

Owl

THINKING

Owls are...

Precise
Follows Rules
Logical & Careful
Formal & Disciplined

but can be perceived as...

Withdrawn, shy
Doesn't express opinion
Gets stuck in details
Does not take risks

When working with an Owl, you may need to...

Give them details
Present facts
Present the logic behind your thoughts
Pose problems for them to solve

Eagle

Eagles are...

Decisive, tough
Strong willed
Competitive, Demanding
Independent, Self Confident

but can be perceived as...

Aggressive, blunt
Self-Centred
Overbearing
Exceeds Authority

When working with an Eagle, you may need to...

Let them think it's their idea
Let them change things a little
Stick to the facts
Let them execute tasks

SENSING

Doves are...

Calm, steady
Careful, patient
Good listener
Modest, trustworthy

but can be perceived as...

Resists new ideas
Does not express
Stubborn
Does not seek change

When working with a Dove, you may need to...

Give them time to think
Give them time to ask questions
Not rush them

Dove

FEELING

Peacocks are...

Sociable
Talkative, open
Enthusiastic, energetic
Persuasive

but can be perceived as...

Flamboyant, frantic
Careless, indiscreet
Excitable, hasty
Loses sense of time

When working with a Peacock, you may need to...

Let them talk about it with you and others
Be enthusiastic
Not expect too much detail

Peacock

What's your style?

The benefits of knowing your style...

- Being able to connect with people in a different way to what you're used to
- Having a common basis for discussing issues or ideas
- To get a better understanding of how you are being perceived
- Understanding & appreciating difference
- Capitalising on the strengths of your team
- Having a method to change a situation

Remember...

- One bird isn't better than another
- We're talking about ***preferences***
- Any bird can do any role/job
- You could be a combination of birds

Be mindful of how you perceive others and how you may be being perceived.

For more information and resources, check out www.aegisaspire.edu.au/velg