

DOPE 4 BIRD

PERSONALITY TEST



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DOPE 4 Bird Personality Test

By Richard N. Stephenson

YOUR NAME: _____

DATE: _____

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Welcome To The DOPE Bird Personality Test

The DOPE bird personality test is one of those “don’t have to have a psychologist,” fun, and useful tools that you can confidently add to your career and personal development toolbox.

You are a complex combination of many different characteristics, strengths, motivations, and experiences. It’s an understatement to say it’s tough to pin down “who” or “what” you really are in life.

However, if you’re actively interested in finding out more about yourself, and you use the right tools to get the job done, you might be surprised with what you find out.

Why Does This Test Matter?

This test is a tool that helps you break down your inner being, and those around you, into a set of thought-provoking questions that turn into useful and practical results you can apply to your life today.

This is a test many people find highly useful for their lives and daily activities. Be confident knowing you will find it useful when you make it an active part of your developmental path.

Why Does This Test Use Birds?

There are much more complex tests available out there. As a matter of fact, the [Jung Personality Type test](#) deals with 16 main personality types. It’s a highly useful tool for the right person, right time, and right motivation, but it is considerably more detailed than the DOPE Bird Personality Test.

The DOPE Bird Personality Test has repeatedly proven to be the most useful, most fun, and most memorable test for the widest range of people. Think of this Bird Test as a “Level 1” approach to personality and behavior when it comes to diving into the science and make-up of your inner self.

There are four main birds type for this self-assessment test:

- **Dove** – peaceful and friendly.
- **Owl** – wise and logical.
- **Peacock** – showy and optimistic.
- **Eagle** – bold and decisive.

Just keep in mind the resulting information should be **used as a guide to help you** improve your life based on the findings. It’s short, simple, and fun. It’s not meant to be a deep psychological assessment of your whole life.

Who Is This Test For?

For an idea of who's used this test with great success, here's a short list of the types of people putting the DOPE test to good use:

- Small, medium, and large teams in oil & gas, aerospace, healthcare, & nursing
- Teachers, counselors, extra-curricular activity leaders
- Coaching, seminar, and training coordinators / mentors
- Corporate recruiting / overseas HR screening
- Special needs classes

Some schools have been having great success with this simple and useful test, too:

- middle & high schools
- vocational schools (overseas)
- youth groups

...and regular people like you and me:

- interested people on a self-discovery journey

I'm sure you'll have many other great ideas on how to use this valuable, practical, and fun self-discovery tool. In fact, I would love to understand how you use this tool specifically. Please email me and share your story (contact information is in the back of the book).

Research & Details

The Dove Owl Peacock Eagle (D.O.P.E.) test is based off of the original four personality types test formulated by Dr. Gary Couture. Note that the original test questions were different and Dr. Couture did not name the test the D.O.P.E. test.

The D.O.P.E. test is also based off of research from the B.E.S.T. (Bold-Expressive-Sympathetic-Technical) test and Dr. William Marston's DiSC test that covers a similar grouping of four personality types -- D: Dominant, I: Influencer, S: Steady, and C: Compliant.

Originally, the Greek physician Hippocrates (460–370 BC) incorporated the four temperaments into his medical research. Most higher-level or broad approach personality tests have been derived from some form of the theory of the four temperaments.

For the data aspect of the test, an analysis of 17,103 individual test results from this version of the D.O.P.E. test shows a distribution over the four personality types as follows:

DOPE 4 Bird Personality Test

- Dove 24.35%
- Eagle 29.15%
- Owl 23.94%
- Peacock 22.56%

For reference, these results are in line with the designed outcome and typical results of the B.E.S.T. and D.i.S.C. personality assessments.

Your Guidance

View this test as a guide on how you might prefer to act or react in general. The results of this test should be used as indicators of your areas of growth and potential improvement.

Ask yourself how you can find value in the results. Also know that results can change from time to time as you experience life changes.

The key is to find the positive aspects of this self-discovery exercise.

The test begins on the next page – have fun!

Test Questions

DIRECTIONS: Mark one word from each question that describes you most accurately.

Question # 1:

- | | |
|---------------|---|
| a) suspicious | (openly distrustful and unwilling to confide) |
| b) blunt | (directness in manner or speech) |
| c) worried | (mentally upset over possible misfortune or danger) |
| d) scattered | (lacking orderly continuity) |

Question # 2:

- | | |
|--------------|---|
| a) serious | (of great consequence) |
| b) tough | (not given to gentleness or sentimentality) |
| c) awkward | (not elegant or graceful in expression) |
| d) excitable | (easily excited) |

Question # 3:

- | | |
|--------------|---|
| a) reclusive | (withdrawn from society; seeking solitude) |
| b) forward | (lacking restraint or modesty) |
| c) doormat | (a person who is physically weak and ineffectual) |
| d) braggart | (a very boastful and talkative person) |

Question # 4:

- | | |
|------------------|--|
| a) unemotional | (unsusceptible to or destitute of or showing no emotion) |
| b) unsympathetic | (lacking in sympathy and kindness) |
| c) uninvolved | (showing lack of emotional involvement) |
| d) undisciplined | (lacking in discipline or control) |

Question # 5:

- | | |
|---------------|--|
| a) safe | (free from danger or the risk of harm) |
| b) stubborn | (tenacious unwillingness to yield) |
| c) lazy | (disinclined to work or exertion) |
| d) distracted | (attention diverted especially because of anxiety) |

Question # 6:

- | | |
|----------------|--|
| a) moralistic | (narrowly and conventionally moral) |
| b) powerful | (having great power or force or potency or effect) |
| c) pleasant | (having pleasing manners or behavior) |
| d) charismatic | (possessing an extraordinary ability to attract) |

Question # 7:

- | | |
|-----------------|--|
| a) conventional | (following accepted customs and proprieties) |
| b) independent | (free from external control and constraint) |
| c) peaceful | (not disturbed by strife or turmoil or war) |
| d) social | (marked by friendly companionship with others) |

Question # 8:

- | | |
|---------------|---|
| a) structured | (having definite and highly organized structure) |
| b) efficient | (able to accomplish a purpose; functioning effectively) |
| c) relaxed | (without strain or anxiety) |
| d) animated | (having life or vigor or spirit) |

Question # 9:

- | | |
|---------------|--|
| a) meticulous | (extreme care in treatment of details) |
| b) achieving | (seeking to gain with effort) |
| c) consistent | (constantly adhering to the same principles, course, form) |
| d) seeking | (searching for something or more) |

Question # 10:

- | | |
|----------------|--|
| a) judicial | (expressing careful judgment) |
| b) focused | (direct one's attention to a central theme) |
| c) sympathetic | (feeling compassionate for the feelings of others) |
| d) open-minded | (ready to entertain new ideas) |

Question # 11:

- | | |
|-------------------|--|
| a) self-centered | (caring only about yourself and your own needs) |
| b) close-minded | (not ready to receive to new ideas) |
| c) self-righteous | (excessively or hypocritically pious) |
| d) egotistical | (having an exaggerated sense of self-importance) |

Question # 12:

- | | |
|------------------|---|
| a) minimize risk | (to lessen the occurrence and impact of risk) |
| b) impulsive | (undue haste and lack of thought or deliberation) |
| c) risk averse | (preferring choices with lower risk) |
| d) reacting | (responding to events after the fact) |

Question # 13:

- | | |
|------------------|--|
| a) inflexible | (incapable of adapting to meet circumstances) |
| b) controversial | (causing strong disagreement with others) |
| c) conforming | (adhering to established customs or doctrines) |
| d) fickle | (liable to sudden unpredictable change) |

Question # 14:

- | | |
|--------------|--|
| a) exacting | (requiring precise accuracy) |
| b) impatient | (restless or short-tempered under delay or opposition) |
| c) careless | (without due thought or consideration) |
| d) forgetful | (not mindful or attentive) |

Question # 15:

- | | |
|-------------------|---|
| a) rule bound | (rigidly uncompromising) |
| b) tactless | (lacking what is considerate in dealing with others) |
| c) resists change | (reacts defensively to perceived threats of change) |
| d) non-committal | (Refusing commitment to an opinion or course of action) |

Question # 16:

- | | |
|----------------|--|
| a) thorough | (painstakingly careful and accurate) |
| b) risk taker | (risking loss or injury in the hope of gain or excitement) |
| c) patient | (enduring trying circumstances with even temper) |
| d) adventurous | (seeking out new and daring enterprises) |

Question # 17:

- | | |
|-----------------|---|
| a) idealistic | (of high moral or intellectual value) |
| b) assertive | (aggressively self-assured) |
| c) charitable | (full of love and generosity) |
| d) enthusiastic | (having or showing great excitement and interest) |

Question # 18:

- | | |
|----------------|---|
| a) methodical | (characterized by method and orderliness) |
| b) productive | (yielding positive results) |
| c) supportive | (furnishing support or assistance) |
| d) stimulating | (stir feelings, emotions, or peace) |

Question # 19:

- | | |
|--------------|--|
| a) prepared | (made ready or fit or suitable beforehand) |
| b) resilient | (recovering readily from adversity, depression, or change) |
| c) reliable | (worthy of being depended on) |
| d) flexible | (able to adjust readily to different conditions) |

Question # 20:

- | | |
|------------------|--|
| a) curious | (eager to investigate and learn) |
| b) driven | (to be motivate strongly) |
| c) compassionate | (awareness and sympathy for another's suffering) |
| d) passionate | (having or expressing strong emotions) |

Question # 21:

- | | |
|--------------|--|
| a) withdrawn | (tending to reserve or introspection) |
| b) bossy | (exercising usually unwarranted power) |
| c) shy | (lacking self-confidence) |
| d) talkative | (full of trivial conversation) |

Question # 22:

- | | |
|---------------|--|
| a) systematic | (characterized by order and planning) |
| b) rude | (socially incorrect in behavior) |
| c) follower | (a person who accepts the leadership of another) |
| d) eager | (intense desire or impatient expectancy) |

Question # 23:

- | | |
|---------------|--|
| a) indecisive | (characterized by lack of decision and firmness) |
| b) aggressive | (determination and energetic pursuit of your ends) |
| c) unsure | (lacking self-confidence) |
| d) untimely | (badly timed; not as planned) |

Question # 24:

- | | |
|----------------|--|
| a) restrictive | (excessively placing limits) |
| b) pushy | (marked by aggressive ambition and energy) |
| c) pliable | (susceptible to being led or directed) |
| d) touchy | (quick to take offense) |

Question # 25:

- | | |
|--------------|--|
| a) vengeful | (disposed to seek revenge or intended for revenge) |
| b) rash | (marked by defiant disregard for consequences) |
| c) fearful | (lacking courage; ignobly timid and faint-hearted) |
| d) hotheaded | (quickly aroused to anger) |

Question # 26:

- | | |
|------------------|-------------------------------------|
| a) elaborate | (complexity and richness of detail) |
| b) strong willed | (having a powerful will; resolute) |
| c) respectful | (thinking highly of others) |
| d) cheerful | (having or showing good spirits) |

Question # 27:

- | | |
|----------------|--|
| a) logical | (capable of correct and valid reasoning) |
| b) persistent | (stubbornly unyielding) |
| c) sincere | (open and genuine; not deceitful) |
| d) influential | (a power to affect persons or events) |

Question # 28:

- | | |
|---------------|---|
| a) interested | (progression is of importance or consequence) |
| b) motivated | (internal incentive for progression) |
| c) willing | (disposed or inclined toward any progression) |
| d) motivator | (arouses action toward progression) |

Question # 29:

- | | |
|---------------|---|
| a) careful | (exercising caution or showing attention) |
| b) confident | (hopefulness that events will be favorable) |
| c) agreeable | (willing or ready to agree or consent) |
| d) expressive | (plainly communicates opinions or beliefs) |

Question # 30:

- | | |
|--------------|---|
| a) planner | (a person who makes plans) |
| b) leader | (a person who rules or guides or inspires others) |
| c) easygoing | (not burdensome or demanding) |
| d) popular | (regarded with great favor, approval, or affection) |

Question # 31:

- | | |
|----------------|---|
| a) myopic | (lacking foresight or scope) |
| b) demanding | (requiring more than usually expected or thought due) |
| c) predictable | (capable of being foretold) |
| d) interrupts | (interfere in someone else's activity) |

Question # 32:

- | | |
|-----------------|---|
| a) antagonistic | (indicating opposition or resistance) |
| b) dominating | (given to exercising usually unwarranted power) |
| c) timid | (showing fear and lack of confidence) |
| d) manipulative | (skillful in influencing or controlling others) |

Question # 33:

- | | |
|---------------|---|
| a) persistent | (stubbornly unyielding) |
| b) harsh | (unpleasantly severe) |
| c) dependent | (a person who relies on another person for support) |
| d) restless | (worried and uneasy) |

Question # 34:

- | | |
|----------------|--|
| a) remote | (reserved and distant in manner;) |
| b) insensitive | (not mentally or morally sensitive) |
| c) indifferent | (marked by a lack of interest) |
| d) dramatic | (startling, sensational, over-the-top) |

Question # 35:

- | | |
|------------------|--|
| a) perfectionist | (displeased by not meeting high standards) |
| b) severe | (unsparing and uncompromising in discipline) |
| c) compromising | (willing to settle) |
| d) competitive | (measuring oneself against others) |

Question # 36:

- | | |
|---------------|---------------------------------------|
| a) inspecting | (look over carefully) |
| b) completing | (come or bring to a finish or an end) |
| c) sustaining | (supply with necessities and support) |
| d) recruiting | (seek to employ or arouse others) |

Question # 37:

- | | |
|-------------------|---|
| a) procedural | (adheres to processes or concrete steps) |
| b) goal oriented | (focused toward a defined end or event) |
| c) selfless | (unselfish concern for the welfare of others) |
| d) people focused | (tending toward interacting with others) |

Question # 38:

- | | |
|----------------|---|
| a) economical | (minimal use of time or resources necessary) |
| b) decisive | (able to make decisions or be firm) |
| c) inoffensive | (not causing anger or annoyance) |
| d) ambitious | (having a strong desire for success or achievement) |

Question # 39:

- | | |
|---------------|--|
| a) analytical | (studying and understanding the parts of a whole) |
| b) direct | (straightforward in behavior, language, or action) |
| c) calming | (able to appease others) |
| d) friendly | (inclined to help or support) |

Question # 40:

- | | |
|---------------|---|
| a) accurate | (conformity to fact or truth; strictly correct) |
| b) practical | (concerned with actual use or practice) |
| c) dependable | (worthy of reliance or trust) |
| d) optimistic | (expecting the best) |

Congratulations!

You've finished the testing portion of the DOPE Bird Personality Test. Time to total up your answers on the next page.

Scoring Your Personality Type

DIRECTIONS: Add up the total number of a's, b's, c's, and d's and enter them in the blanks below:

Total Number of a's: _____ (OWL)

Total Number of b's: _____ (EAGLE)

Total Number of c's: _____ (DOVE)

Total Number of d's: _____ (PEACOCK)

Your highest score shows your preferred main bird personality type. The second highest is your guiding or qualifying bird personality type. What this means is that most days you will find yourself showing your primary bird type, but you also can "dip into" or "selectively access" your secondary bird type, too.

It's helpful to pay attention to both your first and second bird personality types when going through the results. The first is most important, of course, but the second could provide some useful insights to you.

Continue on to see how your type works with the other bird types and for a lot more information on your bird type.

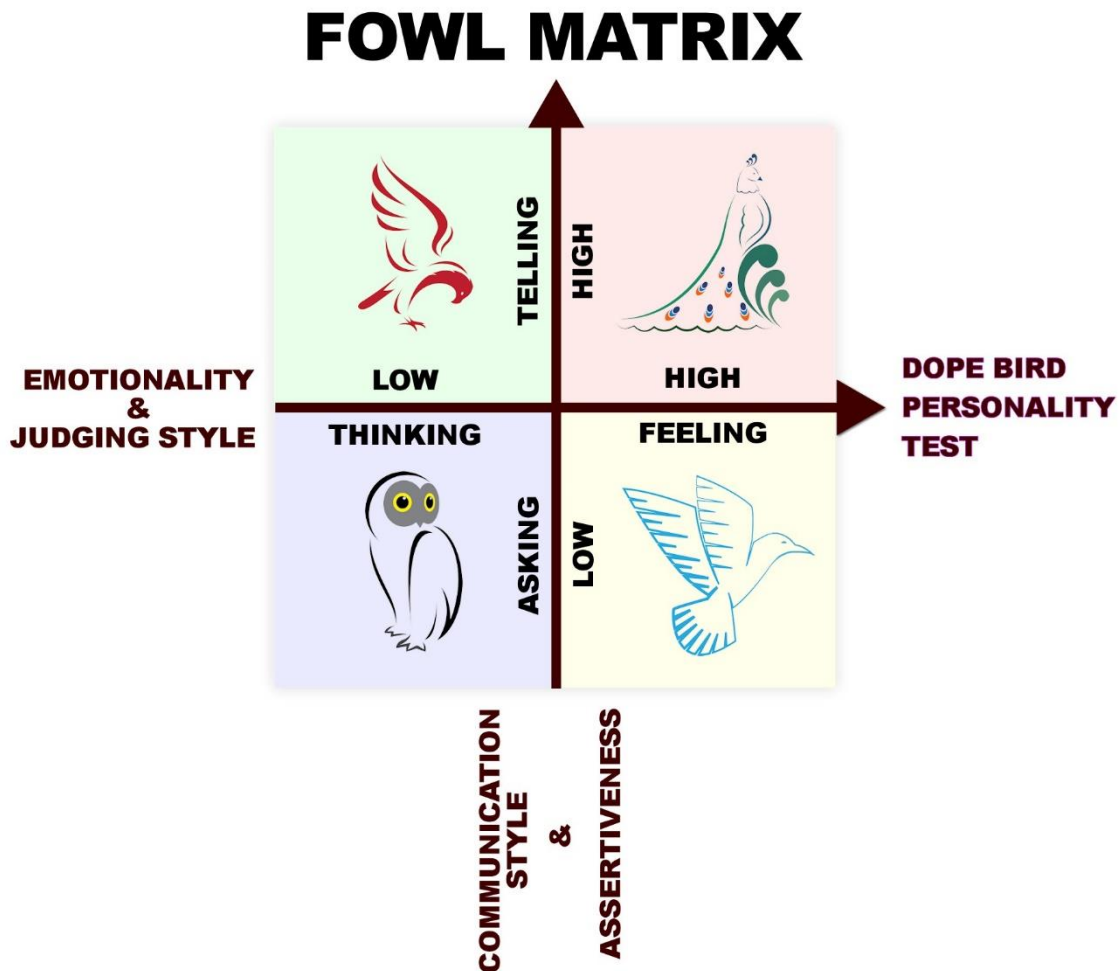
How the Bird Types Fit Together: The Fowl Matrix

Below is a chart of the four bird personality types to show how they fit in the overall scheme of existence. This is primarily provided as a visual guide to help you get a quick overview of how the birds are related.

Details on how this graph will help you work with the other bird types are given in each bird section.

“Communication Style” points to how each bird type likes to communicate: direct or indirect, blunt or subtle, offensive or defensive, doing or asking, telling or requesting.

“Judging Style” points to how each bird type likes to make decisions: intuition or logic, thinking or feelings, emotional or detached.



DOVE

The “Harmony Seeker”

Low Assertive / High Emotionality

The peaceful dove.

The dove is people-orientated, loyal, friendly, hardworking and a great team player but tends to avoid change, confrontation, risk-taking and assertiveness.



General Strengths:

You are supportive, respectful, dependable, agreeable, and willing to do what it takes to make things work.

General Weaknesses:

You tend to conform, can be unsure, are sometimes too dependent on others, have a tendency toward awkwardness, and are sometimes pliable around those with greater influence.

Judging Style: Feeling

You tend to be relationships oriented, you can see "the big picture," you have a right-brained preference, you take little effort to push into action, and you have a friendly gaze and accompanying gestures.

Communication Style: Asking

You have a tendency to be indirect, you have a relatively slow pace in conversations, you try to avoid risk, you use a soft voice, you are generally cautious, you tend to ask permission first, you have low overall assertiveness, you prefer to ask safe questions, and you are usually a better listener.

Personality Verbal Clues:

You seek support, you have a soft and deliberate delivery, you give off a calming and reassuring effect, you ask plenty of questions, you make statements cautiously, you are an excellent listener, you often say "I feel..." when sharing your opinions, and you are patient and agreeable.

Personality Physical Clues:

You have a sincere and frequent smile, you are warm and friendly in appearance, you tend to make infrequent eye contact, you often nod in agreement, you use infrequent but open gestures, and you enjoy talking about people's feelings.

Some Positive Emotions:

You are easygoing and relaxed, you are low-key, you are quiet but witty, you have a relatively consistent life, you have a low assertiveness level, you are patient and well balanced, you are a flexible and all-purpose person, you are happily reconciled to life, you are calm, cool, and collected, and you are usually sympathetic and kind.

Some Negative Emotions:

You tend to avoid responsibility, you can be self-righteous, you can be unenthusiastic, you tend to act shy and fearful, you are sometimes overly worried, you are sometimes indecisive, you are sometimes too compromising, and you can be selfish.

Positive Work Qualities:

You are dependable, you mediate problems, you have no trouble finding the easy way, you are good under pressure, you tend to avoid conflict, you are peaceful and agreeable, you are competent and steady, and you have administrative ability.

Negative Work Qualities:

You would rather watch than do, you are not usually goal oriented, you sometimes lack self-motivation, you resent being pushed, and you can be lazy and careless at times.

Some Positive Friendship Traits:

You are easy to get along with, you are a loyal friend, you are pleasant and enjoyable, you are supportive and have great compassion, you are a good listener, you are generally inoffensive, you have many friends, and you sincerely care.

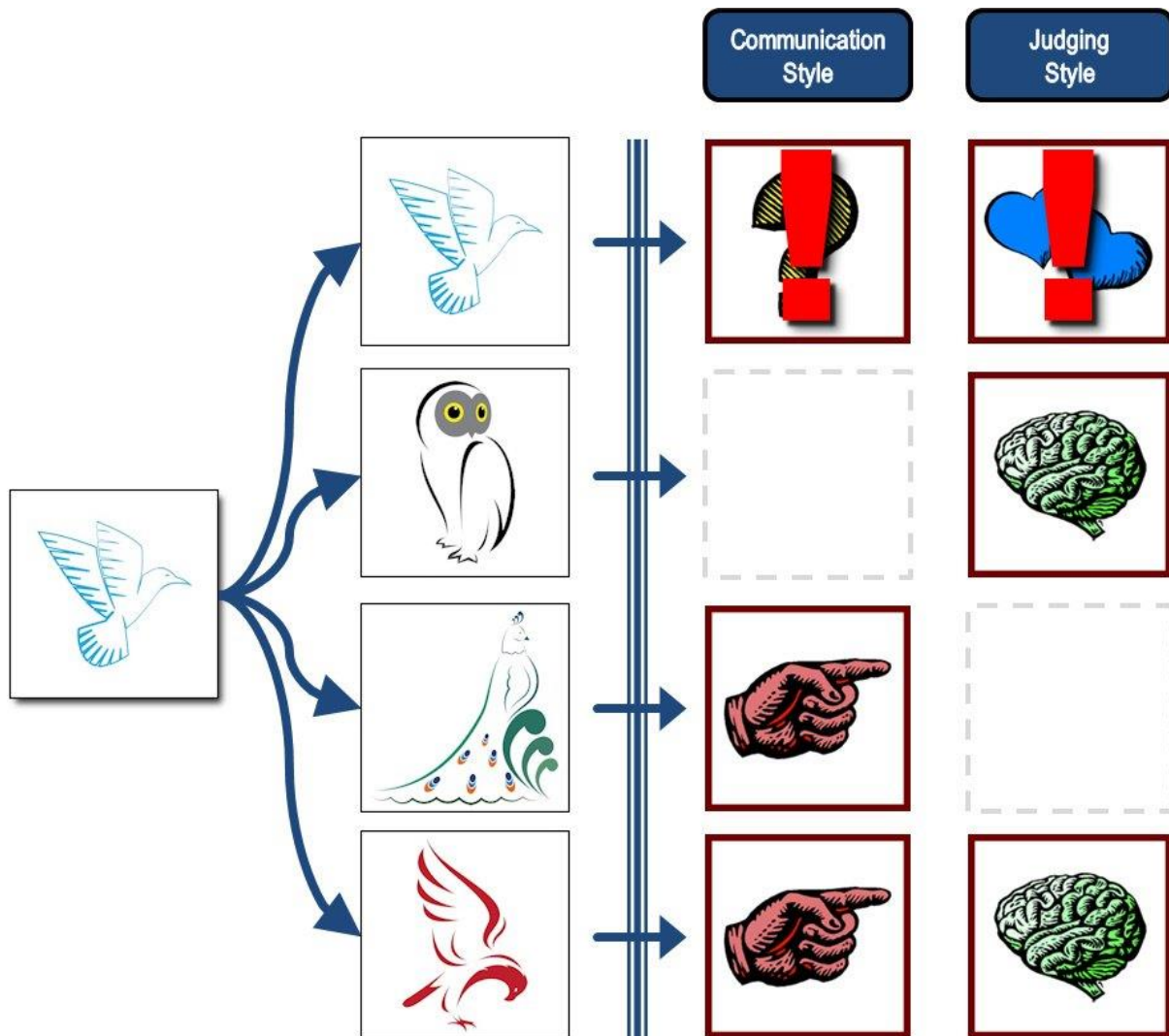
Some Negative Friendship Traits:

You tend to stay uninvolved, you generally resist change, you are predictable, you dampen enthusiasm, you are usually indifferent to plans, and you are not usually exciting.

Your Personal Response or Notes:

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How Doves Work With Other Bird Types



Tips for Dealing With The Other Birds:

Doves: Be careful not to ask and feel too much – strike a balance

Owls: Tailor your decisions more towards reason and logic

Peacocks: Be more action oriented in your communications

Eagles: Communicate with action and decide with sound reasoning

OWL

The “Detail Seeker”

Low Assertive / Low Emotionality

The wise owl.

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



General Strengths:

You are industrious, orderly, exacting, persistent, and usually serious.

General Weaknesses:

You can be overly critical, generally indecisive, sometimes stuffy, overly picky, and sometimes oppressively moralistic.

Judging Style: Thinking

You are a task oriented, you have a predominantly left-brained preference, you want specifics and facts not feelings and emotions, you use non-expressive facial expressions, and you use limited small talk.

Communication Style: Asking

You have a tendency to be indirect, you have a relatively slow pace in conversations, you try to avoid risk, you use a soft voice, you are generally cautious, you tend to ask permission first, you have low overall assertiveness, you prefer to ask safe questions, and you are usually a better listener.

Personality Verbal Clues:

You ask many questions, you are very precise in your wording, you use a careful and studied speech, you talk about tasks, you are soft spoken, you stick to the agenda, you are a patient listener, you tend to use indecisive statements, and you say "I think..." a lot.

Personality Physical Clues:

You use few gestures if any at all, you have a controlled and stiff posture, you make infrequent eye contact, you tend to fold your arms, you take many notes, and you tend to use serious facial expressions.

Some Positive Emotions:

You are generally deep and thoughtful, you can be self-sacrificing, you are philosophical and poetic, you have a keen appreciation of beauty, you are idealistic, you are generally serious and purposeful, you can be sensitive to others, and you can choose to be unemotional.

Some Negative Emotions:

You tend to remember the negatives too often, you can be too introspective, you can be self-centered, you can be moody and depressed, you sometimes have guilty feelings, you tend to be off in another world, you can have a persecution complex, and you tend to have selective hearing.

Positive Work Qualities:

You are detail conscious, you like charts, graphs, schedules, figures, and lists, you easily see problems and solutions, you are persistent and thorough, you have a need for task closure, you are neat and tidy, you are economical, you link data and find patterns, and you can have a low assertiveness level.

Negative Work Qualities:

You are generally hard to please, you are not generally people oriented, you tend to over analyze and over-plan, your standards are often too high, you can get overly upset at imperfections, and you tend to have a deep need for approval.

Some Positive Friendship Traits:

You are faithful and devoted, you can solve others' problems, you seek the ideal mate, you make friends cautiously, you are content to stay in the background, you will listen to complaints, and you generally avoid causing attention.

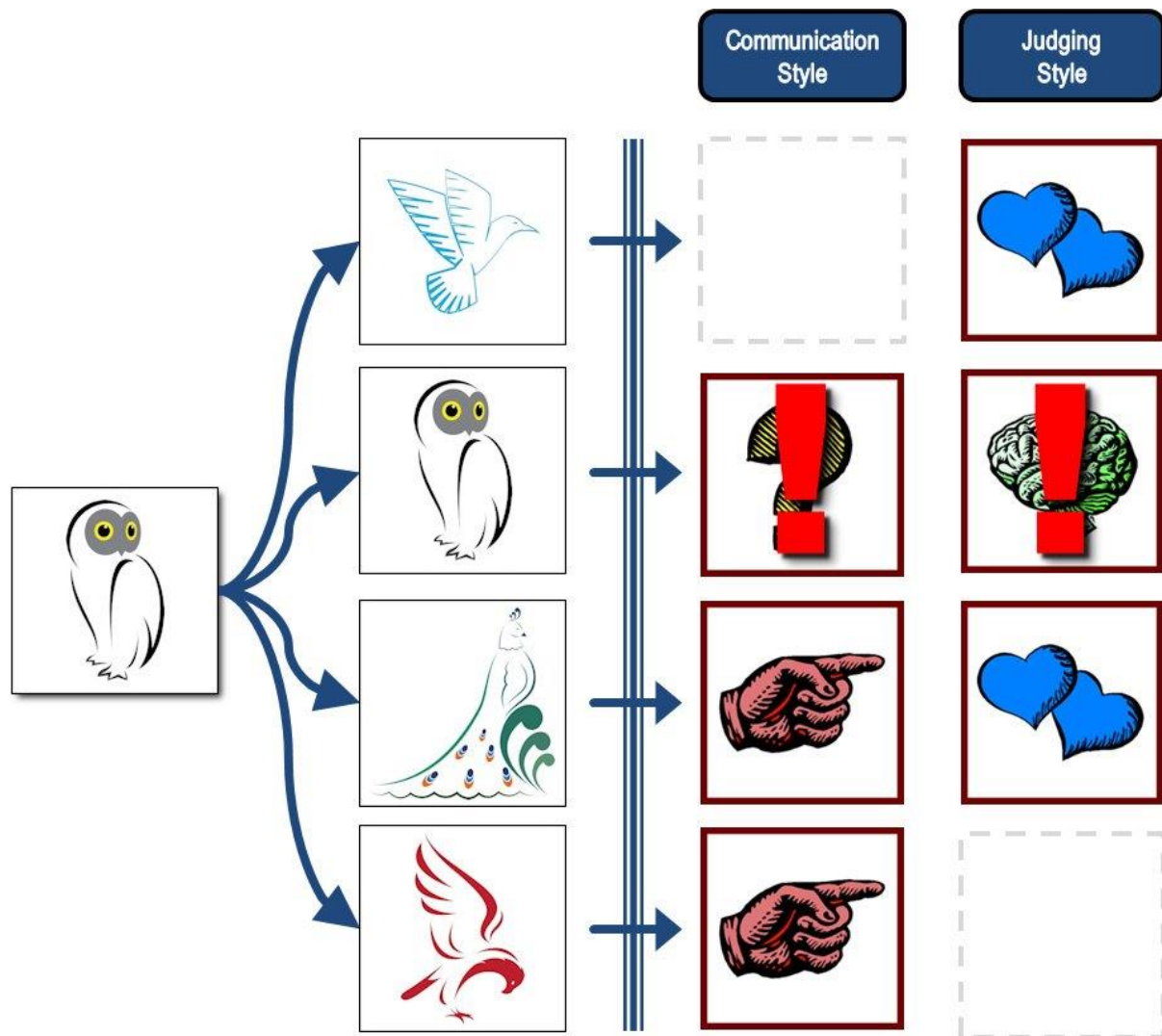
Some Negative Friendship Traits:

You tend to hold back affection, you can be withdrawn and remote, you can be antagonistic and vengeful, you dislike those in opposition, and you can be overly suspicious and critical.

Your Personal Response or Notes:

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

How Owls Work With Other Bird Types



Tips for Dealing With The Other Birds:

Doves: Tailor your decisions more towards considering feelings and intuition

Owls: Be careful of using too much asking and thinking – strike a balance

Peacocks: Communicate with action and consider feelings when deciding

Eagles: Be more action oriented in your communications

PEACOCK

The “Excitement Seeker”

High Assertive / High Emotionality

The showy peacock.

The peacock loves talking, being the center of attention, has a wealth of passion, is highly enthusiastic, and is generally optimistic. Peacocks can be accused of talking too much and tend to lag in the ability to deal with details or time-management.



General Strengths:

You are enthusiastic, ambitious, dramatic, friendly, and stimulating.

General Weaknesses:

You can be overly excitable, seemingly manipulative, somewhat egotistical, and sometimes undisciplined.

Judging Style: Feeling

You tend to be relationships oriented, you can see "the big picture," you have a right-brained preference, you take little effort to push into action, and you have a friendly gaze and accompanying gestures.

Communication Style: Telling

You are generally fast-paced, you can be an effective risk-taker, you can be loud and opinionated, you tend to be a rule breaker, you are highly assertive, you make bold statements, and you sometimes listen selectively.

Personality Verbal Clues:

You usually tell rather than ask, you can sometimes use aggressive statements, you share personal feelings, you tend to make generalized statements and give few details, you are competitive, you enjoy talking about "people issues," you readily state your opinions, and you often speak quickly.

Personality Physical Clues:

You are highly animated, you are eager to perform, you use expansive gestures, you have friendly and warm mannerisms, you make frequent eye contact, you are generally restless, you are comfortable touching and being close, you tend to lean forward, and you act enthusiastically.

Some Positive Emotions:

You live in the present moment, you have an appealing personality, you have a good sense of humor, you are sincere at heart, you enjoy being enthusiastic and expressive, you are cheerful and tend to bubble over, you are talkative, you are a storyteller, you are openly curious, and you are emotional and demonstrative.

Some Negative Emotions:

You can have an overly loud voice and laugh, you are sometimes too talkative, you have restless energy, you can be egotistical, you tend to get angry easily, you can be too happy for some to handle, you tend to be controlled by circumstances, and you can seem phony to some people.

Positive Work Qualities:

You enjoy thinking up new activities, you have energy and enthusiasm, you volunteer for jobs, you inspire others to participate, you are creative and colorful, you start tasks in a flashy way, you are outgoing, and you are good with lots of people.

Negative Work Qualities:

Your confidence can fade fast, your priorities can quickly fall out of order, you can waste too much time talking, you can be undisciplined, you tend to decide by feelings alone, and you tend to not follow through on actions.

Some Positive Friendship Traits:

You seem exciting, you thrive on compliments, you apologize quickly, you like to be spontaneous, you make friends easily, you forgive easily, you are able to prevent dull moments, you love people, and you are enjoyed by others.

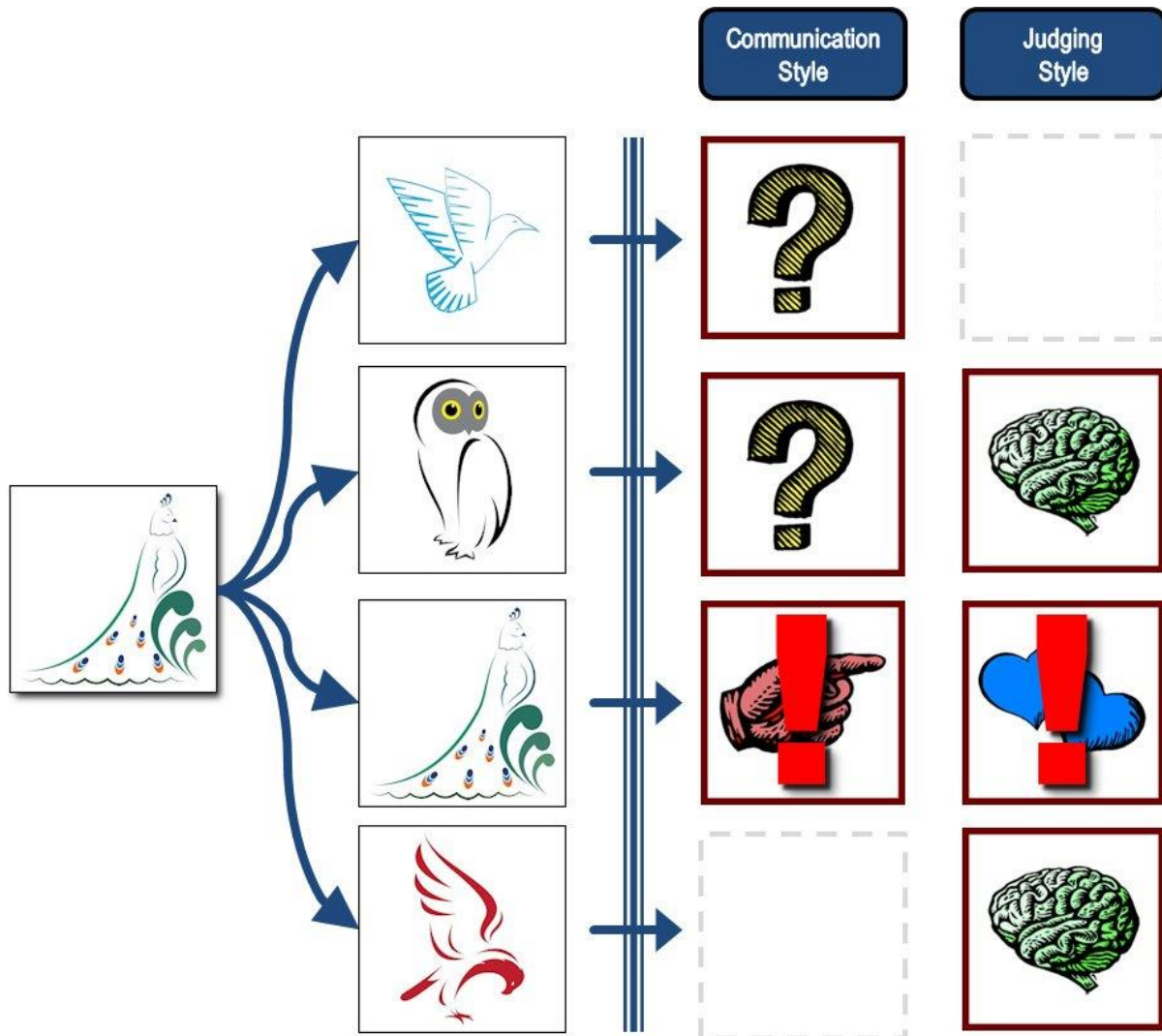
Some Negative Friendship Traits:

You can be fickle and forgetful, you generally want to be center stage, you tend to dominate and interrupt, you don't generally listen well, you sometimes answer for others, and you sometimes look too hard to take credit for accomplishments.

Your Personal Response or Notes:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

How Peacocks Work With Other Bird Types



Tips for Dealing With The Other Birds:

Doves: Take a more inquisitive and inclusive approach to communication

Owls: Be more inquisitive in communications and logical in deciding

Peacocks: Be careful of using too much doing and feeling – strike a balance

Eagles: Tailor your decisions more towards reason and logic

EAGLE

The “Results Seeker”

High Assertive / Low Emotionality

The bold eagle.

Eagles are dominant, stimulated by challenge, decisive, and direct. Eagles can be blunt and stubborn, they can lose sight of the big-picture, and they can be insensitive to other people’s needs. Eagles are natural achievers.



General Strengths:

You are strong willed, independent, practical, decisive, and efficient.

General Weaknesses:

You can sometimes be overly dominating, tough, severe, pushy, and harsh.

Judging Style: Thinking

You are a task oriented, you have a predominantly left-brained preference, you want specifics and facts not feelings and emotions, you use non-expressive facial expressions, and you use limited small talk.

Communication Style: Telling

You are generally fast-paced, you can be an effective risk-taker, you can be loud and opinionated, you tend to be a rule breaker, you are highly assertive, you make bold statements, and you sometimes listen selectively.

Personality Verbal Clues:

You tend to tell instead of ask, you generally have rapid speech, you ask for data and not feelings, you deliver your messages in an organized fashion, you make decisive statements, you readily state opinions, and you quickly get to the "bottom-line."

Personality Physical Clues:

You make intense eye contact, you tend to use aggressive gestures, you lean forward, you generally have a serious expression, you can be impatient, and often use a monotone voice.

Some Positive Emotions:

You are a born leader, you know you can run anything, you are independent and self-sufficient, you have a strong desire for change, you are not easily discouraged, you have a drive to correct wrongs, and you can be unemotional when beneficial.

Some Negative Emotions:

You enjoy controversy and arguing, you tend to be bossy, you are generally impatient and have difficulty relaxing, you tend to be quick tempered, you are sometimes inflexible, and you are usually unsympathetic to people's feelings and needs.

Positive Work Qualities:

You move quickly to action, you are goal oriented, you insist on production, you tend to thrive on opposition, you easily see the big picture, you stimulate activity, you seek practical solutions, you organize well, you easily make goals, and you delegate easily.

Negative Work Qualities:

You may make rash decisions, you have little tolerance for mistakes, you believe the end justifies the means, you don't analyze details often enough, you may be rude or tactless at times, and you are sometimes overly demanding of others.

Some Positive Friendship Traits:

You will work well in group activities, you are usually thought of as being correct in your thinking, you excel in emergencies, you are not overly dependent on friendships, and you enjoy leading and organizing.

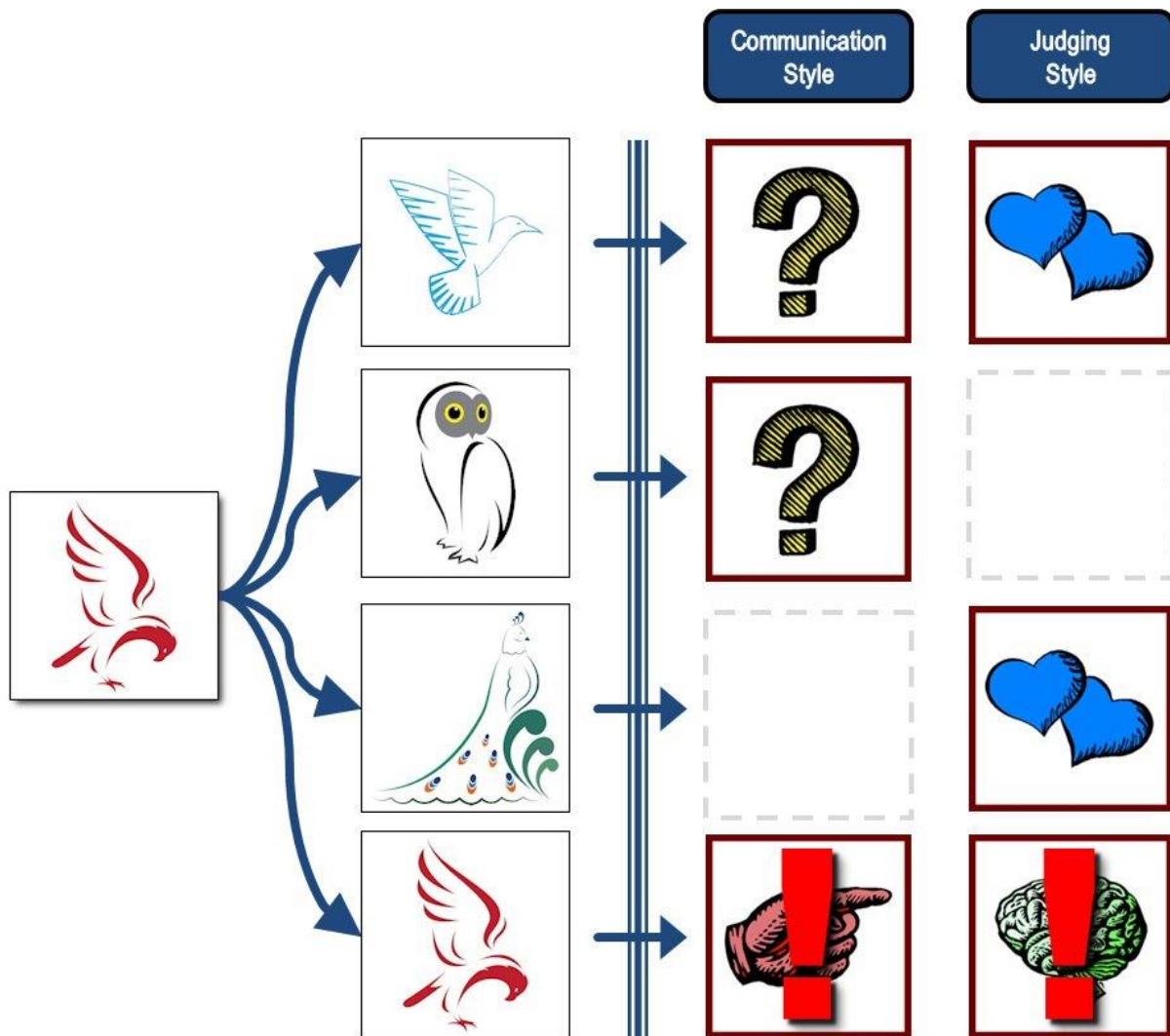
Some Negative Friendship Traits:

You tend to be too independent for some people, you may be seen as right but can be unpopular for it, you tend to use people to the point of exhaustion, you often believe you know everything, you can sometimes dominate others, you tend to decide for others, and you aren't able to "I'm sorry..." easily.

Your Personal Response or Notes:

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How Eagles Work With Other Bird Types



Tips for Dealing With The Other Birds:

Doves: Be inquisitive in communications and consider feelings when deciding

Owls: Take a more inquisitive and inclusive approach to communication

Peacocks: Tailor your decisions more towards considering feelings and intuition

Eagles: Be careful of too much doing and thinking – strike a balance

What's the Next Step?

You've got to believe to achieve. Learning has to "feel right" in order for it to stick. And you have to get it to stick if you'd like to grow in your personal development journey. You know when learning feels right – you get that feeling in your gut that it's true and meaningful. Until then, it's only data and it's meaningless.

According to learning and teaching researcher Eric Jensen, there are 3 main points to making your learning feel right and stick:

Format: the learning has to be in a form that you like the best. For some that's reading, for others that's being taught, and for others still it's going on a learning adventure through the woods. There are 3 main formats, and you definitely prefer one over the others. Make your learning fit into the one of these 3 that best work for you:

Visual: reading, testing, writing

Auditory: lectures, peer review, audiobooks

Kinesthetic: adventure learning, physical games, group activities

Frequency: repetition is important to make the idea become part of your life. The number of times you do something. For some, this can be as little as 1 or 2 times while it may take up to 20 times for others.

Duration: not only must the learning be done a number of times, it must also be done for the right amount of time each time. What that right amount of time is depends on the task and the person. This is another reason that reviewing what you learn is such a critical part of the learning process. Dr. Maxwell Maltz proposed 21 days to be the minimum amount of time needed to make a habit stick.

Take the time now to allow yourself to learn from this test and results. Put this question in your mind:

"How can I make these results work for me?"

Practice working on the information in this book and make it work for you. In the coming weeks, you'll be amazed at the things you learn about yourself. Go with it and good luck!

Looking for More Tools to Grow?

Below are some of the Self-Tests designed for adventurous and growth seeking people like yourself.

Strengths Aptitude Test

<http://richardstep.com/richardstep-strengths-weaknesses-aptitude-test/>

This test will help you find what you're especially good at, while making sure you don't miss the potential bumps in your personal development journey. You'll find your top 3 strengths and the 1 main weakness (or constraint) that may be holding you back from being a better you.

Jungian 16 Type Personality Test

<http://richardstep.com/self-tests/jungian-16-type-personality-test/>

This tool runs you through finding which Jungian type describes your preferred behavior in a normal situation. There are tips on career ideas, key points for growth, and some of your type's biggest sticking points. Discover your personality and get ready to grow.

Self-Motivation Quiz

<http://richardstep.com/self-motivation-quiz-test/>

This self-motivational quiz will help test for your Top 3 Motivators. Those are the top factors that determine how much focus and passion you put into your work or task at hand. Align with your Top 3 Motivators and soar!

Additional DOPE Test Options

If you are looking for a larger-scale application of the DOPE Bird Personality Test, please [contact me for coordination](#). Here are a few available options:

- Bulk discounts for larger groups (starting at 10 each)
- Licensed use of the test for coaching, training, or recruitment
- "White labeled" online DOPE Personality Test with recorded results

About Richard N. Stephenson

I'm the elbow-grease behind richardstep.com, helping thousands discover more about themselves and their career paths daily. I've published several books on personality testing, optimizing learning, and building strengths. I've also designed online self-discovery and career aptitude tests available at richardstep.com.

Cancer once knocked me down, the good Lord gave me a second chance, and now I want to help you use yours. I take the old career development fluff and turn it into tools you can use. The available tools are guaranteed to help you in your career boosting journey.

I live near Houston, TX, with my extraordinary wife, adorable kids, and overgrown backyard.

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