

Personality Profile

In each box, circle any words or phrases that describe a consistent character trait of yours when you are at home.

L	
Likes authority	Bold
Takes charge	Purposeful, goal driven
Determined	Decision maker
Confident	Adventurous
Firm	Strong willed
Enterprising	Independent
Competitive	Controlling
Enjoys challenges	Persistent
Problem solver	Action oriented
Productive	Leader

O	
Enthusiastic	Likes variety
Takes risks	Spontaneous
Visionary	Enjoys change
Motivator	Creative
Energetic	Group oriented
Very verbal	Optimistic
Promoter	Initiator
Friendly, mixes easily	Infectious laughter
Enjoys popularity	Inspirational
Fun-loving	Flexible

G	
Sensitive feelings	Dry Humor
Loyal	Adaptable
Calm, even keel	Sympathetic
Non-demanding	Thoughtful
Avoids confrontations	Nurturing
Enjoys routine	Patient
Dislikes change	Tolerant
Warm and relational	Good listener
Gives in	Peacemaker
Indecisive	Steadfast

B	
Enjoys instructions	Perfectionist
Accurate	Discerning
Consistent	Detailed
Controlled	Analytical
Reserved	Inquisitive
Predictable	Precise
Practical	Persistent
Orderly	Scheduled
Factual	Sensitive
Conscientious	Intentional

After circling all applicable words, add up the number of circles in each box, and graph it on Personality Profile Chart.

Personality Profile Chart

	L	O	G	B
20				
18				
16				
14				
12				
10				
8				
6				
4				
2				
0				

Personality Characteristics

Lions (Hard-Sided)

Motto: "Let's do it now!"

Lions...

- are born leaders
- like to accomplish things with immediate results
- are doers
- are decisive, but may not consult others
- want "bottom line" communication (short & sweet)
- often feel threatened by questions
- are not afraid of pressure or confrontation
- are bosses (or at least they think they are)
- love to solve problems
- want directives followed without questioning
- demand allegiance
- love to change things

Lions love to win!

Relational Challenge for Lions

Once Lions roar, others can become afraid or intimidated by them. People keep them at an emotional arm's distance because they seem distant, angry, unapproachable or all three.

The challenge for lions is to not compromise their hard-sided strengths while adopting some soft-sided traits.

Personality Characteristics

Otters (Soft-Sided)

Motto: "Trust me, it will work out."

Otters...

- are great at motivating others to action
- tend to avoid confrontation at all costs
- focus on the future
- tend to avoid the fine print
- are tremendous networkers (but won't know anyone's last name)
- are susceptible to peer pressure
- are excitable
- love to talk
- want to be involved in decisions
- are optimistic
- enjoy off-the-wall humor
- can have 25 best friends
- have a strong desire to be liked
- are soft and encouraging with people

Otters' key phrase is "Lighten Up!"

Relational Challenge for Otters

Otters find it easy to be soft on people. It is also easy for them to be soft on problems. Otters need to learn to say "No" and provide the hard-side balance of healthy boundary setting.

Personality Characteristics

Golden Retrievers (Soft-Sided)

Motto: "Let's keep things the way they are."

Goldens...

- have a strong need for close relationships
- have a deep need to please others
- have hearts full of compassion
- often react strongly to sudden changes
- define the word "adaptable"
- hold stubbornly to what they feel is right
- will have only a few close friends, but will have deep friendships
- can absorb incredible emotional pain and still remain committed
- can be indecisive
- are great listeners and encouragers
- are great procrastinators
- are empathizers
- need to be prepared for change
- are soft in attitude and action; possess courage and strength

**Words that may be an emotional pebble to a Lion
can be a 10 lb. weight to a Golden Retriever.**

Relational Challenge for Golden Retrievers

Golden Retrievers' strong tendency toward the soft-side of love can lead to issues of co-dependence and enabling. Golden Retrievers need to learn to balance their natural soft-side with some hard-side qualities.

Personality Characteristics

Beavers (Hard-Sided)

Motto: "Let's do it right!"

Beavers...

- keep a close watch over emotions
- actually read the instruction manuals and then alphabetically file them
- like to make careful and intentional decisions
- like to use their critical thinking skills to solve problems
- often turn anger inward
- tend to focus on the past
- like maps, charts and organization
- provide great quality control
- have deep feelings for those they love
- have high standards and like rules and consistency
- will slow down under pressure
- need a non-critical atmosphere to do their best work
- need praise of their character as well as of their accomplishments

Beavers go "By the book."

Relational Challenge for Beavers

Beavers make wonderful employees, friends and family members, but an out-of-balance Beaver tends to relate only on the hard-side of love and relationships, which puts them at risk for losing at love. Soft-sided traits need to be incorporated into their relationships.