Those who scored high in this personality type, like the lion of nature, like to lead and easily take charge of their environment. The lion is good at making decisions and is very goal-oriented. He enjoys challenges, difficult assignments, and opportunity for advancement. Because lions are thinking of the goal, they can step on people to reach it. Lions can be very aggressive and competitive. Lions must learn not to be too bossy or to take charge in others’ affairs.

**Strengths:** Natural leader, goal-oriented, strong, direct

**Weakness:** Can be too argumentative, too dictatorial

**Limitation:** Some timesdoesn’t understand that directness can hurt others and has a hard time expressing grace.

**TEMPERAMENT CHARACTERISTICS & HOW OTHERS SEE YOU NEGATIVELY**

- 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 - Unbalanced; 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
Those who score high in the Beavers’ traits are very organized. Beavers are prone to think that there is a right way to do everything and they want to do it exactly that way. Beaver personalities are very creative. They desire to solve everything and desire to take their time and do it right. Beavers do not like sudden changes, they need to stick to the described plan and instructions, and often need reassurance.

**Strengths:** High standards, order, respect

**Weakness:** Unrealistic expectations of self and others, holds to perfectionism

**Limitation:** Seeing the optimistic side of things or expressing flexibility.

**TEMPERAMENT CHARACTERISTICS & HOW OTHERS SEE YOU NEGATIVELY**

- Reads all instructions
- Accurate
- Consistent
- Controlled
- Reserved
- Predictable
- Practical
- Orderly
- Factual
- Conscientious
- Perfectionistic
- Discerning
- Detailed
- Analytical
- Inquisitive
- Precise
- Persistent
- Scheduled
- Sensitive

- Afraid to break rules
- Too critical
- Lacks spontaneity
- Too serious
- Stuffy
- Lacks variety
- Not adventurous
- Rigid
- Picky
- Inflexible
- Controlling
- Negative on new opportunities
- Rarely finishes a project
- Loses overview
- Smothering
- Strict
- Pushy
- Boring
- Stubborn
Those who scored to be Otters seem to be very social creatures, normally the fun-seekers and highly group-oriented. Otter personalities love people and enjoy being popular, influencing and motivating others. Otters are sometimes hurt when people do not like them. Otter personalities usually have lots of friends, but sometimes not deep relationships. Notorious for being less organized (i.e. messy rooms), Otters like to hurry and finish jobs. This personality trait is often portrayed like Tigger in Winnie The Pooh.

**Strengths:** People person, open, positive

**Weakness:** Talkative, misses details, can be too permissive

**Limitation:** Remembering past commitments, follow through, and personal discipline.

### Temperament Characteristics & How Others See You Negatively

- 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
The fourth personality trait is characterized by the Golden Retriever, a lovable and loyal friend. Those who score high in this trait, like Golden Retrievers, are great at making friends and are very loyal. Retriever personalities do not like big changes, seek the middle ground, and pursue compromise between arguing parties. Being very sensitive, Retrievers look for security and stability. Retrievers are very caring and have deep relationships, but usually have only a couple of close friends. A golden retriever wants to be loved by everyone. He looks for appreciation and works best in a limited situation with a steady work pattern.

**Strengths:** Accommodating, encouraging, calm, and affirming

**Weakness:** Indecisive, indifferent, unable to express emotions, too soft on other people

**Limitation:** Seeing the need to be more assertive and holding others accountable.

### TEMPERAMENET CHARACTERISTICS & HOW OTHERS SEE YOU NEGATIVELY

- Sensitive feelings  -  Easily hurt
- Loyal  -  Misses opportunities
- Calm; even keeled  -  Lacks enthusiasm
- Non demanding  -  Weakling; pushover
- Avoids confrontations  -  Misses honest intimacy
- Enjoys routine  -  Stays in rut
- Dislikes change  -  Not spontaneous
- Warm and relational  -  Fewer deep friends
- Gives in  -  Codependent
- 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