



The Birds Profiling Tool

INSTRUCTIONS

1. On the next pages are a range of statements. Read through each statement quickly and tick each comment you agree with.
2. Once you have finished, complete the score sheet on the back page and by crossing out each number you have put a tick against.
3. Add up each section and complete the quadrant.

If you need any assistance, please ask Alison or Penelope

THE QUESTIONNAIRE

- 1. I would prefer to work alone rather than have to work with other people.
- 2. When I'm with friends, I would rather be the one telling the jokes than hearing them.
- 3. I like to have as much data and information as possible before making a decision – the more the better.
- 4. I tend to laugh louder than most people around me.
- 5. I tend to say just what I think at the expense of other people's feelings.
- 6. I would describe myself as a confident, fun-loving, spontaneous person.
- 7. I always listen for how other people feel and consider their feelings before putting my point of view forward.
- 8. I pay meticulous attention to detail before coming to a conclusion.
- 9. I must admit, I can come over rather bossy at times.
- 10. My friends believe that I can sell ice to the Eskimos.
- 11. I could be described as self-disciplined and result-oriented.
- 12. I can be critical of people who do not take a logical approach to things.
- 13. It worries me if I am rushed to meet tight deadlines.
- 14. I would much prefer being alone, to having to mix with people.
- 15. I am a calm and even-tempered person who cares about other people's feelings.
- 16. I like to work in a predictable and systematic environment where I am not rushed.
- 17. I am good at persuading people to my point of view.
- 18. I can be seen by some as a perfectionist.
- 19. Having authority and the title of leadership is important to me.
- 20. Reason and logic are more important in the long run than emotions or feelings.
- 21. I push strongly for my ideas, even if others may not like them.
- 22. I could be described as steady, thorough and analytical.

- 23. I am more attracted to adventurous and unusual ideas, rather than practical ones.
- 24. I must admit that when I'm in a group I do most of the talking.
- 25. I am even tempered, patient and a quiet person.
- 26. I must admit that there are some people who would see me as a little cool and withdrawn.
- 27. When it comes to a team, I like to be the leader.
- 28. I tend to withdraw from aggressive and assertive people.
- 29. Most people would see me as being understanding and ready to share their feelings and disappointments.
- 30. I tend to be restrained in expressing my feelings.
- 31. I am known for being warm, friendly and a good listener.
- 32. I have no troubles in expressing my feelings and opinions in meetings or discussions.
- 33. I would much rather listen quietly than do most of the talking.
- 34. Standing up and talking to groups of people about what you know can be enjoyable.
- 35. At the end of the day, results are all that really count, irrespective of how people feel about it.
- 36. I have a willing ear for people's problems.
- 37. I can rely on my own decisions rather than other people's opinions.
- 38. I gesture a lot with my hands when I get excited.
- 39. I must admit, I'm not very confident when it comes to meeting strangers.
- 40. I am prone to exaggerate and elaborate when telling a story to my friends.
- 41. I am generally ready to give in to what others want of me.
- 42. I tend to avoid making the hard decisions.
- 43. When I get angry, everybody hears me.

- 44. I find I tend to take control of most of the situations I find myself in with others.
- 45. I have a reputation for jumping in feet first.
- 46. I tend to be a follower rather than a leader.
- 47. Structures, rules and procedures are important to me.
- 48. I thrive on tackling something new, different and challenging.
- 49. I am highly competitive.
- 50. I am naturally a quick decision maker.
- 51. I am a detail person.
- 52. I tend to be timid and retiring.
- 53. I like to try out new things, even risky things.
- 54. I am sure of myself and confident in almost any situation.
- 55. I can tend to be frightened and fearful of acting and making decisions on my own.
- 56. I have no trouble in making important and fast decisions.
- 57. I am a stickler for fine detail.
- 58. I tend to be open about how I am feeling.
- 59. In discussions, I keep people to the point without wasting my time – even if they don't like it.
- 60. I tend to hide my feelings when offended.
- 61. People who make light of a serious situation tend to annoy me.
- 62. I have a reputation for being mild and easy-going
- 63. I am neat, organised and tidy in just about everything I do.
- 64. If you want the life of the party, send for me.
- 65. I am a controlled, confident and courageous person.
- 66. I tend to be easily influenced by other people's ideas and suggestions.
- 67. I get irritated by people who want to rush me.
- 68. I would prefer to read than talk.

- 69. I must admit I tend to be a workaholic.
- 70. People's feelings are far less important than getting the job done on time.
- 71. I find formality, systems and specific plans stifling.
- 72. I like being the centre of attention in a group.
- 73. I must admit, some people find me too direct and undiplomatic at times.
- 74. I tend to argue with the radio or television when something is said that I strongly disagree with.
- 75. It has taken me longer than 10 minutes to do this questionnaire so far.
- 76. I could be described as peaceful, dependable and soft-hearted.
- 77. I like to follow accepted tradition and practices.
- 78. I prefer to deal with facts and figures, rather than people.
- 79. I am able to think up and carry out new ideas and concepts.
- 80. I have a reputation for being firm and determined when it comes to dealing with people and promises.

Finished!

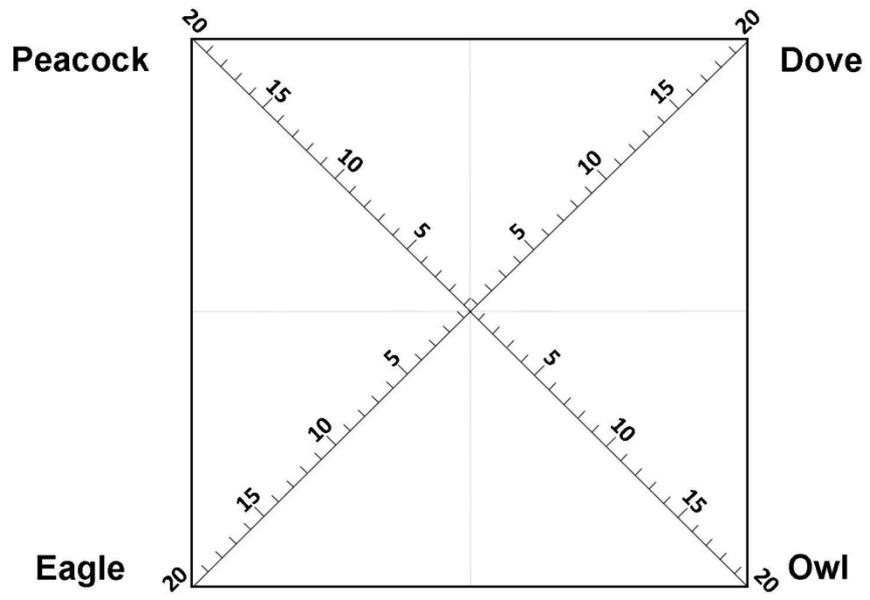
Now transfer your answers to the Scoring Sheet.

SCORING SHEET

1. Circle the number of each question which you ticked. You score one point for each circled number.

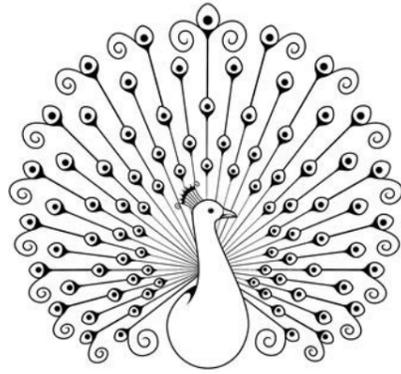
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	4	13	3	9
	6	15	8	11
	10	16	12	19
	17	25	14	21
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	32	31	22	37
	34	33	26	44
	38	36	30	49
	40	39	42	50
	43	41	47	53
	45	46	51	54
	48	52	57	56
	58	55	61	59
	64	60	63	65
	71	62	68	69
	72	66	75	70
	74	67	77	73
	79	76	78	80
	_____	_____	_____	_____
Totals	_____	_____	_____	_____
	Peacock	Dove	Owl	Eagle

2. Plot your scores on the arms of the cross below and connect them up. If you need assistance, ask Alison or Penelope



PROFILE AT A GLANCE

Confident
Outgoing
Talkative
Invigorating
Enthusiastic
Optimistic
Carefree
Spontaneous
Risk-taker
Friendly



20 Peacock

Warm and friendly
People-oriented

20 Dove



Calm
Loyal
Dependable
Patient
Serene
Peaceful
Practical
Friendly
Passive
Stable

Popularity and applause
To be recognised, thanked and applauded for who they are, what they can do and for what they have achieved or will achieve

Security of belonging
To be supportive, part of a group. To be acknowledged and appreciated as an important member of the team

Confident
Assertive
Bold

Shy
Non-assertive
Retiring

Authority and power
To have control and freedom to get results. To make things happen.

Security through facts and figures
To work and live within set patterns and laid down procedures. To be right.

Confident
Decisive
Independent
Determined
Productive
Disciplined
Direct
Forceful
Competitive
Controlled



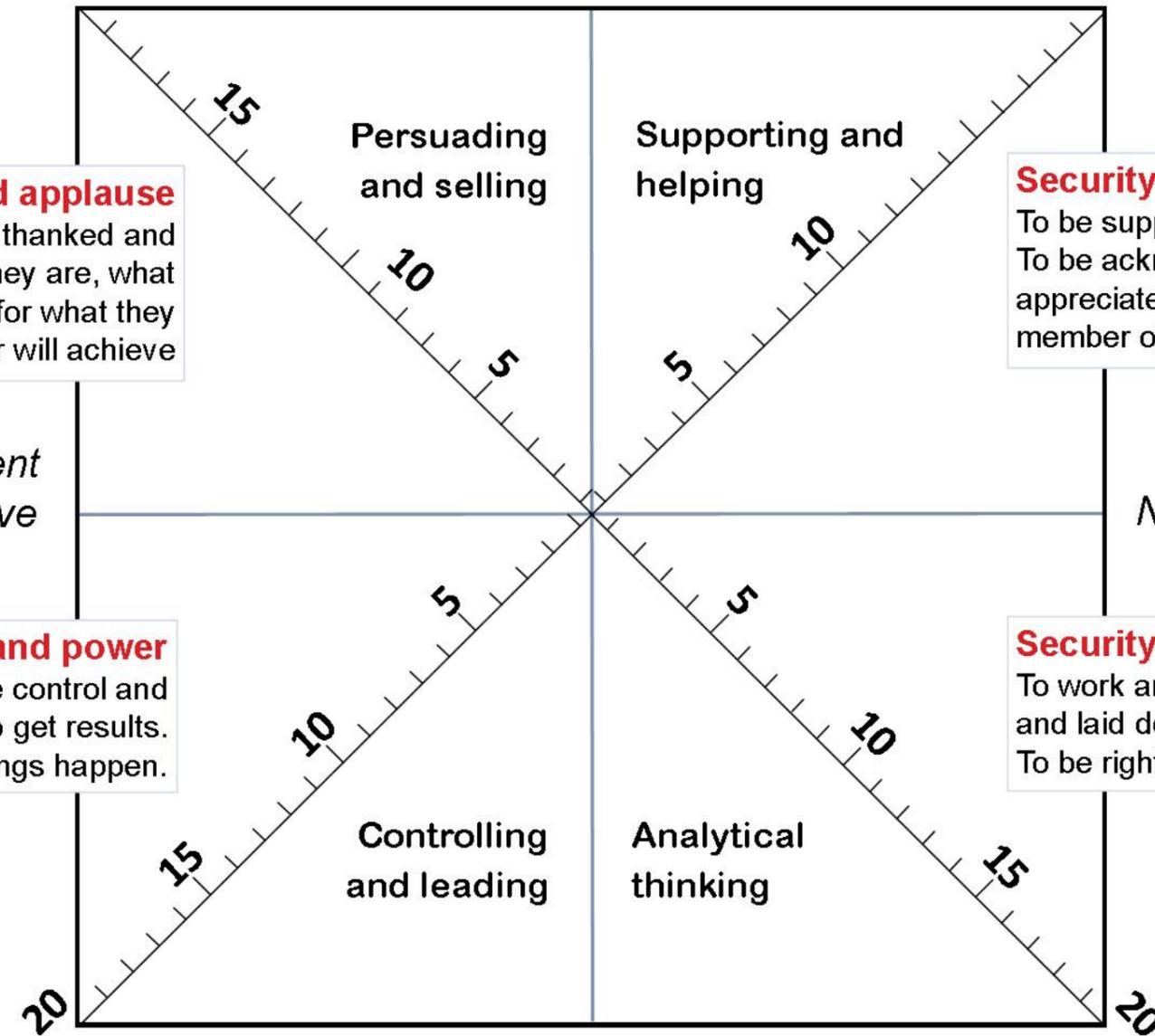
20 Eagle

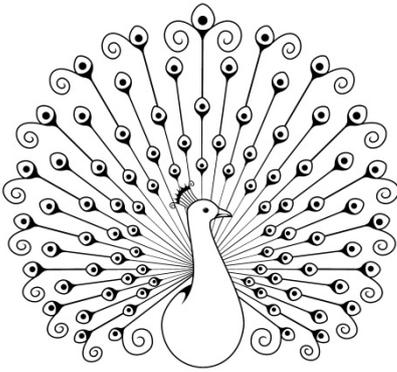
Cool and aloof
Task-oriented

20 Owl



Calm
Systematic
Restrained
Analytical
Perfectionist
Efficient
Conservative
Diplomatic
Predictable
Diligent





The Peacock

A talker: confident, warm, outgoing, flamboyant, dramatic, persuasive, animated.

Likes to talk rather than listen.

Puts people before tasks.

Wants

- Popularity
- To be centre of attention
- Recognition
- Applause
- Fame

Does Not Want

- To be part of the crowd
- To be ignored
- To be taken for granted and not thanked
- To listen
- Jobs that offer no chance to show talent
- To work in a protected environment
- Activities that are boring
- To work alone

Needs

- To do most of the talking
- Lots of praise and recognition
- To be the centre of attention
- Quick answers – no details
- Fast moving conversations

How to relate to the Peacock

Make it fast, warm, friendly and animated.

Let them do most of the talking.

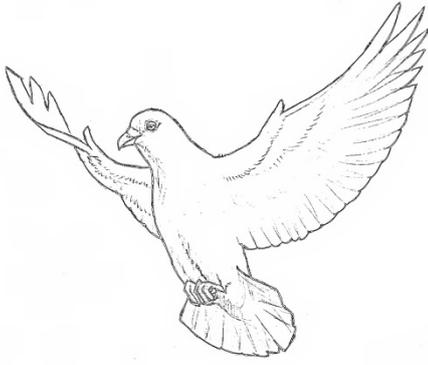
Let them be the centre of attention.

Offer plenty of praise and recognition.

- otherwise you may find you have 'lost' them.

Naturals at being in the public eye

Acting; Entertaining; Selling; Speaking; Public Relations; Politics



The Dove

A feeler: shy, friendly, sensitive, patient, moderate, supportive, loyal, timid, retiring.

Likes to listen more than talk.

Puts people's welfare first.

Wants

- Friendship
- To be a supportive and caring member of a small group or team
- The security of belonging

Does Not Want

- To be different from anybody else
- To be the boss or tell people what to do
- To be rushed into anything
- To have to deal with unfriendly people
- To have to make decisions
- To do many things at the one time
- Broad or undefined guidelines
- Change or disruption
- To take any risks or work under pressure
- To take the initiative or work alone
- Unpredictability of any sort

Needs

- Constant and sincere appreciation for who they are, and what they do and contribute
- To be communicated with in a slower, sincere and friendly way
- Plenty of time to think about any change which affects their normal way of doing things
- A stable and happy environment
- Help in making decisions, and assurance that little or no risk is involved
- Help in starting new projects or tasks – guidance
- Precise instructions on how a job should be done

How to relate to the Dove

Take it warm, slow and friendly. No risk, no change, no pressure - otherwise you may get a 'yes' that really means 'no'.

Naturals at supporting roles

Nursing; Secretary/EA/PA; Social Work; Customer Service; Parenting; Flight Attendant, etc.



The Eagle

A controller: confident, dominant, assertive, fast, cool, decisive, firm, impatient, ambitious.

Likes to talk more than listen.

Puts results before people's feelings.

Wants

- Results
- To be the boss
- Authority to make things happen
- Power
- Challenge

Does Not Want

- To be part of the crowd
- To hear excuses
- Jobs that offer no challenge or advancement
- To deal with slow people
- To have to explain his/her actions
- To work in protected environments
- To sacrifice him/herself for others
- People who can't make decisions
- Indirect explanations and answers
- Activities that are too boring
- Too much detail

Needs

- Quick answers – bottom line only
- Fast conversational exchanges
- To be in control of what's happening
- To be the one who makes decisions
- To be the boss in everything

How to relate to the Eagle

Make it fast, stick to the point, bottom line only. No excuses. Let him/her be the boss – otherwise you may find out that they are the boss in no uncertain terms.

Naturals at being in strong control

Military Leaders; Union Leaders; Project Managers; Police; Politics, etc.



The Owl

A thinker: quiet, analytical, logical, moderate, conservative, reserved, cool, cautious.

Likes to listen more than talk.

Puts logic before feelings.

Wants

- Predictability
- Analytical facts and figures – proof
- Structure and set procedures
- Details

Does Not Want

- To take risks
- To be rushed into anything
- Sudden changes to their set patterns
- To be the boss and take responsibility
- Changing work or home environments
- To do many things at the same time
- To make decisions
- To delegate important work
- To take an unpopular stand
- Displays of emotion
- Broad or undefined guidelines

Needs

- To be part of a big group
- Security and no sudden changes
- Appreciation of what they can do
- To be communicated with in a slower way, using logic and data
- Plenty of facts and information on paper
- Plenty of time to prepare for change
- Help and time to make decisions
- Risk kept to an absolute minimum
- Precise instructions and job expectations

How to relate to the Owl

Take it slow, cool and logical with plenty of information. No risk, no change, no pressure
- otherwise you may get a 'no' which could have been a 'yes'.

Naturals at systematic accuracy

Accountants; Scientists; Professors; Researchers; Computer Programmers; Public Servants, etc.