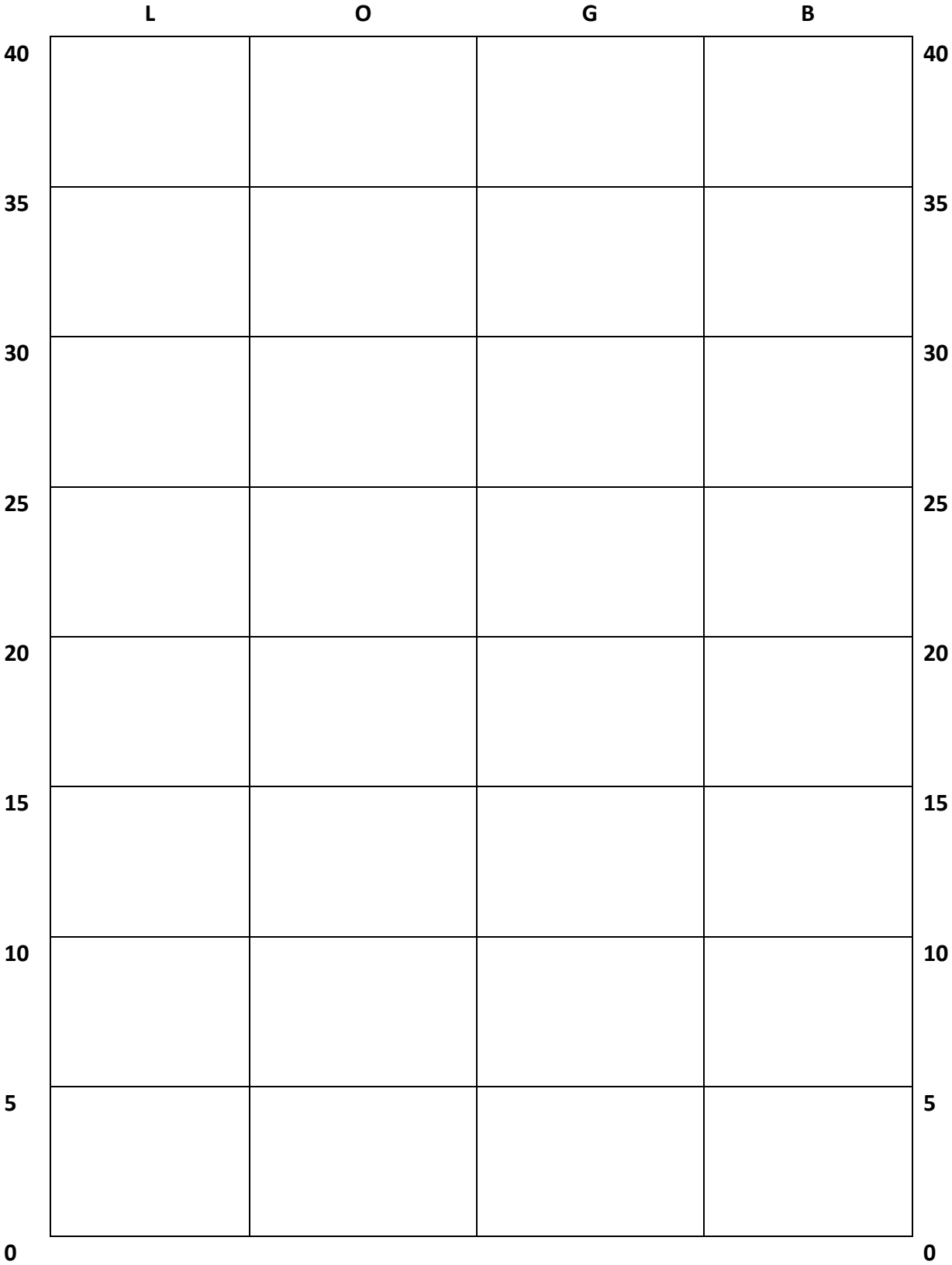


## Gary Smalley and Dr. John Trent's Personality Inventory

<p style="text-align: center;"><b>L</b></p> <p>Likes Authority Takes Charge Determined Confident Firm Enterprising Competitive Enjoys Challenges Problem Solver Productive Bold Purposeful, Goal Driven Decision Maker Adventurous Strong Willed Independent, Self-Reliant Controlling Persistent Action Oriented</p> <p style="text-align: center;"><b>“Let’s Do It Now!”</b></p> <p>Total:</p>	<p style="text-align: center;"><b>O</b></p> <p>Enthusiastic Takes Risks Visionary Motivator Energetic Very Verbal Promoter Friendly, Mixes Easily Enjoys Popularity Fun-loving Likes Variety Spontaneous Enjoys Change Creative – New Ideas Group Oriented Optimistic Initiator Infectious Laughter Inspirational</p> <p style="text-align: center;"><b>“Trust Me! It’ll Work Out!”</b></p> <p>Total:</p>
<p style="text-align: center;"><b>G</b></p> <p>Sensitive Feelings Loyal Calm, Even Keel Non-demanding Avoids Confrontations Enjoys Routine Dislikes Change Warm and Relational Gives In Indecisive Dry Humor Adaptable Sympathetic Thoughtful Nurturing Patient Tolerant Good Listener Peace Maker</p> <p style="text-align: center;"><b>“Let’s Keep Things the Way They Are!”</b></p> <p>Total:</p>	<p style="text-align: center;"><b>B</b></p> <p>Enjoys Instructions Accurate Consistent Controlled Reserved Predictable Practical Orderly Factual Conscientious Perfectionist Discerning Detailed Analytical Inquisitive Precise Persistent Scheduled Sensitive</p> <p style="text-align: center;"><b>“How Was It Done in the Past?”</b></p> <p>Total:</p>

# Personality Strengths Survey Chart



## L – The Lion

	The Lion's Strengths	The Lion's Weaknesses
<b>E M O T I O N S</b>	Born Leader Dynamic and Active Must Correct Wrongs Strong-Willed and Decisive Unemotional Not Easily Discouraged Independent and Self-Sufficient Exudes Confidence Can Run Anything	Bossy Impatient Quick-Tempered Can't Relax Too Impetuous Enjoys Controversy and Arguments Won't Give Up When Losing Comes On Too Strong Inflexible Is Not Complimentary Dislikes Tears and Emotion Is Unsympathetic
<b>W O R K</b>	Goal Oriented Sees the Whole Picture Organizes Well Seeks Practical Solutions Moves Quickly to Action Delegates Work Makes the Goal Stimulates Activity Thrives on Opposition	Little Tolerance for Mistakes Doesn't Analyze Details Bored by Trivia May Make Rash Decisions May be Rude or Tactless Manipulates People Demanding of Others End Justifies the Means Work May Become Their God Demands Loyalty in the Ranks
<b>F R I E N D S</b>	Has Little Need for Friends Will Work for Group Activity Will Lead and Organize Is Usually Right Excels in Emergencies	Tends to Use People Dominates Others Decides for Others Knows Everything Can Do Everything Better Is Too Independent Possessive of Friends and Mate Can't Say, "I'm Sorry" May Be Right, but Unpopular

## O – The Otter

	<b>The Otter's Strengths</b>	<b>The Otter's Weaknesses</b>
<b>E M O T I O N S</b>	<p>Appealing Personality Talkative, Story Teller Life of the Party Good Sense of Humor Memory for Color Physically Holds onto Listener Emotional and Demonstrative Cheerful and Bubbling Over Curious Good on Stage Wide-Eyed and Innocent Lives in the Present Changeable Disposition Sincere at Heart Always a Child</p>	<p>Compulsive Talker Exaggerates and Elaborates Dwells on Trivia Can't Remember Names Scares Others Off Too Happy for Some Has Restless Energy Egotistical Blusters and Complains Naïve, Gets Taken In Has Loud Voice and Laugh Controlled by Circumstances Gets Angry Easily Seems Phony to Some Never Grows Up</p>
<b>W O R K</b>	<p>Volunteers for Jobs Thinks Up New Activities Looks Great on the Surface Creative and Colorful Has Energy and Enthusiasm Starts in a Flashy Way Inspires Others to Join Charms Others to Work</p>	<p>Would Rather Talk Forgets Obligations Doesn't Follow Through Confidence Fades Fast Undisciplined Priorities Out of Order Decides by Feelings Easily Distracted Wastes Time Talking</p>
<b>F R I E N D S</b>	<p>Makes Friends Easily Loves People Thrives on Compliments Seems Exciting Envied by Others Doesn't Hold Grudges Apologizes Quickly Prevents Dull Moments Likes Spontaneous Activities</p>	<p>Hates to be Alone Needs to be Center Stage Wants to be Popular Looks for Credit Dominates Conversations Interrupts and Doesn't Listen Answers for Others Fickle and Forgetful Makes Excuses Repeats Stories</p>

## B – The Beaver

	<b>The Beaver's Strengths</b>	<b>The Beaver's Weaknesses</b>
<b>E M O T I O N S</b>	<p>Deep and Thoughtful Analytical Serious and Purposeful Talented and Creative Artistic or Musical Philosophical and Poetic Appreciative of Beauty Sensitive to Others Self-Sacrificing Conscientious Idealistic</p>	<p>Remembers the Negative Moody and Depressed Enjoys Being Hurt Has False Humility Off In Another World Low Self Image Has selective hearing Self-Centered Too Introspective Guilt Feeling Persecution Complex Tends to Hypochondria</p>
<b>W O R K</b>	<p>Volunteers for Jobs Thinks Up New Activities Looks Great on the Surface Creative and Colorful Has Energy and Enthusiasm Starts in a Flashy Way Inspires Others to Join Charms Others to Work</p>	<p>Not People Oriented Depressed Over Imperfections Chooses Difficult Work Hesitant To Start Projects Spends Too Much Time Planning Prefers Analysis To Work Self-Deprecating Hard To Please Standards Often Too High Deep Need For Approval</p>
<b>F R I E N D S</b>	<p>Makes Friends Easily Loves People Thrives on Compliments Seems Exciting Envied by Others Doesn't Hold Grudges Apologizes Quickly Prevents Dull Moments Likes Spontaneous Activities</p>	<p>Through Others Insecure Socially Withdrawn And Remote Critical Of Others Holds Back Affection Dislikes Those In Opposition Suspicious Of People Antagonistic And Vengeful Unforgiving Full Of Contradictions Skeptical Of Compliments</p>

## G – The Golden Retriever

	The Golden Retriever's Strengths	The Golden Retriever's Weaknesses
<b>E M O T I O N S</b>	<p>Low-Key Personality                      Easy Going and Relaxed                      Calm, Cool, and Collected                      Patient, Well-Balanced                      Consistent Life                      Quiet, but Witty                      Sympathetic and Kind                      Keeps Emotions Hidden                      Happily Reconciled to Life                      All-Purpose Person</p>	<p>Unenthusiastic                      Fearful and Worried                      Indecisive                      Avoids Responsibility                      Quiet Will of Iron                      Selfish                      Too Shy and Reticent                      Too Compromising                      Self-Righteous</p>
<b>W O R K</b>	<p>Competent and Steady                      Peaceful and Agreeable                      Has Administrative Ability                      Mediates Problems                      Avoids Conflicts                      Good Under Pressure                      Finds the Easy Way</p>	<p>Not Goal-Oriented                      Lacks Self-Motivation                      Hard to get Moving                      Resents being Pushed                      Lazy and Careless                      Discourages Others                      Would Rather Watch</p>
<b>F R I E N D S</b>	<p>Easy to get Along With                      Pleasant and Enjoyable                      Inoffensive                      Good Listener                      Dry Sense of Humor                      Enjoys Watching People                      Has Many Friends                      Has Compassion and Concern</p>	<p>Dampens Enthusiasm                      Stays Uninvolved                      Is Not Exciting                      Indifferent to Plans                      Judges Others                      Sarcastic and Teasing                      Resists Change</p>

## PERSONALITY TYPE SUMMARY

<b>Style</b>	<b>L</b>	<b>O</b>	<b>G</b>	<b>B</b>
<b>Basic Tendencies</b>	Fast Paced Task-Oriented	Fast Paced People-Oriented	Slow Paced People-Oriented	Slow Paced Task-Oriented
<b>Greatest Strengths</b>	Decisive Action Takes Charge Gets Results Self-confident Independent Risk-Taker	Fun-Loving Involved Enthusiastic Emotional Optimistic Good Communicator	Patient Easy Going Team Player Calming Influence Stability Systematic	Accurate Analytical Detailed High Standards Intuitive Controlled
<b>Natural Limitations</b>	Restless Impatient Stubborn, Blunt	Disorganized Not Detail-Oriented Unrealistic	Indecisive Over Accommodating Too Passive	Too Critical Perfectionistic Overly Sensitive
<b>Communication</b>	One Way Direct Bottom Line	Positive Inspiring Persuasive	Two Way Best Listener Empathetic Feedback	Diplomatic Good Listener Provides Details
<b>Fears</b>	Loss of Control Being Taken Advantage of Close Scrutiny	Fixed Environment Loss of Social Approval Audit of Time	Loss of Financial or Emotional Security Sudden Change	Criticism of Work or Performance Making Mistakes
<b>Under Pressure</b>	Autocratic Aggressive Demanding	Attacks (But May Avoid Public Confrontation)	Acquiesces Tolerates Complies	Avoids Ignores Plans Strategy
<b>Work Style</b>	Critical, Blunt, Forceful Direct Delegates 'Get it Done' Questions Status Quo	Persuasive Mobile Enthusiastic Friendly Inspiring 'Open Door Policy'	Patient Traditional Team Worker Specialist	Accurate Cautious Critical Perfectionist
<b>Decision Making</b>	Quick: Result-Focused Very Few Facts	Impulsive: Whether It 'Feels' Right	Relational: Trust in Others	Reluctant: Needs a Lot of Information
<b>Greatest Needs</b>	Challenges Change Choices Direct Answers More Empathy	Better Control of Time Fun Activities Social Recognition Freedom from Details To Be More Objective	Status Quo/Security Time to Adjust to Change, Conflict Free Environment Order Sequence	Defined Responsibility Time to Do Quality Work Personal Support No Surprises Appreciation of Self
<b>Wants</b>	New/Varied Activity Credit for Accomplishments Power/Position To Be First	To Be Convincing Favorable Environment Social Approval	Family's Approval Demonstrated Sincerity Reassurance To Be Appreciated	Limited Exposure Quality Privacy Accuracy
<b>Recovery</b>	Physical Activity	Social Time	Nothing Time	Private Time
<b>Orientation</b>	Results: Shapes Existing Environment by Overcoming Opposition	People: Shapes Existing Environment by Working through People	Projects: Does His/Her Part Cooperates with Others to Get the Job Done	Tasks: Works with Existing Circumstances to Promote Quality/Service

Key: L – Lion

O – Otter

G – Golden Retriever

B - Beaver