



4 Animal Personality Test

Lion, Otter, Golden Retriever or Beaver? A free printable worksheet. About 5 minutes.

Name _____

Date _____

How to take it: Rate every word for how well it describes you most of the time, not how you would like to be. Write a score on each line, then add up each column.

① Not me ② A little ③ Usually me ④ Very me

Column A

Decisive _____
Direct _____
Competitive _____
Bold _____
Takes charge _____
Goal-focused _____
Quick to act _____
Confident _____
Determined _____
Likes a challenge _____
Speaks up first _____
Impatient with delays _____

Total A _____ / 36

Column B

Talkative _____
Playful _____
Enthusiastic _____
Spontaneous _____
Optimistic _____
Persuasive _____
Loves new ideas _____
Makes friends fast _____
Bored by routine _____
Energised by people _____
Jokes under pressure _____
Starts many things _____

Total B _____ / 36

Column C

Loyal _____
Patient _____
Good listener _____
Calm _____
Supportive _____
Dependable _____
Avoids arguments _____
Warm _____
Steady _____
Notices how others feel _____
Prefers harmony _____
Puts others first _____

Total C _____ / 36

Column D

Organised _____
Precise _____
Careful _____
Thorough _____
Plans ahead _____
Likes clear systems _____
Analytical _____
Checks the details _____
High standards _____
Finishes what they start _____
Cautious with risk _____
Wants clear instructions _____

Total D _____ / 36



Answer key and scoring

Which column did you score highest?

Column	Animal	Your total
Column A	Lion	
Column B	Otter	
Column C	Golden Retriever	
Column D	Beaver	

1. Your **highest** total is your main animal. Your **second highest** is your backup style.
2. Two totals within 3 points of each other count as a blend, which is common. Read both.
3. A very low column shows the style you find hardest to use, and often the people you clash with.

The four animals

A · TAKES CHARGE

The Lion

At their best: Gets things moving, makes the call and takes responsibility when nobody else will.

Overused: Can steamroll quieter people and treat disagreement as a challenge.

Needs: A clear goal, room to decide, and short meetings.

Try this: Ask one more question before deciding.

B · MAKES IT FUN

The Otter

At their best: Brings energy, sells the idea and keeps people talking to each other.

Overused: Loses interest in the details, overpromises and skips the hard conversation.

Needs: Variety, people around them, and recognition.

Try this: Write the next step down before the meeting ends.

C · KEEPS THE PEACE

The Golden Retriever

At their best: Holds the group together and notices who is struggling.

Overused: Says yes too often, avoids conflict and resists change that is needed.

Needs: Stability, appreciation, and time to adjust.

Try this: Say the thing you are worried will upset someone.

D · GETS IT RIGHT

The Beaver

At their best: Builds things properly and catches the mistake before it ships.

Overused: Over-plans, stalls without full information and can sound critical.

Needs: Clear expectations, time to prepare, and accurate information.

Try this: Decide what good enough looks like before you start.

Common pairings: Lion and Golden Retriever balance each other (pace and patience), as do Otter and Beaver (ideas and follow-through). These are also the pairs that clash most often when nobody names the difference.



Group tally and discussion

For teams, classes, couples and families.

Name	A Lion	B Otter	C Retriever	D Beaver	Main	Backup

Talk about it

1. Which of your top two animals shows up more at work, and which at home?
2. What is one thing people should know about working with your animal?
3. Which animal do you find hardest to work with, and what might they need from you?
4. When the group is under pressure, which animal takes over, and what gets missed?



Four boxes too few? Take the free 31-animal test

20 everyday questions, about 5-6 minutes, no email needed. It scores six traits and matches you to one of 31 animals: animalpersonalityquiz.com

The Lion, Otter, Golden Retriever and Beaver names follow the four temperaments popularised by Gary Smalley and John Trent. This worksheet's word lists and descriptions are original to Animal Personality Quiz and are free to print and copy for classrooms, teams and personal use. It is a conversation tool, not a validated psychological assessment, and should not be used for hiring or performance decisions.