



Personality Test... When it comes to personality profiles, most have heard of Myers-Briggs, Ned Herrmann's Whole Brain, Galen's four temperaments, DiSC assessment, and the Keirsey Temperament Sorter. One of the lesser known profiles, but just as insightful, was developed by Dr. Gary Smalley and Dr. John Trent. They base their personalities around animal characteristics. Not only are these entertaining but they are very easy for children to grasp as well. 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.



[Take the Personality Test Now...](#)

Golden Retrievers



Natural Strengths

- Patient
- Easygoing
- Team player
- Stable
- Empathetic
- Compassionate
- Sensitive to the feelings of others
- Tremendously loyal
- Puts people above projects
- Dependable
- Reliable
- Supportive
- Agreeable

Natural Weaknesses

- Indecisive
- Overaccommodating
- May sacrifice results for the sake of harmony
- Slow to initiate
- Avoids confrontation even when needed
- Tends to hold grudges
- Fears change
- Ignores or sacrifices own needs

Basic disposition: Slow-paced, people-oriented.

Motivated by: Desire for good relationships and appreciation of others.

Time management: Focus on the present and devote lots of time to helping others and building relationships.

Communication style: Two-way communicators; great listeners and provide empathetic response.

Decision making: Making decisions more slowing, want input of others, and often yield to that input.

In pressure or tense situations: Give in to the opinions, ideas, and wishes of others. Often overly tolerant.

Greatest needs: Security; gradual change and time to adjust to it; environment free of conflict.

What the golden retriever desires: Quality relationships, security, and a consistent known environment; their own area or specialty; a relaxed and friendly environment and freedom to work at their own pace.

Beavers



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
Perfectionistic
Overly cautious
Won't make decisions 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: Tend to work slowly to make sure they are accurate and make the best decisions. They are pressured by deadlines, and would rather be right and miss a deadline than be wrong and make one.

Communication style: Good listeners; communicate details; usually diplomatic.

Decision making: Avoid making decisions; needs lots of information before they will make a decision.

In pressure or tense situations: Try to avoid pressure or tense situations. They will ignore deadlines when they interfere with making the best decision or doing a project the right way.

Greatest needs: To be correct. They feel an inner pressure to be right and accurate.

What the beaver desires: Clearly defined tasks: stability; security; low risk; tasks that require precision and planning.

Lions



Natural Strengths

Decisive
Goal-oriented

Natural Weaknesses

Impatient
Blunt



Achievement-driven

Gets results

Independent

Risk taker

Takes charge

Self-starter

Persistent

Efficient

Driven to complete projects quickly and effectively

Competitive

Enjoys challenges, variety, and change

Poor listener

Impulsive

Demanding

May view projects as more important than people

Can be insensitive to the feelings of others

May run over others who are slower to act or speak

Fears inactivity, relaxation

Quickly bored by routine or mechanics

Basic disposition: Fast-paced, task oriented.

Motivated by: Results; challenge, action, power, and credit for achievement.

Time management: Focus on now instead of the distant future. They get a lot more done in a lot less time than their peers. They hate wasting time and like to get right to the point.

Communication style: Great at initiating communication; not good at listening (one-way communicator). Like to cut through the fluff and get right to the point.

Decision making: Impulsive; make quick decisions with goal or end result in mind. Results-focused; need very few facts to make a decision.

In pressure or tense situation: Take command and can even become dictatorial in tense situations.

Greatest needs: Results. Want to experience variety and face new challenges. Need to solve problems and want direct answers.

What the lion desires: Freedom; authority; variety of challenging assignments; opportunity for advancement.

Otters



Natural Strengths

Enthusiastic

Optimistic

Good communicator

Emotional and passionate

Motivational and inspirational

Outgoing

Natural Weaknesses

Unrealistic

Not detail-oriented

Disorganized

Impulsive

Listen to feelings above logic

Reactive

Personal
Dramatic
Fun-loving

Can be too talkative
Excitable
Avoid drudge work

Basic disposition: Fast-paced, people oriented.

Motivated by: Recognition, approval of others.

Time management: Focus on the future and have a tendency to rush to the next exciting thing.

Communication style: Enthusiastic and stimulating; often one-way (talking rather than listening), but can inspire and motivate others.

Decision making: Intuitive and fast. Makes lots of right calls “ and lots of wrong ones.

In pressure or tense situations: Attack. Can be more concerned about popularity than about achieving tangible results.

Greatest needs: Social activities and recognition; activities that are fun, and freedom from detail.

What the otter desires: Prestige, friendly relationships, opportunity to help and motive others; opportunities to verbally share their ideas.