



THE DRIVERS

BE PERFECT:

Typically someone who is purposeful; moral; with very high standards; and task orientated - everything must be exactly right and the first time! Their stress levels are raised by perceived poor standards in others, loss of control and failure to achieve goals. There is a danger that they will end up doing everything themselves because they do not trust others to do it right. This makes them poor delegators and may earn them a reputation for demotivating criticism.

Action Points:

- set realistic standards of performance and accuracy
- practise asking yourself what the consequences really are - do this whenever you find a mistake
- make a point of telling others that their mistakes are not serious

BE STRONG:

A 'be strong' personality is often self sufficient; solitary; reliable; helpful whilst unable to accept help. Their stress levels are raised by being 'forced' to say what they feel and exposing their vulnerability. Because of this emotional detachment they are able to problem solve around difficult personal issues and to make 'unpleasant' decisions. They hate admitting any weakness and get overloaded rather than ask for help.

Action Points:

- keep a task and time log so that you can monitor your workload
- ask other people to help you
- take up a spare-time activity that you can really enjoy

PLEASE OTHERS:

A person driven by pleasing others is typically law-abiding; helpful; rescuing; 'does the right thing'; people orientated and as pleasant as possible to everyone. Their stress levels are raised by being ignored or criticised. They encourage harmony within the group, but because of their fear of upsetting anyone, will be reluctant to challenge wrong ideas. Their aim is to please other people without asking.

Action Points:

- start asking people questions to check what they want instead of guessing
- please yourself more often, and ask others for what you want
- practise telling other people firmly when they are wrong

TRY HARDER:

Usually someone who is intense; committed to righting wrongs; takes on a lot of tasks but often doesn't complete them; passionate; a hard worker. Their stress levels are raised when criticised for not caring or for being irresponsible. They love any new or different task but their initial interest wears off before they finish. In their communication with others they are likely to go off at a tangent and forget their original objective.

Action Points:

- stop volunteering
- make a plan that includes finishing a task - and then stick to that plan through to a conclusion
- check out that the parameters of a task so that you do only what is expected

HURRY UP:

Typically someone who is lively; adventurous; the 'life and soul of the party' type; enthusiastic; quick; doing lots of things at once. Their stress levels are raised by having time to think and by silence. Their underlying motivation is to do things quickly and get a lot done in a short time. Given time to spare, however, they delay starting until the job becomes urgent. They can appear impatient with others and often make mistakes in their rush to get things done.

Action Points:

- plan your work in stages, setting interim target dates
- concentrate on listening carefully to others until they finish speaking
- learn relaxation techniques and then use them regularly