

Key Drivers Questionnaire

Your Name

This questionnaire is not a “personality” test. It is intended to stimulate your self-awareness and indicate what your main drivers are. Tick the answer that most applies to you. Work fairly quickly and do not over-analyse your responses.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | No | To  some  extent | Yes |
| 1 | It is important to me to get things right without making mistakes |  |  |  |
| 2 | I set myself high standards then criticise myself if I fail to meet them |  |  |  |
| 3 | Even when I’ve done my best there is still room for improvement |  |  |  |
| 4 | Organisation and neatness are very important to me |  |  |  |
| 5 | I believe others would be disappointed by, or critical of, anything other than outstanding performance from me |  |  |  |
| 6 | It is important to me to pay attention to detail, even if it takes me longer to do things |  |  |  |
| 7 | I find it hard to say no to others even when I don’t want to do something |  |  |  |
| 8 | I avoid situations that I believe will result in conflict |  |  |  |
| 9 | It is important for me to be liked, respected or explicitly acknowledged by others |  |  |  |
| 10 | I put other people’s needs before my own |  |  |  |
| 11 | I am fairly easily persuaded by other people’s views and opinions |  |  |  |
| 12 | I like to fit in when I’m in a group |  |  |  |
| 13 | I get impatient with people or things that distract me from what I need to get done |  |  |  |
| 14 | I rush to get things started |  |  |  |
| 15 | I prefer to work at a fast pace |  |  |  |
| 16 | I tend to work on numerous tasks at the same time |  |  |  |
| 17 | I prefer to work on tasks that can be done quickly |  |  |  |
| 18 | I prefer to get on with the job rather than talk about it |  |  |  |
| 19 | I tend to avoid asking for help |  |  |  |
| 20 | I keep my feelings to myself, even when under pressure |  |  |  |
| 21 | I persevere to get things done on my own, no matter what |  |  |  |
| 22 | I tend to be the one who can be relied upon in a crisis. |  |  |  |
| 23 | It is important for me to finish tasks on time every time |  |  |  |
| 24 | I go out of my way to be punctual and prepared |  |  |  |
| 25 | I am more satisfied with myself when I work very hard |  |  |  |
| 26 | I put pressure on myself by taking things on because I think I should |  |  |  |
| 27 | I set myself demanding goals that are hard to achieve |  |  |  |
| 28 | I do not like to be defeated or beaten, hoping that this time it will work |  |  |  |
| 29 | I set my performance standards based on the performance I see others achieve |  |  |  |
| 30 | I am disappointed if people don’t acknowledge how much effort I put in |  |  |  |

Scoring

Now, give each statement above a score in the corresponding box below, and then add up your total for each driver e.g. “be perfect”

2 points for yes; 0.5 points for to some extent; 0 point for no

|  |  |
| --- | --- |
| Statement number | Score |
| 1 |  |
| 2 |  |
| 3 |  |
| 4 |  |
| 5 |  |
| 6 |  |
| Be Perfect | Total |

|  |  |
| --- | --- |
| Statement number | Score |
| 7 |  |
| 8 |  |
| 9 |  |
| 10 |  |
| 11 |  |
| 12 |  |
| Please Others | Total |

|  |  |
| --- | --- |
| Statement number | Score |
| 13 |  |
| 14 |  |
| 15 |  |
| 16 |  |
| 17 |  |
| 18 |  |
| Hurry Up | Total |

|  |  |
| --- | --- |
| Statement number | Score |
| 19 |  |
| 20 |  |
| 21 |  |
| 22 |  |
| 23 |  |
| 24 |  |
| Be Strong | Total |

|  |  |
| --- | --- |
| Statement number | Score |
| 25 |  |
| 26 |  |
| 27 |  |
| 28 |  |
| 29 |  |
| 30 |  |
| Try Hard | Total |