

The KIRK Test

The Driver

Theme Song: *We Are The Champions*

Characteristics:

Knows what they want - Wants it quickly - Goal & Task oriented - Actively competitive

Strengths & Preferences:

Desires taking charge - Wants direct answers - Thrives on challenges - Prefers many/varied tasks

Needs to Focus on Learning to:

Accept other with grace - Be less insensitive & impatient

-Accept limits of self, others and the potential of some situations

-Consider the risks and head the cautions - Be more attentive to details & people around them

The Motivator

Theme Song: *We Are the World*

Characteristics:

Makes new friends easily - Motivated to impress others – Enthusiastic – Optimistic - Talkative

Strengths & Preferences:

Desires freedom from control & details - Thrives on enthusiastic response to ideas

Enjoys casual work environment - Likes attention & recognition

Needs to Focus on Learning to:

Complete tasks/meet deadlines - Realize limitations - Not overcommit - Manage their time

Not jump to conclusions or act impulsively – Listen well & not dominate conversations

The Detailer

Theme Song: *(Too busy to sing! Perhaps – Hi, Ho!)*

Characteristics:

Perfectionist - Analytical & cautious - Sensitive to criticism - Motivated to be thorough, and orderly

Tendency to be critical of personal performance & that of others

Strengths & Preferences:

Enjoys concentrating on details without interruption - Wants time to do things right

Thrives when people give reassurance and support - Is more careful & observant around people

Needs to Focus on Learning to:

Be more direct in communications - Deal with controversy – Be more optimistic

Take more risks - Develop greater self-esteem & confidence

-Become a good listener & not dominate conversations/discussions

The Harmonizer

Theme Song: *We Can Work It Out*

Characteristics:

Easy to get along with - Seeks minimal conflict and consensus in a group - Cares for the weaker

Strengths & Preferences:

Enjoys repeatedly doing the same kind of things - Needs security & affirmation

More comfortable as listener or participant than talker or director

Looks for opportunities to develop in-depth relationships

Needs to Focus on Learning to:

Handle change - Do new & different things - Be more assertive

Let go of grudges - Become more decisive