Encouraging Concepts Associates

Human Resource Managers

Jack Agati

BIRTH ORDER

The motivating force behind our choice of behaviors is our need to belong – to achieve a sense of acceptance and security.

Oldest:

- Seek adult approval, assurance, awareness of authority and its expectations.
- Awareness of what is right/wrong – need for constant feedback.
- Organized, structured, task-oriented, routines.
- Insistent on the right way of doing things – seeks consistency.
- Morally righteous (sometimes at other's expense), need to do and be right.
- Keep #1 on top.
- Cautious of new things / fear of failure / a bit of a perfectionist.
- The leader, the boss.
- Independent in those areas where they do well.

Next to Oldest:

- "Avis complex" – we try harder.
- Aggressive, opportunistic, willing to risk, gamble.
- Will often become the opposite of the first born.
- Competitive; noting to lose and everything to gain.
- Can dethrone the oldest and take on that role, especially if the oldest is a male and the next to the oldest is a female.

Middle:

- Truly "in the middle."
- Acute sensitivity, awareness of others and surroundings.
- Instigator.
- Mediator, compromiser, but never of their own principles.
- Independent of thought / devil's advocate.
- Flexible, durable, a survivor.
- Ability to use guilt – "It's not fair."
- The "mystery" person.

42 Dixon Drive, Litchfield, New Hampshire 03052 • (603) 424-1877
Information: www.jackagati.com Email: jagati@comcast.net

Youngest:

- Con-artist, manipulator – knows people.
- Ability to get others to do things for them.
- Makes use of youngness; actor, actress, sometimes dramatic.
- Easy-going approach to life.
- People oriented – social awareness.
- Observers of the world around them; see the big picture.

Only:

- Adult approval, high expectations.
- Organized, task oriented, awareness of what is right and wrong.
- Prefers small groups.
- Friendships are usually intense, with smaller number of people.
- Little fear of competition, independent.
- Many similarities to oldest.
- Don't need a lot of people around all the time.
- Makes good use of alone time.
- Creative problem solvers.

Exceptions: More than a four year spread, youngest only, multiple births, large family, single parent family, reconstituted families.

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