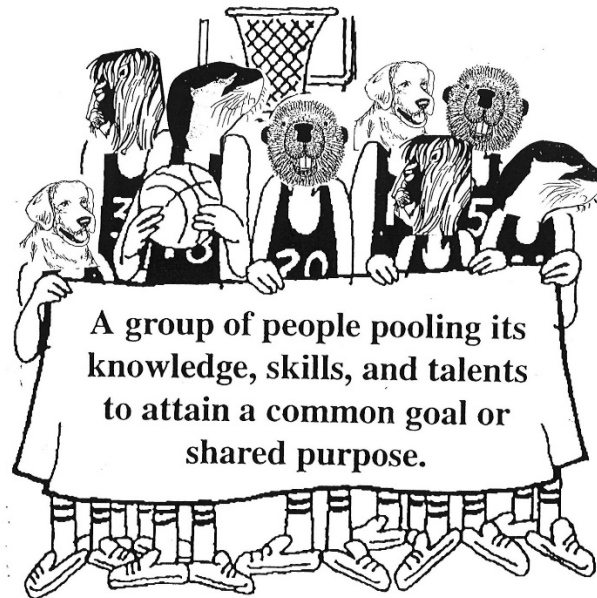


TEAM P.E.O. – A Winning Menagerie

PERSONALITY TYPES INVENTORY

How to Take and Score the Inventory

1. For each temperament type, circle the positive traits (in the left column) that sound the most like you--as you are at home. It will probably help to fold the paper so the right hand column is not visible. Do not score yourself as you behave at work.
2. For each trait, add up the number of circled traits (in the left column) and then double that number. This is your score.
3. To graph your temperament “mix”, mark your score for each temperament type on the graph with a large dot. If you want, draw a line to connect the dots.



Lion

Temperament Characteristics

- Likes authority.....Too direct or demanding
- Takes charge.....Pushy; can step in front of others
- Determined.....Overbearing
- Confident.....Cocky
- Firm.....Unyielding
- Enterprising.....Takes big risks
- Competitive.....Cold Blooded
- Enjoys challenges.....Avoids relations
- Problem solver.....Too Busy
- Productive.....Overlooks feelings; do it now!
- Bold.....Insensitive
- Purposeful; goal driven.....Imbalanced; workaholic
- Decision Maker.....Unthoughtful of others' wishes
- Adventurous.....Impulsive
- Strong willed.....Stubborn
- Independent; self-reliant.....Avoids people; seeking help
- Controlling.....Bossy; overbearing
- Persistent.....Inflexible
- Action oriented.....Unyielding

“Let’s do it now!”

LION SCORE: (Double the number circled): _____

Otter

Temperament Characteristics

- Enthusiastic.....Overbearing
- Takes risks.....Dangerous and foolish
- Visionary.....Daydreamer
- Motivator.....Manipulator
- Energetic.....Impatient
- Very verbal.....Attacks under pressure
- Promoter.....Exaggerates
- Friendly, mixes easily.....Shallow relationships
- Enjoys popularity.....Too showy
- Fun loving.....Too flippant; not serious
- Likes variety.....Too scattered
- Spontaneous.....Not focused
- Enjoys change.....Lacks follow through
- Creative; goes for new ideas.....Too unrealistic; avoids details
- Group oriented.....Bored with “process”
- Optimistic.....Doesn’t see details
- Initiator.....Pushy
- Infectious laughter.....Obnoxious
- Inspirational.....Phony

“Trust me! It’ll work out!”

OTTER SCORE: (double the number circled): _____

Golden Retriever

Temperament Characteristics

- Sensitive feelings.....Easily hurt
- Loyal.....Misses opportunities
- Calm; even keeled.....Lacks enthusiasm
- Nondemanding.....Weakling; pushover
- Avoids confrontations.....Misses honest intimacy
- Enjoys routine.....Stays in rut
- Dislikes change.....Not spontaneous
- Warm and relational.....Fewer deep friends
- Gives in.....Co-dependent
- Accommodating.....Indecisive
- Cautious humor.....Overly cautious
- Adaptable.....Loses identity
- Sympathetic.....Holds on to others' hurts
- Thoughtful.....Can be taken advantage of
- Nurturing.....Ears get smashed
- Patient.....Crowded out by others
- Tolerant.....Weaker convictions
- Good listener.....Attracted to hurting people
- Peacemaker.....Holds personal hurts inside

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

GOLDEN RETRIEVER score: (double the number circled):_____

Beaver

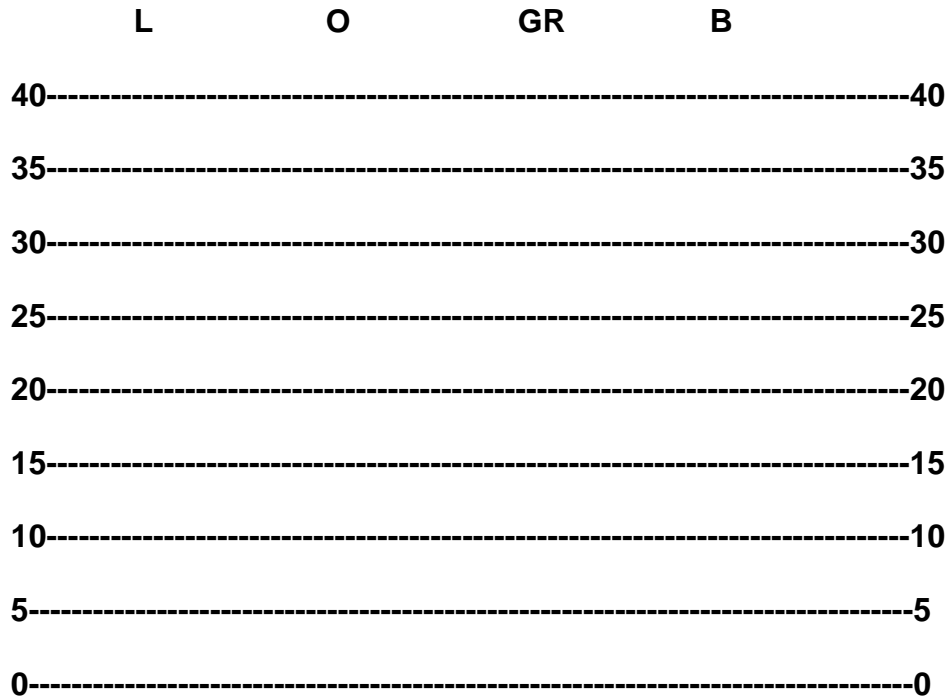
Temperament Characteristics

- Reads all instructions.....Afraid to break rules
- Accurate.....Too critical
- Consistent.....Lacks spontaneity
- Controlled.....Too serious
- Reserved.....Stuffy
- Predictable.....Lacks variety
- Practical.....Not adventurous
- Orderly.....Rigid
- Factual.....Picky
- Conscientious.....Inflexible
- Perfectionistic.....Controlling
- Discerning.....Negative on new opportunities
- Detailed.....Rarely finishes a project
- Analytical.....Loses overview
- Inquisitive.....Smothering
- Precise.....Strict
- Persistent.....Pushy
- Scheduled.....Boring
- Sensitive.....Stubborn

“How was it done in the past?”

Beaver score (double the number circled):_____

Charting the Results



How did you do? Remember this isn't a pass-fail test. This evaluation simply shows your tendencies and traits. As you look at your charted score, you may see a blend of all four categories. That's fine. Or you may see two scores significantly higher than the others. Or you may have one category that's head and shoulders above the other three. No one pattern is "correct."