

What kind of Animal are you?

Which letter did you score the most points for in the 'Which words Describe You' quiz?

H = Horse, O= Owl, L= Lion, M= Monkey

If you have very similar scores across a few different animals then you are likely to be more of a mix in terms of personality and characteristics.

This is not a labelling exercise – there are no right or wrong answers or 'better' animals to be! This is simply a tool to help you recognise how people in your team prefer to work and to try to use this to maximise the team's performance.



Owls

Are renowned for their attention to detail and precision. They are systematic, disciplined and logical. Driven by facts and task-orientated, Owls want to get things right. Highly analytical and perhaps the most methodical of the four animals, they are meticulous in their approach to work. Though serious and sometimes resistant to change, they thrive in a controlled environment and tend to be compliant with authority.

Potential Strengths: Analytical, intellectual, detailed, accurate

Potential Weaknesses: Detached, perfectionist, resistant to change



Lions

Are authoritative, independent and like to get things done. They are task orientated, strong-willed and thrive on challenge. Lions are most receptive to arguments that are clear, concise and direct.

As self-professed "leaders of the pack" they demand autonomy – they're self-sufficient and want immediate results. They sometimes come across as aggressive and fail to co-operate with others, preferring to push through with their own ideas.

Potential Strengths: independent, goal-orientated, decisive.

Potential Weaknesses: impatient, aggressive, intolerant

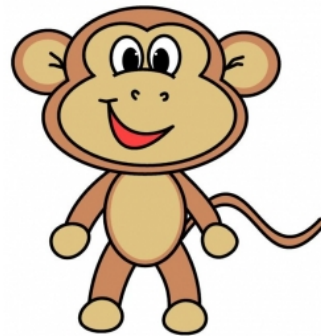


Horses

Are nurturing creatures, seek harmony in relationships and situations. Steady, calm and supportive, they work slowly and steadily. They are team players, actively listening to the opinions of others. Horses tend to be passive in nature, preferring to avoid confrontation, disagreement and conflict. They resist change, preferring consistency and a stable environment. They have an abundant reserve of compassion and patience for others and are loyal friends.

Potential Strengths: Supportive, patient and loyal

Potential Weaknesses: submissive, reserved and avoids conflict and confrontation



Monkeys

Expressive and highly creative, the monkey constantly seeks and embraces new ideas. Its enthusiasm and originality means it often provides “out of the box” solutions to problems. Monkeys are sociable, communicative, spontaneous and receptive to change. They thrive on appreciation, variety and an environment where they have the power to interact and innovate. They don’t enjoy detail, being more at home with abstract ideas, and get easily bored.

Potential Strengths: Stimulating, innovative and sociable

Potential Weaknesses: Inconsistent, impatient, lacking attention to detail