

Which personality are you?

Golden Retriever:

The compassionate and loyal Golden Retriever. The Golden Retriever is people-orientated, loyal, friendly hard working and a great team player but tends to avoid change, confrontation, risk taking and assertiveness.

Beaver:

The industrious Beaver. The beaver is logical, mathematically minded, methodical and sometimes seen as a perfectionist. The beaver can be slow to make decisions and inflexible if rules and logic says otherwise. Beavers are not big risk takers but love detail.

Otter:

The showy & social Otter. The Otter loves talking, being the center of attention, has passion/enthusiasm and is happy/optimistic. Otters can be accused of talking too much, and aren't good with detail or time-control.

Lion:

The bold Lion. Lions are dominant, stimulated by challenge, decisive and direct. Lions can be blunt/stubborn, can lose sight of the big-picture and can be insensitive to other people's needs. Natural achievers.

Golden Retriever

Check each thing that you naturally do well...

- ☐ You're a natural 'people person' and enjoy helping other people succeed.
- ☐ You're good at building relationships and networking – the key to your success.
- ☐ You get fulfillment from satisfying social needs like friendship, sense of belonging and community service.
- ☐ You're a team player, loyal, easy to get along with, patient and reliable.
- ☐ You are happy to follow plans as part of a team but not necessarily on your own.
- ☐ You are motivated by relationships, shared goals, community service and the common good.

What to watch out for...

- You are not a natural goal setter and focus more on the needs of others than your own.
- If you do set goals, they are more likely based on what other people think you should do rather than what you really want.
- You have difficulty confronting problems and asserting yourself.
- You tend to avoid conflict and risk taking, particularly on your own. You tend to resist change.
- You're not a good planner and don't particularly like detail.

Tips for success...

- Think about yourself for a change and put your needs first. What do YOU want?
- Don't be influenced by others in setting your goals – the goals need to be yours and yours alone.
- Make sure you are diligent in asking “Why do I want to achieve this goal?” The answer should NOT be “...because so-and-so said I should.”
- Don't sacrifice your own goals to keep someone else happy. As a Golden Retriever you will find success through your ‘people skills’, relationships and networking. Recruit other people to help you achieve your goals – people like you and will happily be involved.

Beaver:

Check what you naturally do well...

- ☐ You are naturally curious and interested in gaining knowledge and becoming an expert.
- ☐ You are thorough, meticulous, accurate, reliable, logical and good with details.
- ☐ You like rules, procedures and structure and are a careful (but cautious) planner.
- ☐ You think things through to minimize risk and the chance of things going wrong.

- ☐ You like being prepared and being in control through preparation and planning.
- ☐ You generally get along with other people, but have high expectations of their abilities.
- ☐ You are motivated by knowledge, expertise and logic.

What to watch out for...

- You tend to focus too much on details, and lose sight of the big picture.
- You tend to plan everything to the extreme, taking too long to plan and not enough time to act.
- You are a perfectionist, focusing on doing the job right, rather than whether you're doing the right job.
- You don't like stepping out of your comfort zone or taking risks because you don't feel in control or prepared.

Tips for success...

- Don't get bogged down in detail. Know your 'Big-Picture' goal in life, and always keep this in mind.
- Don't be afraid of trying something new. Work out what you want and get out of that comfort zone to reach your full potential.
- Don't be afraid of failing – use your analytical skills to work out why you failed and how to use this knowledge for your next attempt.
- Just do it! Once you have a plan, start acting on it. You can perfect it as you go, rather than waiting until it is 100% perfect before you start.

As a beaver you will find success through your expertise, logical approach and 'expert' knowledge. Use your methodical nature to work through the goal setting process and focus on the right target.

Lion:

Check what you naturally do well...

- ☐ You're already highly focused, driven and highly motivated, so result focused goal setting is 'natural' to you.
- ☐ You're not afraid of failure and just see it as a challenge to bounce back.
- ☐ You're persistent in achieving goals, even if it means making personal sacrifices to get there. You take risks.
- ☐ You are independent and like to do things "your" way. You don't like to fail.
- ☐ You like being productive and making progress.

Lions are motivated by power, challenge, results and achievement – a natural leader.

What to watch out for...

- You may lose sight of the big picture
- You may not pay enough attention to the detail, leading to lack of adequate planning
- You may choose goals for the thrill of the chase or from being impulsive, rather than well thought out goals that you really want.
- You can be inflexible, impatient and easily bored with detail, which can make you take needless risks.

- You can be stubborn and sometimes too confident for your own good.
- You may value results over people.

Tips for success...

- Use your natural goal setting ability to your advantage – write them down and take the time to plan properly.
- Regularly review your big-picture and make sure you're still heading there so you don't go after 'empty' goals.
- Be flexible enough to change your tack if necessary. A change in plan is not a failure.
- Consider other people's feelings and let them help you achieve.

As a Lion you will find success because of your own natural ambition, drive and motivation to achieve. Being a natural goal setter, you will succeed if you keep focus.

Otter:

Check what you naturally do well...

- ☐ You're naturally optimistic, personable & enthusiastic which contributes to a positive spirit & enables you to influence others easily.
- ☐ You've got a strong social network & form strong alliances in your work environment.
- ☐ You communicate passionately & always look for the excitement available in any scenario. This makes you superb at engaging people socially.
- ☐ You enjoy dreaming big.

What to look out for...

- You can have a tendency to be impulsive & won't stay focused on one task.
- You can be verbally manipulative & may verbally attack.
- You struggle to follow through & lack commitment.

Tips for success...

- Try to actively prioritize & respect those priorities, pay attention to them.
- Actively try to focus on the task at hand
- Take steps to make sure that you follow through.

As an Otter you enjoy flexibility, your pace is fast & spontaneous. Because of these things people enjoy your company as you're very engaging. You contribute to a collaborative atmosphere.

Based on the above sections, complete the following sentences:

(Based on my profile) My behaviors that will affect my goal setting are: _____

(Based on my profile) To get the best out of the goal setting process I therefore need to: _____

From your answer to the second of these questions, what is the one [or two] most important thing you have learnt about yourself that you need to remember throughout your goal setting journey? Add this to your key message list in BIG LETTERS. Make sure you read this every day with conviction – the power of positive thinking is amazing, and is your key to success.
