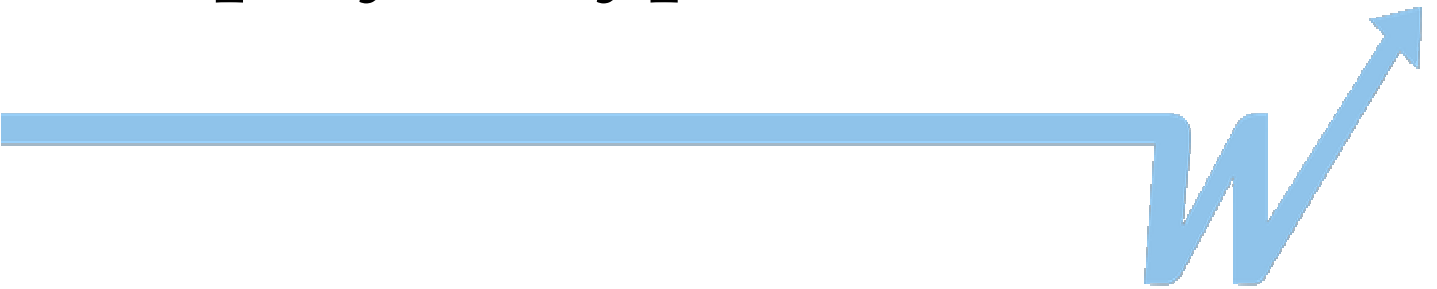




Identifying Your Employee Type



How do you work?

- **Eager Beaver** – Most managers would hire an enthusiastic person with less experience over a cynical, jaded one. Eagerness helps overcome inexperience quickly, especially when an employee doesn't get discouraged. Beavers aren't the most attractive animals, nor are they famous for their charisma, they just work, work, work with focus and intensity.
- **Mourning Dove** – Have you ever listened to a mourning dove? They cry and moan constantly. We all complain sometimes, but these employees only know one tune, "Poor me."
- **Worker Bee** – Bees are some of the most productive animals on the planet. However, they only do one thing. Some managers like this type of worker, because they can point them in one direction and they'll work until they drop. However, if this worker ever gets distracted or discouraged, they become instantly unproductive, stuck and unable to problem-solve.
- **Slithery Snake** – Employees like these can't remember what's real anymore. They bend, twist and slither as they manipulate those around them, sometimes out of sheer compulsion. They play mind games so often; it's difficult to stay focused on work tasks enough to be productive.
- **Wylie Coyote** – These workers always look busy. However, they never see results or can't complete a project. Just like Wylie, they work like crazy, but projects always blow up or squish them. The problem is that they are too self-reliant. If they stopped to get help, feedback or clarification, they could experience success.
- **Prancing Peacock** – Everyone hates employees like this. They run around telling everyone how smart or great they are, but always leave people asking, "What have you done for me lately?" When the boss is around, they spread their feathers and show off, but have you ever seen a peacock from the back? Enough said.
- **Social Butterfly** – People like to be around this type of coworker. They're fun. They also usually start the rumor mill or grow the grapevine. When properly focused, social butterflies can be great collaborators and team leaders.
- **Squirrely Squirrel** – Like the social butterfly, this type of worker flits around from job to job, not for social reasons, but for money. They're always looking for better nuts (more money or a better deal from an employer.) Instead of maturing in their present company, they develop a string of short-lived jobs. Some HR professionals call these employees job hoppers.

We all have our workplace moments when we demonstrate one or more of these extreme character traits. The key is to be aware of our behavior, and always question the motives and reasoning behind our choices. Stress can cause unconscious lapses into unproductive reactions or habits, so stay vigilant. Noticing extreme behavior in our coworkers, is a good time to assess our own behavior.