

Temperaments Quadrant Summaries

Sanguine - Interactive

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

Choleric - Directive

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

Melancholy - Cautious

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

Phlegmatic - Steady

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