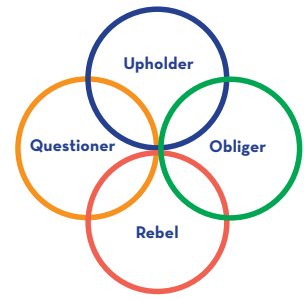


# Discussion Guide

## FOR GRETCHEN RUBIN'S *THE FOUR TENDENCIES*

*For book groups, work groups, faith- and spirituality-based groups, workshops, accountability groups, and the like.*



Gretchen Rubin emphasizes that while most people do fit squarely within a Tendency, the Tendencies aren't meant to be labels that limit our sense of possibility or growth. Rather, by understanding the Four Tendencies, we can help ourselves—and other people—to achieve our aims more effectively.

Do you believe that putting people into distinct categories is possible? Or do you believe that people are too complex to be put into simple boxes? Does thinking “I’m an Obliger” or “You’re a Rebel” limit people’s sense of possibility and potential for growth?

Did you find it easier to identify your own Tendency, or other people’s Tendencies?

Has understanding the Four Tendencies helped you to understand someone in your life—if so, did knowing that Tendency help you deal with that person more effectively?

Can you identify patterns that sometimes drive you crazy about another Tendency? For example, Upholders being rigid; Questioners who won’t stop questioning; Obligers who don’t explain that they’re being overworked; Rebels resisting reasonable requests. Does it help to realize that these are common patterns that aren’t aimed at you personally?

It can be fun to try to identify the Tendencies of famous people or famous characters from literature, television, or movies. Can you think of some examples of the Four Tendencies?

Think of a habit you’d like to cultivate (exercise; stay current with expense reports; daily prayer; keep your car clean; attend networking events; pack a lunch for work). Taking into account your Tendency, what steps can you take to help yourself form that habit?

Gretchen Rubin argues that for Obligers, it’s crucial to get accountability. Because Obliger is the largest Tendency, we’re either Obligers ourselves, or we have many Obligers in our lives. What are ways to increase accountability to help Obligers?

Would you prefer to be in a different Tendency? If so, can you take measures to help you emulate that Tendency?

If you could teach the people around you some aspect of your Tendency, what would you most want them to understand?

Does your Tendency make your life easier or harder at work? With family? With friends?

What’s your favorite aspect of your Tendency? Your least favorite?

Learn more at [GretchenRubin.com](http://GretchenRubin.com)

To discover your Tendency, take the quiz at [happiercast.com/quiz](http://happiercast.com/quiz)

