

MANAGING STRESS - The Driver Questionnaire

This questionnaire is not a "personality" test. It is intended to stimulate your self awareness and indicate what kind of stress behaviour you may typically have or frequently get into. Answer the questions "yes" or "no" or "to some extent".

1. Do you set yourself high standards and then criticise yourself for failing to meet them?
2. Is it important to you to be right?
3. Do you feel discomforted by small messes or discrepancies such as a spot on a garment or the wallpaper, an ornament or tool out of place, or 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 on?
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 it 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 and round in circles with a problem, feeling stuck but unable to let go of it?
25. Do you have the tendency to be the rebel or "odd one out" in a group?

SCORING: 1 for "yes"; 1/2 for "to some extent"; 0 for "no"

QUESTION	DRIVER	SCORE - PERSONAL	SCORE - WORK
1-5	Be Perfect		
6 - 10	Please		
11 - 15	Hurry Up		
16 - 20	Be Strong		
21 - 25	Try Hard		

A score of 3 or more in any section indicates a tendency towards that particular driver. Most people experience all of the drivers at different times, but generally people do have two or three drivers which crop up regularly.

DRIVER BEHAVIOURS

Our driver behaviours are ways in which we respond to challenge or stress. They are our subconscious attempts to behave in ways that will gain us the recognition we need from others. Used in awareness with moderation our Driver behaviours can guide us towards successful living and working. However, when we are under stress we may go too far to obey the Driver, resulting in our being more stressed and not solving the problem. (Adapted from Kahler and Hay by A. Jesson 1993).

BE PERFECT	PLEASE PEOPLE	HURRY UP	BE STRONG	TRY HARD
Positive Attributes <ul style="list-style-type: none"> •Have a quest for perfection. •Have a reputation for producing accurate, reliable work. •Check facts, prepare well and pay attention to detail. 	Positive Attributes <ul style="list-style-type: none"> •Good team members who encourage harmony in team. •Have empathy and understanding and help quieter members. 	Positive Attributes <ul style="list-style-type: none"> •Can work fast & achieve a lot in short space of time. • Responds well to short deadlines. •Likes having a lot of things to do. 	Positive Attributes <ul style="list-style-type: none"> •Stays calm under pressure. •Energised in a crisis. •Thinks logically when others panic. •Emotional detachment enables logical thinking. •Reliable and steady. 	Positive Attributes <ul style="list-style-type: none"> •Puts a lot of effort into new projects. •Well motivated, enthusiastic, creative. •Can look at all sides of a problem. •Willing to put in extra to make something work.
Negative Attributes <ul style="list-style-type: none"> •May not produce work on time due to checks for mistakes. •Find it difficult to delegate because unable to trust. •High standards and over critical of others. 	Negative Attributes <ul style="list-style-type: none"> •Fear of upsetting others - results in lack of assertion. •Becomes overloaded with work from fear of letting others down. •May feel misunderstood 	Negative Attributes <ul style="list-style-type: none"> •Delays starting jobs until urgent, then in haste makes mistakes and produces poor quality work. •Rushes, speaks fast, finishes others sentences, crowds diary with things to do 	Negative Attributes <ul style="list-style-type: none"> •Dislikes admitting any weakness, vulnerability or emotion. •May hide difficulties and take work home rather than ask for help. •May be seen as uncaring and withdrawn. 	Negative Attributes <ul style="list-style-type: none"> •May be more committed to trying and doing, than achieving and succeeding. •May not finish one project because distracted by a new one. •Turns small tasks into huge ones.
Stress Caused By: <ul style="list-style-type: none"> •Potential loss of control. • Low standards. •Failure to achieve goals 	Stress Caused By: <ul style="list-style-type: none"> •Being ignored. •Being criticised. •Fear being rejected by others or blamed 	Stress Caused By; <ul style="list-style-type: none"> •Time to think. • Having 'nothing to do'. •Fear of rejection if ask for help. •Need to prove self worth through being seen to be busy. 	Stress Caused By: <ul style="list-style-type: none"> •Fear of rejection through being seen as vulnerable. •Exposing personal weakness. •Fear of rejection for being seen as 'not up to it' 	Stress Caused By: <ul style="list-style-type: none"> •Being criticised for not caring or being irresponsible. •Fear of being told, "You're not trying". •Fear of not matching own/others expectations
Stress Behaviour <ul style="list-style-type: none"> •Becomes single minded/ controlling of others. •Arrogant or aggressive. •Task rather than people oriented. 	Stress Behaviour <ul style="list-style-type: none"> •Becomes emotional and illogical. • Unable to say 'no' to anyone. •Tries to 'rescue' people to make self feel better. 	Stress Behaviour <ul style="list-style-type: none"> •Activity becomes more frenetic. • Agitation. •Irritation on being interrupted. • Demands others to hurry up. 	Stress Behaviour <ul style="list-style-type: none"> •Withdrawn and withholding. •Becomes quieter and reluctant to communicate. 	Stress Behaviour <ul style="list-style-type: none"> •Becomes reactive and rebellious. •May sulk. •May take on even more tasks which are not completed.

HOW TO GET THE BEST FROM YOUR WORKING STYLE AND REDUCE PATTERNS OF STRESS

BE PERFECT	PLEASE PEOPLE	HURRY UP	BE STRONG	TRY HARD
<ul style="list-style-type: none"> • Set realistic standards of performance/ accuracy • Become realistic about making mistakes - it happens. They can be an importance source of learning. • Prioritise so that you can decide which jobs really warrant high degrees of accuracy and which do not. • Respect other people's deadlines by planning in advance how much information they need to do a good job. Don't overwhelm them with detail. 	<ul style="list-style-type: none"> • Ask questions to check what others want instead of guessing. • Listen carefully to what they say. • Identify your needs, please yourself more, ask others for what you want/need. • Practise saying 'no' appropriate /works best for you. • Avoid being dumped with unrealistic requests • Set your own limits and priorities. • Accept responsibility for yourself and allow others to be responsible for themselves. 	<ul style="list-style-type: none"> • Plan work in stages and set interim targets to give satisfaction/ avoid rushing to complete. • Plan sufficient time for tasks, especially the preparation stage. • Listen fully/ avoid interrupting others. • Consciously slow down so others have time to absorb information. • Check others' needs rather than assuming. • Learn relaxation techniques. • Be on time rather than fitting in 'just one more thing' before the next appointment. 	<ul style="list-style-type: none"> • Monitor your workload so that you do not take on too much work. • Ask for help so that others have a chance to assist you. • Before taking on any new tasks, review the potential requirements and check that you have access to the appropriate resources. • Learn to be aware of your own needs and to receive as well as give - your relationships will develop. • Develop your interests outside of work. 	<ul style="list-style-type: none"> • Stop volunteering for every new project going. • Check out the parameters of a task so you only do what is expected. • Control your boredom in the latter stages of a project. Plan how you will enjoy your success on completion of it. • Find creative ways of making mundane tasks more interesting. • Notice when you use the words "I'll try" rather than "I will" • Be willing to distinguish between the things you can/ can't change.
<p>WORKING WITH OTHERS BE PERFECT</p> <ul style="list-style-type: none"> • Praise them for their achievements. • Be punctual and keep appointments. • Do not discount their fears and worries. 	<p>WORKING WITH OTHERS PLEASE</p> <ul style="list-style-type: none"> • Praise them for who they are, rather than what they do. • Confront them with patience. Do not lose your temper with them. • Assist them to identify solutions for themselves so they can take responsibility for what they want. 	<p>WORKING WITH OTHERS HURRY UP</p> <ul style="list-style-type: none"> • Praise them for taking time and not for their speed or ability to do several things at once. • Assist them to manage their time effectively and develop new behaviours in this area. 	<p>WORKING WITH OTHERS BE STRONG</p> <ul style="list-style-type: none"> • Praise often as they can be taken for granted. • Be clear with instructions. • Encourage them to ask for help. • Raise consciousness when withdrawing or not communicating. 	<p>WORKING WITH OTHERS TRY HARD</p> <ul style="list-style-type: none"> • Praise them for completing a task rather than for efforting. • Avoid getting into competition with them.