

WHICH BIRD ARE YOU?

*Understand Yourself
Your Child
Your Student*



Take Flight Learning

KIDS PROFILE



Serena Dovefeather

May 12, 2021

About this report

Welcome Serena!

Serena, this is a chance to learn about yourself! That's right. This report was created just for you. Inside its pages, you will discover how special and unique you are. Your bird style is your superpower and we are going to help you be the best that you can be.

For Serena's parents, you will gain a deeper understanding into what makes Serena tick. Take the time to reflect on who you are and consider whether you are honoring who Serena is or are trying to turn Serena into a copy of you. Do you recognize and celebrate Serena's strengths instead of harping on fixing what you perceive to be weaknesses? Here's your chance to help Serena soar!

For Serena's teachers and coaches, do you teach all of your students in the same way or do you consider each student's unique needs? In this report, you will discover exactly what Serena needs from you to thrive.

For adults who are familiar with the DISC styles, you may already know that they parallel the elements in China, the humors by Hippocrates, the elements by Aristotle, and the directions and animals in the medicine wheel by the Native Americans. In this report, the styles are represented by four birds. Of course, they all have strengths and challenges. But one thing is certain, they help to make up who we are, and they enable each of us to lead happy and productive lives.

So Serena, it's time to take flight and discover who you are!

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Hey! Who are you?

Serena, this is a chance to learn about yourself.

That's right. This report was created just for **YOU!**

A **big** part of who you are is what we call your **bird style**. Knowing your bird style is a **superpower** that can help you live your best life, be your best self, and build the best relationships.

Here are some very important things to remember:

- ✓ You are **perfect** just as you are.
- ✓ There's no such thing as a **good** or **bad** style. Everyone, including you, has something unique and precious to offer the world.
- ✓ All birds have **strengths** and **challenges**.
- ✓ We can be a combination of different birds at different times.

Now, you might be wondering, how do I know my bird style? And, how can I figure out someone else's bird style?

We're glad you asked. Let's meet the birds.



Which bird are you?

There is a simple way to understand the different types of styles. All you need to remember are four birds: **Eagle, Parrot, Dove, and Owl.**

When you picture an **Eagle**, what do you see? Eagles are powerful birds who fly high in the sky above the forests, lakes, and rivers. They are at the top of the food chain! If they see something they want... WHOOSH! They dive down and get it.



Kids with the Eagle style are confident, determined, and competitive. They say what they think and do what they want. They take charge and take action. They make quick decisions and aren't afraid of risks. They love to win and hate to lose.

Next, imagine a **Parrot** in the trees of the jungle with all their bird friends. Can you hear the noisy Parrot cawing out loud? Do you see the bright, colorful feathers that attract everyone's attention? Can you picture all the fun that Parrot has flapping around with other birds?



Kids with the Parrot style are enthusiastic, smiley, and social. They love to talk, laugh, and joke around with friends. They try new things and come up with wild ideas. To be a Parrot is to be the life of the party—and a bit of a mischief maker!

Now it's time to picture a white **Dove** on a shady, quiet tree branch. The Dove coos softly and kindly with a few other birds. The Dove would never hurt anyone. The Dove is there to support other birds and keep them out of trouble.

Kids with the Dove style are thoughtful, helpful, and caring. They love to do nice things for others. They think about how others feel and always try to help them. Doves have big hearts and can be counted on to be warm and friendly.



Last, picture an **Owl** perched in a nest with wide-open eyes. The Owl notices every little detail of the forest—every color, every animal, every gust of wind. The forest is fascinating and fills the Owl with curiosity and questions. The Owl wants to know everything!



Kids with the Owl style are precise, analytical, and careful. They have a reason for everything they do and say. They are organized and consistent. They like to plan ahead and learn everything they can before making decisions.

Introduction

Report for Serena Dovefeather

Motto:
I got this!



EAGLE



Confident



Daring



Takes charge



Independent



Competitive



Fast-paced

Focuses on: Getting things done

Listens for: What's the point?

Looks for: Action

Takes Risks: You bet!

Likes: Adventure

Best reward: Trophies

Talking Style: Speaks up

Helps others to: Get moving



Dislikes



Losing

Too many rules

Lack of power

Motto:
We can do it!



PARROT



Outgoing



Optimistic



Energetic



Talkative



Creative



Social

Focuses on: Being positive

Listens for: Something to share

Looks for: Fun

Takes Risks: You bet!

Likes: Lots of friends

Best reward: Cheers and confetti

Talking Style: Tells stories

Helps others to: Get motivated



Dislikes



Negativity

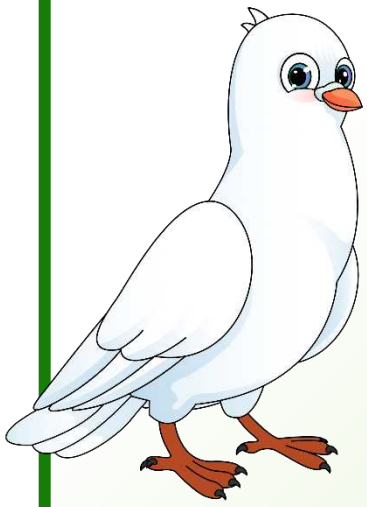
Details

Boring routines



Introduction

Report for Serena Dovefeather



DOVE

Motto:
Let's help each other!



Supportive



Patient



Friendly



Good listener



Caring



Team player

Focuses on: Bringing harmony
Listens for: How you feel
Looks for: Kindness
Takes Risks: I'll help you do this
Likes: Helping people
Best reward: Sincere thanks
Talking Style: Polite
Helps others to: Cooperate

Dislikes



Conflict
Insensitivity
Sudden change



OWL

Motto:
Be smart about it!



Detailed



Logical



Polite



Deep thinker



Organized



Questioning

Focuses on: The fine details
Listens for: Does it make sense?
Looks for: Accuracy
Takes Risks: Calculated ones
Likes: Feeling smart
Best reward: Success
Talking Style: Thoughtful
Helps others to: Do better

Dislikes



Disorganization
Inaccuracy
Being rushed



EAGLES



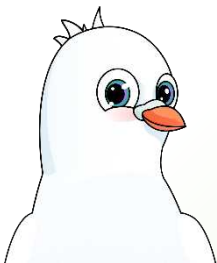
In the wild, Eagles are wired for the big picture and often claim a territory that spans a great distance. They're in charge! They're all about certainty, authority, and confidence. Without hesitation, Eagles can dive out of the sky and seize their prey in mid-flight. Eagles are so driven to achieve their goal, once their talons have locked onto their catch, they will not let go. That's commitment! Eagles are designed for vision, power, and results.

PARROTS



Enter a forest filled with Parrots and you will immediately feel their energy. They are colorful, exciting, and talkative. They're social creatures that love to be where the action is ... so they can comment on it. Parrots are always moving and looking for fun and excitement. They are the ultimate multi-taskers who jump from one object to another, then back again to what originally caught their attention. Parrots are truly the life of the forest.

DOVES



Unlike Eagles who demand their space, Doves will nest with hundreds of other Doves nearby, sharing resources and creating a peaceful environment. Throughout history, Doves have been a well-known symbol of peace and love. Doves focus on the needs of those in their flock and when they find food, they are quite willing to call to their friends to share in the feast. As creatures of habit, Doves have been known to travel in groups of up to 4000 birds to return to their former nesting sites.

OWLS



With large, powerful eyes and a turn of the head, Owls can see 270 degrees around them and are equipped to take in every detail of their world. Owls can spot a mouse in near darkness and their directional hearing is so precise, they can adjust their path in mid-flight. The incredible accuracy of the Owl is clear in everything they do. Owls don't seek the spotlight. In fact, they work mostly at night and there are more than you might expect.

Strengths and Challenges

Every bird style has strengths and challenges. What strengths and challenges, from the chart below, do you see in yourself? Also ask your parents or teachers which of these they see in you.



Strength

Challenge



Confident
Takes charge
Independent
Competitive

Arrogant
Bossy
Rejects direction
Ruthless



Outgoing
Talkative
Creative
Fast-paced

Attention seeking
Poor listener
Impractical
Careless



Patient
Friendly
Good listener
Team player

Open-minded
Clingy
Doesn't speak up
Follower



Detailed
Questioning
Deep thinker
Organized

Picky
Suspicious
Critical
Inflexible

Your Results

Report for Serena Dovefeather

You ready for the lowdown?

You are a combination of EVERY bird!

We each have some Eagle, Parrot, Dove, and Owl in us—but we don't have equal parts of each style. You can be any combination of birds. You can have more of one bird style and less of another, but they will still be a part of you!

One way you can know which of your bird styles you show the most is by how tall they are. If a bird is taller than any other, that bird is the biggest part of you. If you have a bird that is shorter than any other, that bird is a part of you too, but it might not show up as much or as often.



EAGLE

- ONE BIRD = MOSTLY one style

Example: mostly Eagle

- You do a lot of Eagle-ish things
- Sometimes might do things like a Parrot, Dove or Owl



EAGLE/Parrot

- TWO BIRDS = A LOT of one style, and some of another style too

Example: A lot of Eagle and some Parrot

- Many Eagle behaviors, but also a lot of Parrot too
- Sometimes might do things like a Dove or Owl



EAGLE/Parrot/Owl

- THREE BIRDS = A LOT of one style, but some of two other styles too

Example: A lot of Eagle and some Parrot and Owl

- Many Eagle behaviors, but also a lot of Parrot and Owl too
- Sometimes might do things like a Dove

The time has come to reveal which birds you are. Ready?



Serena's bird style

Serena's style

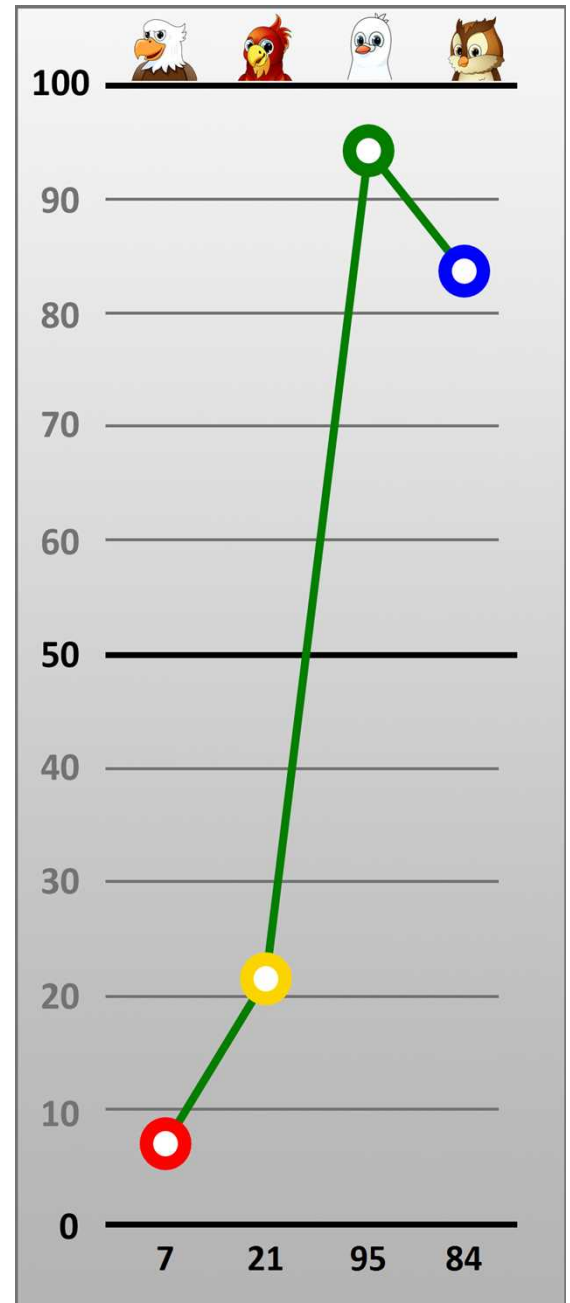


Notice how the graph to the right shows that you have some bird styles that are stronger than others. That's true for everyone. The higher the point on the graph, the more you show that bird style. The lower the point, the less often you show that style. Of course, you can be any bird at any time, but this graph shows the birds you are likely to be most of the time.

Serena's style description

The Dove style is thoughtful, helpful, and caring. You love to do nice things for others and probably think about how they feel. You always try to help when you can. Doves have big hearts and can be counted on to be warm and friendly.

The Owl style is precise, analytical, and careful. You have a thoughtful reason for everything you do and say. You are probably pretty organized and like to plan ahead. Owls want to learn everything they can before making decisions.



Serena's bird style

Serena, as a powerful blend of both Dove and Owl, you are a deep thinker with a sensitive heart. You have many questions about the world and have the patience to find answers. You're especially curious about both how people and things work. Why do people do the things they do? How does this gadget or machine operate? Your superpower is critical thinking—asking the deep and difficult questions before making decisions or forming your beliefs.

At home, you might be quieter than your family. They may talk and need to be doing things all day, but you're happy to sit quietly—maybe with a book, puzzles or games, an interesting hobby, or just your thoughts. It may frustrate your parents that you take your time doing things that they want done quickly. But if you're going to do something, you want to do it right!

In school, you are likely curious about many things! Science, technology, and math might be great because there are rules and steps to follow to get the right answers. However, when teachers ask you to be creative—to invent a story or draw something that isn't real—you might feel a little less comfortable. You may like thinking outside the box, but you also want to be sure you are doing it correctly. You might even want to ask your teachers lots of questions about what they expect: "How are they grading? When is the assignment due? Why are we learning this?" In big classroom discussions, you may feel hesitant to speak or ask questions. You prefer to plan what you'll say, but if the teacher moves too fast, there may not be time before the class has moved on to the next topic. Ugh.

In extracurricular activities—things like sports, arts, theater, school clubs, and volunteering—you like to think things through, practice and prepare. It's rewarding to study and prepare for what's coming with a specific way of doing things and a back-up plan, just in case. Once you've mastered the process, you'll feel more confident about doing the same things again, even when under pressure. Although you like being taught new things by your coaches, you don't like when they get impatient or rush you. You need time to think about how to do what is expected and make sure you can repeat the process successfully. You may find that individual or small-group activities work better for you than being on a big team and would rather interact with just a few people, not large, noisy groups.

Like all superpowers, critical thinking comes with some challenges. One of these challenges has a catchy name: "analysis paralysis." It means that sometimes you think SO hard about decisions that you can't decide and don't do anything. This can make it hard to finish schoolwork on time or to speak up when something is important. This can also be exhausting! You may spend so much time trying to make one decision that you have no energy left to get other things done.

A second challenge is related - letting things go. Sometimes, the people we love and respect don't treat us the way we want to be treated. They might tease us or make jokes we don't like or that seem hurtful. You may think a lot about why people do these things and feel sad and hurt. It might take a long, long time to let those hurt feelings go and to stop trying to figure out what went wrong. However, the sooner you can learn to let go, the sooner you can get back to enjoying life!

A third challenge for critical thinkers is worrying about the future. You're good at figuring out what could go wrong before you act, but that can make the world seem like a scary place. If you raise your hand to speak in class, will people like your question or make fun of you? If you invite a new friend over to play, will they say yes or no? Will they have fun? Worrying about all the possibilities of what can go wrong takes a lot of energy, and most of the time, the things we worry about won't even happen! Learn to balance those thoughts by thinking about all the things that can go right!

Serena, the beauty of being a critical thinker is seeing people, places, and situations as they really are and understanding all the possibilities of what could be. Other bird styles don't necessarily ask such deep questions or make the careful observations that you do. Throughout your life, people may be very curious to know what you think. Although it can be scary to share these thoughts, your perspective is a gift to other people. Let your superpower shine!



Bird style at school

One of the most challenging but rewarding parts of being a kid is going to school. For most of the year, you get to learn important skills in a place filled with EVERY type of bird. Your teachers, classmates, and friends all have different styles. That means that their habits, needs, strengths, and challenges could be different from yours.

When you're at school, how can you best share your superpowers and overcome challenges? What will help you get along with people, learn amazing things, and earn good grades?



Do:

- Speak up when someone doesn't treat you well. Rather than just getting upset, talk with them about what you need or want.
- Be willing to try new things even if others can't explain their ideas fully.
- Try to answer tough questions even if you're not 100% sure of the answer. Remember, not everything has only one right answer.
- Discuss who should do what and how on group projects. Those are group decisions!

Don't:

- Don't just talk with the same people each day. Consider getting to know some new friends!
- Don't be frustrated if you receive an assignment without many directions. Finding your own way is good practice!
- Don't wait for others to make suggestions or decisions. Share your ideas!
- Don't feel discouraged if teachers correct something you did. They want to help you improve!



Family and Friends

The people we love most don't necessarily share our bird styles. Your extended family and group of friends probably include many combinations of Eagles, Parrots, Doves, and Owls. That is awesome because every style has something special to offer! That is also hard because different styles can clash. They argue not because one person is wrong and the other is right, but because their styles lead them to see the same situations differently.

The key to getting along with your family and friends is to be aware of your bird style. Some of your tendencies can make relationships strong and rewarding. Some of your tendencies can cause conflicts and stress. These dos and don'ts will help you make the best of relationships.



Do:

- Respectfully and politely tell people when they are asking you to do something you don't want to do.
- Pay attention to how the people around you are feeling.
- Introduce yourself to new kids. You might just make a new friend!
- Organize your room, clothing, school stuff, and toys the way you like best. It's ok to have your special way of doing things.

Don't:

- Don't be bothered when other siblings are very talkative.
- Don't be upset when your parents change your weekly schedule. A new routine might be fun!
- Don't let others tell you what you like or dislike.
- Don't stay angry if other kids accidentally break something of yours or say something hurtful. Be willing to forgive them.



Sports and Activities

Your style travels with you everywhere you go, including to your favorite hobbies and activities. Whether your passion is sports, theater, singing, science, or volunteering, you will have to work with many different styles. Great teams and groups are almost *always* a diverse mix of birds! Every community needs Eagles, Parrots, Doves, and Owls to reach its potential.

By becoming aware of your style's strengths and weaknesses, you can help your team and community thrive. How, you ask?



Do:

- Sports and activities aren't just about developing new skills. Make sure you enjoy the game!
- While it's not always about winning, it can be fun to win! Try to master a skill that helps you and your team succeed.
- Listen to your coaches but respectfully ask them questions about what they're teaching and why if you don't understand.
- Practice your plays, skills, and lines until they stick! Being prepared will serve you well.

Don't:

- Don't get so caught up in projects that you forget to make time for your friends.
- Don't cling to what you practiced if it doesn't work! In sports especially, learn to adapt and be flexible.
- Don't be hard on yourself if it takes you a while to perfect a new skill.
- Don't judge others who aren't as proficient or thoughtful as you.



Information for You

Report for Serena Dovefeather

Serena, here is how you can interact with other bird styles

Do be kind and patient with Doves. They will be thankful for that and open up to you.

Do laugh, joke, and have fun with your Parrot friends. They love the attention!

Do ask your Owl friends tough questions. They love puzzles and challenges to think through.



Don't criticize Doves or yell at them. You are likely to hurt their feelings.

Don't boss Parrots around. They like having freedom and sharing their ideas too.

Don't force your Owl friends to make quick decisions about anything. They need time to think.

Do tell Eagles exactly what you think. They like to debate and don't care if you disagree.

Do invite Doves to speak one-on-one. They may be quiet in groups but really enjoy personal conversations.

Do give Owls details about what you want to do and why. They want to hear your reasoning!



Don't give impatient Eagles tons of options and ideas. Just pick your favorite one!

Don't force Doves to be in the spotlight! They don't like speaking in front of a big group.

Don't rush Owls to follow along with your crazy plans! They need time to think about them first.

Do tell Eagles how you feel and think. They aren't great at guessing other people's feelings.

Do give your Parrot friends time to share their stories and ideas. They like being heard.

Do invite Owl friends to play one-on-one or in small groups. They can be shy too!



Don't take it personally if Eagles get loud and bossy. Appreciate that they like to take charge.

Don't assume that Parrots remember birthdays, playdates, or homework. They can forget that stuff.

Don't force Owls to organize things or play the way you do. They can be a bit particular.

Do challenge your Eagle friends! They like a good argument, as long as you're quick about it.

Do let Parrots talk and share ideas! They think out loud, whereas you probably think quietly.

Do hang out with your Dove friends in small groups or one-on-one. They can be shy in big groups!



Don't be offended if Eagles stop listening or interrupt before you finish. They don't like details.

Don't attack Parrots' ideas! Be accepting and ask questions. Help them see what is missing.

Don't attack or criticize how your Dove friends feel. Try to understand them instead.



Action planning for Serena

What are some of your greatest strengths that make you special?

How might your challenges get in your way and what can you do to make sure your bird style helps you rather than hinders you?

What can you do that will help you build stronger relationships with friends or siblings?

What could you do that would help you get along better with your parents?

What would help you to be more successful in your favorite activities or sports?



Parenting the four styles

In this report, you learned about the Eagle, Parrot, Dove, and Owl styles. Now, it's time to discover how the power of the bird styles can help you raise Serena. To begin, notice how different the four styles can be, and how that might shape your approach to parenting.

Eagle children are likely to challenge your authority at home. They don't hesitate to argue with peers and adults. They can get into trouble at school for being too blunt or defiant. At the same time, they earn respect for standing in their superpower, taking risks, and striving for high achievement.



Parrot children are talkative and thrive in creative and social pursuits. They tend to enjoy spending time with large groups of friends and classmates. Remembering chores and homework may not come naturally for Parrots, who prefer to have fun and avoid the boring parts of life. Energetic, spontaneous, and unfiltered, Parrots can be as disruptive as they are entertaining.

Dove children are quite sensitive and may have cried easily as young children. Naturally shy and reserved, Doves might hesitate to meet new people, try new things, or let go of old habits. However, Doves tend to listen attentively, follow rules, and meet deadlines. Empathetic and giving, Doves support their friends through challenges and find joy in helping others flourish.



Owl children are the "Why?" kids. They ask lots of questions and move slowly but methodically through their chores and homework. They often get absorbed in solo activities like playing a video game, solving a puzzle, or honing a craft. They likely follow the rules, but ask you why the rules are necessary to begin with.

Because Eagles, Parrots, Doves, and Owls have innate differences, they respond best to different ways of parenting. The goal here is to discover how you can reinforce your child's strengths while building greater awareness of style-based challenges and differences.

Information for Your Parents/Guardians

Report for Serena Dovefeather

As you think about your child, you might be thinking about what type of adult they may become.

Below is a description of the four bird styles as adults.

Eagle tendencies include:

- Getting immediate results
- Causing action
- Accepting challenges
- Making quick decisions
- Questioning the status quo
- Solving problems

Eagles desire an environment that includes:

- Power and authority
- Prestige and challenge
- Direct answers
- Opportunity for advancement
- Freedom from controls
- Many new and varied activities

To be more effective, Eagles may need to:

- Communicate more respectfully under stress
- Consider all options before deciding
- Be aware of the emotional needs of others
- Verbalize reasons for conclusions
- Relax and slow down the pace
- Listen more effectively



Parrot tendencies include:

- Engaging and interacting with people
- Making a favorable impression
- Motivating and inspiring others
- Generating enthusiasm
- Viewing people and situations optimistically
- Participating in a group

Parrots desire an environment that includes:

- Popularity and social recognition
- Public recognition of accomplishments
- Freedom of expression
- Freedom from control and detail
- Opportunity to verbalize ideas
- Positive and upbeat work environment

To be more effective, Parrots may need to:

- Be more realistic in ideas and expected outcomes
- Complete one task before starting another
- Set priorities and deadlines
- Talk less and listen more
- Follow through on commitments
- Pay more attention to details



Owl tendencies include:

- Concentrating on important tasks
- Checking for accuracy
- Thinking analytically, weighing pros and cons
- Being diplomatic with people
- Analyzing performance quality
- Using a systematic approach to solve problems

Owls desire an environment that includes:

- Clearly defined performance expectations
- Valuing quality and accuracy
- Control over factors that affect performance
- Opportunity to ask “why” questions
- A framework to work within
- Time to perform up to their high standards

To be more effective, Owls may need to:

- Consider the intent of rules and guidelines
- Tolerate ambiguity
- Develop tolerance for conflict
- Delegate important tasks
- Exhibit enthusiasm and excitement for success
- Make decisions without all of the information



Dove tendencies include:

- Desiring to help others
- Showing loyalty
- Listening with empathy
- Demonstrating patience
- Mediating conflict
- Performing in a consistent, predictable manner

Doves desire an environment that includes:

- Maintenance of the status quo
- Predictable routines
- Calm working conditions
- Sincere appreciation
- Identification with a group
- Minimal conflict

To be more effective, Doves may need to:

- Validate their own self-worth
- Set limits with others
- State needs during times of change
- Be more assertive
- Step out of their comfort zone and try new things
- Accept that conflict may lead to a better solution



Parenting Serena: Overview

In the pages that follow, you will learn about the nuances of Serena's bird style. The following bullets offer a high-level overview of Serena's style that will get you started.



Parenting:

- Serena probably finds comfort in habits, traditions, and consistency. Moments of intense change might be difficult for Serena, even when they lead to good outcomes.
- Serena likes to have a plan for everything! Knowing what to expect provides comfort.
- Serena appreciates privacy and companionship. Serena has probably developed one or two close friendships, preferring tight relationships to a broad but shallow social network.
- Serena likely shows perfectionist tendencies. Serena may invest an extraordinary amount of time into preparing for tests, refining school projects, or practicing sports techniques.
- Serena is likely uncomfortable with pressure and hasty decisions. Serena needs time to think through words, actions, and choices methodically.
- Serena likely struggles with critical feedback. Because Serena internalizes criticism, it may impact Serena's self-esteem.
- Serena might struggle to forgive people who cause hurt feelings. Although Serena may hide it, grudges can be held for a long time.
- Serena likely enjoys spending time alone. However, Serena may appreciate friends who are willing to collaborate on challenging puzzles, games, and problems that Serena cares about.



Parenting tips for Serena

In families, bird style differences can be a source of great joy, but also of tension and conflict. Although your children may share your genes, that doesn't mean they share your style. You might want your child to be more gentle, assertive, social, organized, etc., but that might be unnatural for their style.

If we try to force our Eagle, Parrot, Dove, or Owl ways on a child with a different bird style, we inadvertently send the message that who they are is not okay. This can lead to anxiety, conflict, and low self-esteem.



Rather than treat our children the way we would want to be treated, we must strive to parent our children in the way they need to be parented. Remember, it is VERY LIKELY that if you have more than one child, you'll have all different birds in your nest! Pay attention to what each of your kiddos needs as an individual. Try to understand all the birds in your family and what each one might specifically need from you. The following pointers about your child's style can help you accentuate their strengths and manage their challenges.



Parenting Tips:

- Conflict, anger, and emotions probably make Serena uncomfortable. When working through conflicts with Serena, make logical arguments and evidence to make your point.
- Serena probably takes comfort in routines and familiarity. Rather than surprise Serena, give a heads up before you change a family routine or alter Serena's schedule.
- Solving problems and improving things is motivating to Serena. Give Serena the time and space to work uninterrupted on those challenges.
- Serena is likely to follow your rules and do chores without protest. Don't let other children pass their chores on Serena, who might do them just to avoid seeing you get upset.
- Serena likes having control over routines, possessions, and personal spaces. If that control begins to infringe on another family member's freedoms, explain the situation and discuss some alternatives.
- Serena wants everything to be correct and done perfectly, whether the task is eating a meal or doing homework. When haste matters, Serena is able to speed up if you explain why.



Serena's relationship habits

As our children mature, their relationships grow beyond our sphere of influence and observation. We, of course, try to model and nurture habits that will help our children become good friends, good students, good workers, and good citizens. However, our children's styles will shape their relationships in ways that go beyond our control.

The habits of communication, collaboration, and decision making that your child develops now can shape how they navigate relationships as teenagers, young adults, and perhaps even as parents. Below, you'll find some of the interpersonal strengths and weaknesses associated with your child's bird style. Awareness of these can help you guide your child through the joys and challenges of dealing with people.



Relationship Habits:

- Serena tends to hold grudges for a long time. Something said years ago may upset Serena today.
- Serena usually connects easily with peers who share the same interests and hobbies but may struggle to connect closely with dissimilar people.
- Serena prefers quiet, steady friendships over loud and boisterous ones.
- Serena will use qualifying words (e.g., maybe or perhaps) to minimize the risk of disagreement or conflict.
- Serena tends to be conflict-averse and may bottle up negative emotions rather than risk a conflict or disagreement.
- Serena probably enjoys having deep, intense conversations with friends but doesn't always have patience for small talk.



Keeping Serena safe

Of all the responsibilities we bear as parents, none is more important than looking after the safety, health, and well-being of our children. No matter how attentive we are though, our kids eventually suffer physical injury and emotional pain. And at some point, our children may cause others to feel pain, by intention or by accident. Sadly, these are unavoidable parts of life.

Awareness of your child's style can help you anticipate some of the ways your children may endanger their own safety or that of others.



Safety:

- Serena may be targeted by bullies who figure out how to push Serena's buttons.
- Serena is liable to see things as far worse than they actually are and may assume the worst in unknown situations.
- Serena can be easily overwhelmed and run over by more expressive styles. Be sure many opportunities are given to think about and express concerns or questions.
- Serena may be afraid to push hard in sports or extracurriculars for fear of failure.
- When Serena is in dangerous situations, Serena may struggle to act quickly and decisively, trying to determine the least-risky response.
- Serena may try to talk friends out of making rash or poor decisions.



Action planning for Serena's parents

What parenting behaviors do you currently display that demonstrate you understand Serena's style-driven needs?

As a parent, what do you need to start doing so that you honor Serena's unique style?

What do you need to stop doing, so you refrain from trying to turn Serena into someone else?

How can you help Serena build better relationships?

How can you parent Serena to help ensure safety and security?



Teaching to the four bird styles

In this report, you have learned about the Eagle, Parrot, Dove, and Owl bird styles. Now, it's time to examine style from the perspective of an educator or coach. How can you bring out the best in Serena by tapping into the power of style?

Every classroom presents a unique style dynamic. Some students work well together and others clash. Likewise, some students respond well to your natural style, and others might not. Different styles present different challenges.

Eagles, for instance, are inclined to challenge authority. They have nothing against you personally. They just seek power and therefore clash with whoever is in charge. They may test you to find out where the boundaries are. But if you can harness an Eagle's drive for achievement, you can bring out their best and temper more disruptive behaviors.

Parrots, on the other hand, love attention and will speak whether you've called upon them or not. They enjoy laughs from their peers and praise from you. And most of all, they want to have fun. By adding creativity, games, and collaboration into classroom activities, you might engage Parrots in rigorous learning without triggering their disdain for rote schoolwork.

Doves, often the quiet listeners and diligent notetakers, might seem easier to manage. Yet they may struggle in classes that demand out-loud participation or that subject students to high-pressure, timed tests. They're much more likely to participate in small groups or when they can speak with you one-on-one. They thrive when they feel understood and supported.

Owls want independence and time to solve interesting problems. But without specific directions and chances to ask questions, Owls might feel stressed and unmotivated. Owls also struggle in group projects, where they worry about losing control over the outcome. Part of teaching Owls is helping them find a balance between perfectionism and forward progress.

You can't control which bird styles fill your classroom. However, as you gain awareness of each student's style, your ability to motivate and manage the classroom will improve. How you feel during class and the way you execute lessons might change in significant ways.



Teaching Serena: Overview

Let's take a bigger-picture look at Serena's bird style.



Teaching:

- Serena tends to process thoughts individually. Serena won't raise a hand to speak without forming thoughts first and rehearsing how to express it.
- Serena is likely to be interrupted by other students. You may need to protect Serena's speaking time and coach Serena to be more assertive when others interrupt.
- Serena may have particular ways of taking notes, formatting essays, or organizing schoolwork. Be empathetic and patient when trying to change Serena's habits.
- Curiosity is probably a strong motivator in school. Serena may obsess over one or two subjects, but show less passion for others, and may not put in the same effort for all classes.
- Serena is likely to ask "Why?" and "What if?" questions and expect in-depth answers. This can be challenging when you need to make a basic point and move on in the lesson but will really help solidify understanding.
- Serena can be upset easily. Some students might respond well to teasing from their peers, but Serena probably will take it personally and feel hurt.
- Serena likely prefers to work alone and may not trust other students to work with the same attention and care for details. In groups, Serena may take on all the work as a result.
- Serena probably pays close attention to processes. Serena will feel most comfortable when there are concrete, repeatable steps for accomplishing an objective.



Teaching or coaching Serena

When you meet students on the first day of school or at the first practice, you size up their bird style automatically. You can tell who is loud and who is quiet, who causes trouble and who follows rules, who does their homework and who doesn't, who collaborates well and who bickers. Without even meaning to, you pick up on the Eagles, Parrots, Doves, and Owls. Of course, those students size you up too! Are you flexible or rigid? Do you grade easy or hard? Do you laugh at mischief or send kids to the principal's office?

Managing 20+ styles in one room is no easy feat. The more you know about each bird style and how they tend to interact, the better you can motivate students, anticipate their weaknesses, and create an effective learning environment. Below, you will find some tips for managing Serena's style.



Teaching and Coaching:

- Serena tends to work independently to maintain control over the process and output. For group assignments, plan to intervene if Serena tries to do all the work or tells others how they should go about it.
- Serena is likely to be more sensitive with self-esteem challenges than other styles in your class. Be generous with positive reinforcement and kind with critical feedback.
- Serena has lots of questions but formulates them slowly. When you ask the class for questions, be careful to not always pick the first hand raised. Give Serena and similar students a chance to think before responding.
- Serena tends to be quiet in class and follow the rules. Don't mistake silence for a lack of interest. Serena is more likely to engage with private homework assignments and projects.
- Serena probably prefers to listen rather than speak. If you give Serena enough time to internally rehearse answers to your questions, Serena is more likely to raise a hand.
- Serena tends to be uncomfortable with change, even something as simple as new seat assignments. Try to give Serena a heads up about changes rather than announcing them suddenly.



How Serena interacts with others

One of the most difficult parts of teaching and coaching kids is managing their relationships. Some kids bond tightly and work brilliantly together. Others clash. Some kids seem detached and isolated. Others reach out to those kids to make them feel welcome. With so many distinct styles in one room, there's potential for magic—and chaos.

Here, you can find some pointers on how Serena is likely to interact with other students.



Interacting with Others:

- In groups, Serena often resents being given too much work, but may struggle to say no to others.
- Serena doesn't want the spotlight and will gladly let others take the glory.
- Because Serena tends to be risk-averse and to expect the worst, Serena won't get pressured into doing risky or impulsive things.
- Serena tends not to engage in conflict but will argue a point with logic if a confrontation is unavoidable.
- Serena doesn't trust other kids to work at the same quality level. Serena tends to micromanage group projects.
- When Serena feels mistreated by others, Serena tends to get emotional or cry. It doesn't take much to initiate an emotional response.



Providing feedback to Serena

In school and extracurricular activities, students gain self-awareness and grow through feedback. That feedback can come in many forms—grades, marked-up essays, conversations, wins, and losses. The way students respond to feedback has a lot to do with their bird style. Eagles, Parrots, Doves, and Owls may make the same mistakes, but that doesn't mean they'll respond well to the same feedback.

Below, you'll find principles and strategies for giving constructive feedback to Serena. You'll also find ideas on how Serena is likely to respond to forms of feedback that go beyond your control.



Feedback:

- Serena is often critical and reflective. Serena wants critique in addition to compliments.
- Serena wants to be acknowledged for putting your feedback into action. That validation means a lot.
- Mistakes and injuries can cause Serena to be even more risk-averse than normal. Serena doesn't like repeating errors or missteps.
- Serena can work on something difficult for a long time if given emotional support and encouragement throughout.
- Serena often feels self-pity after a mistake or setback and may direct the blame inward.
- Serena needs detailed, specific direction. Expect Serena to ask a lot of questions about your feedback.



Action planning for Serena's teachers and coaches

What teaching or coaching techniques are you currently employing that demonstrate you understand Serena's needs?

How can you better honor Serena's unique style?

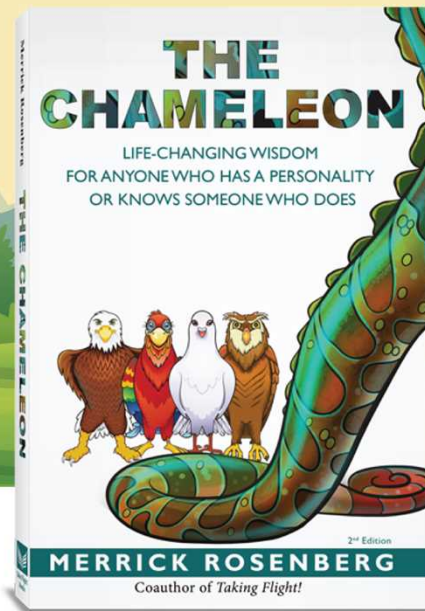
What do you need to stop doing, so you refrain from trying to turn Serena into someone else?

How can you help Serena to improve relationships?

How can you provide feedback in a way that will resonate with Serena's unique style?



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