

WHICH WORDS DESCRIBE YOU - READ

Now, for a bit of fun... these slides show you how to complete a behavioural quiz. The aim is to determine:

Which animal best reflects your style?

Lion

Owl

Horse

Monkey

Once you have completed the quiz, the results will help you understand how you may be perceived by others. Also, what your communication strengths are, and how you can flex your style to relate better to other people.



WHICH WORDS DESCRIBE YOU - READ

**It's important to remember that,
we are all a combination of all four styles ...**

but will have one or two animals which best represent our most dominant behaviours. One day you can be the caring horse and the next you feel more like the excitable monkey.

You're not fixed to one style and the behaviour you exhibit will be a mix of your mood, your priorities, who you're communicating with and what you value most in any given moment. This is why your results have four different scores, rather than just one single answer.

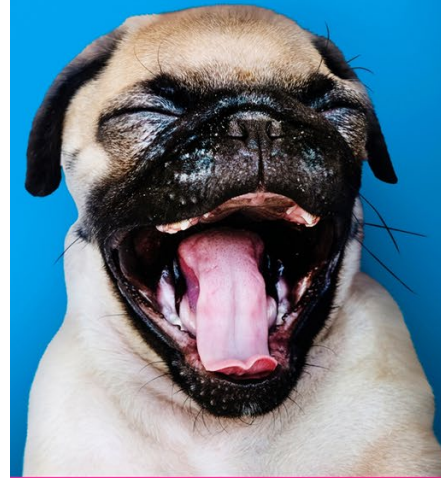
It may also be that your results indicate you're roughly equal in two different animal behaviours.

This means, for example, the owl side of you might prioritise doing a lot of research and being accurate, but this doesn't stop you wanting recognition for your hard work – which is quite a monkey-like attitude.

Again, you're able to control your behaviours and you aren't fixed to one or two styles.

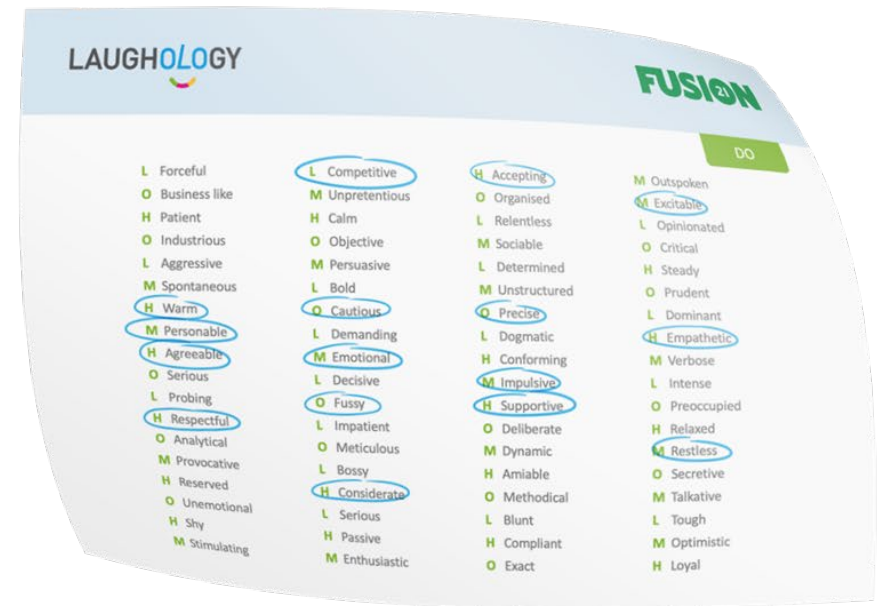
Having a very small percentage of one of the animals means that, even though it might not come out very often, it's still in there when you need it.

READ



WHICH WORDS DESCRIBE YOU - DO

1. In the following table there is a list of words. Download and circle all the words that you think describe you.
1. Try to choose instinctively and quickly. Don't over-think your choices.
1. Don't read the animals' descriptions until you have completed the quiz!



L Forceful	L Competitive	H Accepting	M Outspoken
O Business like	M Unpretentious	O Organised	M Excitable
H Patient	H Calm	L Relentless	L Opinionated
O Industrious	O Objective	M Sociable	O Critical
L Aggressive	M Persuasive	L Determined	H Steady
M Spontaneous	L Bold	M Unstructured	O Prudent
H Warm	O Cautious	O Precise	L Dominant
M Personable	L Demanding	L Dogmatic	H Empathetic
H Agreeable	M Emotional	H Conforming	M Verbose
O Serious	L Decisive	M Impulsive	L Intense
L Probing	O Fussy	H Supportive	O Preoccupied
H Respectful	L Impatient	O Deliberate	H Relaxed
O Analytical	O Meticulous	M Dynamic	M Restless
M Provocative	L Bossy	H Amiable	O Secretive
H Reserved	H Considerate	O Methodical	M Talkative
O Unemotional	L Serious	L Blunt	L Tough
H Shy	H Passive	H Compliant	M Optimistic
M Stimulating	M Enthusiastic	O Exact	H Loyal

DO

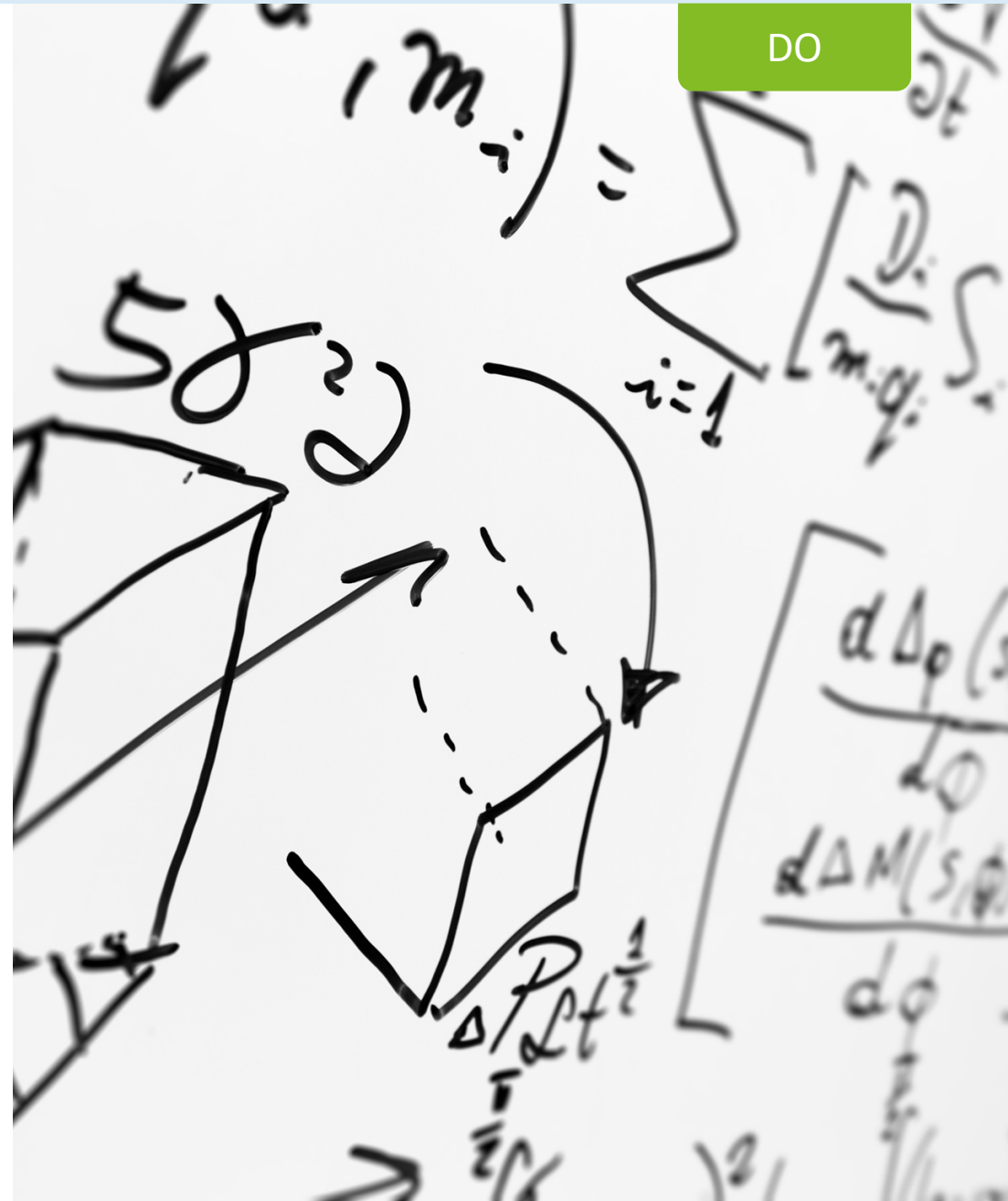
WHICH WORDS DESCRIBE YOU - DO

Now you have circled all the words that apply, add up the number of times you have circled each letter, and pop the total number next to the corresponding letter.

The scores indicate you preferences.

L M O H

DO



THE LION - READ

Behavioural Characteristics

- Independent
- Strong -willed
- High ego- strength
- Prefers maximum freedom to manage self and others
- Low tolerance for feelings, attitudes and advice of others
- Wants immediate results
- Goal – orientated
- Cool, independent and competitive with others
- Accepts challenges
- Takes authority
- Solves problems
- Decisive actions and decisions
- Likes and seeks control
- Dislikes inaction
- Works quickly and impressively by him/herself
- Good administrative skills
- Causes action
- Dominant
- Fast, impatient pace
- Questions status quo



THE LION - READ

Measures personal worth by:

Results, track record

Emphasis:

Dominance - shaping the environment by overcoming opposition to accomplish results

Behaviour:

Direct and self contained

To increase your flexibility:

- Practice active listening
- Pace yourself to project a more relaxed image
- Develop patience, humility and sensitivity; concern for others needs
- Use more caution
- Verbalise the reasons for conclusions
- Identify with a group



THE OWL - READ

Behavioural Characteristics

- Serious
- Persistent
- Orderly
- Perfectionist
- Seeks facts and data
- 'Show me' attitude
- Structured and organised
- Asks specific questions and about specific details
- Wants to be right and therefore over-relies on data collection
- Good problem solving skills
- Concentrates on detail
- Diplomatic with others
- Critical of others' performance
- Complies with authority
- Cautious actions and decisions
- Likes organisation and structure
- Dislikes too much involvement
- Slow, cautious pace
- Time disciplined and precise
- Likes problem – solving activities
- Prefers objective, task orientated, intellectual work environment
- Works alone, slowly and precisely
- Follows directions and standards
- Works under controlled circumstances



THE OWL - READ

Measures personal worth by:

Precision, accuracy and progress

Emphasis: - HERE

Compliance – working with existing circumstances to promote quality in products or service

Behaviour:

Self contained and indirect

To increase your flexibility:

- Occasionally try shortcuts and timesavers
- Try to adjust more readily to change and disorganisation
- Compromise with the opposition
- Share opinions and feelings
- Use policies as guidelines only



THE HORSE - READ

Behavioural Characteristics

- Accepts change slowly and reluctantly
- Likes close personal relationships
- Supports and actively listens to others
- Warm and accepting
- Works slowly and cohesively with others
- Agreeable
- Steady and calm
- Supportive
- Empathic listener
- Shares personal feelings and emotions
- Approaches risks cautiously
- Good counselling skills
- Slow to take action and make decisions
- Dislikes interpersonal conflict
- Has excellent ability to gain support from others
- Patient and considerate
- Loyal and dependable
- Warm and friendly
- Prefers first name / informality
- Asks many questions
- Relationships – orientated
- Amiable
- Consistent
- Respectful



THE HORSE - READ

Measures personal worth by:

Harmonious relationships

Emphasis: - HERE

Compliance – working with existing circumstances to promote quality in products or service

Behaviour:

Steadiness – co-operating with others to carry out the task

To increase your flexibility:

- Say 'no' occasionally
- Attend to completion of tasks without over-sensitivity to others feelings
- Be willing to reach beyond your comfort zone
- Take risks
- Delegate to others
- State unpopular opinions



THE MONKEY - READ

Behavioural Characteristics

- Spontaneous actions and decisions
- Stimulating
- Talkative
- Quick pace
- Gregarious
- Dramatic opinions and actions
- Jumps from one activity to another
- Works quickly and excitingly with others
- Operates on intuition
- Likes involvement
- Exaggerates and generalises
- Tends to dream and get others caught up in their dreams
- Undisciplined about time
- Risk taker
- Enthusiastic
- Optimistic
- Good persuasive skills
- Emotional
- Friendly



THE MONKEY - READ

Measures personal worth by:

Acknowledgement, recognition, applause

Emphasis:

Influencing others – shaping the environment
by forming others in an alliance to accomplish results

Behaviour:

Open and direct

To increase your flexibility:

- Control time and emotions
- Develop an objective mindset
- Spend more time checking, verifying, specifying, organising
- Improve follow through
- Concentrate on the task
- Take a more logical approach



HOW TO RESPOND TO - READ

A Lion

- Present the facts quickly and logically
- Don't waste time
- Focus on the task, not feelings
- Ask how they would solve the problem
- Prepare answers to these questions – How does it work? What's the main benefit? How soon can we do it? What are the results?

An Owl

- Elicit their thoughts about processes, procedures, problems
- Be accurate; include statistics
- Allow them to investigate possible repercussions
- Tie new ideas to old ones
- Give them plenty of time
- Prepare answers to these questions - Can you prove it? Has it worked before? What's the evidence based on?

HOW TO RESPOND TO - READ

A Horse

- Allow plenty of time for them to explore thoughts /feelings
- Be sincere
- Don't pressurise
- They tend to take things personally - don't blame
- Discuss options
- Prepare answers to these questions – How will this affect everyone? Will it affect our personal circumstances?

A Monkey

- Pay attention to facts and feelings – especially feelings
- Give them plenty of time to talk about what's bothering them
- Use stories, examples, humour
- Keep going with enthusiasm
- Show other people are in favour
- Prepare answers to these questions - Can we change it later? Will we all be working together? What do other people feel?

REFLECTION - DO

It's important to remember that no animal is better than the others, and there is no 'correct' way to live and work.

Some people are more focused and results-driven (lions), and others care more about group cohesion (horses), but no one person is better or worse and no one is 'good' or 'bad' based on these results. The trick is learning how to use your skills in the best ways, recognising any potential weaknesses and adapting or improving.

A way to think about how your four animals interact is to imagine them going on a road trip together. The monkey doesn't feel a need to follow directions because they're sure they know the way; the owl finds the route on the GPS and packs an extra map; the lion just wants to get on the road because they're impatient to get there; and the horse doesn't really mind who drives as long as everyone else is comfortable with it. They're all able to drive and they'll always arrive at their destination, but the journey will be a different experience depending on who's behind the wheel.

WORDS WHICH DESCRIBE YOU - DO

Share your results with your peers and teams.

This will help everyone explore different people's behavioural styles and to find improved ways of working and communicating together. Could you get your teams to complete the quiz as well? People love finding out about themselves and it will build great awareness.

By understanding the animals and the behaviours they represent, you can be aware of your own styles and start to recognise some of these traits in the people around you. This can help you to be mindful of different styles and how best to interact with them.

This is also useful for knowing how to work most effectively with people that have different styles to you. For example, someone who works slower in order to be more precise (owl), needs to be able to work alongside colleagues who work faster and rely more on instinct than research (monkey).

It might be also be useful to identify which of the behaviours in this quiz, are reflected in your Strengths quadrant, from your SWOT template.