

## Interacting with the Personalities

### *If You are a Lion:*

#### *And you are interacting with a Lion:*

Be direct, get to the point, express admiration for their accomplishments, strive for a win-win by answering *WHAT* questions, let them be in charge of some things. Be aware that you may over-control situations and attempt to call all the shots. This may reduce other's feeling of freedom and personal control.

#### *And you are interacting with a Otter:*

Let them know you are pleased, listen enthusiastically, enjoy their humor, provide objectivity in decision making, answer *WHO* questions, provide opportunities for them to be in the spotlight and learn to have fun with them. Be aware that you may become overly competitive and concerned about results. The otter may perceive you as insisting on facts and lacking warmth and encouragement.

#### *And you are interacting with Golden Retriever:*

Be easy-going, let them respond at their own pace, provide sincere appreciation and encouragement, minimize conflicts answer *HOW* questions, create a stable environment, ask for their help. Be aware that you may not take enough time to listen. You may demand too much of the golden retriever too quickly. You may tend to place getting things done before the relationship.

#### *And you are interacting with a Beaver:*

Use a quiet and orderly approach, deal with details, be prepared to provide explanations and feedback, expect doubt and questions, answer *WHY* questions, give recognition for skills and accomplishments. Be aware that you may tend to make quick, but not necessarily thorough decisions. You may desire to control things in an overbearing way.

### *If You are an Otter:*

#### *And you are interacting with a Lion:*

Be brief and to the point, answer *WHAT* questions, stress the result of your ideas, talk more about facts and benefits than feelings, speak in terms of goals and objectives, challenge them with your enthusiastic ideas, let them be in charge of some things, control your emotions when appropriate. Be aware that you may lack a focus on results. You may be too emotional or long-winded.

#### *And you are interacting with a Otter:*

Provide appreciation and encouragement of their ideas, show appreciation of their humor, let *them* be in the spotlight, answer *WHO* questions, exercise restraint in budgeting, create short-term goals, listen enthusiastically and patiently rather than thinking about what you'll say next. Be aware that you may desire to be in the *spotlight*. You may be overly optimistic in viewing people and situations. Which one of you will take care of the details?

#### *And you are interacting with a Golden Retriever:*

Be patient, don't push, temper your enthusiasm, let them respond at their own pace, provide sincere appreciation and encouragement, don't create conflict, answer *HOW* questions, ask for their help, provide feedback on their importance to you and your relationship. Be aware that you may not give enough time or attention to your relationship. You may be too quick in adapting to change or ideas or too focused on making a favorable impression.

#### *And you are interacting with a Beaver:*

Be more factual and objective, provide clear pros and cons of ideas, furnish explanations in a thorough manner, answer *WHY* questions, give realistic assurances, allow time for careful planning, recognize their accomplishments. Be aware that you may lack attention to their standards. You may be too impulsive, talkative or disorganized.

## Interacting with the Personalities

### *If You are a Golden Retriever:*

#### *And you are interacting with a Lion:*

Quickly get to the point, answer *WHAT* questions, stress the results to be gained from your ideas, be more flexible, speak in terms of end results, let them be in charge of some things, be more open to changes. Be aware that you may devote too much time to small talk. You may be indirect and unwilling to make changes.

#### *And you are interacting with a Otter:*

Get excited, step up your pace, provide praise and encouragement, enjoy their humor, provide a calming environments, answer *WHO* questions, be less possessive, say what you think and how you feel. Be aware that you may have a slower pace and lack enthusiasm. You may prefer routines which they may find tiresome.

#### *And you are interacting with a Golden Retriever:*

Initiate more, be more decisive, provide sincere appreciation and encouragement, minimize conflict, answer *HOW* questions, clearly define roles and goals, ask for their help, don't ignore things hoping they will go away. Be aware that you may lack initiative, forcing them to take charge. You may tend to be indecisive and not talk about things that upset you.

#### *And you are interacting with a Beaver:*

Be factual and objective, be more concerned with details, be prepared to provide many explanations in a patient manner, answer *WHY* questions, give reassurance, use familiarity, don't over-react to their criticism. Be aware that you may be overly responsive and engage in too much small talk. You may be too easygoing in dealing with others.

### *If You are a Beaver:*

#### *And you are interacting with is a Lion:*

Be more direct, get to the point more quickly, answer *WHAT* questions, stress the logic of your ideas, agree with their ideas when possible, speak in terms of end results, let them be in charge of some things, allow for quicker decisions. Be aware that your desire for accuracy and a slower pace may result in limiting their sense of being in control.

#### *And you are interacting with a Otter:*

Get excited, be more responsive, listen enthusiastically, provide appreciation and encouragement, listen with interest, learn to laugh with them, provide ideas for turning talk into actions, answer *WHO* questions, be less detail-oriented, go with spontaneous feelings sometimes. Be aware that you may have a slower pace, lack enthusiasm, or be too concerned about information. You may not respond to their fun-loving nature.

#### *And you are interacting with Golden Retriever:*

Initiate more, be more decisive, provide sincere appreciation and encouragement, help provide a stable environment, answer *HOW* questions, clearly define roles and goals, ask for their help, show concern, share your feelings, try trusting even without the facts. Be aware that you may lack their concern for a steady-paced, low-key relationship. You may not talk about your feelings.

#### *And you are interacting with a Beaver:*

Be factual and objective, be prepared to provide many explanations in a diplomatic manner, answer *WHY* questions, give reassurance, don't criticize their work, don't overreact to criticism, be open and sensitive to their ways, be willing to give on some of your standards. Be aware that you may think your way is more correct. You may question their motives or standards.