

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

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



Sources:

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<http://thaoski.com/2013/04/02/5-minute-personality-test-lion-beaver-otter-golden-retriever/>

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<http://www.nacada.ksu.edu/Portals/0/CandIGDivision/documents/2014AC%20-%20Smalley%20Personality%20Inventory.pdf>