

# Key Drivers Explained

**Use this document with the questionnaire**

## **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 'driver statement' is a summary of learned behaviour. We all have learned behaviour and it influences our actions to a greater or lesser extent, depending upon how powerfully we were given those messages, or how we reacted to or against them.

There are no right or wrong answers, better or worse ways to behave, all we need to be able to do is to understand our behaviour, and sometimes that of others, in order to increase communication and reduce friction.

Here is a breakdown of the Drivers:

### **HURRY UP**

People with hurry up styles like to do everything as quickly as they can, which means they get a lot done. They are energised by having deadlines to meet, and they always seem able to fit in extra tasks. They tend to be quick to come up with solutions to problems.

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

### **Discussion point...**

For improvement a 'Hurry Up' needs to:

- think and plan ahead with regard to the REALITY of available time
- have short term goals with defined standards ('bite sized jobs')

### **BE PERFECT**

Be Perfect people are energised by doing things right. They aim for perfection in everything, check carefully, produce accurate work and set high standards. Sometimes they will miss deadlines because they are still checking their work. They may have a weak sense of priorities and insist everything is done perfectly, so they can come across as overly critical.

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

### **Discussion point...**

For improvement needs to:

- realise that less than their best may be what is needed at the early stages
- realise that their qualities of accuracy and organisation may have a poor impact on those with different drivers

### **PLEASE PEOPLE**

Those with a Please People style like to get on with everyone. They are energised by the thought of approval and harmony. They make good team members because they involve others as a way of making sure they are happy. Please People are the ones who use their intuition to pick up when someone has doubts; they notice the little signs and the body language that others may ignore. On the other hand, they may be reluctant to challenge anyone in case they lose that person's approval.

**A PLEASE PEOPLE personality can be the mortar that holds a team together. They perform the 'maintenance' functions of involving people, checking and summarising, and will be sympathetic, empathetic, tolerant and flexible.**

### **Discussion point...**

For improvement needs to:

- get on with things.
- let actions speak for themselves
- turn sympathy outwards not inwards

### **TRY HARD**

Try Hard people are enthusiastic, get involved in lots of different activities, and tend to volunteer for things. They are energised by having something new to try. Sometimes they turn small jobs into major projects because they are so enthusiastic at following up every angle. They may then become bored with the detailed work that follows, even to the point of leaving work undone so they can move on to a new, exciting activity.

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

### **Discussion point...**

For improvement needs to:

- finish some things
- put some full stops into their sentences
- follow through when necessary

## **BE STRONG**

People with Be Strong working styles pride themselves on their ability to stay calm in any circumstances. They are energised by the need to cope. They are good at dealing with crises, can handle difficult people, and will work steadily through any workload. However, their desire to have everything under control means they can come across as aloof. They are also reluctant to ask for help, even when they should, and their lack of awareness of emotions may make them insensitive to the feelings of others.

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

### **Discussion point...**

For improvement needs to:

- learn to relax
- admit to being weak in some situations