



RESILIENCE AND TRANSACTIONAL ANALYSIS DRIVERS.

IMPORTANT

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Using the Transactional Analysis (TA) Drivers as a basis, this tool will help you to understand how you and others typically react under pressure.

The Transactional Analysis Drivers model presents five characteristic styles that reflect our different working styles, including how we organise our work and time, how we interact and communicate with each other, our contribution to the team and our style of management and leadership.

By knowing our predominant style and examining our behaviour associated with this, we can raise our self awareness. There are real strengths to each of the styles, along with weaknesses. By raising our awareness of them we can get the benefits from them whilst avoiding the potential pitfalls. Being aware of our driver can help us understand what type of situations make us feel stressed or put us under pressure, and how we can manage this.

Individual or team activity

You can use the questionnaire below for either an individual or team activity.

Individual activity: if you are interested in understanding more about what drives your behaviour, which you can then share with your manager.

Team activity: get every member of your team to complete this before a team meeting and be prepared to share the results. This will help everyone understand why they behave in a certain way.

INSTRUCTIONS

Completing and scoring the questionnaire should take up to 30 minutes.

STEP 1:

Take each numbered set of statements in turn. From the five statements, select the one that is **most true** of you and give it a score between 7 and 10.

STEP 2:

Select the one statement that is **least true** of you and give it a score between 0 and 3.

STEP 3:

Score the remaining three statements, somewhere between your highest and lowest scoring statements.

Give each of them a score that ranks them between your highest and lowest.

The first few sets may take you some time, but once the system is familiar you will find it easier. Think in terms of your relationships with adults and in the workplace, where possible.

SET 1		LEAST			MID			MOST				
		0	1	2	3	4	5	6	7	8	9	10
a	Endurance is a valuable asset											
b	I like to see people doing their best to get things done											
c	Considering all the effort I put into things I should get more done											
d	I find myself doing too many things at the last minute											
e	On balance, I adapt more to other people's wishes than they do to mine											

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SET 2		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	Casualness and carelessness bother me											
b	It is keeping busy that interests me											
c	When people are slow about saying something, I want to finish their sentence											
d	I have a fair amount of imagination when it comes to guessing what people need											
e	When someone gets emotional, my reaction is often to make a joke of it											

SET 3		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	Even when my feelings run high, I show a calm exterior											
b	If something needs to be done well, I would rather do it myself											
c	I'm more interested in doing things than finishing them											
d	I often run out of time when I want to get lots of things done											
e	I don't really like asking people for favours											

SET 4		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	I don't mind things being hard – I can always find the energy											
b	I am comfortable leaving it to the last minute to get to a place											
c	If someone doesn't like me, I either try harder to get them to like me or walk away											
d	It's rare for me to feel hurt											
e	If it's a question of doing something properly, I'd rather do it myself											

SET 5		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	I get impatient with slow people											
b	Normally I prefer to take people's wishes into account before reaching a decision											
c	I show a calm face, even when I am annoyed or upset											
d	I don't like to make excuses for shoddy work											
e	There's something about coming to the end of something that I don't like											

SET 6		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	I believe words should be used correctly											
b	I like to explore a variety of options before getting started											
c	It's quite like me to be already thinking of the next thing before I've finished the first											
d	When I'm sure someone likes me, I feel better											
e	I put up with a great deal without anyone realising it											

SET 7		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	If I had 20% more time I could relax more											
b	I often smile and nod when people talk to me											
c	When people get overly excited, I prefer to stay rational and cool											
d	I can do something well and still be critical of myself											
e	There are so many things to consider it can be hard to finalise something											

SET 8		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	I don't usually go for the easy option											
b	I like to have a lot of things on the go at any one time											
c	I like to think I am considerate											
d	I avoid people who are overly emotional											
e	I can see easily how something can be improved											

SET 9		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	I rarely talk about my achievements or how much I have to put up with											
b	I find it difficult to talk about my strengths and usually focus on my weaknesses											
c	I enjoy difficult problems; I feel energised to find a solution											
d	I'd rather get on and do things than sit planning and talking about them											
e	Generally, I fit in more with what other people want from me											

SET 10		LEAST				MID			MOST			
		0	1	2	3	4	5	6	7	8	9	10
a	I often repeat myself because I think I've not been understood											
b	Generally, I get more done when up against it											
c	I like to discuss things with colleagues before I make a final decision											
d	I rarely get upset by people or situations											
e	Correcting people and mistakes comes very naturally to me											

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Scoring table

The scores for each statement and the total for each column will appear in the table below. The highest scoring will be your preferred 'Driver'.

For each driver there are 'likely stressors' which describe situations that will cause stress or pressure to people with those drivers.

'Stress behaviours' describe the typical behaviour that people are likely to exhibit when put under pressure for each of the drivers. Finally, the 'allowers' are approaches or attitudes that you can strive to adopt to help you cope with the situations that cause you to feel stressed. Taking these approaches will help to build your resilience.

QUESTION	BS BE STRONG		BP BE PERFECT		TH TRY HARD		HU HURRY UP		PP PLEASE PEOPLE	
1	a		b		c		d		e	
2	e		a		b		c		d	
3	a		b		c		d		e	
4	d		e		a		b		c	
5	c		d		e		a		b	
6	e		a		b		c		d	
7	c		d		e		a		b	
8	d		e		a		b		c	
9	a		b		c		d		e	
10	d		e		a		b		c	
TOTALS										

Links & References

1. Hay, J. (2009) *Transactional Analysis For Trainers*. Hertford, UK. Sherwood Publishing.

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TA drivers overview

QUESTION	BS BE STRONG	BP BE PERFECT	TH TRY HARD	HU HURRY UP	PP PLEASE PEOPLE
Overview	<p>With a primary Be Strong driver you may:</p> <ul style="list-style-type: none"> • Find it hard to talk about feelings • Find it hard to ask for help • Find it hard to admit to anything that might be seen as a weakness e.g. pain, fear, worries 	<p>With a primary Be Perfect driver you may:</p> <ul style="list-style-type: none"> • Set high standards for yourself and others • Be dissatisfied with work outputs even when it is OK • Want to get it right first time • Be picky 	<p>With a primary Try Hard driver you may:</p> <ul style="list-style-type: none"> • Give the impression you have a lot to do • Commit a lot of energy showing you are trying hard • Talk about how hard things are 	<p>With a primary Hurry Up driver you may:</p> <ul style="list-style-type: none"> • Be impatient • Rush to get to the next thing • Pressure others to 'get on with things' • Be thinking about the destination rather than enjoying the journey 	<p>With a primary Please People driver you may:</p> <ul style="list-style-type: none"> • Find conflict difficult • Enjoy helping people • Put up with things so as not to rock the boat • Find it hard to give feedback, upset others
Likely stressors	Fear of rejection by being seen to be vulnerable or needy. Regard any failure to cope as a weakness. Being forced to disclose what they feel	Danger of loss of control. Other's low standards or illogical behaviours. Overly concerned about being seen to be wrong. Failure to achieve goals	Being criticised for not caring or being irresponsible. Being accused of not trying. Perceiving 'irresponsibility' in others. Mundane and routine tasks	Stimulus dependent. Stressed by having time to think, silence and having nothing to do or being kept waiting	Stressed by being ignored or criticised. Fear of upsetting others. Will accept work from others, lose touch with own priorities. Attempt to read others minds
Stress behaviour	Tends to be withdrawn and withholding. Becomes quieter and quieter. Highly self-critical. May hide work. Colleagues may feel uncomfortable about lack of emotional response	Becomes more and more single minded and controlling. Sees only own point of view. Focused on goal whilst discounting others. May end up doing everything because do not trust others.	Tries even harder. Takes on even more but little is achieved. Promises made but outside 'forces' prevent fulfilment	As stress increases, even more frantic behaviour and possible feelings of despair. Rush from event to event, arriving late; leaving early. Make mistakes in haste	Become more and more emotional. Cannot respond to demands to be logical. Unable to say no. Increased urge to rescue everyone
Allowers	<ul style="list-style-type: none"> • It is OK to express feelings • It is OK to ask for help • It is OK to not know all the answers 	<ul style="list-style-type: none"> • Perfect only means good enough for the purpose • It is OK to make mistakes • It doesn't have to be perfect first time 	<ul style="list-style-type: none"> • I can relax and let things happen • I can do it! 	<ul style="list-style-type: none"> • It is OK to relax • It is OK to take time out to think 	<ul style="list-style-type: none"> • It is OK to say no • It is OK to say what I need