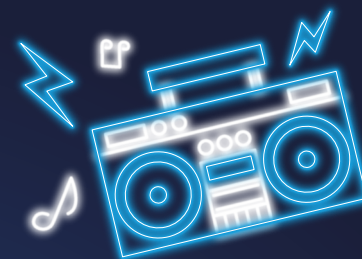




YOUR DRIVERS QUESTIONNAIRE

DRIVERS QUESTIONNAIRE



This informal questionnaire may give you some pointers to learn more about yourself. You can then use this information to decide which career options and organisations will most likely allow you to be yourself at work.

What are drivers?

Drivers are unconscious internal pressures that makes us do things certain ways, e.g. quickly or with emotion, and they tend to satisfy inner needs rather than actual events.

Answer the following questions by indicating “Yes”(Y) “No” (N) or “to some extent” (S) next to the question number:

1	Do you hide or control your feelings?	
2	Are you reluctant to ask for help?	
3	Do you set yourself high standards and then criticise 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' and 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?	

Continued on the next page...

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, i.e. Y N S and give that response a score as follows:

Score: Y = 1 S = ½ N = 0

Place the score for each question next to the question number in the columns below.
Score each mark in the following columns:

Column	ONE		TWO		THREE		FOUR		FIVE	
	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	
Total										

Now transfer your total scores for each column to the table below:

Column	Driver statement	Score
ONE	Be perfect	
TWO	Please people	
THREE	Hurry up	
FOUR	Be strong	
FIVE	Try hard	

NOTES:

There are no right or wrong answers or better or worse ways to behave. All we need to be able to do is to understand our behaviours, and sometimes that of others, in order to increase communication and reduce friction.

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.

A BE PERFECT personality works well in jobs where detail is important and the set standards are important.

PLEASE PEOPLE

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.

A PLEASE PEOPLE personality can be the mortar that holds a team together. They perform the 'maintenance' functions of involving people, checking and summarising, and will be sympathetic, empathetic, tolerant and flexible.

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.

A HURRY UP personality will work well under time pressure because their energy will be high.

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.

A BE STRONG personality is very good at accommodating poor conditions or putting up with things that many people would find unreasonable.

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.

A TRY HARD personality is very good in start-up situations, and where effort and energy to complete are needed.