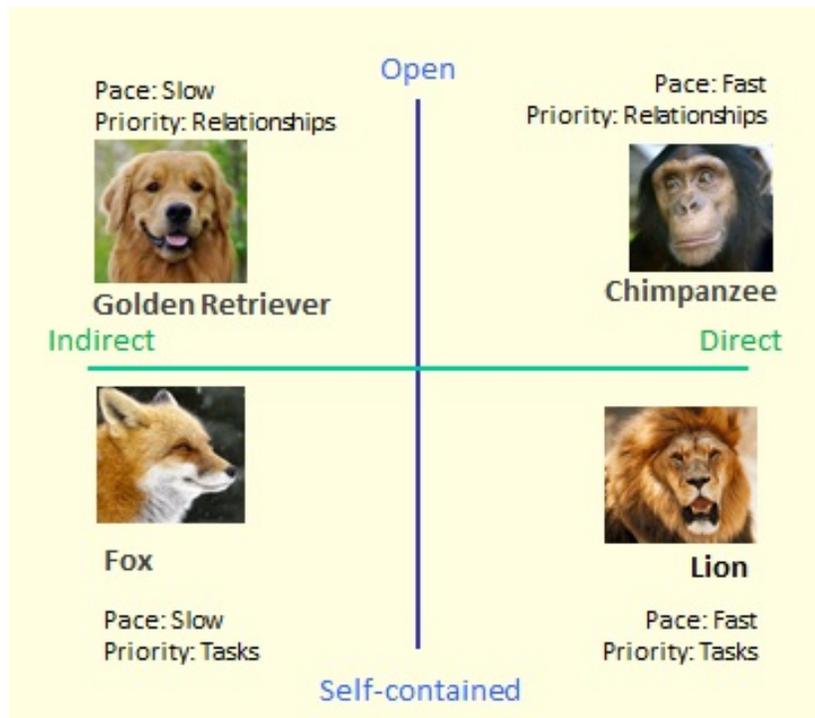


Which Animal Are You? Personal Behavioral Style Assessment

Behavioral Styles Model Overview



Golden Retriever—Relator
Wants to be LIKED

| | |
|------------|-------------------------|
| Fair | <u>Gifts to Others:</u> |
| Calm | Good friend |
| Friendly | Listens |
| Patient | Helps get along |
| Thoughtful | |

Chimpanzee—Socializer **Wants to be NOTICED**

| | |
|--------------|-------------------------|
| Enthusiastic | <u>Gifts to Others:</u> |
| Energetic | Creativity |
| Fun | High energy |
| Fast | Helps have fun |
| Creative | |

Fox—Thinker

Wants to be RIGHT

| | |
|-------------|-------------------------|
| Private | <u>Gifts to Others:</u> |
| Accurate | Solves problems |
| Detailed | Works hard |
| Orderly | Helps do things |
| Data-driven | well |

Lion—Director

Wants to be LEADER

| | |
|----------------|-------------------------|
| Independent | <u>Gifts to Others:</u> |
| Quick | Action |
| Active | Direction |
| Ambitious | Helps get things |
| Self Confident | done |

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