

UNDERSTANDING TEMPERAMENTS

SANGUINE

Motto: "Let's have fun."

Need: Approval

<u>Strengths</u>	<u>Weaknesses</u>
Overview	
Warm, Outgoing	Unpredictable
Talkative	Restless
Carefree	Spontaneous anger
Emotional	Undisciplined
Optimistic	Weak-willed
In Personal Relationships	
Friendly	Undependable
Sensitive	Poor listener
Popular	Impulsive
Inspiring	Brash
Encourager	Loud
In Work Activities	
Enthusiastic	Disorganized
Natural salesman	Talks, Should work
Good starter	Poor finisher
Creative	Easily distracted

CHOLERIC

Motto: "I can do it myself."

Need: Achievement

<u>Strengths</u>	<u>Weaknesses</u>
Overview	
Confident	Anger, Revenge
Strong-willed	Opinionated
Optimistic	Insensitive
Self-sufficient	Unemotional
Not easily discouraged	Impatient
In Personal Relationships	
Born leader	Unsympathetic
Controls	Sarcastic/Cruel
Exhorter	Domineering
Decisive	Inconsiderate
Stimulates activity	Unforgiving
In Work Activities	
Organizer	Manipulative
Practical	Bored with details
Goal-oriented	Demanding
Delegates work	Intolerant of errors

PHLEGMATIC

Motto: "Why overexert myself."

Need: Appreciation, needs praise

<u>Strengths</u>	<u>Weaknesses</u>
Overview	
Calm, Relaxed	Unenthusiastic
Easy going	Worrier, fearful
Patient, Kind	Pessimistic
Peace-loving	Compromising
In Personal Relationships	
Likable	Stingy
Dry, witty humor	Selfish
Good listener	Stubborn
Faithful friend	Indifferent
In Work Activities	
Good under pressure	Procrastinates
Adaptable	Unmotivated
Practical, Finds easy way	Indecisive
Steady, Reliable	Reluctant leader
Efficient planner	Spectator

MELANCHOLY

Motto: "If it's worth doing, do it right."

Need: Encouragement, they are so hard on themselves

<u>Strengths</u>	<u>Weaknesses</u>
Overview	
Gifted, genius	Depressive
Analytical	Pessimistic, Negative
Sensitive	Too introspective
Deep & thoughtful	Hypochondria
In Personal Relationships	
Self-disciplined	Critical, picky
Dependable, Loyal	Unsociable
Self-sacrificing	Remembers past
Faithful friend	Sulks
In Work Activities	
Perfectionist	Theoretical
Conscientious	Tires easily
Likes detail work	Hard to please
Finds creative solution	Indecisive
Likes charts, graphs	Plans too much