

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