

ORBIT quiz: Which Animal Are You?

The following quiz is included in our book, Rapport: the Four ways to read people. We would invite you to complete it prior to your session with us. Think about those relationships you would most like to improve or where you seem to be struggling to communicate and build rapport. It is not essential but we would ask you to have these in mind before the session in order to get the most out of it.

The next section will help you to work out which animal style you are strongest at and which is not typically in your nature. This will allow you to see those areas where you are naturally strong and highlight where you may need to develop and expand your skills.

The ultimate goal in interpersonal competence is to be able to eliminate all of the behaviours from the bad wheel as much as possible and master as many sections of the good wheel as possible. Most importantly, those styles of communication that do not come naturally to you or have gone wrong in the past (e.g. handling conflict, being assertive, being humble).

Instructions:

1. Once you have scored all the categories, tally up the scores across each row.
2. Transfer these scores to the Good and Bad Animal charts.
3. Then if you would like a visual representation you can plot your scores on the circles provided and connect the dots
4. You can also grab a different colour pen and complete this for someone else to profile your hypothesis about their communication style

Now transfer your scores for each row to the following chart:

Good Circle- when you are communicating well you are likely to be a:

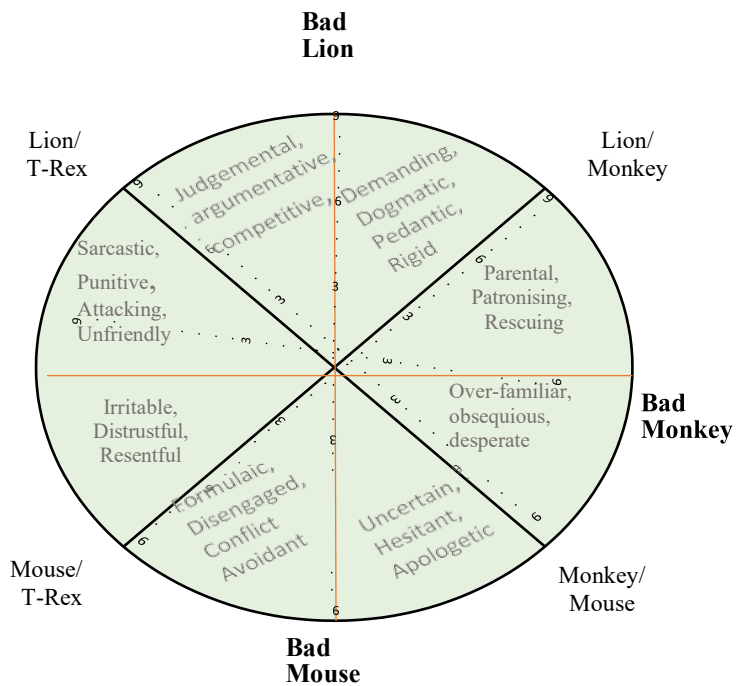
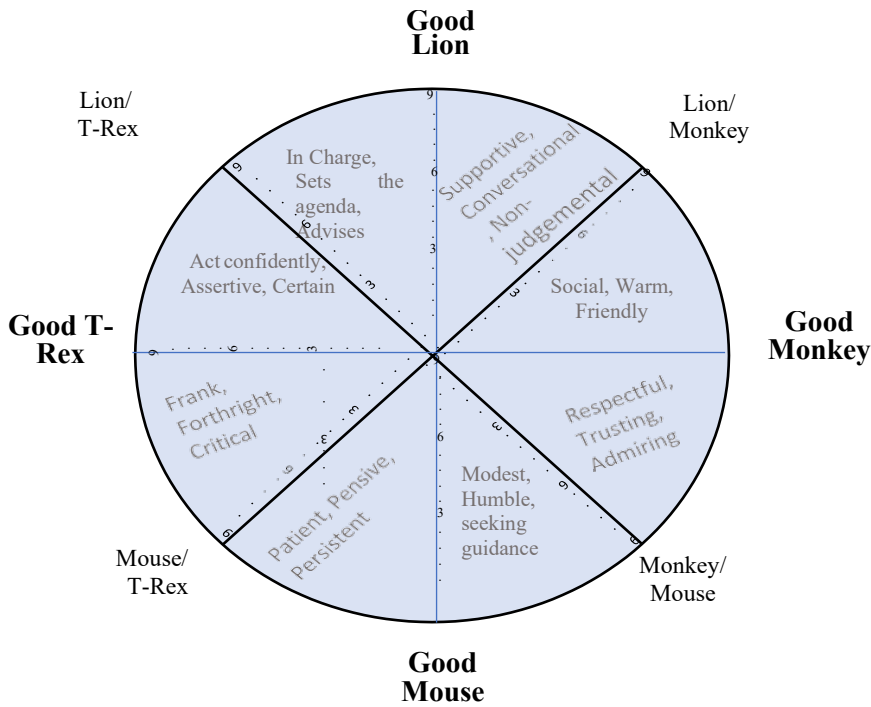
Row 1	Lion		Row 9	Mouse	
Row 3	Lion/Monkey		Row 11	Mouse/T-rex	
Row 5	Monkey		Row 13	T-rex	
Row 7	Monkey/Mouse		Row 15	T-rex/Lion	

Bad Circle- when you are communicating badly you are likely to be a:

Row 2	Lion		Row 10	Mouse	
Row 4	Lion/Monkey		Row 12	Mouse/T-rex	
Row 6	Monkey		Row 14	T-rex	
Row 8	Monkey/Mouse		Row 16	T-rex/Lion	

Now plot your scores around the circles starting with the top line which points to Lion and ending at T-rex/Lion.

Connect the dots. Pay attention to spikes or troughs on each circle.



Adaptive Wheel:

- Make a note of your peaks- these are the areas you feel most comfortable communicating in
- Make a note of the troughs- these are the areas that you may need to develop to increase your versatility

Maladaptive Wheel:

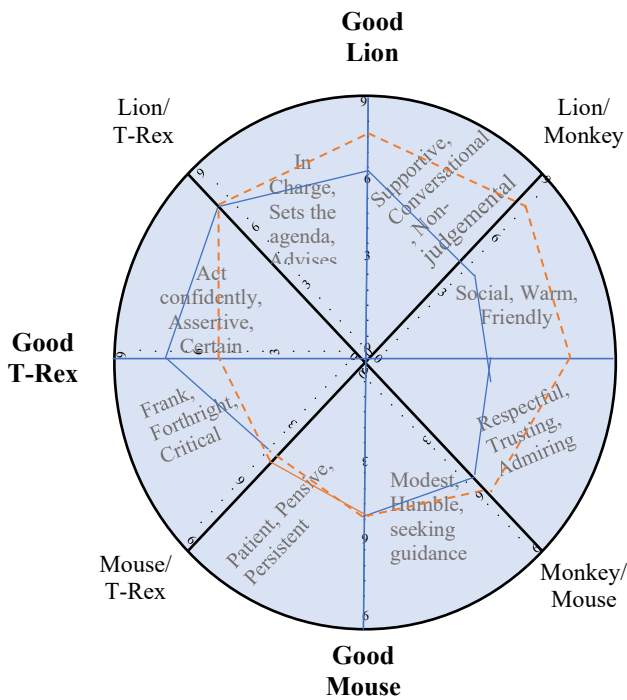
- Make a note of your peaks- these are your danger zones. Consider what sort of communication from others is likely to trigger this response in you.
- Make a note of your troughs- these are styles you are least likely to engage in- observe the sort of behaviour from others that may trigger this
- You may be particularly good at not being drawn into bad behaviour by these sorts of people

Interpreting your scores:

Confrontation ('T-Rex'): challenging or attacking the other person	
GOOD T-REX	BAD T-REX
Frank, forthright and critical, this sort of person is very direct. What they say may sometimes appear blunt but it is often honest and never personal or purposefully hurtful. Their attitude is: 'Let me be clear. This is the bottom line.'	Often aggressive and intimidating, this sort of person seeks to control others through fear, either of unpleasant consequences or potential violence. They may be verbally insulting, attacking or sarcastic. Their attitude is: 'Do what I say, or else.'
Capitulate ('Mouse'): submitting or giving in to the other party	
GOOD MOUSE	BAD MOUSE
Humble, patient, pensive, this sort of person treats others with respect. They may seek out support or reassurance, or may want to cautiously assess the situation fully before acting. Their attitude is: 'I'm listening and observing. I'll chip in when I'm ready.'	This sort of person is avoidant, weak and hesitant. They will try to dodge confrontation whenever possible and may appear uncertain and lacking in confidence. They may be formulaic or hide behind a script. Their attitude is: 'I don't really know what I'm doing – you do it for me.'
Cooperate ('Monkey'): working collaboratively or in concert with the other person	
GOOD MONKEY	BAD MONKEY
Cooperative individuals seek to get others to cooperate through support and encouragement. They are appropriately warm and affectionate to the context they are in. Their attitude is: 'We're a team – together we can do this. I'm here for you.'	This sort of person blurs the boundaries of relationships, be they friendships or professional. They are overly intimate and may make others uncomfortable with their affection. They want to be liked at all costs and may appear fawning or desperate. Their attitude is: 'We are all friends here.'
Control ('Lion'): seeking dominance or power over the other person	
GOOD LION	BAD LION
In charge, considers themselves a leader, makes clear decisions, and likes to be in control. Their attitude is: 'Listen to me – I know what to do.'	Bossy, dogmatic, controlling, this sort of person takes over completely, ignores others' opinions, interrupts and overrules others. Their attitude is: 'My way or the highway.'

Our circles

Below are our circles if you would like to know how we scored. Even though we have been applying and using this model for over 20 years, we still have areas we need to work on and develop. The important thing is that the model enables us to identify what those areas are and helps us understand ourselves and each other.



Laurence ————

Emily - - - - -

