

THE 4 PERSONALITY TRAITS



OTTER

“LET’S DO IT THE FUN WAY”

TRAITS: *Takes Risks ~ Motivator ~ Enjoys Change ~ Creative*

Emotional needs: attention, approval, affection, acceptance, presence of people and activity

Key strengths: ability to talk about anything at any time at any place, bubbling personality, optimism, sense of humor, storytelling ability, enjoyment of people

Key weaknesses: disorganized, can’t remember details or names, exaggerate, not serious about anything, trust others to do the work, too gullible and naive”

Are afraid of: being unpopular or bored, having to live by the clock, having to keep a record of money spent

Dislike people who: criticize, don’t respond to their humor, don’t think they are cute

Are valuable in work for: colorful creativity, optimism, light touch, cheering up others, entertaining

Could improve if they: got organized, didn’t talk so much, learned to tell time

Reaction to stress: leave the scene, go shopping, find a fun group, create excuses, blame others

Recognized by their: constant talking, loud volume, bright eyes

LION

“LET’S DO IT MY WAY”

TRAITS: *Assertive ~ Enjoys challenge ~ Self-reliant ~ Adventurous*

Emotional needs: appreciation for all achievements, opportunity for leadership, participation in family decisions, something to control

Key strengths: ability to take charge of anything instantly and to make quick, correct judgments

Key weaknesses: too bossy, domineering, autocratic, insensitive, impatient, unwilling to delegate or give credit to others

Are afraid of: losing control of anything

Dislike people who: are lazy and not interested in working constantly, buck their authority, become independent, aren’t loyal

Are valuable in work because they: can accomplish more than anyone else in a shorter time; are usually right

Could improve if they: allowed others to, make decisions, delegated authority, became more patient, didn’t expect everyone to produce as they do

Reaction to stress: tighten control, work harder, exercise more, get rid of the offender

Recognized by their: fast-moving approach, quick grab for control, self-confidence, restless and overpowering attitude



BEAVER

“LET’S DO IT THE RIGHT WAY”

TRAITS: *Detailed ~ Deliberate ~ Precise ~ Inquisitive ~ Persistent*

Emotional needs: sense of stability, space, silence, sensitivity, support

Key strengths: ability to organize and set long-range goals, have high standards and ideals, analyze deeply

Key weaknesses: easily depressed, spend too much time on preparation, too focused on details, remember negatives, suspicious of others

Are afraid of: no one understanding how they really feel, making a mistake, having to compromise standards

Dislike people who: are lightweights, forgetful, late, disorganized, superficial, prevaricating, and unpredictable

Are valuable in work for: sense of detail, love of analysis, follow-through, high standards of performance, compassion for the hurting

Could improve if they: didn’t take life quite so seriously, didn’t insist others be perfectionists

As leaders they: organize well, are sensitive to people’s feelings, have deep creativity, want quality performance

Reaction to stress: withdraw, get lost in a book, become depressed, give up, recount the problems

Recognized by their: serious and sensitive nature, well-mannered approach, self-deprecating comments, meticulous and well-groomed looks

GOLDEN RETRIEVER

“LET’S DO IT THE EASY WAY:”

TRAITS: *Loyal ~ Avoids Conflict ~ Adaptable ~ Good listener ~ Enjoys routine*

Emotional needs: peace and relaxation, attention, praise, self-worth, loving motivation

Key strengths: balance, even disposition, dry sense of humor, pleasing personality

Key weaknesses: lack of decisiveness, enthusiasm, and energy; a hidden will of iron

Are afraid of: having to deal with a major personal problem, being left holding the bag, making major changes

Dislike people who: are too pushy, too loud, and expect too much of them

Are valuable in work because they: mediate between contentious people; objectively solve problems

Could improve if they: set goals and became self-motivated; were willing to do more and move faster than expected; could face their own problems as well as they handle those of others

Reaction to stress: hide from it, watch TV; eat, tune out life

Recognized by their: calm approach, relaxed posture (sitting or leaning when possible)



Source: [Personality Plus For Parents, Understanding What Makes Your Child Tick](#), Florence Littauer, p 171-175