

Chameleon — Connection

Strengths: Chameleons are very people-oriented and are also spontaneous and persuasive. They like to feel accepted and supported by their friends and family, and are strong group participants. They are also very observant, and can be enthusiastic participants. Chameleons can laugh at themselves, and don't need to be in the spotlight, although they like to be acknowledged.

Extra adjectives: Enthusiastic Gregarious, Persuasive, Impulsive, Observant

When Stressed: Chameleons will either disappear or withdraw or look for ways to get support from the people in their life.

Things to Work On: Learn to put your needs first, and learn to say no. You are not responsible for the happiness of everyone around you.

Look for a college environment that emphasizes collaboration rather than competition. You will thrive in an experiential or hands-on learning environment, one where you can have interactions with professors and other students. At a large school, you will need to find ways to connect by joining clubs, Greek life or intramurals to find your social support.

Chameleons thrive in careers where they can use their strong communication and interpersonal skills. They can be strong writers, speakers, consultants and interviewers. They are good at motivating people to take action, and are creative in their use of media and other avenues to reach out to others.

Turtle — Comfort

Strengths: Turtles are team players who are focused on feeling comfortable and making others comfortable as well. They are good listeners who are dependable and steady. Turtles are very good at breaking down complicated tasks into smaller tasks that can be done in a methodical manner.

Extra adjectives: Patient, Loyal, Stable, Team player, Relaxed

When Stressed: Turtles react by either retreating into the safety of their shell or snapping at anyone who tries to help. Turtles will often judge themselves and their efforts more negatively than necessary. They have a hard time opening up and telling people what they think. Turtles can also be conflict-averse.

Things to Work On: Find friends you can open up to, who will encourage you to take small risks, and to challenge and extend yourself. Turtles need to work on prioritizing assignments, and going with the flow with unexpected changes.

Turtles are welcome everywhere because they create their comfort, and enjoy traveling. They are able to work diligently to complete assignments, and don't need a lot of recognition for their efforts. Turtles thrive in an environment where the rules and expectations are clearly expressed.

Turtles thrive in careers that require good listening skills and the ability to advocate and counsel others. They work well in positions where they can make others feel comfortable, and also teach others new skills or encourage them to achieve their goals.

Eagle — Control

Strengths: Eagles look at the big picture, but are also able to focus in on the details of situations (task-oriented). Eagles are analytical thinkers who like to weigh the pros and cons of a situation and think ahead to possible consequences of actions. They are organizers and fixers, who like to approach problems systematically. Eagles are strong team members and are organized and problem solvers.

When Stressed: Eagles can be perfectionists who can't delegate to others. They can worry about things that are unlikely to happen (borrow trouble). They can be somewhat sensitive to criticism.

Things to Work On: Try not to take criticism personally. When you think that you can solve someone else's problem, try not to interfere. You may be somewhat risk-averse, taking time to analyze every detail before making a decision. Learning to let go and delegate to others will be a challenge.

Look for a college environment that emphasizes research and analytical strengths. A college that emphasizes creativity over the fundamentals may not be the best fit. A college with a core curriculum or one with distribution requirements will provide you with structure that will help you feel grounded.

Eagles thrive in careers that make use of their abilities to observe, analyze decisions and evaluate data. They are excellent editors, researchers and problem solvers. Budgeting, accounting and overall management are among the skills Eagles have.

Lion — Competition

Strengths: Lions like to lead, even if it means questioning authority to do so. They like a challenge, and are good at making quick decisions. They delegate well in groups and like to be in charge, although they are benevolent leaders and can be laid back when things are going their way. They like to make their mark in some positive way, by making the world a better place, and are decisive and have a direct communication style.

Extra Adjectives: Daring/Adventurous, Competitive, Decisive, Direct, Leader

When Stressed: Lions will roar when they feel challenged and scare other people with their reactions. They hate feeling meaningless and unimportant. They can go off in the wrong direction on a bet, and can be very stubborn if they are proved to be wrong.

Things to Work On: Appreciate the contributions of others. Lions also need to slow down and learn to express the reasons for their decisions so that they can elicit cooperation from others.

Lions should look for colleges that will give them plenty of opportunities to be challenged, and also to excel as a leader. Sometimes this will mean being a big fish in a small pond, or leading clubs or organizations on a larger campus where you can show your strengths.

Lions thrive in careers where they can take an active role in decision-making and plan policy decisions. They are good supervisors, and can mediate and negotiate with ease. They are also able to initiate new projects and delegate tasks to get the job done..