

DOMINANT PERSONAL DRIVERS

Dominant Driver	Learned By	Key Ways To Describe You
Better and Better	Don't get complacent No time to relax The job is never finished	Determined Persistent Hard Working
Please, Please Me	Look after your friends Never say no People need you	Kind Caring Passive
Faster Please	No time to waste So much to do, so little time	Efficient Responsive
That's Perfect	Mistakes are a sign of weakness Well done, now next time... Don't act like a child	Always right Success matters Serious
Give Me Strength	Showing your feelings is a sign of weakness Failure is not an option If you don't ask for help, you can call the shots	Reliable In Control

Often our thinking and our responses are influenced by our parents and guardians and elders. We can easily inherit the preferences of those people who protect us and care for us, these then become part of our reasons for doing things.

Complete the questionnaire that follows and it will reveal which driver might be more dominant in your current responses and behaviours.

How To Complete The Questionnaire

You have 10 points to share amongst the answers in each number. Choose the statements that you agree with and then give them a number of points which relate to how much you agree.

So, if you agree with 1a and disagree with 1b, 1c, etc then give 10 points to 1a.

If you agree with all of them, some more than others, then distribute your 10 points as you feel appropriate.

Example:

1a	I am compelled to do everything quickly	5
1b	I make a big effort to ensure everyone is OK	2
1c	I don't show my feelings	1
1d	I don't quit what I am doing until it's just right	1
1e	Other people seem to have less difficulty doing things than I do	1

QUESTIONNAIRE

1a	I am compelled to do everything quickly	
1b	I make a big effort to ensure everyone is OK	
1c	I don't show my feelings	
1d	I don't quit what I am doing until it's just right	
1e	Other people seem to have less difficulty doing things than I do	
2a	People say I speak quickly or ask me to repeat what I say	
2b	I find it difficult to say no	
2c	I just get on with things and don't generally complain	
2d	I think carefully about what I say before I begin – I need to get it right	
2e	I never seem to quite say the right thing	
3a	I make my decisions quickly and get on with things	
3b	I am happy to go along with the flow of things	
3c	I hate changing my mind	
3d	I need to know all the details before making a decision	
3e	On reflection I usually find I would like to change things	
4a	I get stressed or panicky as time runs out when I leave things to the last minute	
4b	I use my time making sure everyone else has what they need to do their job	
4c	It might take longer, but I prefer to be involved in everything	
4d	I will take the time it takes to get it right – no matter how long	
4e	No matter how long I spend, there is always a better way	
5a	I always have the next job/thing/task/activity in my head	
5b	I like to know what people expect of me before I start	
5c	It's important that people know they can rely on me	
5d	I make sure that I don't make mistakes	
5e	It's important to have frequent reviews even if that means spending more time on the task	
6a	When I meet people for the first time I like to find out quickly, if I will get on with them	
6b	When I meet people for the first time I make every effort to get on with them	
6c	I take people as I find them and expect them to do the same	
6d	If I forget a person's name when they tell me, I get really annoyed with myself	
6e	I put lots of effort into putting people at their ease, however its often very difficult and when I know them better I realise what I could have done differently	

7a	I am the one who makes sure that everything happens like clockwork	
7b	I make sure there is something for everyone	
7c	Whenever there is an upset, I resolve it – people can always rely on me	
7d	I hate it when things don't go to plan	
7e	I can always think of things we could have done better	

1 In the Table below place your scores for each set of questions (see example)

	A	B	C	D	E
Example	5	2	1	1	1
2					
3					
4					
5					
6					
7					
Total					

THE SCORES

Take the totals from the above table and place them in the appropriate place in the table below

Example: If I got a score of 30 in the column under A (previous table) then I place 30 in the cell that corresponds with A below see example

	Scores	Dominant Driver
A		Faster Please
B		Please, Please Me
C		Give Me Strength
D		That's Perfect
E		Better and Better

The letter with the highest score will show your strongest driver

Now reflect on what this means using the descriptions on the previous sheet 'Dominant Personal Drivers' and the reflective activity below

REFLECTIONS

What was your most dominant driver?

How does this influence your life: decision, action, behaviour, relationships, work etc?

What is it about the description of your driver that you agree with?

What do you value about it?

What challenges does your driver present for you and others?

What work in progress have you identified?

What actions will you now take? (with dates)