



Know
Your
Drivers
Horses 4 Change



What are Drivers?

Drivers can be characterised in five different ways according to Kahler. They result in the behaviour that we exhibit to the wider world and find their roots in our unconscious. It can be helpful to be aware of these things, because there are pro's and con's to each driver, and making a choice to not be blindly led by these unconscious impulses could help us all become more effective and happy in life and our workplace.

As with any form of emotional intelligence, self-awareness or self-development, the better we understand what is going on in our minds, the better we can recognise it and choose a different reaction. If I know I have a tendency to please others, then when I recognise I'm doing that and holding back from saying what I think, I could challenge myself and be more honest about my views.

What are your strongest Drivers?

This questionnaire is designed to help you identify which of the five driver types you naturally have a preference for.

Answer the following questions by indicating a 3 for Yes, a 1 for No or 2 for occasionally next to the question number.



Question		Score
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 criticize 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?	
15	Would you describe yourself as 'quick' & find yourself getting impatient with others?	
16	Do you hate to be interrupted?	
17	Do you tend to compare yourself 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 you feel, but instead 'keep going'?	
20	Do you tend to talk at the same time as others, or finish their sentences for them?	
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?	

Look at the response you have for each question, and place the corresponding result into the table below. Be sure to double check which score you've placed against each question, at this point the scores are now being broken down by driver type.

The score for each question then needs to be placed against the question number in the columns below.

Score each mark in the following columns:

Column	1	Score	2	Score	3	Score	4	Score	5	
Question Number	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		Total		Total		Total		Total	

Now copy those results in the below table to find your preferred driver type. It's worth noting that many people have a blend of drivers, and don't necessarily have a strong preference for any single driver.

Column	Driver Statement	Total Score
1	Be Perfect	
2	Please Others	
3	Hurry Up	
4	Be Strong	
5	Try Hard	



Be Perfect

Be Perfect people draw energy from doing the 'right' things. We aim for perfection in everything, check carefully, produce accurate work and set high standards. The drawback to this driver is sometimes we miss deadlines because we are still checking our work. We tend to have a weak sense of priorities and insist everything is done perfectly.

Be Strong

Be Strong individuals have the ability to stay calm in any circumstance. We are driven by the need to cope with crises, difficult people, and will work steadily through any workload. However, our desire to have everything under control means we can come across as aloof and may not always ask for help.

Hurry Up

People with Hurry Up styles like to do everything as quickly as they can, which means we get a lot done. We are energised by having deadlines to meet, and always seem able to fit in extra tasks. However, give us time to spare and we delay starting until the job becomes urgent. This can backfire because in our haste we make mistakes.

Please Others

This working style means we are nice to have around because we are so understanding. We use intuition a lot and will notice body language and other signals that others may overlook. The drawbacks to this are serious; we avoid the slightest risk of upsetting someone. We may be so cautious with criticism that our information is ignored.

Try Hard

Try Hard people are enthusiastic; we get involved in lots of different activities, and tend to volunteer for things. We are energised by having something new to try. But sometimes we turn small jobs into major projects because we want to chase every possibility. We may even become bored with the detailed work that follows, even to the point of leaving work undone so we can move on to a new, exciting activity.



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Horses4Change
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