



It's never too late! Discover how the REIGNITE Intensive can help you save your marriage in 2 days!

**INSTRUCTIONS**

In the space provided, identify the degree in which the following characteristics or behaviors most accurately describes you at home or in the relationships with your loved ones.

**0 = not at all 1 = somewhat 2 = mostly; 3 = very much**

For more information and help visit [www.smalley.cc](http://www.smalley.cc).

Column 1	Column 2	Column 3	Column 4
___ Likes control	___ Enthusiastic	___ Sensitive	___ Consistent
___ Confident	___ Visionary	___ Calm	___ Reserved
___ Firm	___ Energetic	___ Non-demanding	___ Practical
___ Likes challenge	___ Promoter	___ Enjoys routine	___ Factual
___ Problem solver	___ Mixes easily	___ Relational	___ Perfectionistic
___ Bold	___ Fun-loving	___ Adaptable	___ Detailed
___ Goal driven	___ Spontaneous	___ Thoughtful	___ Inquisitive
___ Strong willed	___ Likes new ideas	___ Patient	___ Persistent
___ Self-reliant	___ Optimistic	___ Good listener	___ Sensitive
___ Persistent	___ Takes risks	___ Loyal	___ Accurate
___ Takes charge	___ Motivator	___ Even-keeled	___ Controlled
___ Determined	___ Very verbal	___ Gives in	___ Predictable
___ Enterprising	___ Friendly	___ Indecisive	___ Orderly
___ Competitive	___ Popular	___ Dislikes change	___ Conscientious
___ Productive	___ Enjoys variety	___ Dry humor	___ Discerning
___ Purposeful	___ Group oriented	___ Sympathetic	___ Analytical
___ Adventurous	___ Initiator	___ Nurturing	___ Precise
___ Independent	___ Inspirational	___ Tolerant	___ Scheduled
___ Action oriented	___ Likes change	___ Peace maker	___ Deliberate
___ TOTAL SCORE	___ TOTAL SCORE	___ TOTAL SCORE	___ TOTAL SCORE

**On the next page, record the totals on the appropriate graph space.**



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**INSTRUCTIONS**

Simply plot your scores on the graph below and then connect the dots from one column to the next. Your strengths are the columns in which you scored the highest points.

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Score	The Lion	The Otter	The Golden Retriever	The Beaver
60				
58				
56				
54				
52				
50				
48				
46				
44				
42				
40				
38				
36				
34				
32				
30				
28				
26				
24				
22				
20				
18				
16				
14				
12				
10				
8				
6				
4				
2				
0				



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# The Smalley Institute Personality Interpretations

	The Lion	The Otter	The Golden Retriever	The Beaver
<b>Relational Strengths:</b>	Takes charge. Problem solver. Competitive. Enjoys change. Confrontational.	Optimistic. Energetic. Motivators. Future oriented.	Warm & Relational. Loyal. Enjoys Routine. Peace-Maker. Sensitive Feelings.	Accurate and precise. Quality control. Discerning. Analytical.
<b>Strengths Out of Balance:</b>	Too direct or impatient. Too busy. Cold blooded. Impulsive or takes big risks. Insensitive to others.	Unrealistic or day-dreamer. Impatient or over bearing. Manipulator or pushy. Avoids details or lacks follow-through.	Attract the hurting. Missed opportunities. Stays in a rut. Sacrifice own feelings for harmony. Easily hurt or holds a grudge.	Too critical or too strict. Too controlling. Too negative of new opportunities. Lose overview.
<b>Communication Style:</b>	Direct or blunt. One-way. Weakness: Not as good a listener.	Can inspire others. Optimistic or enthusiastic. One-way. Weakness: High energy can manipulate others.	Indirect. Two-way. Great listener. Weakness: Uses too many words or provides too many details.	Factual. Two-way. Great listener (tasks). Weakness: Desire for detail and precision can frustrate others.
<b>Relational Needs:</b>	Personal attention & recognition for what they do. Areas where he or she can be in charge. Opportunity to solve problems. Freedom to change. Challenging activities.	Approval. Opportunity to verbalize. Visibility. Social recognition.	Emotional security. Agreeable Environment.	Quality. Exact expectations.
<b>Relational Balance:</b>	Add softness. Become a great listener.	Be attentive to mate's needs. There is such a thing as too much optimism.	Learn to say "NO" ... establish emotional boundaries. Learn to confront when own feelings are hurt.	Total support is not always possible. Thorough explanation isn't everything