

Reconnecting Dogs and Owners

Identifying Personality Types

-or-

“You can’t tell the Players without a Scorecard”

-By Roger Hild

Note to reader: What follows is a sampling of work I've done on relationship profiling. This tool helps understand and work with issues and problems which arise in the dog-owner relationship. The full unabridged text is available in my work, "Reconnecting Dogs and Owners" available by contacting the author. The reader can also arrange to utilize this tool, have the author do an assessment and send them a full report. A sampling of what the report contains is also available, for the reader to view, on this web site.

Connections - Understanding "The Fit"

Each of us is a unique individual with a set of inclinations or temperament traits that influence how we will interact with the world around us. The qualities we look for, the traits we value and the way in which we relate to others, are all connected as components of our personality. Whether we "click" with someone, and the relationship blossoms, or we "clash," depends largely on the composition of each individual's personality. When we look at a profile of traits and tendencies, we begin to see certain '*styles of relating*' emerge. These profiles have been noted throughout history and have come to be known as "personality types."

Many people may find the idea of personality typing offensive. Our society has struggled to drop any notion of stereotypes and, as individuals, we have resisted attempts to be placed in pigeonholes. However, the concept of different personality types has been around for at least two to three thousand years. Going back to the time of Hippocrates (and possibly even earlier) the concept has been around. Over the years, both observation and anecdotal evidence have been consistent enough to prove personality profiling can be helpful for explaining and predicting certain reactions and behavior. Indeed, systems have been developed to understand what makes us "tick." It has also been shown that groups of people, having these clustered traits, have certain overt and observable characteristics.

Many different models have been developed over the years that can assess behavioral styles under certain conditions. Resolving conflict in the workplace, boosting an individual's job performance, measuring managing styles, and finding effective motivation strategies are just a few areas for which models have been developed. They also have been used to help salespeople develop effective marketing strategies by measuring and understanding social styles.

Each dog has his own individual personality as well; so the question naturally follows, "Can the same process be applied to the dogs we know and love?" While it is quite easy to find acknowledgment and acceptance that each dog has his own individual personality, it is not quite as easy to find anyone actually attempting to measure and classify those personality traits. Of those who have made some attempt to do so, I initially became interested in the efforts of a few people. Bonnie Bergin made the attempt in her work with assistance dogs and wrote the book, "Bonnie Bergin's Guide to Bringing Out the Best in Your Dog." Jack & Wendy Vollhard attempted to address personality traits by measuring drives and wrote about it in, "The Canine Good Citizen."

Personality is not the same as the temperament and behavior one might expect because of breed background. Within any given breed, there are certain general behavioral and temperament expectations; however, within these general expectations there will still be a wide variation. There are actually two sides to personality, one of which is temperament and the other character. Temperament is a configuration of inclinations (pre-disposition) and character is a configuration of habits (disposition).

Trainers have often spoken in terms of "hard-wired" and learned responses. If we use a computer as an example, then the hardwiring or "hardware" would be the temperament. The software running the system would equate to the character. When we look at the combination of personality characteristics, we begin to see distinct patterns emerge and using this information, we can attempt to determine certain canine personality types.

Relationship Profiling - Mapping “The Fit”

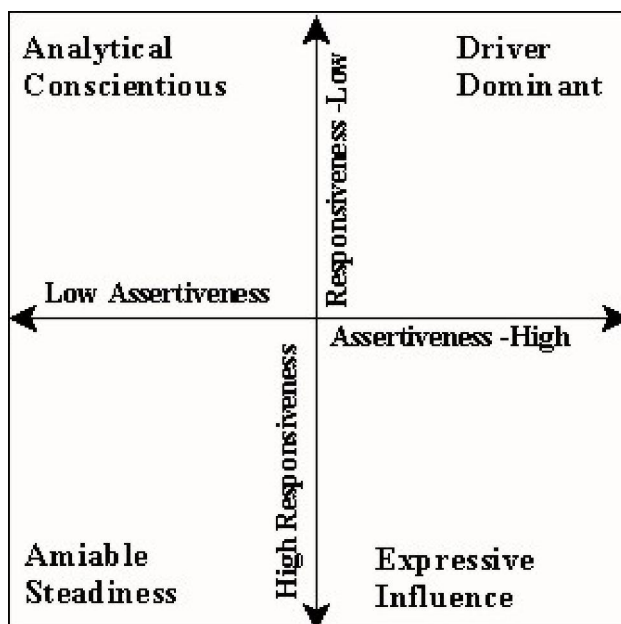
In order to gain a better understanding of the relationship you now share with your dog, it will be necessary to examine its composition. One way to do this is to look at the individual styles of relating, to which both you and your dog are predisposed (based on the natural temperament of each party). The coming together of owner and dog personalities has a synergistic effect in the creation of a new entity i.e. the team known as “you.”

If we measure and then chart the relative strength of two traits both dog and owner share (assertiveness and responsiveness to social circumstances) we end up with a snapshot of the dog-handler relationship. A four-quadrant chart graphically illustrates the range each will have, for the traits being measured, and shows where those ranges overlap. Where they do overlap, the personalities compliment each other. Areas where they do not overlap are areas of possible conflict.

For our purposes, temperament type will be determined by measuring outgoing traits or assertiveness and social orientation or responsiveness. The more assertive a person or dog is, the more likely they are to take control, lead, take risks and compete. Generally they appear tough minded and powerful. On the chart, these individuals will appear on the right hand side of the chart while those who are more reserved or showing low assertiveness will be on the left side. The more responsive, the more likely the dog or person is to interact readily with others, appear warm, approachable and they will seek social contact during a significant portion of the day. Those showing low responsiveness will be more task orientated and appear on the top half of the chart while those showing high responsiveness are more socially motivated and will appear on the bottom half.

The combination of assertiveness and responsiveness defines four temperament types:

1. Quadrant 1, - Analytical which is low assertiveness and low responsiveness.
2. Quadrant 2, - Driver that is high assertiveness and low responsiveness.
3. Quadrant 3, - Amiable which is high responsiveness and low assertiveness.
4. Quadrant 4, - Expressive that is high assertiveness and high responsiveness.



The terms Analytical, Driver, Amiable and Expressive have been adopted from the descriptions of Bonnie Bergen. In a more classical sense, they would correspond closely with Melancholy (Analytical), Choleric (Driver), Phlegmatic (Amiable) and Sanguine (Expressive).

I use ‘personality typing’ as just one of several tools and find it does have certain definite uses. This tool is most helpful in the “normal” or average healthy population and is not useful in cases where there is a psychiatric disturbance. There is always a margin of error (nothing is 100%) and there are certain reasons for this, not the least of which is the subjectivity of the test. About 70 – 80% of the time people find the results to range from fairly accurate to quite accurate but.....sometimes it’s possible to miss the boat completely! Most (people and dogs) do not fit wholly within one temperament type but will display some characteristics from all types. It has been estimated that about 80% will have one principle type with a secondary type that modifies the response.

Please note: In addition to this tool, it is very helpful to get as much information/history (related to the concerns) as possible and for this purpose I prefer to use a consultation questionnaire that I’ve also developed.

Looking at both the principal and secondary types of both owner and dog, take note of areas that compliment each other and areas that conflict with each other. For an ideal fit, it is generally desirable to be a bit more assertive and a bit more responsive than your dog. If this is not the case, some adaptations will be needed in the training approach in order to help resolve relationship issues between owner and dog.

The following questionnaire has been designed as a tool to measure those areas just noted. After answering the questions as accurately as you can, you will be able to graph the results on a chart. Sometimes it is hard to know what answer best fits you. If you are not sure how to answer, check with someone who knows you very well. Remember there are no right or wrong answers, there are only different styles.

2. Temperament Characteristic Profile version 10.1

Name: _____ Dogs Name: _____ Breed: _____

When completing this questionnaire, it is important to remember that there are no right or wrong answers. For each choice, there is a significant percentage of the population that would agree. Select either answer a) or b) and place a check mark in the appropriate column to the right.

Owner Profile

			<u>A</u>	<u>B</u>
1. When I present an idea I am more likely to be:	A) Thoughtful	B) Forceful	___	___
	A) Detailed	B) Generalized	___	___
2. Others would describe " <i>my style</i> " as more:	A) Cautious	B) Confident	___	___
	A) Restrained	B) Enthusiastic	___	___
3. When I am under pressure, I tend to become:	A) Subdued	B) Energized	___	___
	A) Uncertain	B) Determined	___	___
4. When facing a <i>new situation</i> I am more likely to be:	A) Wary	B) Unconcerned	___	___
	A) Indecisive	B) Decisive	___	___
5. <i>Rules or Limits</i> ; I am more likely to be:	A) Respectful	B) Resourceful	___	___
6. Others see me more as:	A) "Wait and see"	B) "Go for it"	___	___
7. The <i>pace</i> I operate at is:	A) "Slow but Steady"	B) Fast or in "spurts"	___	___
8. I am more likely to:	A) Follow than take charge	B) Take charge than follow	___	___
9. My response to "Authority Figures" is more likely:	A) Go along	B) Often Challenge	___	___
10. Sometimes I can be quite:	A) Unforgiving	B) Impatient	___	___
11. <u>Totals</u>		11. <u>Total each column</u>	___	___

			<u>A</u>	<u>B</u>
12. When it comes to <i>making friends</i> , I am:	A) Reserved or don't need many friends	B) Outgoing or have many friends	___	___
13. Does interacting with <i>strangers</i> :	A) Tire you	B) Energize you	___	___
14. I enjoy work for:	A) It's own sake or for the results	B) Social interaction/Recognition	___	___
15. What rules you more:	A) Your thoughts	B) Your feelings	___	___
16. Are you mostly:	A) Cool headed	B) Warm hearted	___	___
17. Others more often experience me as:	A) Task focused	B) Sociable	___	___
18. Around others I tend to be:	A) More reserved than open	B) More open than reserved	___	___
19. I am more:	A) Methodical	B) Erratic	___	___
20. I am more :	A) Determined	B) Enthusiastic	___	___
21. I place more value on:	A) Achievement	B) Approval	___	___
22. <u>Totals</u>		22. <u>Total each column</u>	___	___

Select one response A), B), C), or D) for each of the following statements.

			<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
23. People would describe me as talkative:	A) Disagree	B) Somewhat agree	C) Quite often	D) Frequently	___	___
24. It is my nature to be:	A) Passive	B) Somewhat passive	C) A bit Controlling	D) Controlling	___	___
25. I am:	A) Very Co-operative	B) Often co-operative	C) Often competitive	D) Very Competitive	___	___
26. When expressing feelings, I see myself as:	A) Reserved	B) Somewhat reserved	C) Somewhat expressive	D) Quite Expressive	___	___
27. My pace is:	A) Slow & steady	B) Moderate	C) Moderate to quick	D) Fast	___	___
28. I am an assertive person:	A) Rarely	B) Occasionally	C) Usually	D) Mostly	___	___
29. When making decisions, I am usually:	A) Hesitant	B) Sometimes decisive	C) Usually decisive	D) Very decisive	___	___
30		30. <u>Total each column</u>	___	___	___	___

		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
31. Task or People Orientated - of the two I tend to be:	A) Task orientated B) More often task C) Somewhat people D) People orientated	—	—	—	—
32. My style of relating to others might be described as:	A) Shy B) Somewhat reserved C) Somewhat open D) Quite open	—	—	—	—
33. My energy and focus is directed:	A) Often inward B) Somewhat inward C) Somewhat outgoing D) Outgoing	—	—	—	—
34. When it comes to my feelings, I am:	A) Controlled B) Usually controlled C) Somewhat expressive D) Emotional	—	—	—	—
35. People find me and how I am feeling:	A) Hard to read B) Somewhat hard to read C) Usually readable D) Easy to read	—	—	—	—
36. When others express feelings I am seen as:	A) Unresponsive B) Somewhat unresponsive C) Rather responsive D) Responsive	—	—	—	—
37. I enjoy attention from others:	A) Seldom B) Occasionally C) Often D) Frequently	—	—	—	—
38	<u>38. Total each column</u>	—	—	—	—

Your Dog's Profile

		<u>A</u>	<u>B</u>
39. My dog is more:	A) Laid back B) "Busy"	—	—
	A) Calm B) Excitable	—	—
40. Best describes my dogs reaction to a direct challenge:	A) Freeze or Escape B) Engage or Motivated	—	—
41. In new situations, my dog is likely to be:	A) Timid B) Bold	—	—
	A) Apprehensive B) Outgoing	—	—
42. My dog seems to:	A) Seek or Respect Authority B) Challenge Authority	—	—
43. My dog would find frequent exposure to strangers:	A) Tiring or Draining B) Energizing	—	—
44. Generally my dog is more:	A) Cautious B) Adventurous	—	—
45. Generally my dog is more:	A) Reserved &/or Accepting B) Resourceful &/or Challenging	—	—
46	<u>46. Total each column</u>	—	—

Based on your observations, score each of the following statements or questions. Scoring: Frequently -3, Sometimes -2, Seldom 1, Never -0

<i>Your dog is more likely to:</i>	<u>Score</u>	<i>Your dog is more likely to:</i>	<u>Score</u>
1) Stand his ground or move towards unfamiliar sights and sounds?	___	1) Flee from new situations?	___
2) Guard his territory?	___	2) Cringe if a stranger or strange dog leans/stands over him?	___
3) Challenge others or even get into fight s?	___	3) Act fearful or hide behind you in unfamiliar situations?	___
4) If a young dog, did he/she get picked on by older dogs?	___	4) Run away when pressured rather than stay when and where told?	___
5) Guard his owners?	___	5) Crowd your legs during walks or heeling?	___
6) Guard resources eg. food or toys?	___	6) Actively Avoid situations for which he might have been reprimanded in the past?	___
7) Dislike or possibly only tolerate being petted?	___	7) Cower or have difficulty coming close to you when called?	___
8) Dislike being groomed or bathed?	___	8) Crawl on belly or turn upside down when reprimanded?	___
9) Bark or growl in deep tones?	___	9) Try to leave during a "Sit Stay" when approached by a stranger?	___
10) Dominate or "boss" other dogs?	___	10) Submissively urinate when he gets upset?	___
11) Play tug of war games <u>to compete</u> ?	___	11) Submissively urinate during greeting behavior?	___
12) Growl or bite leash when corrected (jerked)?	___	12) Do you think he might bite if cornered?	___
47 ----- Total	___	48 ----- Total	___

		<u>A</u>	<u>B</u>
49. When it comes to making friends, he is:	A) Avoidant	B) Approachable	___ ___
	A) Indifferent	B) Eager to meet	___ ___
50. Facial expression is usually:	A) Relaxed	B) Intense	___ ___
	A) Serious	B) Animated	___ ___
51. He likes to work for:	A) It's own sake / results	B) Social interaction / Praise	___ ___
52. He is more:	A) Controlled than excitable	B) Excitable than controlled	___ ___
53. He is more:	A) Methodical / focused	B) Out going or Sociable	___ ___
54. He seems more:	A) Determined	B) Enthusiastic or Distracted	___ ___
55. When it comes to physical contact he:	A) Seems content with a little	B) Invites / seeks physical contact	___ ___
56.		<u>56. Total each column</u>	___ ___

		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
57. How likely is your dog to look to you to direct or initiate an activity?	A) Almost always B) Usually C) Usually not D) Seldom	___	___	___	___
58. Relative to his age, he generally moves about:	A) Quite slowly B) Slow to average C) Average to Fast D) Usually Fast	___	___	___	___
59. How quick is your dog to give up or "submit?"	A) Quickly B) After brief "power struggle" C) After moderate "power struggle" D) Won't give up	___	___	___	___
60. Where does he fit on a scale of timid to forceful?	A) Timid B) More timid than forceful C) More forceful than timid D) Forceful	___	___	___	___
61. His general response to stress or pressure: (does he tend to speed up or slow down?)	A) Slows down or Stops - Passive B) More negative than positive (mostly slow) C) More positive than negative (usually speeds up) D) Activated by pressure - Very positive	___	___	___	___
62.	62. Total each column	___	___	___	___

Based on your observations, score each of the following statements or questions. Scoring: Frequently -3, Sometimes -2, Seldom 1, Never -0

<i>Your dog is more likely to:</i>	<u>Score</u>	<i>Your dog is more likely to:</i>	<u>Score</u>
1) Pounce on his toys?	___	1) Get along with most other dogs ?	___
2) Get excited by fast moving objects?	___	2) Like the attention of being groomed ?	___
3) When excited, bark in a high pitched voice?	___	3) Get upset and Bark or whine when left alone?	___
4) Shake and "kill" his toys?	___	4) Solicit petting, or frequent physical contact with you?	___
5) Sniff the ground or air a lot ?	___	5) Respond to verbal praise?	___
6) Look for chances to steal food or garbage?	___	6) Seek to play a lot with you or other dogs?	___
7) Stalk small animals or objects in the grass?	___	7) Seek and enjoy eye contact with you?	___
8) Get really excited by "Squeaky toys"?	___	8) Tremble or whine when made to "stay"?	___
9) " Inhale " or gulp down his food?	___	9) Stick close to you or follow you around?	___
10) Like to carry things?	___	10) Get along with people ?	___
11) Like to dig holes and/or Bury things?	___	11) Jump up to greet people?	___
12) Like to chase things?	___	12) Show reproductive behaviors, i.e., courting or mounting another dog?	___
63 ----- Total	___	64 ----- Total	___

				<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	
65. How interested is your dog in social interactions?	A) Little interest (Aloof)	B) Mildly interested	C) Moderately Interested	D) Very interested	___	___	___	___
66. Seems to have more of a preference for:	A) Solitary activity	B) Some social activities	C) More social than solitary	D) Social Activities	___	___	___	___
67. Forms new relationships:	A) Hardly ever	B) Slow to warm up	C) Moderately quickly	D) Very quickly	___	___	___	___
68. My dog's <i>range</i> of emotions seems generally to be:	A) Narrow / Stable	B) A bit reactive	C) Quite reactive	D) Excitable	___	___	___	___
69. His Emotional / Feeling state:	A) Controlled	B) Often controlled	C) Somewhat expressive	D) Very Expressive	___	___	___	___
70.			70. Total each column		___	___	___	___

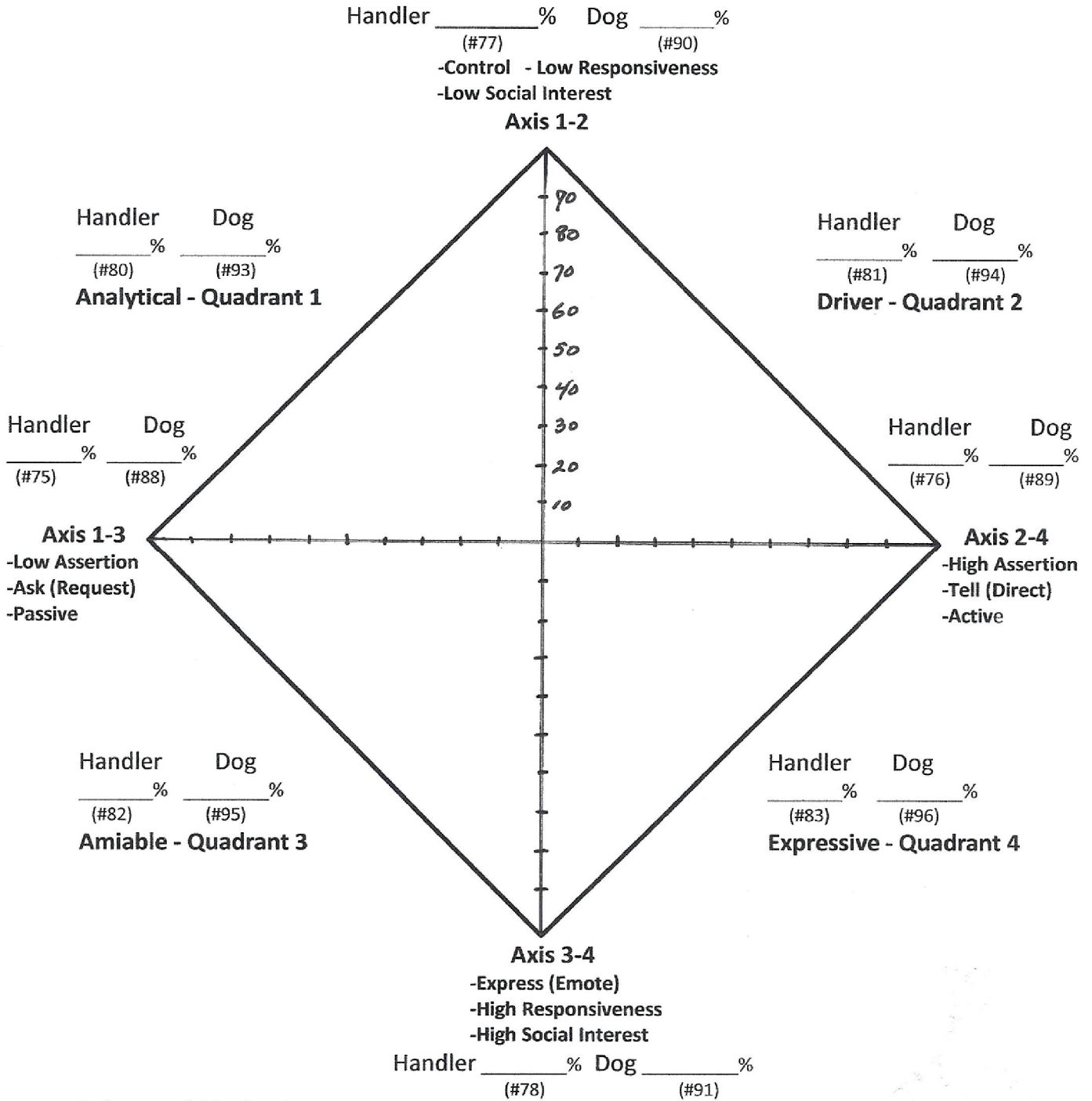
Calculating the Results: (Fully included in the unabridged version)

Interpreting the Results: (Fully included in the unabridged version)

When you reach this point, you are ready to get started creating a chart for you and your dog. Following a fairly simple formula, you will get the numerical values to plug into the chart (which follows). Once the chart has been created, you will be able to interpret the results and develop plans targeted to understanding and improving your training and relationship with your dog. You will be able to see the areas where you and your dog connect and areas where attention needs to be paid. This is all based upon your individual personalities. It is beyond the scope of this abridged version to go through the method of calculating and interpreting results. Those interested in the fully explained work or who wish to submit your own profile questionnaires for interpreting are encouraged to contact the author at info@tsurodogtraining.com

Snapshot of a Relationship

When completed, the following graph will provide a snapshot of the 'dog-owner' relationship. In each of the empty blanks, enter the value (in percent) which can be found on previous pages. The number (in brackets) under each blank refers to the value/line from the previous page. The reader can refer to the following page for an example of what a completed graph might look like.



Drives and Motivations

	Defence		
Prey	Pack	Fight	Flight

Fill in the values from the previous page.

Sample

Sample

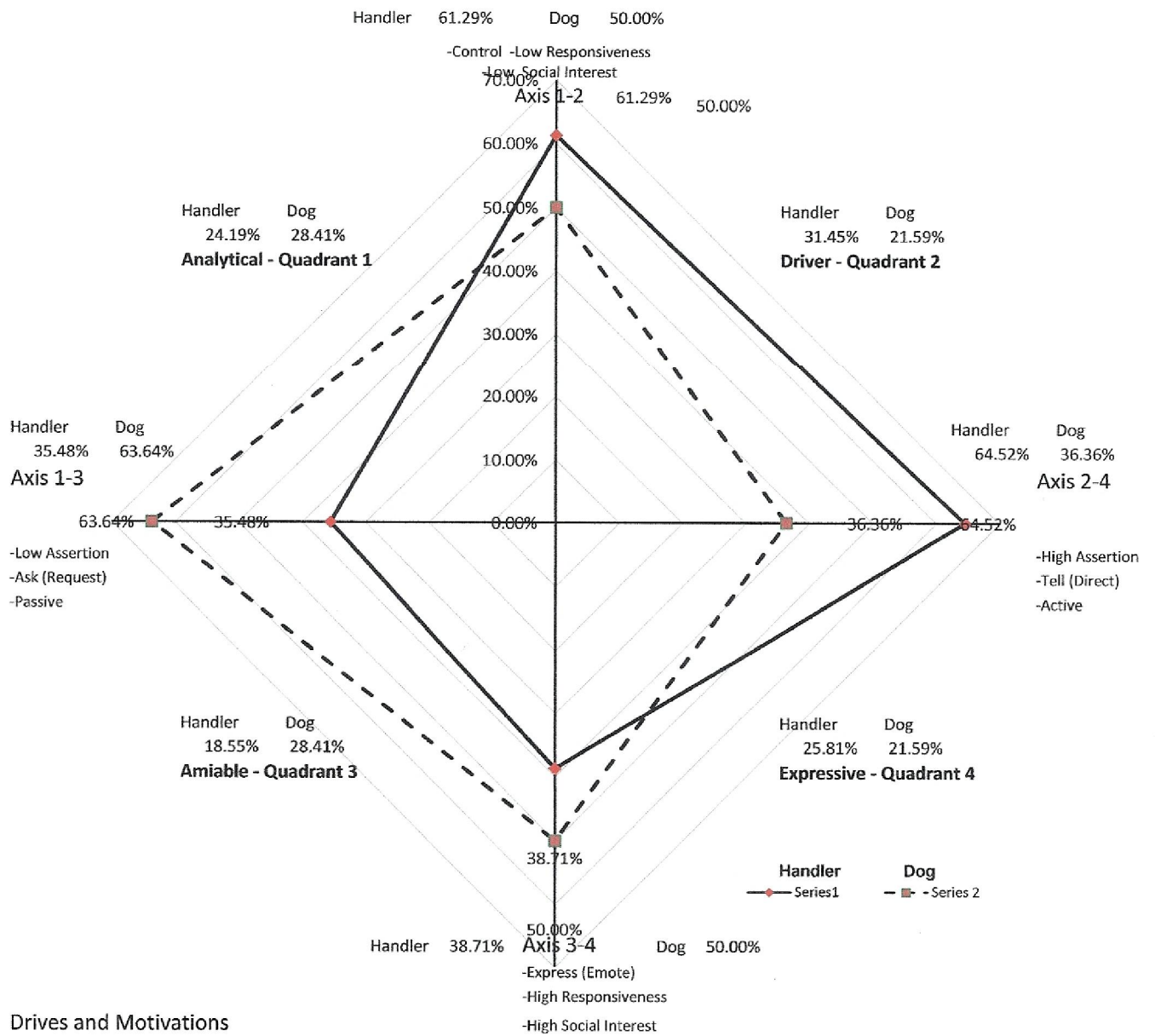
Sample

Sample

Sample

Sample

Sample



Drives and Motivations

Defence			
Prey	Pack	Fight	Flight
75.00%	50.00%	25.00%	16.67%

Beat of a Different Drum - Interpreting the Results

If you have finished completing the assessment tool, it's now time to sort out what it all means. Where in the graph does your temperament fit? Does your dog have a similar profile or is it quite different?

While each of the four temperaments has a set of distinct characteristics, what makes each individual unique is how these traits blend. It is important to realize that no one temperament is better or more desirable than the others. Each of the four temperaments has strengths and weaknesses just as each one of us does. The point of balance on the graph is the center or zero, so if the center of your profile coincided with the midpoint of the graph, you would have equal influence from all four temperaments. Keeping in mind the original intention of this exercise was to help owners better connect with their dogs through an understanding of the temperaments, let us start by looking at your temperament profile in relations to that of your dog.

As you look at the graph, you will notice both your profile and that of your dog is represented by enclosed areas on the graph. The quadrant in which the majority of your outline is located will identify your temperament type. Your dog's type can be likewise identified. The more one outline overlaps with the other, the more characteristics you have in common. Notice at which point your outline crosses Axis 2-4 (the assertiveness axis); does it show you to be more assertive than your dog? Do the same thing with Axis 3-4.

Take notice of any place on the graph where the line, which defines your personality, crosses the dog's line. Such crossings are areas where each outline is headed in a different direction and are suggestive of potential areas of conflict. If the outline is seen as loosely describing one's comfort zone, and if one can appreciate how these comfort zones can overlap, then it is possible to see where one is moving away from the comfort zone of the other.

In the just completed exercise, you will find references to "Drives." Think of "Drive" as similar to motivation. The word "Drive," in the Oxford dictionary, has as one of its definitions, "energy, capacity, desire or organized effort, to achieve things." This will be our working definition.

The drives being discussed here are evidenced by heightened energy and keen interest. Drives are "channels" through which energy flows both to and from the dog. For example, an activity will require energy but will also energize. How these drives are displayed is probably mostly genetic, but if we can understand the influence of these drives and use what the dog is motivated by, we can expect a more successful training outcome.

The balance of this discussion and many other related insights (including how to integrate this tool into a class setting) are contained in my book, "Reconnecting Dogs and Owners."

Here is one sample of the sorts of comments and questions I often get:

"... And, Roger, is this a commonly used test/interpretation? How might I go about having this profiling done in Indiana? It seems a bit like the Myers Briggs personality inventory which so many corporations use to assess their employees, and is especially useful in team-building. Makes sense, I suppose, since team building seems to be exactly what we're working toward with our critters, too.

Thanks! ..."

The design of the test itself is my own. There have been many things that influenced the way I put it together. You mentioned "Myers Briggs" and that was certainly one influence. I also used the following authors and many web references too numerous to recall.

“Positive Personality Profiles” by Robert A Rohm Ph.D.
“The Great Connection” by Arnie Warren
“Bonnie Bergin’s Guide To Bringing Out The Best In Your Dog” by Bonnie Bergin Ed.D.
“Personality Plus” by Florence Littauer
“Please Understand Me II” by David Keirseay
“Nurture by Nature” by Paul D. Tieger & Barbara Barron-Tieger
“Your Personality Tree” by Florence Littauer
“The CANINE GOOD CITIZEN Every Dog Can Be One” by Jack & Wendy Volhard
DISC on line from the www. - Axiom Software Ltd.

Anyone wanting to study this topic further is advised to check out these books for further study as well as numerous other authors that have written on the subject of Temperament Types.

If you, the reader, would like to learn more about how to use the information gathered through this process, please contact the author. The various possible outcomes, suggested training approaches (based on different temperaments) and how natural motivations can be included, are all available in a book written by the author. Please contact Roger Hild at this email address: roger@tsurodogtraining.com .