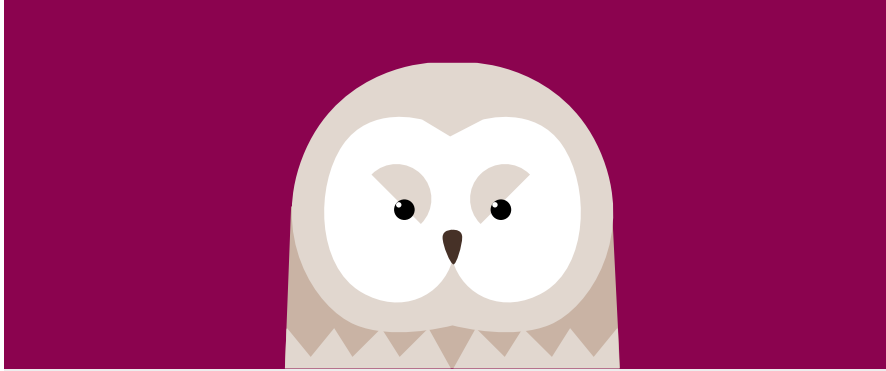


Barn Owl



You are a Barn Owl!

Around 2% of people are Barn Owls

Owls are symbols of intelligence, determination, and wisdom; qualities which can drive and guide people with Barn Owl preferences. Can be successful in a wide range of subjects and careers due to their desire to be excellent at things they commit to. Patient and methodical, Barn owls are great with complicated situations and working on things for a long time. They are natural planners who are careful with facts. Barn Owls are keen to conduct research and gain knowledge on subjects in detail, often becoming an expert in the things they learn.

Natural Roles:

- **Engineer** – Designs and builds things like machines, buildings, or systems.
- **Research and Development Specialist** – Finds new ideas and tests how they work.
- **Data Scientist** – Uses numbers and information to solve problems.
- **Urban Planner** – Designs towns and cities to make them better places to live.
- **Business or Technology Leader** – Makes big decisions and leads teams.

In 3 Words:

- Independent
- Determined
- Strategist

As Learners:

Thrive in a calm, serious, and creative environment where they can work independently and have plenty of time for self-directed research and reflection. Often intense and able to absorb theories and ideas then reimagine and invent new solutions. They can also enjoy working in competitive situations as it is a chance to demonstrate and share their competence and applied knowledge. Likely to struggle if they become bored of the topic or method of teaching, they like their teachers to be creative and competent.

To reduce Stress:

Forgive yourself for not always being able to reach your very high standards.

Barn Owls Working in Teams

Your natural strengths are likely to be:

- A good listener, can record and remember ideas offered by others
- Will suggest creative and new ideas, think about the whole project as well as the task ahead
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you
- Will be organised, create, and stick to a schedule and roles for everyone

Things to work on:

- Make sure you do contribute tactfully and speak up, especially in larger groups.
- Explain your most imaginative ideas clearly in steps so others can understand what you mean.
- Don't appear bossy, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't do everything yourself, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Barn Owls what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To share your feelings and be vulnerable, especially with people you're close to.
- To relax, be silly and enjoy the world around you as it is (not how you could make it better).
- To hide your annoyance at things or people you see as stupid.

Sea Turtle



You are a Sea Turtle!

Around 2% of people are Sea Turtles

Seaturtles have been credited with deep, magical qualities and can also be intense, calm, and imaginative. They tend to live in warm waters and care for their young. The head/shell is as unique as a human fingerprint, and they value their own and others uniqueness.

Patient Seaturtles are great with complicated situations, often using their imagination to solve problems. They are natural listeners but can also apply their skills to be very persuasive. They are interested in the idea behind what they're doing, especially how it affects people.

Natural Roles:

- **Policy Developer** – Helps create rules and plans to improve how things work.
- **Teacher** – Helps others learn and grow.
- **Psychologist** – Studies how people think and feel, and helps them with problems.
- **Social Worker** – Supports children and families who need help.
- **Sustainability Officer** – Works to protect the environment and use resources wisely.

In 3 Words:

- Conscientious
- Insightful
- Idealistic

As Learners:

Thrive when they can work independently in a calm, structured environment and share their creative ideas collaboratively in pairs or small groups. They are usually interested in making a positive impact in class and can focus on what needs to be done. If they're struggling, they won't generally ask for help, they'll hide away or lose interest in the topic or subject. Get back on track by working and researching alone, dive deep into a topic until you find a connection.

To reduce Stress:

Don't just live inside your head; talk to others, share your ideas.

Sea Turtles Working in Teams

Your natural strengths are likely to be:

- A good listener, can record and remember ideas offered by others
- Will suggest creative and new ideas, think about the whole project as well as the task ahead
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you
- Will be organised, create, and stick to a schedule and roles for everyone

Things to work on:

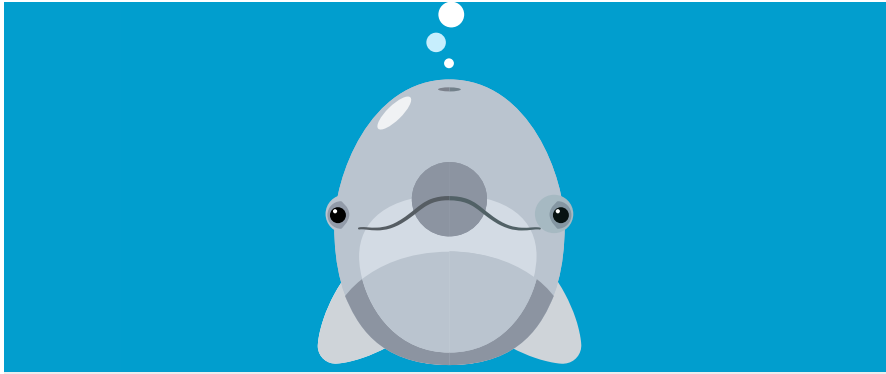
- Make sure you do contribute tactfully and speak up, especially in larger groups.
- Explain your most imaginative ideas clearly in steps so others can understand what you mean.
- Be flexible, sometimes the plan needs to change if the circumstances change.
- Don't do everything yourself, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Sea Turtles what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To talk to other people about your many thoughts and ideas.
- Not to take on other people's problems as yours to solve.
- To enjoy the real world in the present.
- To act decisively over the important things in life.

Dolphin



You are a Dolphin!

Around 4% of people are Dolphins

Many people say the Dolphin is their favourite animal. They are intelligent, warm, have great vision and charisma. Dolphins move fast to fit everything in, often enjoying busy and complicated social lives. Dolphins have bundles of energy. They are usually very popular, love a good party and spending quality time with family and friends. Dolphins are natural performers and enjoy trying out new things. They are enthusiastic and love being in charge. They are often imaginative and creative problem solvers, who focus on getting the job done. Emotionally, Dolphins are very warm. They are usually the ones deep in discussion, talking about their views and values, especially about people.

Natural Roles:

- **Teacher** – Helps others learn and grow.
- **Public Relations Officer** – Shares news and builds a good image for a group.
- **Community Development Officer** – Helps improve neighbourhoods.
- **Sustainability Advocate** – Encourages people to care for the planet.
- **Social Enterprise Leader** – Runs a business that helps people or the environment.

In 3 Words:

- Charismatic
- Compassionate
- Organised

As Learners:

Thrive in an organised environment with an atmosphere of warmth and collaboration. Empathetic communicators who naturally organise and involve people to complete tasks and projects efficiently. Popular and positive among their friends and often take on the role of coach. Learn well when discussion, group activities, projects and presentations are included. When struggling they may drift off topic and gossip or fear being unpopular. Get Dolphins back on track by giving them some additional responsibility, but not too much to cause stress or distract them from their studies.

To reduce Stress:

Try not to take on too much! Look after yourself before helping everyone else.

Dolphins Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- Will suggest creative and new ideas, and think about the whole project as well as the next steps
- Will work co-operatively, collaboratively to support and encourage other team members
- Will be organised, create, and stick to a schedule and roles for everyone

Things to work on:

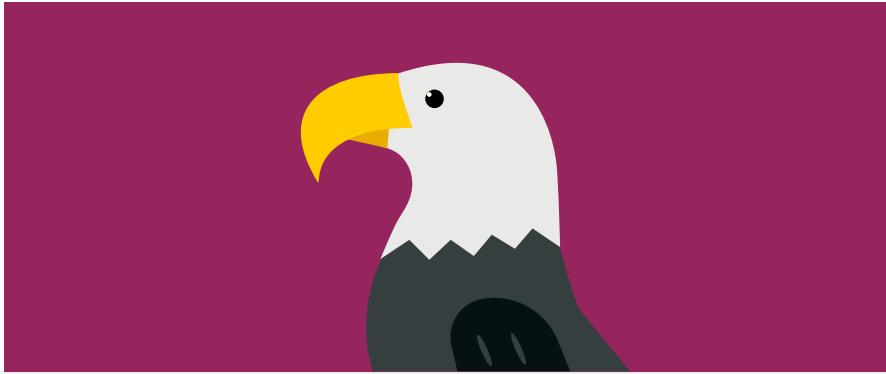
- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Explain your most imaginative ideas clearly in steps so others can understand what you mean.
- Don't get upset or sulky if people reject your ideas or approach.
- Don't do everything yourself, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Dolphins what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To let other people be in charge now and again.
- Not to take on other people's problems as yours to solve and have some difficult conversations when they are needed to clear the air.
- To relax and treat yourself.

Eagle



You are an Eagle!

Around 3% of people are Eagles.

Eagles are symbols of power, leadership, and strength, often soaring high to generate new ideas and ways to do things, plus a determination to make them happen. Eagles are natural entrepreneurs, using their creative problem-solving skills to take charge of situations and people easily. They like to focus on getting a task done to a high standard. They take great pride in their honesty and reliability and in return, prefer honest feedback to false compliments. They can appear confident and more mature than other people their age.

Natural Roles:

- **Executive Manager** – Leads a company or organisation.
- **Entrepreneur** – Starts and runs their own business.
- **Business Development Manager** – Helps businesses grow and succeed.
- **Policy Maker** – Helps create important rules and laws.
- **Project Leader** – Runs big projects and makes sure they succeed.

In 3 Words:

- Assertive
- Innovative
- Determined

As Learners:

Thrive when they can lead and express their competence in a competitive environment. They also need a fast pace, organised and logical sequence of tasks (they could check the teacher's Lesson Plan). When struggling they can be abrasive or lose interest. To get back on track provide clear challenges or a competition so they can shine. Also, work at a fast pace, as they are impatient with slow progress and procrastination.

To reduce Stress:

Only take charge of the things you are confident you can handle; you don't have to do everything.

Eagles Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- Will suggest creative and new ideas, and think about the whole project or task ahead
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you.
- Will be organised, create, and stick to a schedule and roles for everyone

Things to work on:

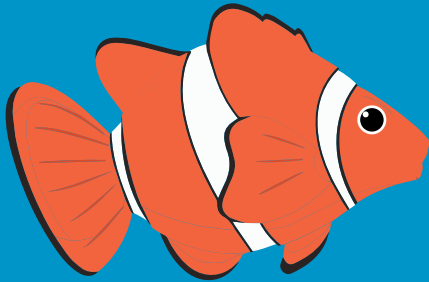
- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Explain your most imaginative ideas clearly in steps so others can understand what you mean.
- Don't be bossy, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't do everything yourself, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Eagles what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To be more patient and tolerant around people.
- To praise people when they deserve it.
- To relax and enjoy the present.
- To let others take charge once in a while.

Clownfish



You are a Clownfish!

Around 6% of people are Clownfish

Clownfish are energetic, creative, and busy fish. They often find new and clever ways of doing things, craving variety and action. They are often drawn to express themselves through drama, words, or art. They dislike being told what to do - they'd rather work things out for themselves. Clownfish are enthusiastic problem-solvers. They are always happy to improvise, strive to be different and develop a unique style. They are great at getting things done last minute. They like moving onto new things, as they are easily bored and distracted. They are often risk-takers who prefer original thinking rather than playing by the rules - this is when their persuasiveness comes in handy.

Natural Roles:

- **Marketing Specialist** - Helps promote products or ideas.
- **Social Entrepreneur** - Starts businesses that help people or the planet.
- **Public Relations Officer** - Shares news and builds a good image for a company.
- **Teacher** - Helps others learn and grow.
- **Sustainability Advocate** - Encourages people to care for the environment.

In 3 Words:

- Imaginative
- Perceptive
- Optimistic

As Learners:

Thrive when they bring their humour, spontaneity, energy, imagination, and performance skills into the classroom. If they are enthused by a topic, they're likely to get the whole class involved. When struggling they'll either be rebellious or disengage and become lost in their own imagination. Get back on track with creative projects, discussions and choice with clear stated deadlines.

To reduce Stress:

Choose some of your best ideas and see them through to completion.

Clownfish Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- Will suggest creative and new ideas, and think about the whole project or task ahead
- Will work co-operatively, collaboratively to support and encourage other team members
- You are flexible and willing to adapt and change plans if the situation requires it.

Things to work on:

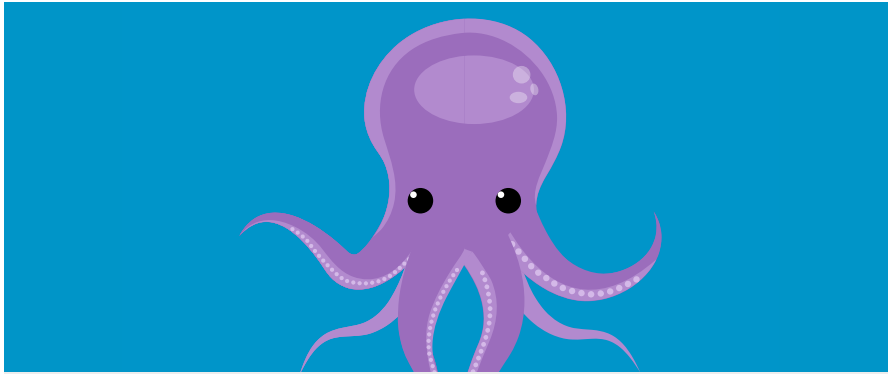
- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Explain your most imaginative ideas clearly in steps so others can understand what you mean.
- Don't get upset or sulky if people reject your ideas or approach.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Clownfish what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To discuss your dreams and ideas with trusted friends to help you choose the best options, then stick to them.
- To embrace the important details and routines, especially around your health and well-being.
- To step back and think before reacting emotionally.
- To worry less about impressing other people.

Octopus



You are an Octopus!

Around 2% of people are Octopuses.

Octopuses are considered clever, imaginative and playful creatures. They can be content spending time alone. They communicate or camouflage themselves using colour changes in their body. They swim backwards and if threatened many species release ink to confuse their attacker. Octopuses have evolved creative and unique adaptations to thrive. Do these qualities sound like you? You are also likely to be a natural and enthusiastic multi-tasker, often working on many things at once and love learning new skills. Also interested in the thinking behind an idea and looking at how things affect people, seeking connection and meaning in life. Mostly easy-going and good-natured, you are likely to see people as more important than rules and tend to have a few good friends. Most people with an octopus personality also possess strong inner values and beliefs that they like to live by - others see them as sensitive, complex, and deep.

Natural Roles:

- **Writer** – Creates stories, books, or articles.

- **Social Entrepreneur** – Builds businesses that solve problems in the world.
- **Environmental Advocate** – Speaks up for nature and the planet.
- **Mental Health Support Worker** – Helps people with their feelings and wellbeing.
- **Community Development Officer** – Works to improve local areas.

In 3 Words:

- Idealistic
- Curious
- Flexible

As Learners:

Thrive in a calm, flexible and collaborative environment. Patient with other students and complicated situations but not routine details. Enjoy contemplating what motivates people, often through creative writing. When struggling they'll retreat into imaginary inner worlds. To get back on track apply their strong inner values and imagination to support causes and people they believe in.

To reduce Stress:

Don't get completely absorbed inside your inner world, although your imagination is one of your strengths; do check in with reality via your friends now and again.

Octopuses Working in Teams

Your natural strengths are likely to be:

- A good listener, can record and remember ideas offered by others
- Will suggest creative and new ideas, and think about the whole project or task ahead
- Will work co-operatively, collaboratively to support and encourage other team members
- You are flexible and willing to adapt and change plans if the situation requires it.

Things to work on:

- Make sure you do contribute and speak up, especially in larger groups.
- Explain your most imaginative ideas clearly in steps so others can understand what you mean.
- Don't get upset or sulky if people reject your ideas or approach.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Octopuses what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To talk to other people about your thoughts and ideas.
- Not to own other people's problems as yours to solve.
- To live in the real world not just the ones inside your head.

Koala



You are a Koala!

Around 13% of people are Koalas

Koalas are popular and warm animals. They like the security and reliability of their eucalyptus trees and their families. They are loyal and caring to those around them. Koalas are patient with people and detail. As natural carers, they like to keep other people's values and strengths in mind yet protect their own beliefs. They usually spot relevant facts but rarely push their views forward unless asked. Koalas are naturally gentle, quiet, careful, and dependable. They often excel in detailed and precise tasks and can enjoy routine and structure. They prefer to watch what's going on and try things out to build confidence. Koalas are often talented in crafts, arts, music, or design. They respect tradition and authority and tend to get along with everyone because they are loving and reliable. They are sensitive to others' needs and go out of their way to support their friends.

Natural Roles:

- **Public Service Worker** – Helps people in the community, like working in a council or local service.

- **Project Manager** – Plans and organises tasks to make sure things get done properly.
- **Teacher** – Helps children and young people learn new things.
- **Community Development Officer** – Works to make neighbourhoods better places to live.

In 3 Words:

- Considerate
- Kind
- Determined

As Learners:

Thrive when they know what they're doing in a calm and supportive environment. Like structure, routine, and certainty. Like to practice over and over until they feel confident they understand the topic or concept. When struggling they feel anxious, hide away, and hope to be invisible. Get back on track by using your experience and thoroughness to break down impending decisions into small and manageable steps.

To reduce Stress:

Do ask for help and support when you need it. You are always there to help others; they will be happy to support you too.

Koalas Working in Teams

Your natural strengths are likely to be:

- A good listener, can record and remember ideas offered by others
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- Will work co-operatively, collaboratively to support and encourage other team members
- Will be organised, create, and stick to a schedule and roles for everyone

Things to work on:

- Make sure you do contribute and speak up, especially in larger groups.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't get upset if people reject your ideas or approach.
- Don't do everything yourself, seek help if you need it, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Koalas what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To step out of the shadows, share your ideas and speak up.
- To believe in yourself.
- To break the rules sometimes.

Panda



You are a Panda!

Around 13% of people are Pandas

The most sociable and cheerful of all the personality animals, Pandas like being with people in a positive and productive atmosphere. They like to know what's going on and what needs to be done for the common good. Pandas are natural communicators, able to act quickly and without a fuss. They usually know what's going on and enjoy bringing people together using a collegiate approach. They are also reliable, organised and provide stability, structure, and protection.

Natural Roles:

- **Healthcare Worker** – Helps people stay healthy and recover.
- **Teacher** – Helps children and young people learn.
- **Human Resources Officer** – Supports people at work.
- **Public Relations Officer** – Shares good news about a company or group.
- **Community Engagement Officer** – Works with people to improve local areas.

In 3 Words:

- Loyal
- Trustworthy
- Altruistic

As Learners:

Thrive in an organised environment with an atmosphere of warmth and collaboration. Great communicators who naturally organise and involve people to complete tasks and projects efficiently. Enjoy helping people by offering practical and enthusiastic support. Popular and positive among their friends and often take on the role of coach. When struggling they may drift off topic and gossip or fear being unpopular. Get Pandas back on track by giving them some additional responsibility, but not too much to cause stress or distract them from their studies.

To reduce Stress:

Try not to take on too much! Look after yourself before helping everyone else.

Pandas Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- Will work co-operatively, collaboratively to support and encourage other team members
- Will be organised, create, and stick to a schedule and roles for everyone

Things to work on:

- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't get upset if people reject your ideas or approach, it's not personal it's about the task.
- Don't do everything yourself, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Pandas/Teddys what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To say what is really on your mind.
- Not to own other people's problems as yours to solve and remember not all people can be trusted.
- To relax, leave your to do list, and treat yourself.

Lion



You are a Lion!

Around 7% of people are Lions

Lions are very sociable cats. They enjoy being with their families and friends and usually have an active social life. Lions are generous, friendly, and great communicators so they are good at knowing what's going on.

As natural performers, they like to join in with people and have bundles of enthusiasm, making them popular team members, their fun and zest for life can be contagious. They are usually the life and soul of a party - if there isn't a party, they'll create one! They view life as full of adventures and experiences to try out and enjoy, shunning routine and conflict, until they are exhausted and must rest

Natural Roles:

- **Event Planner** - Organises parties, shows, or special events.
- **Hospitality Worker** - Works in hotels, restaurants, or travel.
- **Entertainer** - Performs in front of people, like acting or singing.
- **Sales Representative** - Helps people choose and buy things.

- **Community Engagement Officer** - Connects with people to support local projects.

In 3 Words:

- Gregarious
- Friendly
- Flexible

As Learners:

Thrive when they can bring energy, fun and excitement to their studies. Enjoy active, snappy content, clear directions and examples, projects and a chance to perform. The fewer rules to follow the better for lion student and the adults around them. When struggling or bored they're likely to be benignly disruptive or disengage completely. Get back on track by working in lively groups, on projects and competitive but fun tasks.

To reduce Stress:

A bit more planning and your projects will be even more successful.

Lions Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- Will work co-operatively, collaboratively to support and encourage other team members
- You are flexible and willing to adapt and change plans if the situation requires it.

Things to work on:

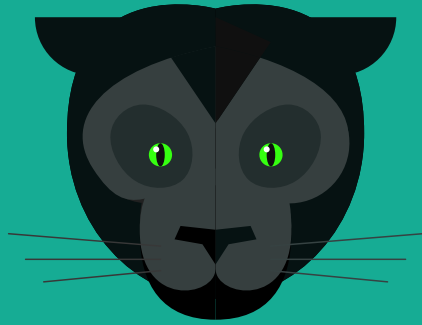
- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't get upset or disruptive if people reject your ideas or approach.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Lions what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To stay focused and complete the routine tasks.
- Not to take on other people's problems as yours to solve and to remember not all people can be trusted.
- Not to rush important decisions.

Panther



You are a Panther!

Around 7% of people are Panthers

The Panther is a confident, energetic explorer, testing its skills in the jungle. They can be fun to be around but can bite (usually with a funny comment!) if things get boring. On-the-spot problem-solvers that can act and communicate quickly, Panthers find it easy to adapt to change. Curious about the world around them and experiencing as much of it as possible, they are often the first to volunteer and take on a challenge. Resourceful and often fearless in their pursuit of interesting things to do. Panthers like to stand up for what they believe in even if others disagree-qualities which make them good at selling ideas and products to others. Likely to be risk-takers so need to learn to think through the consequences of their actions before jumping straight in. Enjoy freedom and adventure, which can result in clashes with authority.

Natural Roles:

- **Sales Representative** – Sells products or services to people.
- **Business Development Manager** – Helps businesses grow and find new customers.

- **Emergency Responder** – Helps people in urgent situations, like paramedics or firefighters.
- **Logistics Coordinator** – Plans how goods are delivered.
- **Technical Tradesperson** – Works with tools and machines, like a welder or technician.

In 3 Words:

- Spontaneous
- Adventurous
- Pragmatic

As Learners:

Panthers tend to thrive when their energy, fun and exuberance is allowed to flourish in education and in work. The fewer rules to follow the better for panther student and the adults around them. Enjoy active, snappy content, clear directions and examples, projects and a chance to perform. When struggling or bored they're likely to challenge authority and be disruptive or disengage completely. Get back on track by working in lively groups, on projects and competitive but fun tasks.

To reduce Stress:

A bit more planning and your projects will be even more successful.

Panthers Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you.
- You are flexible and willing to adapt and change plans if the situation requires it.

Things to work on:

- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't be bossy, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Panthers what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To calm down and be a bit boring and predictable sometimes.
- To learn the benefits of hard work and the rewards it can bring you.
- To be aware of the effect of your words and actions on others, they may not be as tough as you.

Tiger



You are a Tiger!

Around 6% of people are Tigers

Tigers are rare, determined, and strong. They can be confident and assertive explorers as they roam their environment. Tigers are natural on-the-spot problem-solvers who like to work quietly and steadily on many things at once. Tigers can look at situations and make decisions without getting upset. They always stand up for what they believe in, even if others don't agree. Tigers enjoy competitive games, are very individualistic and determined to do things their way. They do have feelings but don't like being fussed over. They crave privacy. Honest and realistic with great common sense and a love for life. Straight-talking - if someone doesn't make sense, they'll tell them so which can make them seem stubborn and strong-willed. Usually good fun to be with, but sometimes too honest with their opinions for their own good. At their best when they find a positive outlet for their energy and talents.

Natural Roles:

- **Engineer** – Builds and fixes machines or structures.
- **Mechanic** – Repairs cars, engines, or other machines.
- **Cybersecurity Specialist** – Protects computers and information from hackers.

- **Renewable Energy Technician** – Works with wind, solar, or other green energy.
- **Skilled Tradesperson** – Uses hands-on skills, like being a plumber or electrician.

In 3 Words:

- Adaptable
- Observant
- Independent

As Learners:

Thrive when they can observe, analyse, and practice in their own self-directed time and way. They like to perfect skills, a step at a time and become specialists. If struggling they can quickly disengage, especially with topics they find dull. They get back on track with time and space for independent work. They also need to be encouraged to do thorough research and apply effort to all topics. Specific praise works as a motivator, but generic undeserved praise will annoy the Tiger.

To reduce Stress:

- Finish the important tasks on time.
- Be kind and tolerant of people who think differently to you.
- Do seek advice now and again, even strong people ask for help sometimes.

Tigers Working in Teams

Your natural strengths are likely to be:

- Being a good listener, can record and remember ideas offered by others
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you.
- You are flexible and willing to adapt and change plans if the situation requires it.

Things to work on:

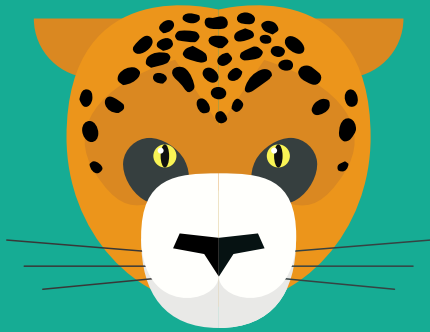
- Make sure you do contribute and speak up, especially in larger groups.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't become bossy or frustrated, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Tigers what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To be warmer and more tolerant when others need support from you.
- To be aware of the impact of your actions on others, they may not be as tough as you.
- To finish tasks properly.

Jaguar



You are a Jaguar!

Around 6% of people are Jaguars

Jaguars enjoy freedom and flexibility. Although warm and friendly they are also comfortable spending time alone, exploring the world around them. They are mostly quiet but possess a loud roar which sounds like wood being sawed when they want to be heard. Jaguars eat a wide variety of meat and hunt during night and day. Being adept at changing plans contributes to their success. People with Jaguar personalities tend to love the outdoors and see life as something to be packed with adventures and experiences to try out and enjoy. They enjoy living in the moment. Sometimes need encouraging to ask for help when they need it, rather than always trying to find their own solution. Often very close to their family and can feel nervous about leaving home. They are often loyal friends and are good at solving problems without making a fuss.

Natural Roles:

- **Designer** – Creates things like clothes, products, or spaces.
- **Environmental Conservationist** – Protects nature and wildlife.

- **Craftsperson** – Makes things by hand, like pottery or jewellery.
- **Healthcare Worker** – Helps people stay healthy and feel better.
- **Social Entrepreneur** – Starts a business that helps people or the planet.
- **In 3 Words:**
 - Considerate
 - Improviser
 - Calm

As Learners:

Thrive working away behind the scenes to get the job done whilst creating positive team atmosphere. Tend to like variety and action rather than concentrating on one repetitive thing for a long time. When struggling they fidget and find it hard to contain their frustration and boredom. To get back on track, take a break, go for a walk, or go to the library to do some research.

To reduce Stress:

Try finishing nearly as many projects as you start and don't take chances on the important things.

Jaguars Working in Teams

Your natural strengths are likely to be:

- A good listener, can record and remember ideas offered by others
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- You are flexible and willing to adapt and change plans if the situation requires it.
- Will work co-operatively, collaboratively to support and encourage other team members

Things to work on:

- Make sure you do contribute and speak up, especially in larger groups.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't be upset if people ignore your suggestions.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Jaguars what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To share more of yourself and your ideas.
- To take the lead when you are the best person for the task.
- Not to gamble with important decisions.

Polar Bear



You are a Polar Bear!

Around 6% of people are Polar Bears

Polar Bears are strong and determined. They are at the top of their food chain and like being in charge. Polar Bears happily spend long periods of time alone and they can enjoy their own company, especially when perfecting their skills in their hobbies or as part of their career. They will put in the effort required to be their best.

Polar Bears are fiercely loyal to those close to them. Their natural qualities include honesty, reliability, punctuality, drive, and a knack of always working to the highest possible standards.

Natural Roles:

- **Finance Officer** – Works with money and budgets.
- **Logistics Coordinator** – Plans how things are moved or delivered.
- **Project Manager** – Organises people and tasks to get things done.
- **Police Officer** – Keeps people safe and follows the law.
- **Government Administrator** – Helps run services and offices for the public.

In 3 Words:

- Responsible
- Trustworthy
- Strong

Able to work alone and concentrate for a long time until they finish a task.

Loyal to family and friends.

As Learners:

You like quiet for concentration and to practice and work things out on your own most of the time. You generally like to work at a steady pace until the work is done with a clear plan and timetable. You are prepared to work hard at things when you know what the benefits will be.

To reduce Stress:

Relax, treat yourself, you don't have to do everything yourself.

Don't be annoyed by people with lower standards than you.

Polar Bears Working in Teams

Your natural strengths are likely to be:

- A good listener, can record and remember ideas offered by others
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you.
- Will be organised, create, and stick to a schedule and roles for everyone

Things to work on:

- Make sure you do contribute and speak up, especially in larger groups, and do encourage everyone to contribute too.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't be bossy, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't do everything yourself, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Polar Bears what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To be more tactful and patient when others need support from you.
- To praise people when they deserve it.
- To relax, leave your to do list, and enjoy life.

Black Bear



You are a Black Bear!

Around 10% of people are Black Bears

Black Bears are symbols of strength and power, taking charge of situations so things get done. Black Bears are found in USA and are share the go-for-it attitude associated with Americans. Reliable and realistic, they love action, often focusing on outcomes and results. Black Bears are natural leaders and organisers, they are great at acting and communicating quickly, usually on-the-go and full of energy. They thrive when given targets, like routine and order, and take pride in their honesty and reliability. They prefer real and direct feedback but can sometimes need reminding that this approach isn't for everyone, learning to be more tactful and considering other people's feelings is a great balance to their determination to succeed.

Natural Roles:

- **Operations Manager** – Makes sure everything runs smoothly in a business.
- **Finance Officer** – Works with money and budgets.
- **Logistics Coordinator** – Plans how things are delivered or moved.

- **Government Administrator** – Helps run public services.
- **Business Strategist** – Plans how a company can succeed.

In 3 Words:

- Decisive
- Assertive
- Confident

As Learners:

Thrive when they can lead and express their competence in a competitive environment. They also need a fast pace, organised and logical sequence of tasks (they could check the teacher's Lesson Plan against stated objectives). When struggling they can be abrasive or lose interest. To get back on track provide clear challenges or a competition so they can shine. Also, work at a fast pace, as they are impatient with slow progress and procrastination. They will probably have a 5-year plan, when the learning supports it, they will be highly motivated.

To reduce Stress:

You don't have to do everything yourself, even though you could! Let others work things out for themselves now and again.

Black Bears Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- You can focus on the task at hand and suggest the steps needed to achieve the goals.
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you.
- Will be organised, create, and stick to a schedule and roles for everyone.

Things to work on:

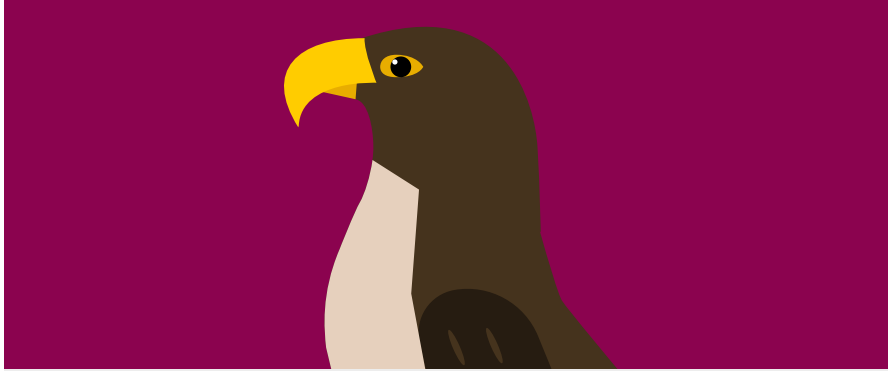
- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Consider all ideas fully, don't dismiss before you understand what is being suggested.
- Don't be bossy, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't do everything yourself, teams work better when everyone contributes.

What each animal needs to learn?

We asked older Black Bears what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To connect with people.
- To praise people when they deserve it.
- To relax, you don't have to do everything.
- To let other people be in charge now and again.

Falcon



You are a Falcon!

Around 3% of people are Falcons

Falcons are the fastest animals, flying up to speeds of 33 metres per second. They move with dizzying speed from idea to idea and task to task. Falcons are energetic, visionary, direct, flexible, and generally keen to share their thoughts. Falcons are alert, outspoken and always interesting company, they find it very easy to communicate, making them natural negotiators. They are engaging and exhausting company. They like pushing boundaries and negotiating changes in the rules. Imaginative and creative, they strive to be different creating their own unique sense of style. Falcons are usually accident-prone risk-takers. They enjoy variety and action and tend to leave things until the last minute. Tend to ask 'Why?'

Natural Roles:

- **Startup Founder** – Starts new and exciting businesses.
- **Business Development Manager** – Helps companies grow.
- **Technology Innovator** – Creates new tech ideas and inventions.
- **Consultant** – Gives expert advice to businesses.
- **Policy Maker** – Helps decide on rules and laws.

In 3 Words:

- Outspoken
- Enterprising
- Performer

As Learners:

Falcons tend to thrive when their energy, fun and imagination is allowed to flourish in education and in work. The fewer rules to follow the better for falcon student and the adults around them. When struggling or bored they're likely to challenge authority and be disruptive or disengage completely. Get back on track by working in lively groups, on projects and competitive but fun tasks.

To reduce Stress:

A bit more planning and your projects will be even more successful. Their outward confidence can hide inner self-doubt and an urge to make a meaningful impact so don't try and be tough all the time.

Falcons Working in Teams

Your natural strengths are likely to be:

- You will ask questions, share your ideas, and speak up.
- Will suggest creative and new ideas, and think about the whole project or task ahead
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you.
- You are flexible and willing to adapt and change plans if the situation requires it.

Things to work on:

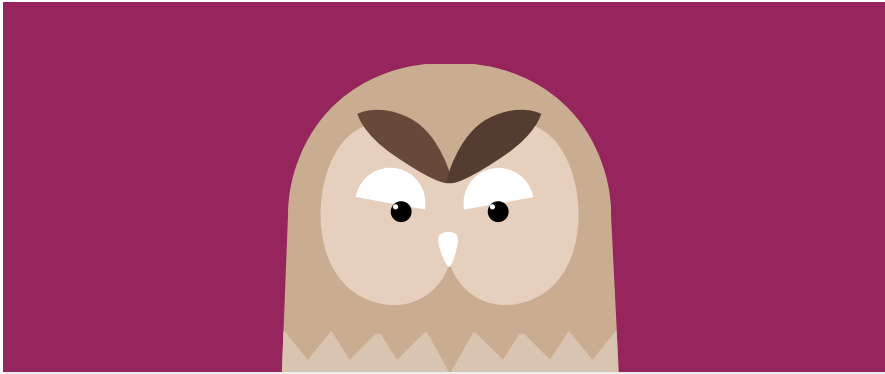
- Don't interrupt others before they've finished. Encourage everyone to contribute.
- Explain your most imaginative ideas clearly in steps so others can understand what you mean, don't be just funny or provocative, show you are serious about the task.
- Don't be bossy, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Falcons what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To calm down and be a bit boring and predictable sometimes.
- To become excellent at something and stick with it, don't be a 'jack of all trades, master of none'.
- To be aware of the effect of your actions on yourself and others.

Tawny Owl



You are a Tawny Owl!

Around 2% of people are Tawny Owls

Tawny Owls are symbols of intelligence and wisdom. They fly silently in the night, and are often careful and quiet, speaking only when they have something interesting or useful to say. Being natural inventors, Tawny owls love to learn new skills and try out new things. They enjoy solving problems and using their imagination. Tawny owls pay attention to detail and are great at analysing and approaching things in a logical and quirky way. They can enjoy competitive games and prefer to do things their way. Often question authority and challenge their parents. Enjoy testing theories and ideas as independent, quiet, and flexible deep thinkers. Can be very self-critical so be careful when providing them with feedback.

Natural Roles:

- **Data Scientist** – Solves problems using numbers and computer data.
- **Research and Development Specialist** – Tests new ideas and inventions.
- **Software Engineer** – Writes computer programs and apps.

- **Cybersecurity Specialist** – Keeps computer systems safe.
- **Academic** – Teaches and studies at a university.

In 3 Words:

- Analytical
- Ingenious
- Deep

As Learners:

Thrive when they can observe, analyse, and practice in their own self-directed time and way. They like to perfect skills and apply their active imaginations to become specialists. If struggling they can quickly disengage, especially with topics they find dull. They get back on track with time and space for independent work. They also need to be encouraged to do thorough research and apply effort to all topics. Specific praise works as a motivator, but generic undeserved praise will annoy the Tawny Owl.

To reduce Stress:

If you're not sure what people are thinking - ask.

Tawny Owls Working in Teams

Your natural strengths are likely to be:

- A good listener, can record and remember ideas offered by others
- Will suggest creative and new ideas, and think about the whole project or task ahead
- You will welcome ideas from others that improve your group's chances of success. You won't get upset if someone has a better idea than you.
- You are flexible and willing to adapt and change plans if the situation requires it.

Things to work on:

- Make sure you do contribute and speak up, especially in larger groups.
- Explain your most imaginative ideas clearly in practical steps so others can understand what you mean.
- Don't be bossy, others can be more sensitive to criticism than you. Remember to criticise the idea not the person.
- Don't rely on always 'winging' or 'blagging' it. A plan can be a useful guide for the whole team.

What each animal needs to learn?

We asked older Tawny Owls what advice they'd send back to their teenage self to make sure they were happy and successful. Do you think their advice can help you?

- To speak with kindness and connect with people.
- To enjoy the real world as much as the ideas inside your head.
- To hide your irritation at things or people you see as stupid.