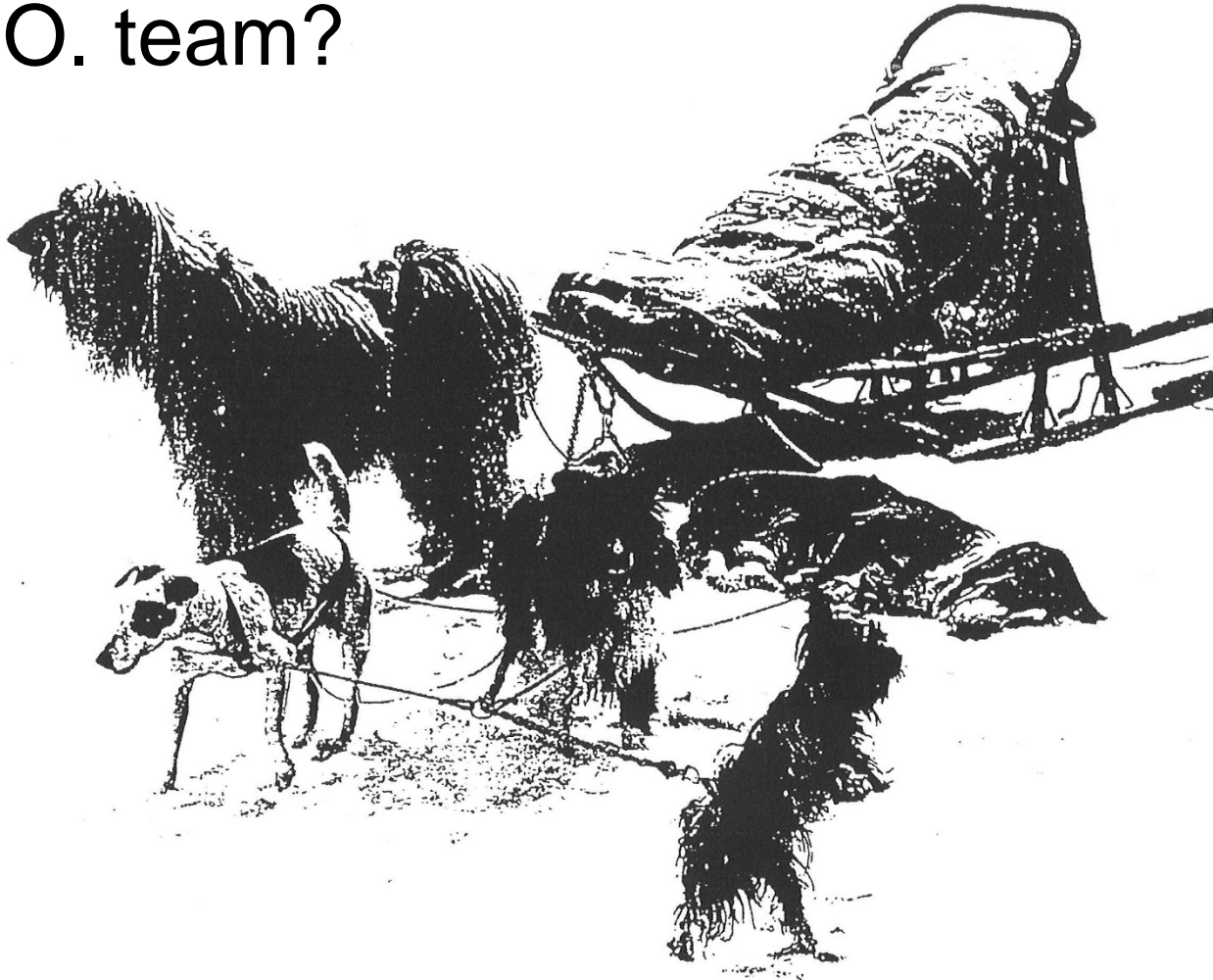


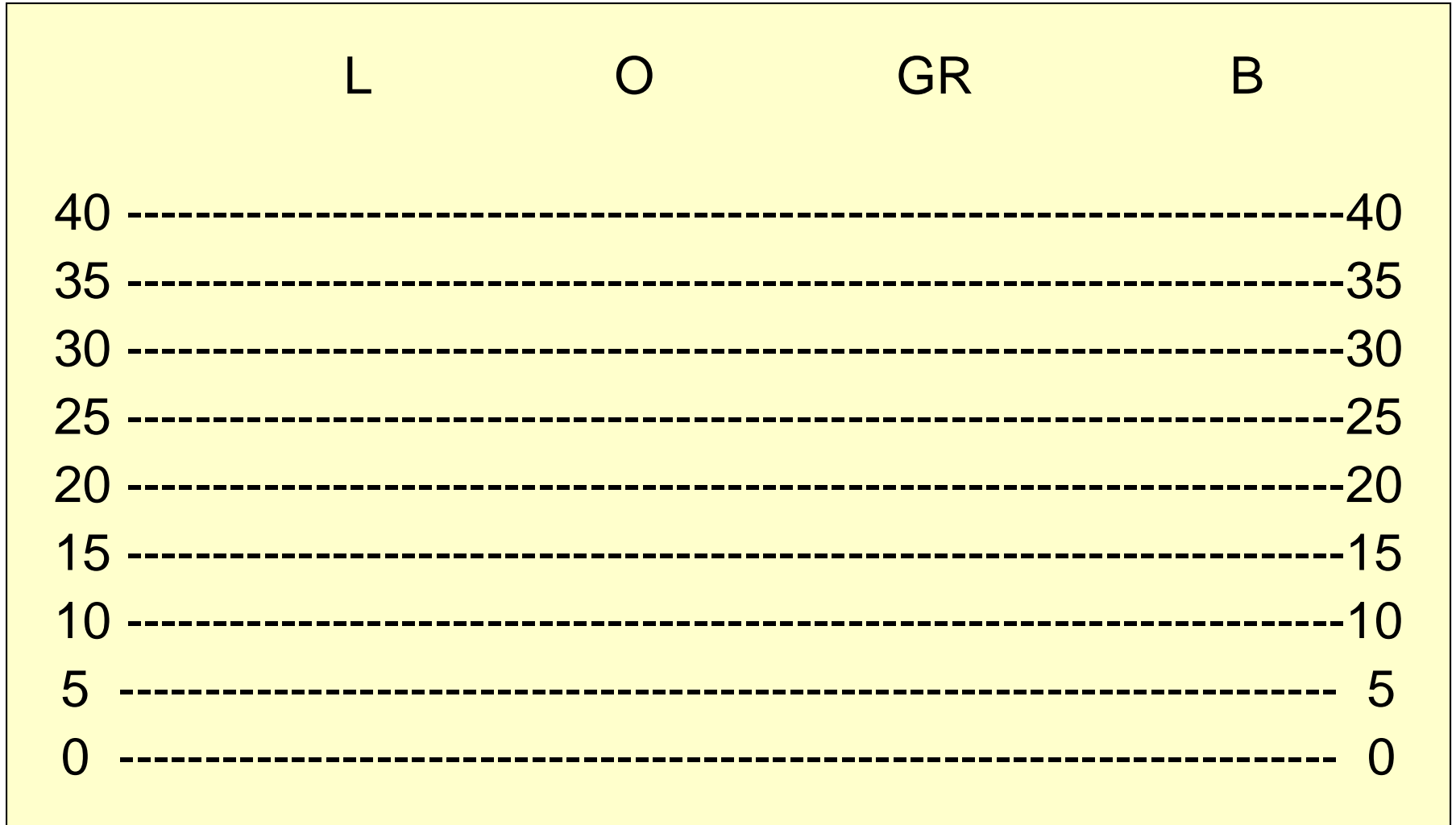
**TEAM P.E.O. –
A WINNING
MENAGERIE**

ARE THEY A TEAM?

- Sure, they're all pedigreed. But are they a P.E.O. team?



CHARTING THE RESULTS



LION



LION

Lions feel very strongly that life is a series of problems they need to solve or challenges they need to meet.

- Lions are born leaders
- Lions like to accomplish things with immediate results
- A lion's time frame is now
- Lions are decisive
- Lions want Reader's Digest-length communication
- Lions often feel challenged by questions
- Lions are not afraid of pressure or confrontation

Lions can be so strong that they win every verbal battle but end up losing the war for their friend's and family's hearts.

OTTER



OTTER

If there's a way to have fun doing something, you can expect an otter to try it.

- Otters just want to have fun
- Otters are great at motivating others to action
- Otters tend to avoid the fine print
- Otters focus on the future
- Otters tend to avoid confrontation at all cost
- Otters are tremendous networkers
- Otters are very susceptible to peer pressure

Otters are excellent motivators. They can captivate an audience or encourage someone who is fainthearted.

GOLDEN RETRIEVER



GOLDEN RETRIEVER

Of all the animals in the family zoo, golden retrievers can absorb the most emotional pain and still maintain their commitment to another person.

- Above all, golden retrievers are loyal
- Golden retrievers have a strong need for a close relationship
- Golden retrievers have a deep need to please others
- Golden retrievers have hearts full of compassion
- Golden retrievers define the word adaptable
- Golden retrievers often react to sudden changes
- Golden retrievers hold stubbornly to what they feel is right

The same compassionate heart that can spot the hurt of others can easily be hurt by others as well.

BEAVER



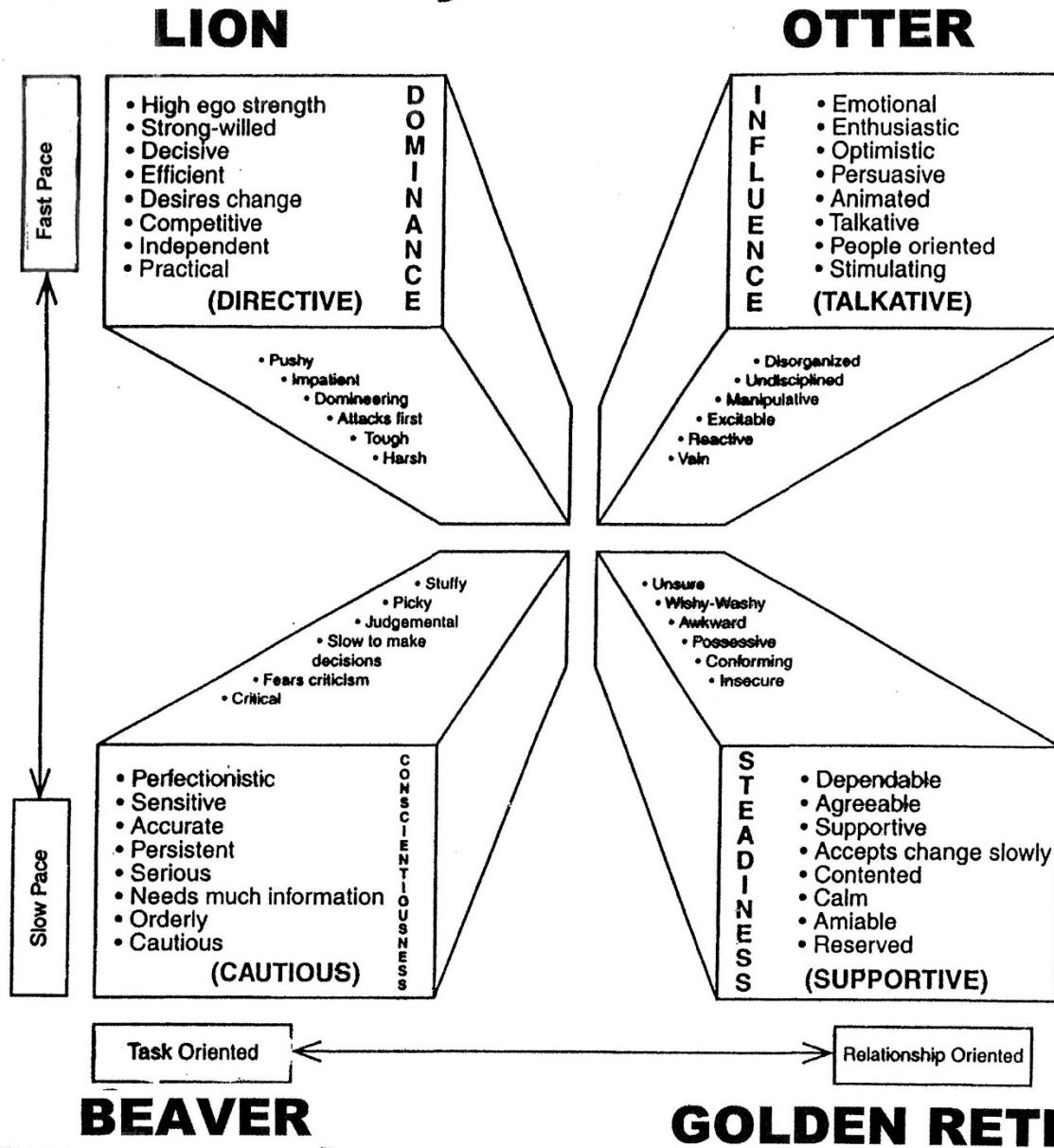
BEAVER

Beavers are the ones who carefully read instruction manuals instead of throwing them away.

- Beavers keep a close watch on their emotions
- Beavers actually read instruction books
- Beavers like to make careful decisions
- Beavers like using their critical skills to solve problems
- Beavers live by the motto “Let’s do this right”
- Beavers tend to turn anger inward
- Beavers tend to focus on the past

Beavers need to learn that it’s all right to fail and that it’s healthy to call for help when they’re struggling.

Behavioral Styles



WHEN YOU FEEL UNDER PRESSURE

LION	Listen carefully and explain what you think
OTTER	Pause to assess the situation and check the facts
GOLDEN RETRIEVER	Take a risk to reach out and say what you think and feel
BEAVER	Interact with others and try to make a decision

BEHAVIORS UNDER PRESSURE

	In Normal Situations	Under Stress	Angry and Frustrated
LION	In Charge; Deciding	Bossy; Demanding	Leaves
OTTER	Persuading; Enthusiastic	Oversells; Attack others' ideas	Gives in; May pout
GOLDEN RETRIVER	Supportive; Friendly	Gives in	Hurt; Accuses
BEAVER	Careful; Quiet	Avoids; Can't decide	Emotional; Attacks others

HOW TO GET ALONG BETTER

Once you know another person's Dimension of Behavior, you can work to determine how to get along better. What don't they like? What can you do to get along better with that person?

	LION	OTTER	GOLDEN RETRIEVER	BEAVER
Behavior	Quick, likes short answers, likes being in charge	Outgoing, likes to be with others, enthusiastic	Calm, likes to help others and get along, trustworthy	Quiet, likes to work alone, concerned with being correct
What they dislike	Being controlled by others	Working alone	Experiencing unhappy feelings with others	Having things be unclear or messy
How to get along better	Let them choose, be quick, don't chatter	Do people things, talk about feelings, be enthusiastic	Keep things the same, cooperate, don't get upset	Let them be right, hold back a bit, be logical

PERSONALITY MOTTO



LION

“Let’s do it now!”

PERSONALITY MOTTO



OTTER

“Trust me! It’ll work out!”

PERSONALITY MOTTO



GOLDEN RETRIEVER

“Let’s keep things the way
they are.”

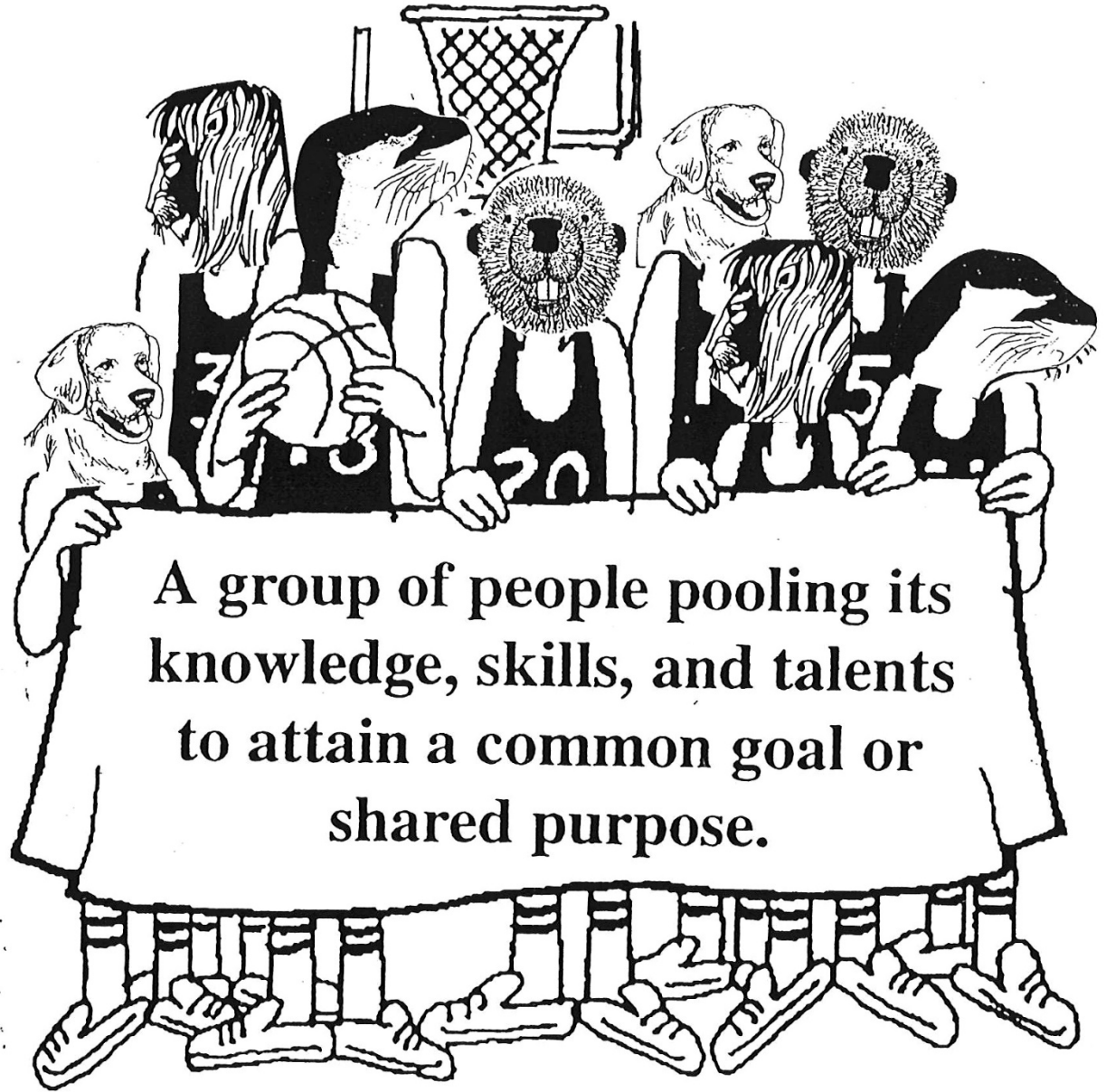
PERSONALITY MOTTO



BEAVER

“How was it done
in the past?”

A
P.E.O.
Team
Is:



A group of people pooling its
knowledge, skills, and talents
to attain a common goal or
shared purpose.