

# Personality Types

## *Temperaments Quadrant Summaries*

### Sanguine - Interactive

|                               |  |
|-------------------------------|--|
| <b>Strengths</b>              | Outgoing, personable, responsive, carefree, compassionate, friendly, warm, talkative, enthusiastic, likes to please.                           |
| <b>Weaknesses</b>             | Emotional, disorganized, undisciplined, restless, unproductive, weak-willed, loud, egocentric, undependable, exaggerates, fearful, indecisive. |
| <b>Behavior Patterns</b>      | Direct, Supporting   |
| <b>Pace</b>                   | Fast, Spontaneous  |
| <b>Priorities</b>             | Relationships, Interaction   |
| <b>Fears</b>                  | Loss of Social Recognition   |
| <b>Gains Security Through</b> | Playfulness, Other's Approval  |
| <b>Measures Worth</b>         | Acknowledgement, Applause, Compliments   |
| <b>Internally Motivated</b>   | Creating a "Show"  |
| <b>Appearance</b>             | Fashionable, Stylish   |
| <b>In Workplace</b>           | Interactive, Busy, Personal  |

### Choleric - Directive

|                               |  |
|-------------------------------|--|
| <b>Strengths</b>              | Strong-willed, determined, independent, visionary, optimistic, practical, productive, decisive, courageous, leader, confident.                               |
| <b>Weaknesses</b>             | Crafty, unemotional, self-sufficient, unsympathetic, impetuous, proud, domineering, inconsiderate, unappreciative, unforgiving, sarcastic, angry, and cruel. |
| <b>Behavior Patterns</b>      | Direct, Controlling  |
| <b>Pace</b>                   | Fast, Decisive   |
| <b>Priorities</b>             | Tasks, Results   |
| <b>Fears</b>                  | Being Taken Advantage of   |
| <b>Gains Security Through</b> | Control, Leadership  |
| <b>Measures Worth</b>         | Quality or Impact of Results, Tracks and Records Progress  |
| <b>Internally Motivated</b>   | To Win   |
| <b>Appearance</b>             | Businesslike, Functional   |
| <b>In Workplace</b>           | Efficient, Busy, Structured  |

### Melancholy - Cautious

|                               |   |
|-------------------------------|---|
| <b>Strengths</b>              | Gifted, analytical, sensitive, artistic, perfectionist, conscientious, aesthetic, musical, idealistic, loyal, self-sacrificing, self-disciplined. |
| <b>Weaknesses</b>             | Moody, negative, rigid, self-centered, touchy, revengeful, theoretical, impractical, persecution-prone, unsociable, and critical.                 |
| <b>Behavior Patterns</b>      | Indirect, Controlling   |
| <b>Pace</b>                   | Slower, Systematic  |
| <b>Priorities</b>             | Relationship, Communication, Purpose  |
| <b>Fears</b>                  | Personal Criticism of Their Work  |
| <b>Gains Security Through</b> | Preparation, Thoroughness   |
| <b>Measures Worth</b>         | Precision, Accuracy, Depth of Contribution  |
| <b>Internally Motivated</b>   | Participation   |
| <b>Appearance</b>             | Formal, Conservative  |
| <b>In Workplace</b>           | Formal, Functional, Structured  |

### Phlegmatic - Steady

|                               |   |
|-------------------------------|---|
| <b>Strengths</b>              | Calm, quiet, easy-going, dependable, efficient, conservative, organized, objective, practical, leader, likable, diplomatic. |
| <b>Weaknesses</b>             | Indolent, biased, unmotivated, spectator, self-protective, selfish, stingy, indecisive, fearful, likes to tease.            |
| <b>Behavior Patterns</b>      | Indirect, Supporting  |
| <b>Pace</b>                   | Slower, Relaxed   |
| <b>Priorities</b>             | Tasks, Process, Information   |
| <b>Fears</b>                  | Sudden Change, Instability  |
| <b>Gains Security Through</b> | Friendship, Cooperation   |
| <b>Measures Worth</b>         | Compatibility with Others, Efficient Process  |
| <b>Internally Motivated</b>   | Process   |
| <b>Appearance</b>             | Casual, Conforming  |
| <b>In Workplace</b>           | Friendly, Functional, Personal  |