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## **The use of drivers From TA the best descriptions that I have some across**

The concept of drivers comes from **Trans-Actual Analysis** based on the original work by **Taibi Kahler**.

These are subconscious attempts by us to behave in ways that will gain us the recognition we need from others. Drivers have simple names that are descriptive of their characteristics.

There are five working styles; descriptions of each are shown below.

**Hurry Up:** People with hurry up characteristics work quickly to get a lot done. Their major strength is they get a lot done and respond well to short deadlines. The saying if you want something done give it to a busy person was probably invented for them. Sometimes in haste, they can make mistakes. The ability to think fast may mean they are seen as impatient. Appointments get planned too close together. A typical event for a hurry up is the time we approach a door that opens towards us, while we are carrying two cups of coffee the hurry up then juggles the cups to open the door. Another example is when cutting a piece of wood it ends up too short because the measurement wasn't checked carefully enough.

**Be Perfect:** Be perfects are on a quest for perfection. Their major strength is their reputation for perfection, no errors everything must be exactly right first time. They are well organised and always check the facts carefully and prepare carefully. Written work will look good and well presented; they plan well to overcome potential problems. Unfortunately, they cannot be relied upon to produce work on time because they need to check work so carefully they are likely to misjudge the level of detail required as they include too much detail for perfection's sake. Be perfects are poor delegators. The be perfect carries the coffee on a tray and the really be perfect has a napkin on the tray to mop up any spill. They never saw the wood without checking the measurements a number of times using different tape measures to allow for any inconsistency.

**Try Hard:** The try hard working style is all about the effort put into the task so they tackle things enthusiastically. People value the motivation try hard have when getting things off the ground. Managers especially appreciate the way try hard volunteer to take on new tasks. However, they may be more committed to trying hard rather than succeeding. Given a project, they may identify a whole series of ramifications and implications that should be taken into account. They may fail to finish a

task because they spread themselves too thinly. They may also miss deadlines. Try hard not to forget to collect coffee because something more interesting occurs on the way. Alternatively, they stop to oil the door when they hear it squeaking, so the coffee gets cold. They change their mind about what wood to use and may have several half built items on the workbench or they decide to redesign the workbench or the saw.

**Be Strong:** Be strong, people stay calm under pressure, because they are so good at coping with stressful situations they are good to have around in a crisis. They are the ones who keep thinking logically when others may be panicking. Their strong sense of duty ensures that they are seen as steady reliable workers even with unpleasant tasks. One problem with the style is that they hate admitting weaknesses and will regard any failure to cope as a weakness. They also get overloaded rather than ask others for help. Colleagues may feel uncomfortable with the lack of emotional responses from be strong. Be strong are very matter of fact about having coffee. They get the coffee when they are thirsty. They carry one cup because they get it for themselves only and this means that opening the door is not a problem. Be strong never have problems and they specialise in coping with anything, if the saw breaks and cuts them they apply a tourniquet before driving themselves to the hospital.

**Please People:** Please people types are good team members. They enjoy being with other people and show a genuine interest in them. Their aim is to please other people without asking so they work out what they would like and then provide it. They use intuition and study body language and other signals that others may overlook. They encourage harmony within a group and work at drawing the team closer together. Unfortunately, this style has drawbacks because please people avoid upsetting people in any way. They may be cautious and worry about gaining everyone's approval. When expressing their own opinions please people use qualifying words so as not to upset anyone. Please people fetch coffee for other people frequently and they open doors for others and they want you to know that they approve of the way you sawed the wood.