Which Animal Are You? Personal Behavioral Style Assessment

Behavioral Styles Model Overview

Golden Retriever—Relator
Wants to be LIKED
Fair  Gifts to Others: Calm
Friendly  Good friend
Patient  Listens
Thoughtful  Helps get along

Chimpanzee—Socializer Wants to be NOTICED
Enthusiastic  Gifts to Others: Energetic
Fun
Fast
Creative

Fox—Thinker
Wants to be RIGHT
Private  Gifts to Others: Accurate
Detailed  Solves problems
Orderly  Works hard
Data-driven  Helps do things

Lion—Director
Wants to be LEADER
Independent  Gifts to Others: Quick
Active  Direction
Ambitious  Helps get things done
Self Confident
Behavioral Styles’ BLIND-SPOTS and TURN-OFFS

These are lists of behaviors that individuals of each behavioral style tend to exhibit, sometimes without realizing it or without understanding of how they may be perceived by others.

**Golden Retriever—Relator Style**
- Spend too much time talking about the past
- Oversimplify, forget to cite facts
- Rely too much on your personality and not on data
- Tell too many stories
- Take too long to get to the main point
- Avoid bring up unpleasant facts
- Spend too much time on the phone
- Distort things without meaning to
- Romanticize relationships (see others as friends who are not)
- Overreact or use self-pity as a crutch
- Hold a grudge

**Chimpanzee—Socializer Style**
- Be scattered in comments, jumping around too much
- Raise too many issues
- Appear ego-centered
- Too lengthy
- Appear rigid
- Appear too judgmental
- Appear condescending
- Be too abstract
- Concentrate too much on the concept and not on the “how”
- Don’t really “close” leave issues dangling, unresolved

**Fox—Thinker Style**
- Over-explain
- Be too non-committal
- Use a monotone voice
- Don’t use feelings enough, lack affect
- Appear pedantic
- Asking too many questions
- Want to organize in too rigid a fashion
- Give more background info than people want
- Assume others are as interested in technical subjects as you are
- Be overly formal in the way you do things (at least with others)

**Lion—Director Style**
- Try to resolve things too quickly
- Don’t ask enough questions
- Command
- Don’t take time to learn objections from others
- Come on too strong – overwhelm others
- Be so sure of yourself that you sound arrogant
- Insist that others agree with you
- Talk too fast
- Raise your voice or interrupt
- Overly competitive, view things as win/lose
- Be proud to a fault
Behavioral Flexibility

What is Behavioral Flexibility?
- Something you do for yourself – to be more effective as a leader. It’s not just something nice to do for others. Stepping out of your comfort zone is an element of personal growth.
- Practicing the “platinum rule” – treating others the way they want to be treated.

Tips for working with different behavioral styles:

**Golden Retriever/Relator Style**
- Support Feelings and interpersonal relationships
- Project personal interest
- Get him to actually spell out objectives
- Be sincere and personable
- Move along in an informal, slow manner
- When you disagree, discuss personal options and feelings
- Provide personal guarantees and assurances
- Do not rush him, instead guide him

**Chimpanzee/Socializer Style**
- Support opinions, ideas and dreams
- Do not rush the decision
- Try not to argue – you can’t win
- Summarize everything in writing
- Be entertaining
- Be stimulating
- Move quickly
- Provide testimonials and special incentives

**Fox/Thinker Style**
- Support organized and cautious approach
- Demonstrate through actions, not words
- Be prepared, systematic and organized
- Be exact and correct
- List advantages and disadvantages of any plan you propose
- Follow up contacts with a letter
- Do not rush decision-making process, but do gently nudge
- Avoid gimmicks
- Provide guarantees

**Lion/Director Style**
- Support goals and objectives
- Keep relationship businesslike
- Get to the point
- Do not waste time
- Argue facts, not feelings
- Be precise and well-organized
- Be efficient and time-disciplined
- Provide alternatives for decisions