</td>
<td>_____ Adaptable</td>
<td>_____ Detailed</td>
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<tr>
<td>_____ Goal driven</td>
<td>_____ Spontaneous</td>
<td>_____ Thoughtful</td>
<td>_____ Inquisitive</td>
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<tr>
<td>_____ Strong willed</td>
<td>_____ Likes new ideas</td>
<td>_____ Patient</td>
<td>_____ Persistent</td>
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<tr>
<td>_____ Self-reliant</td>
<td>_____ Optimistic</td>
<td>_____ Good listener</td>
<td>_____ Sensitive</td>
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<tr>
<td>_____ Persistent</td>
<td>_____ Takes risks</td>
<td>_____ Loyal</td>
<td>_____ Accurate</td>
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<tr>
<td>_____ Takes charge</td>
<td>_____ Motivator</td>
<td>_____ Even-keeled</td>
<td>_____ Controlled</td>
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<td>_____ Determined</td>
<td>_____ Very verbal</td>
<td>_____ Gives in</td>
<td>_____ Predictable</td>
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<tr>
<td>_____ Enterprising</td>
<td>_____ Friendly</td>
<td>_____ Indecisive</td>
<td>_____ Orderly</td>
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<tr>
<td>_____ Competitive</td>
<td>_____ Popular</td>
<td>_____ Dislikes change</td>
<td>_____ Conscientious</td>
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<tr>
<td>_____ Productive</td>
<td>_____ Enjoys variety</td>
<td>_____ Dry humour</td>
<td>_____ Discerning</td>
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<tr>
<td>_____ Purposeful</td>
<td>_____ Group oriented</td>
<td>_____ Sympathetic</td>
<td>analytical</td>
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<tr>
<td>_____ Adventurous</td>
<td>_____ Initiator</td>
<td>_____ Nurturing</td>
<td>_____ Precise</td>
</tr>
<tr>
<td>_____ Independent</td>
<td>_____ Inspirational</td>
<td>_____ Tolerant</td>
<td>_____ Scheduled</td>
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<tr>
<td>_____ Action oriented</td>
<td>_____ Likes change</td>
<td>_____ Peace maker</td>
<td>_____ Deliberate</td>
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| _____ TOTAL               | _____ TOTAL               | _____ TOTAL               | _____ TOTAL               |

There are different ways of describing the personality types... I have chosen the theories developed by Dr. Gary Smalley and Dr. John Trent. They base their personalities around animal characteristics. Often you’ll find that people have a primary character type and a secondary type. Take a look at yourself. Which one is your primary and which one is your secondary? Some naturally go together and make for a wonderful set of strengths. Also, be sensitive to the weaknesses in yourself and in others.
**Lion** *(Choleric/Dominance)*

**Strengths**– Visionary, practical, productive, strong-willed, independent, decisive, leader

**Weaknesses**– Cold, domineering, unemotional self-sufficient, unforgiving, sarcastic, cruel

“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

**Wants You to Be:** efficient and to the point

**Provide Them With:** options, information on what it does and by when, freedom to act, immediate action

**General Strategies:** be efficient and competent, support their goals and objectives, if you disagree – argue facts and not personal feelings, be precise, time disciplined, well organized, focus on the results or bottom-line, do not waste their time, let them make the decision
**Otter** *(Sanguine/Influence)*

**Strengths** – Outgoing, responsive, warm, friendly, talkative, enthusiastic, compassionate

**Weaknesses** – Undisciplined, unproductive, exaggerates, egocentric, unstable

“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

**Wants You to Be:** stimulating and interesting

**Provide Them With:** quality, information on how it will enhance their status, increased talent, originality, uniqueness

**General Strategies:** be interested in them, support their dreams, feelings and opinions, be sociable, do not hurry the discussion – give them a chance to verbalize, try not to argue, don’t deal with details – put it all in writing, do not be shy, agree on the specifics of any arrangement
Golden Retriever *(Phlegmatic/Steadiness)*

**Strengths**– Calm, easy-going, dependable, quiet, objective, diplomatic, humorous

**Weaknesses**– Selfish, stingy, procrastinator, unmotivated, indecisive, fearful, worrier

“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

Wants You to Be: cooperative and pleasant

Provide Them With: assurances, information on how it will affect their circumstances, popular ideas, risk sharing, reliability, assistance in presenting to others

General Strategies: be non-threatening and sincere, show personal interest and support their feelings, don’t push, move along in a slow manner, show that you are listening, be easy-going, assure them that you stand behind any decisions
**Beaver** *(Melancholy/Compliance)*

**Strengths**– Analytical, self-disciplined, industrious, organized, aesthetic, sacrificing

**Weaknesses**– Moody, self-centered, touchy, negative, unsociable, critical, revengeful

“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

**Wants You to Be:** accurate and precise

**Provide Them With:** evidence, information on how they can logically justify, systematic plans, progress reviews

**General Strategies:** be thorough and well planned, support their thoughtful approach, demonstrate through action rather than words, be exact, organized, and prepared, give them time to verify your words, don’t rush decision making, avoid gimmicks, provide evidence that what you say is true and accurate