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.

**Background to “Drivers”**

A driver is a part of us that believes if we behave in a certain way then we will do well, avoid problems and earn the respect of others. There are five characteristic working styles, called “Drivers”, and each of us tends to have a preference for one or two particular styles.

**5 styles**

* **Hurry up**
* **Be perfect**
* **Please people**
* **Try hard**
* **Be strong**

Whilst our driver can sometimes be strength, under stress it can severely limit our capacity to be effective. The more stressed we get, the more we get locked into compulsive driver behaviour.

**Working styles exercise**

*Using the list on the next page:*

* Which is your predominant working style?
* Is there more than one?
* What improvement strategies could you personally employ to alleviate these under stress?

**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 |