

## Birds of a Feather Assessment

1. Rank each row according to the scale at the right
2. After ranking all rows, add each column and enter the total below.

4 – Most like me  
 3 – A lot like me  
 2 – Somewhat like me  
 1 – Least like me

Competitive; Intense	<input type="checkbox"/>	Creative; Impulsive	<input type="checkbox"/>	Cooperative; Relaxed	<input type="checkbox"/>	Thorough; Detailed	<input type="checkbox"/>
Direct; To the Point	<input type="checkbox"/>	Talkative; Lively	<input type="checkbox"/>	Friendly; Casual	<input type="checkbox"/>	Specific; Precise	<input type="checkbox"/>
Like to “tell” others what to do	<input type="checkbox"/>	Like to “sell” others on ideas and projects	<input type="checkbox"/>	Like to “do” The work Collaboratively	<input type="checkbox"/>	Like to “think” things through Thoroughly.	<input type="checkbox"/>
No-nonsense; Blunt	<input type="checkbox"/>	Animated; Colorful	<input type="checkbox"/>	Sensitive; Caring	<input type="checkbox"/>	Quiet; Thoughtful	<input type="checkbox"/>
Results- oriented; Take-charge	<input type="checkbox"/>	Charming; Magnetic	<input type="checkbox"/>	Warm; Flexible	<input type="checkbox"/>	Logical; Analytical	<input type="checkbox"/>
Daring; Bold; Risk-taker	<input type="checkbox"/>	Dramatic; Emotional; Demonstrative	<input type="checkbox"/>	Dependable; Empathic; Concerned	<input type="checkbox"/>	Determined; Rational; Careful	<input type="checkbox"/>
Directing; Controlling	<input type="checkbox"/>	Inspiring; Visionary	<input type="checkbox"/>	Team player; Facilitator	<input type="checkbox"/>	Task-oriented; Seek data	<input type="checkbox"/>
<b>Total:</b> _____ <b>A</b>		<b>Total:</b> _____ <b>B</b>		<b>Total:</b> _____ <b>C</b>		<b>Total:</b> _____ <b>D</b>	

Your **highest** score represents your strongest bird characteristic; the **lowest** the bird you are least like.

Keep in mind – scores might change over time, in different positions or organizations.

# Eagle

## Your strength is delivering results.



If your highest score is Eagle, you are a natural born leader. You like it best when you are in charge and in a position to get things done quickly.

- You tend to speak quickly and directly – you are not one to “beat around the bush.”
- You don’t like small talk, but rather prefer to discuss what you want to achieve and the results you are going to accomplish. You often begin sentences with, “I will...” or “I can...”
- Eagles thrive on change, stimulation, challenging work assignments, and high pressure.
- You work fast and get impatient when things aren’t progressing as quickly as you’d like.
- You set many goals and like to work on several projects at once.
- Your chief desire at work is to be productive, deliver results quickly, and make an impact on your organization.

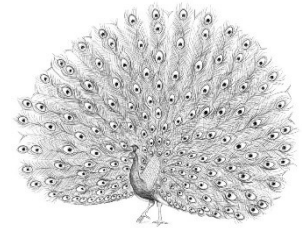
### **As an Eagle, you tend to:**

<i>Think a lot about:</i>	Results and achievements
<i>Value in others:</i>	Productivity
<i>Enjoy:</i>	Competition, pressure, challenging work
<i>Dislike:</i>	Wasting time
<i>Have trouble dealing with:</i>	“Fuzzy thinkers,” ambiguity, uncertainty
<i>Express anger:</i>	Aggressively
<i>Embarrassed by:</i>	Others getting “too personal” with you
<i>Want to be appreciated for:</i>	Your accomplishments
<i>Like to be rewarded with:</i>	More authority, power, control, status

**To increase your effectiveness with others who are different from you:** Work to become more patient and a better listener. Others may not move at your same speed and need more time to process information and adjust to change. Take time to show people that you can care about them and their concerns. Learn to give clearer instructions when you need something from other people. You may need to “soften” your style a bit to avoid hurting other people’s feelings.

# Peacock

## Your strength is Creativity and building relationships.



If your highest score is peacock, you are lively and entertaining. You like it best when you are the center of attention, stimulating others to have fun.

- You tend to speak quickly, in an animated style. You are not able to hide your feelings, especially when you are excited.
- You love telling stories, relishing all the colorful details and holding others' attention with your dramatic style. You often begin sentences with "I want..."
- Peacocks thrive on change, stimulation, novelty, creative projects, and fun.
- You work quickly and get impatient when things get too routine or boring.
- You need a lot of freedom from structure and rules and think of yourself as a "big picture" person who does not want to be bothered with the details.
- Your chief desire at work is to contribute to others, create many alternative solutions to problems, and make work as interesting and fun as possible for yourself and others.

### **As a Peacock, you tend to:**

<i>Think a lot about:</i>	Vision, dreams, aspirations
<i>Value in others:</i>	Self-expression, creativity
<i>Enjoy:</i>	Challenging work, stimulation, novelty, fun
<i>Dislike:</i>	Being bored
<i>Have trouble dealing with:</i>	Rules and authority figures
<i>Express anger by:</i>	Getting frustrated and/or attacking
<i>Embarrassed by:</i>	Being criticized for "showing off"
<i>Want to be appreciated for:</i>	Your uniqueness, creativity, and contribution
<i>Like to be rewarded with:</i>	Attention, recognition, applause

**To increase your effectiveness with others, who are different from you:** Work to become less impulsive and think through what you want to accomplish before you act. You could benefit from managing your time better and becoming more organized. Peacocks especially can benefit from talking less and listening more. Your exuberance can sometimes overwhelm others, so it can be helpful to contain your energy and enthusiasm to allow others to express themselves and share in the spotlight. Learn to summarize and be succinct, rather than wanting to tell all the juicy details in every situation.

# Dove



## Your strength is your flexibility and teamwork.

If your highest score is Dove, you are a natural team player. You are well liked and respected, for both your good work and your easy style.

- You tend to speak indirectly and often solicit the opinions of others. You are not one to assert yourself over others.
- You share your perceptions and feeling with others, but only after you have asked them what *they* think or feel. You often begin sentences with what *they* think or feel. You often begin sentences with “I feel...” or “It seems to me we could...”
- Does thrive on collaboration, cooperation, team projects, group activities, mutual support, and peaceful togetherness.
- You are rarely in a hurry and work at a steady, even pace. You do not like pressure and you need some time to adjust to change.
- You prefer to work with others and often take on the role of peacemaker since you do not like conflict or confrontation.
- Your chief desire at work is to be a part of a harmonious, productive team.

### **As a Dove, you tend to:**

<i>Think a lot about:</i>	Other people and relationships
<i>Value in others:</i>	Thoughtfulness, sensitivity, caring
<i>Enjoy:</i>	Collaboration, teamwork
<i>Dislike:</i>	Conflict, tension, confrontation
<i>Have trouble dealing with:</i>	Being overlooked or ignored
<i>Express anger by:</i>	Becoming conciliatory and/or upset
<i>Embarrassed by:</i>	Being challenged by assertive others
<i>Want to be appreciated for:</i>	Your participation and being of service
<i>Like to be rewarded with:</i>	Acceptance, being liked, being needed

**To increase your effectiveness with others who are different from you:** You can work to become clearer about your own opinions and ideas and express them more assertively. Sometimes conflict or confrontation can be positive and constructive and you can grow professionally by developing your tolerance for honest disagreements and healthy debate. Become more comfortable with change and uncertainty and be ready to take on leadership roles with the situation is appropriate.

# Owl

## Your strength is your practicality and attention to detail.



If your highest score is Owl, you are objective, analytical, and logical, you like it best when you have plenty of data and information from which to make informed decisions.

- You tend to speak somewhat slowly and indirectly, with a great deal of thoughts and reflection.
- You do not like small talk, but rather prefer objective discussions involving facts, numbers, and data. You often begin sentences with “I think...” or “Data indicates...”
- Owls thrive on lots of information – timely and accurate.
- You work in a steady, methodical manner. You are thorough and attentive to detail and follow step-by-step procedures in sequence. You prefer to focus on one project at a time.
- You are well organized, with to-do lists, information at your fingertips, and a neat work area.
- Your chief desire at work is to produce through high-quality work, exercising good judgment in all situations.

### **As an Owl, you tend to:**

<i>Think a lot about:</i>	Facts, details
<i>Value in others:</i>	Good judgment
<i>Enjoy:</i>	Having plenty of accurate information
<i>Dislike:</i>	Making mistakes, being wrong
<i>Have trouble dealing with:</i>	Those who want quick, simple answers
<i>Express anger:</i>	Calmly, rationally
<i>Embarrassed by:</i>	Others' impatience with thoughtful analysis
<i>Want to be appreciated for:</i>	Your high quality work
<i>Like to be rewarded with:</i>	More responsibility, autonomy

**To increase your effectiveness with others who are different from you:** You can focus more on the big picture and then end result, rather than getting too caught up in details. Your attention to quality is good, but sometimes perfection is barrier to getting things done quickly. Try to be more flexible and open, particularly in responding to change. Your planning skills are excellent and a little more spontaneity could bring you some helpful balance into your work style.