

# CHARACTER PERSONALITY TEMPERAMENT?



# WHAT ARE THE 4 TEMPERAMENTS?

THE 4  
TEMPERAMENTS  
ARE ONE WINDOW  
THROUGH WHICH WE  
CAN SEE PEOPLE.

IT'S ONE WAY OF  
UNDERSTANDING  
OTHER PEOPLE  
AND YOURSELF.



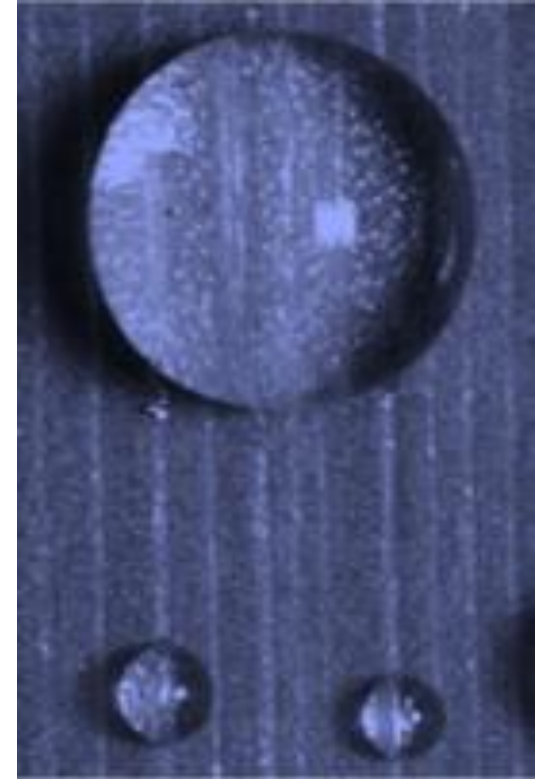
# FIRE (CHOLERIC)

- GOAL ORIENTED, SEES THE WHOLE PICTURE
- SEEKS PRACTICAL SOLUTIONS
- MOVES QUICKLY TO ACTION
- THRIVES ON OPPOSITION
- CAN BE BLIND TO THEIR EFFECT ON OTHERS
- IMPATIENT - HAS QUICK ANSWERS
- CAN CREATE UNNECESSARY WORK
- GOOD AT THINKING, JUDGING AND DECIDING (NOT FEELING, PERCEIVING, INTUITING)



# WATER (PHLEGMATIC)

- GOOD AT PROCESSES
- MEDIATES PROBLEMS
- AVOIDS CONFLICTS
- FINDS IT HARD TO BE HEARD
- HAS GOOD TIMING
- NEEDS DEADLINES
- CALM UNDER PRESSURE
- TAKES TIME BUT FINDS THE EASY WAY





# AIR (SANGUINE)

- PROVIDES POSITIVE HUMAN ATMOSPHERE
- DOES MANY THINGS AT ONCE
- DOES NOT ALWAYS COMPLETE AND GETS BORED WHEN NOVELTY WEARS OFF
- HAS ENERGY AND ENTHUSIASM
- INSPIRES OTHERS TO JOIN
- CANNOT SAY NO
- CONCERNED WITH INTERACTION AND CONFLICT
- DOES NOT EASILY KNOW WHERE THEY STAND



# EARTH (MELANCHOLIC)

- SCHEDULE AND PLAN ORIENTATED
- PERFECTIONIST, HIGH STANDARDS
- DETAIL CONSCIOUS
- PERSISTENT AND THOROUGH
- ORDERLY AND ORGANIZED
- SEES THE PROBLEMS, EXPECTS THE WORST
- FINDS CREATIVE SOLUTIONS
- RESISTS CHANGE



# WHAT TEMPERAMENTS DO I HAVE?

- WE ALL HAVE ALL 4 TEMPERAMENTS IN US, BUT IN DIFFERENT MIXES



- ... WITH ONE OR TWO BEING MORE DOMINANT

# WHY ARE TEMPERAMENTS USEFUL?

BEING AWARE OF OUR TEMPERAMENTS CAN HELP US:

- TO BETTER UNDERSTAND EACH OTHER'S AND OUR OWN BEHAVIORS
- TO BETTER APPRECIATE AND MORE FULLY USE WHAT GIFTS WE HAVE
- TO APPRECIATE OUR DIFFERENCES
- TO FIND WAYS OF BRIDGING THESE DIFFERENCES



# OTHER CLASSIFICATIONS OF TEMPERAMENT

- DR. DAVID KEIRSEY HAS IDENTIFIED MANKIND'S FOUR BASIC TEMPERAMENTS AS THE **ARTISAN, THE GUARDIAN, THE RATIONAL, AND THE IDEALIST**. EACH TEMPERAMENT HAS ITS OWN UNIQUE QUALITIES AND SHORTCOMINGS, STRENGTHS AND CHALLENGES. WHAT ACCOUNTS FOR THESE DIFFERENCES?
- TO USE THE IDEA OF TEMPERAMENT MOST EFFECTIVELY, IT IS IMPORTANT TO UNDERSTAND THAT THE FOUR TEMPERAMENTS ARE NOT SIMPLY ARBITRARY COLLECTIONS OF CHARACTERISTICS, BUT SPRING FROM AN INTERACTION OF THE TWO BASIC DIMENSIONS OF HUMAN BEHAVIOR: OUR COMMUNICATION AND OUR ACTION, OUR WORDS AND OUR DEEDS, OR, SIMPLY, **WHAT WE SAY AND WHAT WE DO**.

## COMMUNICATION: CONCRETE VS. ABSTRACT

- FIRST, PEOPLE NATURALLY THINK AND TALK ABOUT WHAT THEY ARE INTERESTED IN, AND IF YOU LISTEN CAREFULLY TO PEOPLE'S CONVERSATIONS, YOU FIND TWO BROAD BUT DISTINCT AREAS OF SUBJECT MATTER. SOME PEOPLE TALK PRIMARILY ABOUT THE EXTERNAL, CONCRETE WORLD OF EVERYDAY REALITY: FACTS AND FIGURES, WORK AND PLAY, HOME AND FAMILY, NEWS, SPORTS AND WEATHER -- ALL THE WHO-WHAT-WHEN-WHERE-AND HOW MUCH'S OF LIFE. OTHER PEOPLE TALK PRIMARILY ABOUT THE INTERNAL, ABSTRACT WORLD OF IDEAS: THEORIES AND CONJECTURES, DREAMS AND PHILOSOPHIES, BELIEFS AND FANTASIES -- ALL THE WHY'S, IF'S, AND WHAT-MIGHT-BE'S OF LIFE. AT TIMES, OF COURSE, EVERYONE ADDRESSES BOTH SORTS OF TOPICS, BUT IN THEIR DAILY LIVES,
- CONCRETE PEOPLE TALK ABOUT REALITY, WHILE ABSTRACT PEOPLE TALK ABOUT IDEAS.

## ACTION: UTILITARIAN VS. COOPERATIVE

- SECOND, AT EVERY TURN PEOPLE ARE TRYING TO ACCOMPLISH THEIR GOALS, AND IF YOU WATCH CLOSELY HOW PEOPLE GO ABOUT THEIR BUSINESS, YOU SEE THAT THERE ARE TWO FUNDAMENTALLY OPPOSITE TYPES OF ACTION. SOME PEOPLE ACT PRIMARILY IN A UTILITARIAN OR PRAGMATIC MANNER, THAT IS, THEY DO WHAT GETS RESULTS, WHAT ACHIEVES THEIR OBJECTIVES AS EFFECTIVELY OR EFFICIENTLY AS POSSIBLE, AND ONLY AFTERWARDS DO THEY CHECK TO SEE IF THEY ARE OBSERVING THE RULES OR GOING THROUGH PROPER CHANNELS.
- OTHER PEOPLE ACT PRIMARILY IN A COOPERATIVE OR SOCIALLY ACCEPTABLE MANNER, THAT IS, THEY TRY TO DO THE RIGHT THING, IN KEEPING WITH AGREED UPON SOCIAL RULES, CONVENTIONS, AND CODES OF CONDUCT, AND ONLY LATER DO THEY CONCERN THEMSELVES WITH THE EFFECTIVENESS OF THEIR ACTIONS. THESE TWO WAYS OF ACTING CAN OVERLAP, CERTAINLY, BUT AS THEY LEAD THEIR LIVES,
- UTILITARIAN PEOPLE INSTINCTIVELY, AND DO WHAT WORKS, WHILE COOPERATIVE PEOPLE DO WHAT'S RIGHT.

# THE FOUR TEMPERMENTS



**AS CONCRETE COOPERATORS, GUARDIANS** SPEAK MOSTLY OF THEIR DUTIES AND RESPONSIBILITIES, OF WHAT THEY CAN KEEP AN EYE ON AND TAKE GOOD CARE OF, AND THEY'RE CAREFUL TO OBEY THE LAWS, FOLLOW THE RULES, AND RESPECT THE RIGHTS OF OTHERS.

**AS ABSTRACT COOPERATORS, IDEALISTS** SPEAK MOSTLY OF WHAT THEY HOPE FOR AND IMAGINE MIGHT BE POSSIBLE FOR PEOPLE, AND THEY WANT TO ACT IN GOOD CONSCIENCE, ALWAYS TRYING TO REACH THEIR GOALS WITHOUT COMPROMISING THEIR PERSONAL CODE OF ETHICS.

**AS CONCRETE UTILITARIANS, ARTISANS** SPEAK MOSTLY ABOUT WHAT THEY SEE RIGHT IN FRONT OF THEM, ABOUT WHAT THEY CAN GET THEIR HANDS ON, AND THEY WILL DO WHATEVER WORKS, WHATEVER GIVES THEM A QUICK, EFFECTIVE PAYOFF, EVEN IF THEY HAVE TO BEND THE RULES.

**AS ABSTRACT UTILITARIANS, RATIONALS** SPEAK MOSTLY OF WHAT NEW PROBLEMS INTRIGUE THEM AND WHAT NEW SOLUTIONS THEY ENVISION, AND ALWAYS PRAGMATIC, THEY ACT AS EFFICIENTLY AS POSSIBLE TO ACHIEVE THEIR OBJECTIVES, IGNORING ARBITRARY RULES AND CONVENTIONS IF NEED BE

# TRADITIONAL CHARACTER TEMPERAMENT CLASSIFICATION

- TEMPERAMENT IS SOMETHING THAT A PERSON IS BORN WITH, FRUIT OF THE PSYCHOLOGICAL AND SOCIAL HERITAGE RECEIVED AT BIRTH. IT GENERALLY DOES NOT CHANGE. IT IS VITAL FOR EACH PERSON TO DISCOVER WHAT HE HAS INSIDE, BECOME FAMILIAR WITH HIS STRENGTHS AND LIMITATIONS, AND DETERMINE WHAT TENDENCIES AND STRUCTURES ARE FORMING IN HIS LIFE; HENCE THE IMPORTANCE OF STUDYING OUR TEMPERAMENTS.
- TO UNDERSTAND THIS TOPIC BETTER, WE CAN DIVIDE IT INTO THE THREE FOLLOWING AREAS:
  - EMOTIVITY
  - ACTIVITY
  - PRIMARY/SECONDARY RESONANCE

# NON EMOTIVE OR EMOTIVE

## NON-EMOTIVE (NE)

- A NON-EMOTIVE PERSON IS THE OTHER SIDE OF THE COIN FROM THE EMOTIVE PERSON. THIS DOES NOT MEAN THAT A NON-EMOTIVE PERSON FEELS NOTHING, BUT RATHER THAT HIS ABILITY TO FEEL IS LESS THAN THAT EXPERIENCED BY AN EMOTIVE PERSON.
- QUALITIES: A NON-EMOTIVE PERSON IS MORE STABLE; THAT IS, HE DOES NOT EXPERIENCE AS MANY UPS AND DOWNS IN HIS EMOTIONS. HE TENDS TO BE SERENE. SIMILARLY, HIS ENVIRONMENT HAS A LESSER EFFECT ON HIM. IF INDEED IT DOESN'T HELP HIM EXCESSIVELY, IT DOES NOT HURT HIM EITHER, AND HE IS ABLE TO DO ALL HE DOES IN A PEACEFUL MANNER EVEN IF HE IS FEELING THINGS INSIDE.
- DANGERS: A NON-EMOTIVE PERSON TENDS TO BE A BIT DISTANT, AND EVEN WHEN HE STRIVES TO PAY CLOSE ATTENTION WHEN PEOPLE ARE SPEAKING TO HIM, HE CAN GIVE THE IMPRESSION OF BEING COLD. HE HAS TROUBLE UNDERSTANDING OTHERS' PROBLEMS.

## EMOTIVE (E)

- THIS IS THE FIRST ELEMENT OF TEMPERAMENT. AN EMOTIVE PERSON IS ONE WHO FEELS EVERYTHING INTENSELY; EVERYTHING IMPRESSES AND REACHES AN EMOTIVE PERSON.
- QUALITIES: EMOTIVE PERSONS FIND IT EASIER TO EMPATHIZE WITH OTHERS AND TO COME OUT OF THEMSELVES INTO CONTACT WITH OTHERS. THEY EASILY GRASP THE PROBLEMS THROUGH WHICH OTHERS ARE LIVING, AND THEY ARE GENERALLY HUMANE AND UNDERSTANDING. THEY TEND TO TREAT OTHERS IN A WARM AND FRIENDLY MANNER.
- DANGERS: EMOTIVE PERSONS HAVE TO OVERCOME A NUMBER OF DANGERS, ONE OF WHICH IS INSTABILITY. THEY TEND TO EXPERIENCE MANY UPS AND DOWNS IN THEIR EMOTIONS - THEY MAY EXPERIENCE A MOMENT OF EUPHORIA AND ENTHUSIASM, ONLY TO PASS FROM ANOTHER POSSIBLE DANGER FOR EMOTIVE PERSONS IS THE INFLUENCE THEY CAN UNDERGO FROM THEIR ENVIRONMENT. THEY ARE LIKE SPONGES THAT ABSORB EVERYTHING. IF THEIR ENVIRONMENT IS POSITIVE, IT HELPS THEM GROW, BUT A NEGATIVE ENVIRONMENT CAN BE DESTRUCTIVE FOR THEM.



# ACTIVE OR NON ACTIVE

## ACTIVE (A)

- ACTIVITY REFERS TO THE EASE AND SPEED WITH WHICH ONE MOVES FROM DECISION INTO ACTION. THUS, AN ACTIVE PERSON IS ONE THAT IMMEDIATELY PUTS A DECISION INTO PRACTICE UPON MAKING IT.
- QUALITIES: ACTIVITY IS A GREAT RICHNESS FOR LIFE, SINCE LIFE INVOLVES GETTING THINGS DONE.
- DANGERS: A VERY ACTIVE PERSON TENDS TO COMMIT CONTINUOUS MISTAKES BECAUSE HE ACTS SOMEWHAT IMPETUOUSLY. WERE HE TO WAIT A FEW MINUTES BEFORE ACTING, HE MIGHT DISCOVER THAT CIRCUMSTANCES CHANGE AND ANOTHER COURSE OF ACTION IS MORE APPROPRIATE. ACTIVE PERSONS IMMEDIATELY DO WHAT THEY ARE THINKING ABOUT DOING AND DO NOT KNOW TO WAIT FOR THE MOST OPPORTUNE MOMENT. THEY ARE IMPULSIVE.

## INACTIVE (NA)

- AN INACTIVE PERSON CAN BE COMPLETELY CONVINCED THAT HE NEEDS TO DO SOMETHING, BUT HE DOES NOT GO AHEAD AND DO IT; HE PROCRASTINATES.
- QUALITIES: WHEN HE ACTS, HE ACTS WITH GREAT CERTAINTY AND GENERALLY THINKS THINGS THROUGH MORE THAN ONCE.
- HIS INACTIVITY LEADS HIM TO DO THIS.
- DANGERS: AN INACTIVE PERSON TENDS TO HAVE A WEAKER WILL AND CAN FEEL UNFULFILLED SINCE HE WAITS SO LONG TO DO THINGS.

# PRIMARY OR SECONDARY

## PRIMARY

- A PRIMARY PERSON IS ONE WHO LIVES THE PRESENT MOMENT WITH PASSION AS IF THERE WERE NO PAST OR FUTURE. HE LIVES THE PRESENT WITH GREAT INTENSITY AND FIRE.
- QUALITIES: GENERALLY, A PRIMARY PERSON IS PLEASANT AND EASY TO DEAL WITH. HE IS FRIENDLY, POPULAR, AND ACCESSIBLE, AND IT IS EASY TO ESTABLISH A RELATIONSHIP OF FRIENDSHIP WITH HIM. HE DOES NOT HOLD GRUDGES OR HAVE TROUBLE FORGIVING OTHERS. HE CAN GET ANNOYED AND EXPLODE EASILY BUT BECOME CALM AGAIN AND FORGIVE WITHIN A FEW MINUTES.
- DANGERS: A PRIMARY PERSON NEEDS CONTINUAL STIMULUS. HE NEEDS TO BE PRAISED CONTINUOUSLY, FOR IF HE LACKS THIS EXTERNAL STIMULUS, HIS INTEREST DECLINES. HE IS INCONSTANT.

## SECONDARY

- A SECONDARY PERSON, ON THE OTHER HAND, LIVES NOT SO MUCH IN THE PRESENT AS IN THE PAST. HIS MIND, HEART, AND IMAGINATION ARE LIKE A FILING SYSTEM, AND HE CONTINUALLY COMPARES HIS PRESENT EXPERIENCES WITH HIS PAST EXPERIENCES.
- QUALITIES: A SECONDARY PERSON IS ORDERLY, METHODICAL, EXTRAORDINARILY CONSTANT, STRONG-WILLED, AND TENACIOUS.
- HE NEEDS FEWER STIMULI THAN THOSE AROUND HIM.
- DANGERS: SINCE THE PAST IS VERY IMPORTANT FOR A SECONDARY PERSON, HE TENDS TO LACK OBJECTIVITY WHEN DEALING WITH OTHERS; HE CLASSIFIES THEM ACCORDING TO PAST EXPERIENCES. HE DOES NOT UNDERSTAND OTHERS' ABILITY TO CHANGE. HE TENDS TO BE VERY CRITICAL OF OTHERS.

# TRADITIONAL CHARACTER TEMPERAMENT CLASSIFICATION

- THE COMBINATION OF THE THREE BASIC ELEMENTS OF **EMOTIVITY**, **ACTIVITY**, AND **PRIMARY/ SECONDARY RESONANCE** LEADS TO THE FOLLOWING TYPES OF TEMPERAMENT:

TEMPERAMENT	CODE	CHARACTERISTICS
CHOLERIC	E-A-P	EMOTIVE, ACTIVE, PRIMARY
PASSIONATE	E-A-S	EMOTIVE, ACTIVE, SECONDARY
NERVOUS	E-NA-P	EMOTIVE, NOT ACTIVE, PRIMARY
SENTIMENTAL	E-NA-S	EMOTIVE, NOT ACTIVE, SECONDARY
SANGUINE	NE-A-P	NOT EMOTIVE, ACTIVE, PRIMARY
PHLEGMATIC	NE-A-S	NOT EMOTIVE, ACTIVE, SECONDARY
AMORPHOUS	NE-NA-P	NOT EMOTIVE, NOT ACTIVE, PRIMARY
APATHETIC	NE-NA-S	NOT EMOTIVE, NOT ACTIVE, SECONDARY