

Answer each question below with a number: 1= "yes" // 0.5 = "to some extent" // 0 = "no"

- |                                                                                                                                                                                                             |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 1. Do you try to hide and control your feelings?                                                                                                                                                            |  |
| 2. Are you reluctant to ask for help?                                                                                                                                                                       |  |
| 3. Do you set yourself high standards and then criticize yourself for failing to meet them?                                                                                                                 |  |
| 4. Do you do things (especially for others) that you don't really want to?                                                                                                                                  |  |
| 5. Do you have a tendency to do a lot of things simultaneously?                                                                                                                                             |  |
| 6. Do you hate 'giving up' or 'giving in', always hoping that 'this time it will work'?                                                                                                                     |  |
| 7. Is it important for you to be RIGHT?                                                                                                                                                                     |  |
| 8. Is it important for you to be LIKED?                                                                                                                                                                     |  |
| 9. Do you have a tendency to start things and not finish them?                                                                                                                                              |  |
| 10. Do you set unrealistic time limits?                                                                                                                                                                     |  |
| 11. Are you fairly easily persuaded?                                                                                                                                                                        |  |
| 12. Do you dislike being different?                                                                                                                                                                         |  |
| 13. Do you have a tendency to put yourself (or find yourself) in the position of being depended upon?                                                                                                       |  |
| 14. Do you feel discomforted (e.g. annoyed, irritated) by small messes or discrepancies such as a spot on a garment or the wallpaper an ornament or a tool out of place, a disorderly presentation of work? |  |
| 15. Would you describe yourself as 'quick' & find yourself getting impatient with others?                                                                                                                   |  |
| 16. Do you hate to be interrupted?                                                                                                                                                                          |  |
| 17. Do you tend to compare yourself (or your performance) with others and feel inferior or superior accordingly?                                                                                            |  |
| 18. Do you find yourself going round in circles with a problem feeling stuck but unable to let go of it?                                                                                                    |  |
| 19. Do you have a tendency not to realise how tired, or hungry or ill you feel, but instead 'keep going'?                                                                                                   |  |
| 20. Do you tend to talk at the same time as others, or finish their sentences for them?                                                                                                                     |  |
| 21. Do you like to explain things in detail and precisely?                                                                                                                                                  |  |
| 22. Do you like to 'get on with the job' rather than talk about it?                                                                                                                                         |  |
| 23. Do you prefer to do things on your own?                                                                                                                                                                 |  |
| 24. Do you dislike conflict?                                                                                                                                                                                |  |
| 25. Do you have a tendency to be the rebel or the odd one out in a group?                                                                                                                                   |  |

### Scoring

Look at the response you have for each question, and place the corresponding score into the table below. Double check because this is the most important part for determining your stress driver. For example, if you had a "0.5" for Question 3, that would go in your first box beside "3".

	ONE		TWO		THREE		FOUR		FIVE	
Column	Q	Score	Q	Score	Q	Score	Q	Score	Q	Score
Question No.	3		4		5		1		6	
	7		8		10		2		9	
	14		11		15		13		17	
	16		12		20		19		18	
	21		24		22		23		25	
<b>Totals</b>										

Copy your totals in the below table to find your preferred driver type. Often, people have a blend of drivers.

Column	Driver	Total Score
1	Be Perfect	
2	Please Others	
3	Hurry Up	
4	Be Strong	
5	Try Hard	

My main driver is: \_\_\_\_\_

## Overview of Your Driver

### BE PERFECT

Be Perfect people are energised by doing things right. They aim for perfection in everything, check carefully, produce accurate work and set high standards. Sometimes they will miss deadlines because they are still checking their work. They may have a weak sense of priorities and insist everything is done perfectly, so they can come across as overly critical.

### PLEASE OTHERS

Those with a Please People style like to get on with everyone. They are energised by the thought of approval and harmony. They make good team members because they involve others as a way of making sure they are happy. Please People are the ones who use their intuition to pick up when someone has doubts; they notice the little signs and the body language that others may ignore. On the other hand, they may be reluctant to challenge anyone in case they lose that person's approval

### HURRY UP

People with hurry up styles like to do everything as quickly as they can, which means they get a lot done. They are energised by having deadlines to meet, and they always seem able to fit in extra tasks. They tend to be quick to come up with solutions to problems

### TRY HARD

Try Hard people are enthusiastic, get involved in lots of different activities, and tend to volunteer for things. They are energised by having something new to try. Sometimes they turn small jobs into major projects because they are so enthusiastic at following up every angle. They may then become bored with the detailed work that follows, even to the point of leaving work undone so they can move on to a new, exciting activity.

### BE STRONG

People with Be Strong working styles pride themselves on their ability to stay calm in any circumstances. They are energised by the need to cope. They are good at dealing with crises, can handle difficult people, and will work steadily through any workload. However, their desire to have everything under control means they can come across as aloof. They are also reluctant to ask for help, even when they should, and their lack of awareness of emotions may make them insensitive to the feelings of others.

*Explanations provided by Totem Consulting.*

## Common Attributes

Below is a lists of the qualities most commonly associated with each driver, including the positive attributes, negative attributes, what causes your stress, and how stress is presented. Go through and highlight/circle the attributes you feel relate to you.

Be Perfect	Please Others	Hurry Up	Be Strong	Try Hard
<p><b>Positive Attributes:</b></p> <ul style="list-style-type: none"> <li>- Have a quest for perfection.</li> <li>- Have a reputation for producing accurate, reliable work.</li> <li>- Check facts, prepare well and pay attention to detail.</li> </ul>	<p><b>Positive Attributes:</b></p> <ul style="list-style-type: none"> <li>- Good team members who encourage harmony in team.</li> <li>- Have empathy and understanding and help quieter members.</li> </ul>	<p><b>Positive Attributes:</b></p> <ul style="list-style-type: none"> <li>- Can work fast &amp; achieve a lot in short space of time.</li> <li>- Responds well to short deadlines.</li> <li>- Likes having a lot of things to do.</li> </ul>	<p><b>Positive Attributes:</b></p> <ul style="list-style-type: none"> <li>- Stays calm under pressure.</li> <li>- Energised in a crisis.</li> <li>- Thinks logically when others panic.</li> <li>- Emotional detachment enables logical thinking.</li> <li>- Reliable and steady.</li> </ul>	<p><b>Positive Attributes:</b></p> <ul style="list-style-type: none"> <li>- Puts a lot of effort into new projects.</li> <li>- Well motivated, enthusiastic, creative.</li> <li>- Can look at all sides of a problem.</li> <li>- Willing to put in extra to make something work</li> </ul>
<p><b>Negative Attributes:</b></p> <ul style="list-style-type: none"> <li>- May not produce work on time due to checks for mistakes.</li> <li>- Find it difficult to delegate because unable to trust.</li> <li>- High standards and over critical of others</li> </ul>	<p><b>Negative Attributes:</b></p> <ul style="list-style-type: none"> <li>- Fear of upsetting others, results in lack of assertion.</li> <li>- Becomes overloaded with work from fear of letting others down.</li> <li>- May feel misunderstood</li> </ul>	<p><b>Negative Attributes:</b></p> <ul style="list-style-type: none"> <li>- Delays starting jobs until urgent, then in haste makes mistakes and produces poor quality work.</li> <li>- Rushes, speaks fast, finishes others sentences, crowds calendar with things to do.</li> </ul>	<p><b>Negative Attributes:</b></p> <ul style="list-style-type: none"> <li>- Dislikes admitting any weakness, vulnerability or emotion.</li> <li>- May hide difficulties and take work home rather than ask for help.</li> <li>- May be seen as uncaring and withdrawn.</li> </ul>	<p><b>Negative Attributes:</b></p> <ul style="list-style-type: none"> <li>- May be more committed to trying and doing, than achieving and succeeding.</li> <li>- May not finish one project because distracted by a new one.</li> <li>- Turns small tasks into huge ones</li> </ul>
<p><b>Stress Caused By:</b></p> <ul style="list-style-type: none"> <li>- Potential loss of control.</li> <li>- Low standards.</li> <li>- Failure to achieve goals</li> </ul>	<p><b>Stress Caused By:</b></p> <ul style="list-style-type: none"> <li>- Being ignored.</li> <li>- Being criticised.</li> <li>- Fear being rejected by others or blamed</li> </ul>	<p><b>Stress Caused By:</b></p> <ul style="list-style-type: none"> <li>- Time to think.</li> <li>- Having 'nothing to do'.</li> <li>- Fear of rejection if ask for help.</li> <li>- Need to prove self worth through being seen to be busy.</li> </ul>	<p><b>Stress Caused By:</b></p> <ul style="list-style-type: none"> <li>- Fear of rejection through being seen as vulnerable.</li> <li>- Exposing personal weakness.</li> <li>- Fear of rejection for being seen as 'not up to it'</li> </ul>	<p><b>Stress Caused By:</b></p> <ul style="list-style-type: none"> <li>- Being criticised for not caring or being irresponsible.</li> <li>- Fear of being told, "You're not trying".</li> <li>- Fear of not matching own/others expectations.</li> </ul>
<p><b>Stress Behaviour:</b></p> <ul style="list-style-type: none"> <li>- Becomes single minded/ controlling of others.</li> <li>- Arrogant or aggressive.</li> <li>- Task rather than people oriented.</li> </ul>	<p><b>Stress Behaviour:</b></p> <ul style="list-style-type: none"> <li>- Becomes emotional and illogical.</li> <li>- Unable to say 'no' to anyone.</li> <li>- Tries to 'rescue' people to make self feel better.</li> </ul>	<p><b>Stress Behaviour:</b></p> <ul style="list-style-type: none"> <li>- Activity becomes more frenetic.</li> <li>- Agitation.</li> <li>- Irritation on being interrupted.</li> <li>- Demands others to hurry up.</li> </ul>	<p><b>Stress Behaviour:</b></p> <ul style="list-style-type: none"> <li>- Withdrawn and withholding.</li> <li>- Becomes quieter and reluctant to communicate.</li> </ul>	<p><b>Stress Behaviour:</b></p> <ul style="list-style-type: none"> <li>- Becomes reactive and rebellious.</li> <li>- May sulk.</li> <li>- May take on even more tasks which are not completed.</li> </ul>