

PERSONALITY STYLES

Personality profiling first developed in 1928 by Dr. William Marston. Marston came up with the **DISC** personality types (**D** - Dominant, **I** - Influencer, **S** - Steady, **C** - Compliant) that form the basis for many of the styles used in today's personality profiling.

Using Marston's basic principals, Dr. Gary Couture developed the **DOPE** system. DOPE stands for **D**ove, **O**wl, **P**eacock and **E**agle.

DOVE: The peaceful dove. The dove is people-orientated, loyal, friendly, hard working and a great team player. Dove is diplomatic, security minded, warm, reliable and soft-hearted but tends to avoid change, confrontation, risk-taking and assertiveness.

OWL: The wise owl. The owl is logical, mathematically minded, methodical and sometimes seen as a perfectionist. The owl can be slow to make decisions and inflexible if rules and logic says otherwise. Owls are not big risk takers but love detail. They are intellectual, analytical, systematic problem solvers, concerned with the facts, process and perfection. They want to know the who, what, where, when and why.

PEACOCK: The showy peacock. The peacock loves talking, being the centre of attention, has passion / enthusiasm and is happy / optimistic. Peacocks can be accused of talking too much, and aren't good with detail or time-control. Can be undisciplined. Social butterfly, spontaneous, people person, ideas person, delightful and persuasive.

EAGLE: The bold eagle. Eagles are dominant, stimulated by challenge, decisive and direct. Eagles can be blunt / stubborn, can lose sight of the big picture and can be insensitive to other people's needs. Eagles are natural achievers. Leaders, controllers, direct, orientated towards productivity and goals, and bottom line results.

DOPE TEST

Directions: Reading horizontally, mark the one word out of that row that best describes you. Once you have marked an answer in all 40 lines. Vertically add up the columns whichever column displays the higher number will relate to that personality style.

COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
Animated	Adventurous	Analytical	Adaptable
Playful	Persuasive	Persistent	Peaceful
Sociable	Strong-willed	Self-sacrificing	Helpful
Convincing	Competitive	Considerate	Asks permission
Refreshing	Resourceful	Respectful	Reserved
Spirited	Self-reliant	Sensitive	Satisfied
Promoter	Position	Planner	Patient
Spontaneous	Sure	Scheduled	Laid-back
Optimistic	Outspoken	Orderly	Obliging
Funny	Forceful	Faithful	Friendly
Delightful	Daring	Detailed	Diplomatic
Cheerful	Confident	Cultured	Consistent
Inspiring	Independent	Idealistic	Inoffensive
Demonstrative	Decisive	Deep	Makes friends
Mixes easily	Mover	Musical	Mediator
Talker	Tenacious	Thoughtful	Tolerant
Lively	Leader	Loyal	Listener
Cute	Chief	Chart-maker	Contented
Popular	Productive	Perfectionist	Permissive
Bouncy	Bold	Behaved	Balanced
Brassy	Bossy	Bashful	Blank - no opinion
Undisciplined	Unsympathetic	Unforgiving	Unresponsive
Repetitious	Resistant	Resentful	Reticent-hesitant
Forgetful	Frank	Fussy	Fearful
Interrupts	Independent thinker	Insecure	Indecisive
Unpredictable	Unaffectionate	Unpopular	Uninvolved
Haphazard	Headstrong	Hard-to-please	Hesitant
Permissive	Proud	Pessimistic	Plain
Angers easily	Argumentative	Alienated	Easy-going
Naive	Nervy	Negative attitude	Nonchalant
Wants credit	Workaholic	Withdrawn	Worrier
Talkative	Tactless	Too sensitive	Timid
Disorganised	Domineering	Depressed	Doubtful
Inconsistent	Intolerant	Introvert	Indifferent
Messy	Manipulative	Moody	Mumbles
Show-off	Stubborn	Skeptical	Slow
Loud	Lord-over-others	Loner	Passive
Scattered	Short-tempered	Suspicious	Sluggish
Restless	Rash	Revengeful	Reluctant
Changeable	Crafty	Critical	Compromising
DOVE TOTAL	OWL TOTAL	PEACOCK TOTAL	EAGLE TOTAL