

Animal Personality Survey

developed by Dr. John Trent

L

Takes charge
Determined
Assertive
Firm
Hardworking
Competitive
Enjoys challenges
Bold
Purposeful
Decision maker
Leader
Goal-driven
Self-reliant
Adventurous

Says = "Let's do it now!"

Total _____

G

Loyal
Not demanding
Even tempered
Avoids conflict
Enjoys routine
Dislikes change
Deep relationships
Adaptable
Sympathetic
Thoughtful
Nurturing
Patient
Tolerant
Good listener

Says = "Let's keep things the way they are."

Total _____

O

Takes risks
Visionary
Motivator
Energetic
Very verbal
Promoter
Avoids details
Fun-loving
Likes variety
Enjoys change
Creative
Group-oriented
Mixes easily
Optimistic

Says = "Trust me! It'll work out!"

Total _____

B

Cautious
Controlled
Reserved
Predictable
Practical
Orderly
Factual
Knowledgeable
Detailed
Analytical
Inquisitive
Specific
Persistent
Scheduled

Says = "How was it done in the past?"

Total _____

Strengths Assessment Chart

L

O

G

B

15 _____

10 _____

5 _____

0 _____

(Connect the dots!)



The Lion - Strengths

Those who scored highest on the Lion scale have personality strengths that motivate them to naturally take charge and be assertive. They love taking the lead and generally know which way they want to go.



- **Natural ability and confidence** will move a Lion toward a goal or objective;
- **Naturally competitive and often self-starters.**
- **Don't mind challenges** and often **end up as the boss**;
- Lions **want to do things "now!"** They **hate to waste time** when they could be getting something else done. This means they generally want to **make decisions quickly, with or without all the facts**. Or they want to **solve a problem "now"** – even if it's 11 o'clock at night!
- Lions are **fast-paced, competitive and goal-driven**. That often means they look at questions from **others (particularly from Beavers, who love to ask clarifying questions) as slowing them down, not aiding or helping them**. And in everyday conversation, they most often **don't want to hear every detail of someone's day – just the high points**.

These are all strengths, but as you'll see with Lions, Otters, Golden Retrievers and Beavers, each person's core personality strengths, *if pushed to an extreme*, can become their biggest weaknesses in relationships, at home, at school or at work.

Lion - Shortcomings under pressure...

- Can be **so decisive that they struggle to slow down to listen to or seek input from others** before making a decision.
- Are **so driven to push forward and get something done**, that they **communicate by their actions or nonverbal communication that a task is more important than people, or others' feelings**.



When a Lion gains wisdom to **slow down and seek to include others** – proactively asking for their input and valuing their questions and insights – he or she will become a great leader as well. A wise Lion will take the time to really “see” the strengths of the people in his or her life.

The Otter - Strengths

Those who scored highest on the Otter scale are:

- **Fun-loving, enthusiastic, playful and encouraging.** They love people and **love to talk!** Purebred Otters, in particular — **don't focus on details**, like names. But they're so **naturally friendly and engaging**, they can form **friendship bonds quickly** with others and often end up being the **center of attention**.
- Otters are **creative and full of energy, enthusiasm and life**. For example, Otters **love starting things**, that means they don't finish everything they start, but it doesn't bother them the way it does other personalities (like Beavers). Otters have a **great time getting things launched**.
- They are **optimistic** and **can see the potential in ideas** they take to heart. But often they don't see the risks associated with those ideas — which means they don't always take time to read instructions.
- Otters **lead with their hearts** and are **excitable**. They often **use lots of words, energy and gestures when communicating**.



Otter - Shortcomings under pressure...

Take all those great characteristics and push them to an extreme / under pressure....

- Otters can come across as **unorganized or too fun-loving**. Others may believe they're **not serious enough** when it comes to important discussions or challenges, **or that they're insensitive about not meeting deadlines that affect others**.
- Otter can become a **people pleaser** in a way **that can put a real strain on important relationships**. They may **say yes to everyone in order to be liked** but not realize the impact their people pleasing may have on their loved ones.

All in all, Otters are great to have on a team with all their creativity, optimism, energy and life. **Wise Otters know how crucial it is to value people around them who are great at following through, being sensitive and setting a clear path** (like Lions, Beavers or Golden Retrievers).

Golden Retriever - Strengths

Those of you who scored highest on the Golden Retriever scale are:

- **Considerate, good-natured and strong team players.**
- They're **naturally kindhearted and love helping, serving and looking for ways to come alongside others**, particularly if they're around people who are hurting.
 - For example, the Lion often organizes the Christmas party (but doesn't actually go), while the Otter loves the idea of a party and tries to talk to everyone there. But the **Golden Retriever will sit with one person at the party** – either someone the Golden Retriever already knows or someone he or she wants to **get to know even better** or deeper. Golden Retrievers may also **sit with someone who is hurting or struggling and seek to encourage and help that person.**
- Purebred Golden Retrievers in grade school **will actually send themselves to timeout if they do something wrong** (as opposed to Lion kids who send their *parents* to timeout).



Golden Retriever - Shortcomings under pressure...

- If Retrievers are pushed to an extreme, they, too, face issues.
 - For example, Retrievers often **tend to avoid problems** (or downplay issues) **at all costs**, saying things like “Let’s talk about that tomorrow.” or “Let’s deal with that later.”
- Again, if you circled a lot of words in the G box, that means you have a great many positive strengths!
 - For example, they're **world-class at seeking peace and harmony with others** and in **wanting to see closeness and caring in a home**, BUT there are times when **problems need to be faced and dealt with today – not six months from now.**
- Golden Retrievers **need others around them**, who have the strength of a Lion or the creativity of an Otter or the detailed orientation of a Beaver.



The Beaver - Strengths

Guess what's on the class ring at MIT (the Massachusetts Institute of Technology)? Or at Caltech (the California Institute of Technology)? Both of these colleges are arguably two of the finest engineering schools in the world. And both of them have on their class rings ... *a Beaver!* That's because Beaver personalities are God's little architects and engineers.



- Beavers are **organized, precise and detailed**. They **catch the spelling mistakes** that everyone else misses.
- Purebred Beavers actually **like to balance the checkbook!** They **sleep better knowing exactly**, not approximately, **how much money they have in the bank**. In short, they're **great at follow-through** and **completing detailed tasks**.

Remember the Christmas party from earlier? Lions organized the party, Otters came to the party wanting to talk to everyone there, and the sensitive Golden Retrievers sat with one person who needed encouragement. But the **Beavers were the only ones who remembered to bring the food!** That's because "Bring food" was on their list. Beavers **love to check things off lists!**

Beaver - Shortcomings under pressure...

- When Beaver's strengths are pushed to an extreme, they **can take other people apart by being critical**. Perhaps not verbally or in a loud way, but if you offend a Beaver (or a Golden Retriever, for that matter), they **can hold onto a grudge for a long time, clearly remembering the offense** — and what you were wearing when you offended him or her! That's opposed to Lions and Otters who tend to get over things and move on more quickly in many cases.
- **One more thing...** While Beavers can be critical, **most often they're really good at taking themselves apart, which means they can be extremely hard on themselves**, particularly if they feel they've fallen short of a goal, made a mistake or done something wrong. **Thoughts race through their minds, such as *Why did I say that?* or *What did she mean by that?* or *If only I had ...***

It's the Beavers' attention to detail and desire to do things in a quality and correct way that makes them so incredibly beneficial in a relationship or in the workplace. They can **spot problems early on**, which is one good reason to invite a Beaver into a conversation. Beavers are also great at **wanting issues to be dealt with when they're small, instead of waiting for small problems to turn into crises.**

