BIRDS OF DIFFERENT FEATHERS
WORK STYLE ASSESSMENT

- Personality is as unique as a fingerprint
- No one has the exact same personality trait
- What shapes personality traits?
  - Genetics
  - Upbringing
  - Experiences

Which one are you?
What kind of Unique Bird are you?

Left Brain

HAWK:
Decision Maker

OWL:
Data Collector
Hawk
Dominant/Driver

- Strength: Deliver results
- Natural born leaders
- Key Roles:
  - Competitor
  - Producer
- Like it best when they are in charge and in a position to get things done quickly
As a Hawk you tend to:

- Think a lot about: Results, achievements
- Value in others: Productivity
- Enjoy: Competition, challenging work
- Dislike: Wasting time
- Have trouble with: Ambiguity, uncertainty
- Embarrassed by: Other getting “too personal”
- Appreciated for: Accomplishments
- Like to be rewarded with: Authority, status
As a Hawk to increase your effectiveness with others:

- Become a more patient and better listener
- Take time to show that you care
- Give clear instructions
- “Soften” style to avoid hurting feelings
Owl
Analytic/Conscientious

- Strength: Practicality and attention to details
- Love DATA
- Like it best when they have plenty of data to make informed decisions.
As an Owl you tend to:

- Think a lot about: Facts, details
- Value in others: Good judgment
- Enjoy: Accurate information, a lot of it
- Dislike: Mistakes, being wrong
- Have trouble dealing with: Simple answers
- Express anger: Calmly, rationally
- Embarrassed by: Impatience with analysis
- Want to be appreciated for: High quality work
- Like to be rewarded: Responsibility autonomy
As an Owl to increase your effectiveness with others:

- Focus more on the big picture
- Don’t got caught up in the details
- Be more open to change
- Add more spontaneity for balance
- Your attention to quality is good
- Your perfection can decrease efficiency
What kind of Bird are you?

Right Brain

Peacock: Idea generator

Dove: Collaborator
Peacock
Influencer/Expressive

- Strength is creativity and building relationships
- Lively and entertaining
- Like being the center of attention
- Stimulate others to have fun
- Party planners
As a Peacock you tend to:

- Think a lot about: Visions, dreams
- Value in others: Self expression, creativity
- Enjoy: Challenges, stimulation, novelty, fun
- Dislike: Being bored
- Have trouble dealing with: Rules, authority
- Express anger: Getting frustrated and attacking
- Embarrassed by: Getting frustrated and attacking
- Want to be appreciated for: Uniqueness, creativity
- Like to be rewarded with: Attention, recognition
As a Peacock to increase your effectiveness with others:

- Become less impulsive
- Manage your time better
- Become more organized
- Talk less and listen more
- Contain energy to allow others to express themselves and share in the spotlight
Dove
Steadier/Amendable

- Strength is flexibility
- Natural team player
- Well liked and respected for their good work and easy style
As a Dove you tend to:

- Think a lot about: People, relationships
- Value in others: Sensitivity, caring
- Enjoy: Collaboration, teamwork
- Dislike: Conflict, tension
- Have trouble dealing with: Being ignored
- Express anger: Conciliatory and/or upset
- Embarrassed by: Challenged by assertive others
- Want to be appreciated: participation, service
- Like to be rewarded with: Liked, needed
As a Dove to increase your effectiveness with others:

- Become clearer about your own opinions and ideas
- Develop tolerance for honest disagreements
- Become more comfortable with change and uncertainty
- Be ready for leadership roles
What does the work style makeup of this group tell us about our culture???