

What Makes People Tick



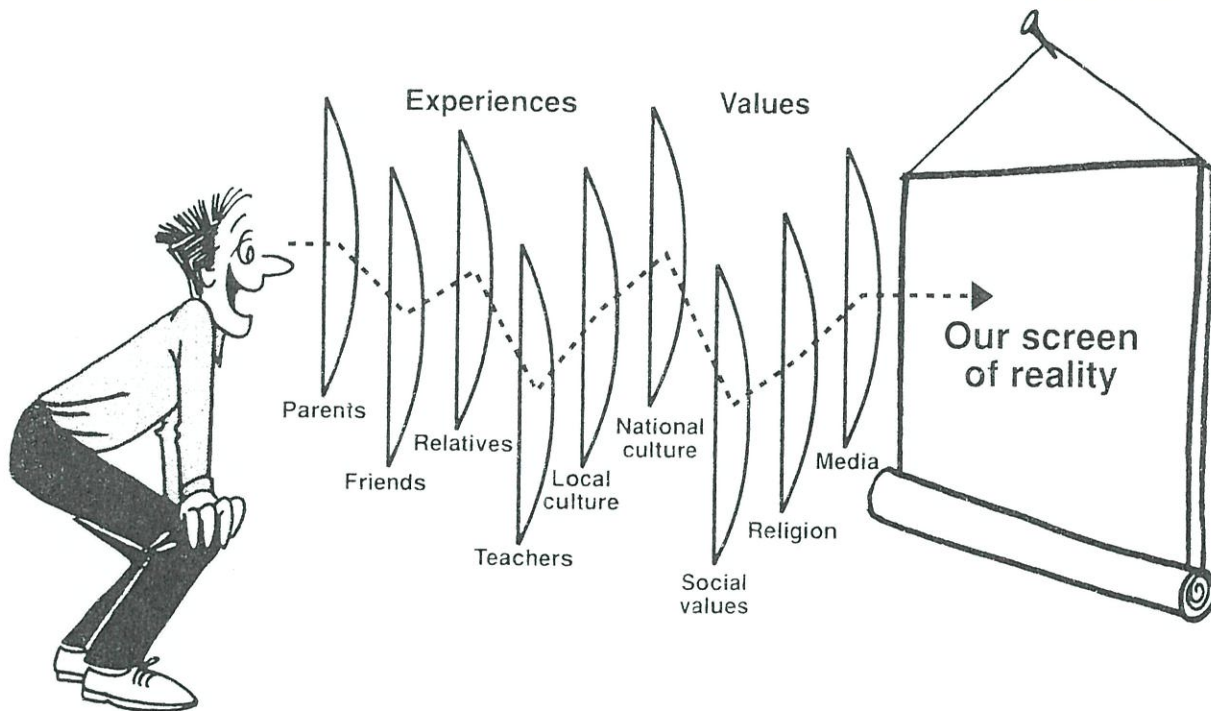
How to Understand
Yourself and Others

Des Hunt

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*Reality is how we see it.
 What we see is what we
 believe ... what we believe is
 what we see.*



Our Lenses of Distortion

OUR WINDOWS OF LIFE

We all have our own way of viewing life and the way we seem to fit into it. It's as if we each have a 'room with a view' with our own special window. And through this window we see and interpret life and other people. The view we have depends on where our room and window is placed in our 'building of life'.

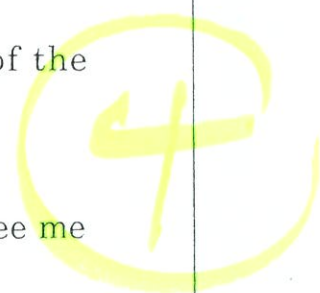
Not only are our personal windows in different positions, but the glass within each window has different 'waves of distortion'. It is through this distortion that we see what we believe to be reality.

THE QUESTIONNAIRE

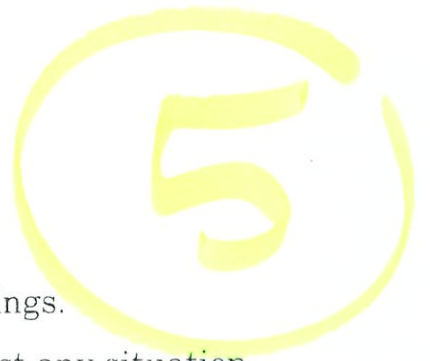
1. I would prefer to work alone rather than have to work with other people.
2. When I'm with friends, I would rather be the one telling the jokes than hearing them.
3. I like to have as much data and information as possible before making a decision, the more the better.
4. I tend to laugh louder than most of the 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 reckon I could 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.

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- 22. I could be described as steady, thorough and analytical.
- 23. I am more attracted to adventurous and unusual ideas rather than to practical ones.
- 24. I must admit that when I'm in a group I do most of the talking.
- 25. I am an even-tempered, patient and 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 trouble in expressing my feelings and opinions in meetings or discussions.
- 33. I would much prefer to quietly listen 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 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. Structure, 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'm 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 easygoing.
- 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 ten minutes to do this questionnaire so far.
- 76. I could be described as peaceful, dependable and softhearted.
- 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 problems.



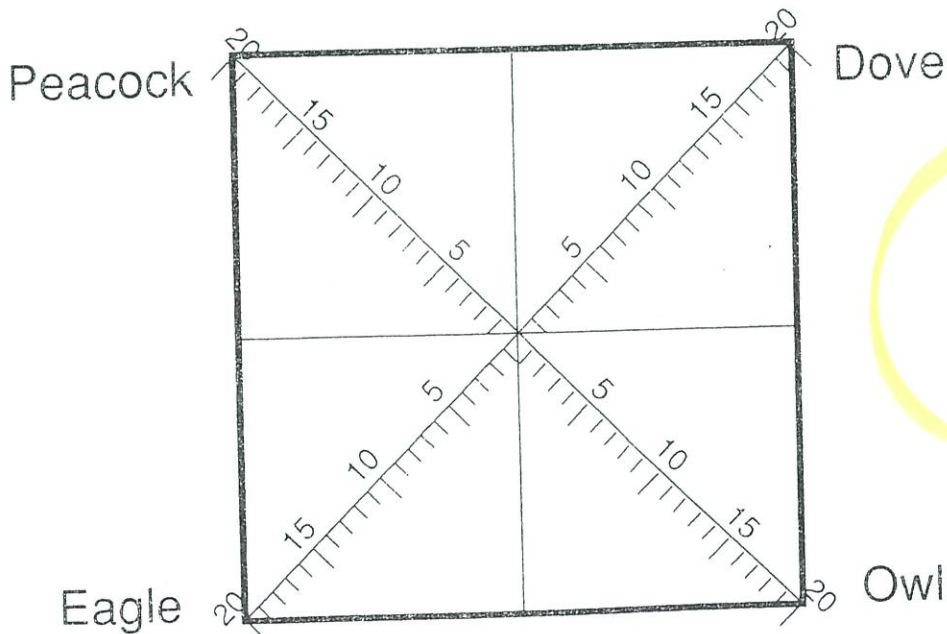
SCORING SHEET

You score one point for each item you ticked (✓). There are no points for items you crossed (✗).

Simply indicate on the lists below which items were ticked.

2	7	1	5
4	13	3	9
6	15	8	11
10	16	12	19
17	25	14	21
23	28	18	27
24	29	20	35
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
<hr/>			
Totals			
<hr/>			
Peacock	Dove	Owl	Eagle

Plot the scores on the arms of the cross below and connect them up.



PROFILE AT A GLANCE

Transfer your graph from the previous page to the one below to see your Personal Insight Profile at a glance. Refer to the next section for a more detailed description.

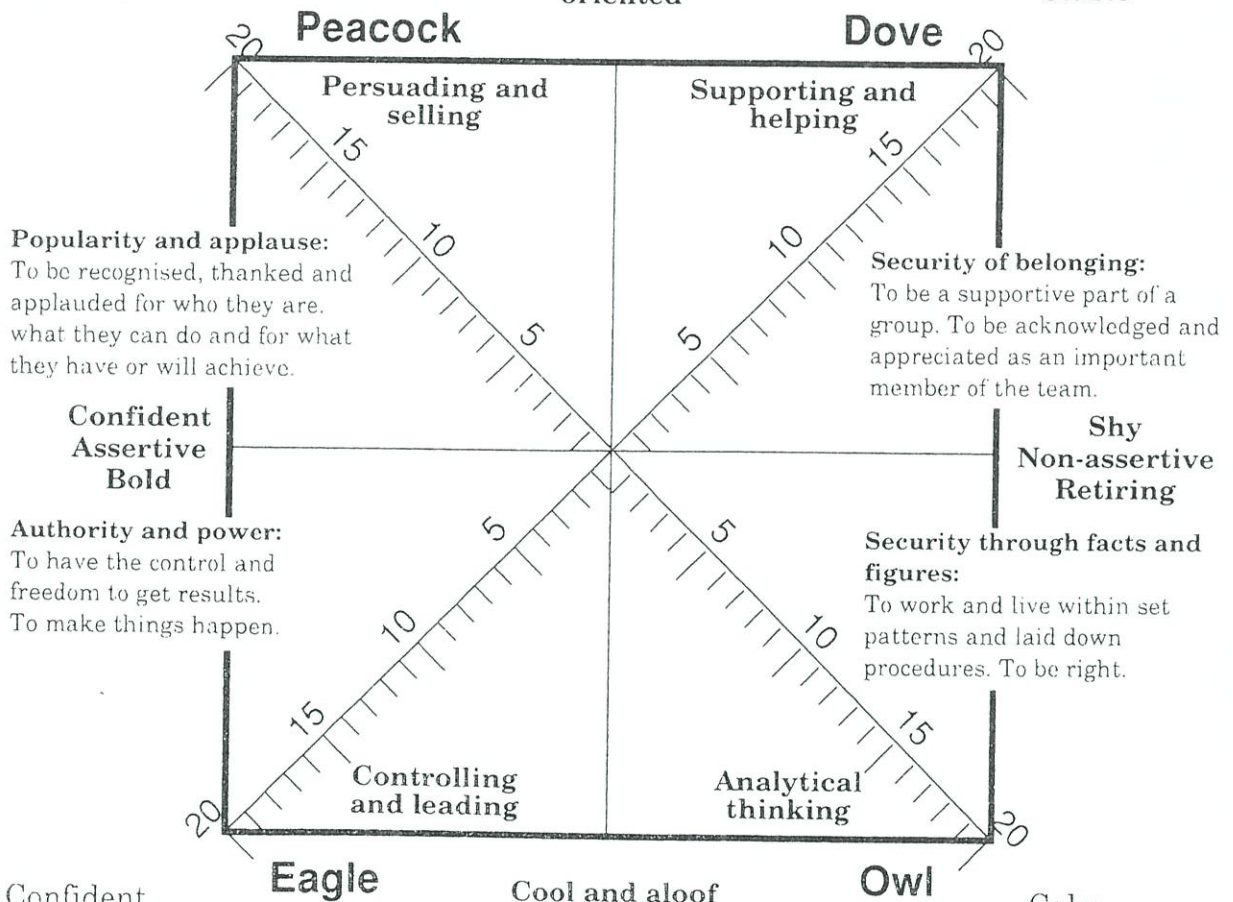
Confident
Outgoing
Talkative
Invigorating
Enthusiastic
Optimistic
Carefree
Spontaneous
Risk-taker
Friendly



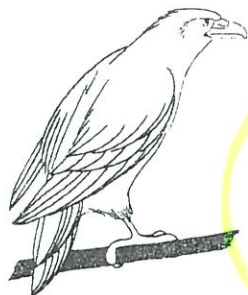
Warm and friendly
People-oriented



Calm
Loyal
Dependable
Patient
Serene
Peaceful
Practical
Friendly
Passive
Stable



Confident
Decisive
Independent
Determined
Productive
Disciplined
Direct
Forceful
Competitive
Controlled



Cool and aloof
Task-oriented



Calm
Systematic
Restrained
Analytical
Perfectionist
Efficient
Conservative
Diplomatic
Predictable
Diligent

SCORING THE QUESTIONNAIRE

The highest score indicates your most dominant or preferred window. The next highest score is your secondary window.

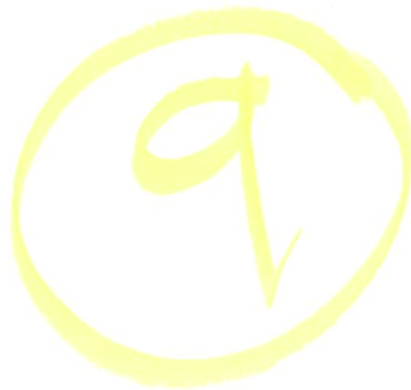
Only consider scores above 10 to ascertain your preferred windows. Take the highest score as the first, and the next highest score as the second.

For example, if you scored Peacock 8, Dove 14, Owl 11, and Eagle 7, you would be described as a Dove/Owl.

HIGH AND LOWS

Anything 7 or below is considered as being low in those particular traits. Anything between 8 and 10 is considered as average. Any score between 11 and 14 is above average. 15 to 16 is high. And 17 to 20 is extreme.

0-7	LOW
8-10	AVERAGE
11-14	ABOVE AVERAGE
15-16	HIGH
17-20	EXTREME



OVER 12 IN THREE SCORES

If you have scored over 12 in three or more scores, it may be worth having another look at the questions and your answers to them. Perhaps you are at a stage in your life where you are trying to be 'all things to all people'. If this is the case, it may be causing you frustration and discomfort because you are finding it hard to be 'just you'. It could be time to re-assess your goals and directions.

EXTREME SCORES

If you have scored 17 to 20 in any of the categories, and your graph appears like an arrow head, similar to the two examples shown, then you should refer to the 'Extreme' profile descriptions.

It may pay you to also consider how well you are presently equipped to deal with those people who do not share the same view as you. Perhaps the dominance in your particular window may be seen by others as *inflexibility*.

Refer to the section 'To Be More Effective' in your particular description. This will give you a guide to the strategies you may need to think about to become more effective with those around you.