

THE FOUR BASIC STYLES

Now that you have completed the inventory, combine your highest score, either **A** or **B**, from the top section, with your highest score, either **1** or **2**, from the bottom section. This combination will represent your “Style” in the list below. Are you a **BUFFALO**, an **EAGLE**, a **BEAVER**, or a **MOUSE**?

A & 1 – BUFFALO – Achievement and goal oriented. Exerts strong influence in getting things done. Assertive in expression of ideas. Prefers being in charge. Has strong opinions. Bottom-line oriented.

Common strengths: Determined, Requiring, Thorough, Decisive, Efficient, Gets results, Direct, Takes Charge, Gets it done, **“Results” people**.

Potential excesses: Dominating, Unsympathetic, Demanding, Critical, Superior, Loner, Harsh, Impatient, Combative.

A & 2 – EAGLE – Expresses opinions and emotions easily. Is active and moves at a lively pace. Prefers strong interaction with people. Usually has many interests. Tends to be image conscious.

Common strengths: Personable, Stimulating, Enthusiastic, Dramatic, Inspiring, Innovative, Expresses Easily, Cheerleaders, **“People” people**.

Potential excesses: Opinionated, Excitable, Undependable, Phony, Flighty, reactionary, Exaggerates, Showoff.

B & 1 – BEAVER – Likes things to be well organized and thought out. Prefers specific projects and activities that can be systematically worked on. Enjoys putting structure to ideas. Thorough and careful about details.

Common strengths: Industrious, Persistent, Serious, Vigilant, Orderly, Rational, Methodical, Factual, Thorough, Process oriented, Linear, Make good accountants, **“Numbers” people**.

Potential excesses: Indecisive, Picky, Cold, Withdrawn, Data-bound, Uncommunicative, Critical, Unsympathetic.

B & 2 – MOUSE – High concern for good relationship. Likes being part of cordial and friendly groups. Seeks stability and predictability. Stays out of the limelight. Want to be part of larger picture.

Common strengths: Cooperative, Supportive, Friendly, Willing, Dependable, Personable, Sincere, Helpful. Make the best facilitators, Usually behind the scenes, **“Feelings” people**.

Potential excesses: Conforming, retiring, Uncommitted, Overly sensitive, Dependent, Sarcastic, Hides true feelings.

Important Notes to Remember:

1. Most people have one style they are comfortable with and exhibit a majority of the time, and a secondary or “back up” style. BUT...
2. Circumstances affect which style you exhibit, and most people can move from one to another. FOR EXAMPLE...
3. If you have a group of all the same personality styles, people will change or adapt to fill the gaps.