

## Behavioural Drivers Questionnaire

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### What are drivers?

Drivers are unconscious internal pressures that makes us do things certain ways, e.g. quickly or with emotion, and they tend to satisfy inner needs rather than actual events.

The psychologist Kahler identified five Drivers. Each Driver has positive merits but when

we're stressed, busy and tired we may go into 'overdrive'. They can be unhelpful and get in the way of us being our brilliant selves.

We all have a tendency toward a particular Driver or Drivers. Being aware of our tendency can be helpful during times of change and transition to get the best from our working style and reduce patterns of stress.

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Answer the following questions by scoring 1 for a "Yes"(Y), 0 for a "No" (N) or 1/2 for "To some extent" (S) next to the question number. Calculate the subtotals after each of the five sections.

- |                            |  |                                |
|----------------------------|--|--------------------------------|
| 1.                         | Do you set yourself high standards and then criticise yourself for failing to meet them?   | <input type="text"/>           |
| 2.                         | Is it important to you to be right?  | <input type="text"/>           |
| 3.                         | Do you feel discomforted (e.g. annoyed or irritated) by small messes or discrepancies such as a spot on a garment, a tool out of place, a disorderly presentation of work? | <input type="text"/>           |
| 4.                         | Do you hate to be interrupted?   | <input type="text"/>           |
| 5.                         | Do you like to explain things precisely and in detail?   | <input type="text"/>           |
| <b>Total this section:</b> |  | <b>BP</b> <input type="text"/> |

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|----------------------------|---|--------------------------------|
| 6.                         | Do you do things (for others) that you don't really want to do? | <input type="text"/>           |
| 7.                         | Is it important to you to be liked?                             | <input type="text"/>           |
| 8.                         | Are you fairly easily persuaded?                                | <input type="text"/>           |
| 9.                         | Do you dislike being different?                                 | <input type="text"/>           |
| 10.                        | Do you dislike conflict?  | <input type="text"/>           |
| <b>Total this section:</b> |   | <b>PO</b> <input type="text"/> |

11.	Do you have a tendency to do a lot of things simultaneously?	<input type="text"/>
12.	Would you describe yourself as quick, and find yourself getting impatient with others?	<input type="text"/>
13.	Do you tend to talk at the same time as others or finish their sentences for them?	<input type="text"/>
14.	Do you like to get on with the job rather than talk about it?	<input type="text"/>
15.	Do you set unrealistic time limits? (too short)	<input type="text"/>
<b>Total this section:</b>		<b>HU</b> <input type="text"/>

16.	Do you hide or control your feelings?	<input type="text"/>
17.	Are you reluctant to ask for help?	<input type="text"/>
18.	Do you have a tendency to put yourself (or find yourself) in the position of being depended upon?	<input type="text"/>
19.	Do you tend not to realise how tired, hungry or ill you are, and keep going?	<input type="text"/>
20.	Do you prefer to do things on your own?	<input type="text"/>
<b>Total this section:</b>		<b>BS</b> <input type="text"/>

21.	Do you hate 'giving up' or 'giving in', always hoping that this time it will work?	<input type="text"/>
22.	Do you have a tendency to start things and not finish them?	<input type="text"/>
23.	Do you tend to compare yourself (or your performance) with others and feel inferior or superior accordingly?	<input type="text"/>
24.	Do you find yourself going round and round in circles with a problem, feeling stuck but unable to let go of it?	<input type="text"/>
25.	Do you have a tendency to be 'the rebel' or the 'odd one out' in a group?	<input type="text"/>
<b>Total this section:</b>		<b>TH</b> <input type="text"/>

### Scoring

Put the subtotals from each of the five sections into the table below.

A score of three or more in any section indicates a tendency toward a particular Driver. Most people experience all of the drivers at different times, but generally people have a tendency toward two or three drivers.

BP - Be Perfect	Score =
PO - Please Others	Score =
HU - Hurry Up	Score =
BS - Be Strong	Score =
TH - Try Hard	Score =

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## Be Perfect

A BE PERFECT personality works well in jobs where detail is important and the set standards are important.

On a good day: quest for perfection, high standard, attention to detail.

On a bad day: delegation difficult, trusting others difficult, critical of self and others.

To get the most from your 'Be Perfect' working style:

- set realistic standards and realise that less than your best may be what is needed
- recognise that your qualities of accuracy and organisation may have a poor impact on those with different drivers
- prioritise which jobs really warrant a high degree of accuracy and which do not
- be realistic about making mistakes as they're inevitable and you'll learn from them

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## Please Others

A PLEASE OTHERS personality can be the mortar that holds a team together. They involve and check in with other people and will be sympathetic, empathetic, tolerant and flexible.

On a good day: good team member, encourages harmony, empathy and understanding of others, helps

On a bad day: fear of upsetting others, lack of assertion, taking on other people's issues

To get the most from your 'Please Others' working style:

- avoid being dumped with unrealistic or unimportant tasks
- accept responsibility for yourself and allow others to be responsible for themselves
- check that you've understood what people want instead of guessing by asking questions and listening carefully
- learn assertiveness techniques and practice by setting your own limits and saying 'no' skillfully

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## Hurry Up

A HURRY UP personality works well under time pressure because their energy will be high.

On a good day: fast worker, responds well to short deadlines, enjoys being very busy.

On a bad day: delays starting till urgent, makes mistakes in haste, speaks for others, treble booked.

To get the most from your 'Hurry Up' working style:

- think and plan ahead and be realistic about the amount of time you have available
- plan work in steps or stages with set short term goals and targets
- build relaxation techniques like mindfulness into your routine
- slow down so others have time to take in what you're saying and you take the time to listen to them without interrupting

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## Be Strong

A BE STRONG personality is very good at accommodating poor conditions or putting up with things that many would find unreasonable

On a good day: calm under pressure, logical in a crisis, remains emotionally detached, problem solver, reliable

On a bad day: hard to admit weakness and show vulnerability, hides difficulties, may appear uncaring or withdrawn

To get the most from your 'Be Strong' working style:

- keep an eye on your workload and that you're not taking on too much
- ask for help so others have a chance to assist you
- learn to be aware of your own needs and allow time for them
- before taking on new tasks review the potential requirements

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## Try Hard

A TRY HARD personality is very good in start up situations, and where effort and energy to complete are needed.

On a good day: puts a lot of effort into projects, motivated, enthusiastic, creative, broad outlook

On a bad day: trying rather than achieving, turns small tasks into huge ones, easily distracted

To get the most from your 'Try Hard' working style:

- finish some things
- stop volunteering for every new project
- check out the parameters of a task so you do only what is expected
- find creative ways to make mundane tasks more interesting