Working Styles

THE DRIVER QUESTIONNAIRE

This questionnaire is not a ‘personality test’. It is intended to stimulate your self-awareness and indicate that kind of stress behaviour you may typically or frequently get into. Beside each question write the most appropriate response for you.

***‘YES’, ‘NO’ or ‘TO SOME EXTENT’.***

|  |  |  |
| --- | --- | --- |
| No | Question | Your Response |
| 1 | Do you set yourself high standards and then criticise yourself for failing to meet them? |  |
| 2 | Is it important for you to be right? |  |
| 3 | Do you feel discomforted (e.g. annoyed, irritated) by small messes or discrepancies such as a spot on a garment or the wallpaper; an ornament or tool out of place; a disorderly presentation of work? |  |
| 4 | Do you hate to be interrupted? |  |
| 5 | Do you like to explain things in detail and precisely? |  |
|  |  |  |
| 6 | Do you do things (especially for others) that you don’t really want to do? |  |
| 7 | Is it important for you to be liked? |  |
| 8 | Are you fairly easily persuaded? |  |
| 9 | Do you dislike being different? |  |
| 10 | Do you dislike conflict? |  |
|  |  |  |
| 11. | Do you have a tendency to do a lot of things simultaneously? |  |
| 12. | Would you describe yourself as ‘quick’ and find yourself getting impatient with others? |  |
| 13. | Do you have a tendency to talk at the same time as others, or finish their sentences for them? |  |
| 14. | Do you like to ‘get on with the job’ rather than talk about it? |  |
| 15. | Do you set unrealistic time limits (especially too short)? |  |
|  |  |  |
| 16. | Do you hide or control your feelings? |  |
| 17. | Are you reluctant to ask for help? |  |
| 18. | Do you have a tendency to put yourself (or find yourself) in the position of being depended upon? |  |
| 19. | Do you have a tendency not to realise how tired, or hungry, or ill you are, but instead ‘keep going’? |  |
| 20. | Do you prefer to do things on your own? |  |
|  |  |  |
| 21. | Do you hate ‘giving up’ or ‘giving in’, always hoping that this time what you are doing will work? |  |
| 22. | Do you have a tendency to start things and not finish them? |  |
| 23. | Do you tend to compare yourself (or your performance) with others and feel inferior or superior accordingly? |  |
| 24. | Do you find yourself going round in circles with a problem, feeling stuck but unable to let go of it? |  |
| 25. | Do you have a tendency to be the ‘rebel’ or the ‘odd one out’ in a group? |  |

# SCORING

**YES = 1 POINT**

**NO = 0**

**TO SOME EXTENT = ½ POINT**

**QUESTIONS YOUR TOTAL**

**1 - 5 = Be Perfect Driver**

**6 - 10 = Please Driver**

**11 - 15 = Hurry Up Driver**

**16 - 20 = Be Strong Driver**

**21 - 25 = Try Hard Driver**

A score of 3 or more in any section indicates a tendency towards that particular driver. Most people experience all the drivers at different times, but generally have two or three drivers which crop up regularly.

**Driver Characteristics**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Strengths** | **Weaknesses** | **Improvement strategies** |
| **Hurry up** | Gets a lot done in a short time  Copes with tight deadlines  Good at multi-tasking | Can make mistakes and therefore miss deadlines  Work quality can be poor  Can seem impatient | Plan work in stages  Let others finish speaking  Relaxation techniques |
| **Be perfect** | Well organised  Plan ahead, contingency planning  Effective coordination  Monitoring of progress | Can be too detailed  Too much information  Concentrates on appearance Doesn’t delegate  May be over-critical | Set realistic standards of performance and accuracy  Consider what the consequences really are  Tell others their mistakes are not serious (make a point of it) |
| **Please people** | Good team members  Encourage harmony  Show genuine interest in others | Worry about upsetting people  Reluctant to challenge ideas  Cautious with information – get ignored  Take criticism personally  Can feel misunderstood | Check what people want instead of guessing  Ask for what you want  Tell others when they are wrong |
| **Try hard** | Enthusiastic  Volunteer to take on tasks  Thorough | Initial interest can wear off  Jobs get impossibly large  Can spend time on irrelevant things/ go off at a tangent | Stop volunteering  Make a plan and see it through  Check the boundaries of the task and stick to them |
| **Be strong** | Stay calm under pressure  Can cope with difficult or unpleasant decisions  Consistent  Reliable | See failure to cope as a weakness  Get overloaded  Don’t ask for help  Can be too self-critical  Difficult to get to know | Monitor your workload: keep a task and time log  Ask for help  Pursue a hobby that you really enjoy |