

4 Animals Personality Test - Self-Guided Instructions

Objective:

The 4 Animals Personality Test is designed to provide insight into your unique strengths, especially within a work context. It's not just a test; it's a self-assessment tool to help you reflect on your natural reactions and behaviors in professional settings.

Instructions:

1. Prepare:

- Find a quiet space where you can focus without interruptions.
- Have a pen and paper ready for tallying your counts.

2. Assess Your Traits:

- Review the four boxes labeled
 - L (Lion 🦁)
 - O (Otter 🦦)
 - G (Golden Retriever 🐶)
 - B (Beaver 🦫)
- Each box contains 14 descriptive words or phrases and one key statement, totaling 15 potential responses that might resonate with you.

<div>L Takes charge Determined Assertive Firm Enterprising Competitive Enjoys challenges Bold Purposeful Decision maker Leader Goal-driven Self-reliant Adventurous “Let’s do it now!”</div>	<div>O Takes risks Visionary Motivator Energetic Very verbal Promoter Avoids details Fun-loving Likes variety Enjoys change Creative Group-oriented Mixes easily Optimistic “Trust me! It’ll work out!”</div>
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Double the number counted _____	Double the number counted _____
G Loyal Nondemanding Even keel Avoids conflict Enjoys routine Dislikes change Deep relationships Adaptable Sympathetic Thoughtful Nurturing Patient Tolerant Good listener "Let's keep things the way they are."	B Deliberate Controlled Reserved Predictable Practical Orderly Factual Discerning Detailed Analytical Inquisitive Precise Persistent Scheduled "How was it done in the past?"
Double the number counted _____	Double the number counted _____

3. Counting Process:

- Begin with the L box. Carefully read each item and consider if it applies to you in the workplace.
- If a word or phrase fits, make a tally mark. Include the statement at the bottom of the box if it also applies to you.
- There's no limit to how many items you can count. If all 15 describe you, count them all. It's okay if some boxes have fewer counts or none at all.
- Trust your initial response—if you read an item and internally nod in agreement, count it.

4. Calculate Your Scores:

- Once you've tallied up the counts for each box, follow the instruction at the bottom to "double the number counted."
- For instance, if you tallied seven items plus the statement in the L box, your total count before doubling would be eight. After doubling, your L score would be 16 (as $8 \times 2 = 16$).
- Repeat this process for the O, G, and B boxes.

5. Determine Your Dominant Personality Type:

- After calculating the scores for all four boxes, identify which one has the highest score.
- The box with the highest score indicates your primary personality strength in the workplace.

6. Next Steps:

- Turn to the next page to find the interpretation of your personality strengths and learn more about how your dominant trait can contribute to your role and team dynamics.

Remember:

This test is about self-reflection and honesty. It's not timed, and there are no right or wrong answers. Take the time you need to accurately assess which traits describe you best.

When You're Done:

Please share your scores with us. This information will help us understand your working style and how you might integrate with our team.

Go to the next page for the interpretation of your personality strengths.