

- Dislike people who: are too pushy, too loud, and expect too much of them.
- Are valuable in work: because they cooperate and are a calming influence, keep peace, mediate between contentious people, and objectively solve problems.
- Could improve if: they set goals and become self motivated, they are willing to do more and move faster than expected, and could face their own problems as well as they handle other people's'.
- As leaders they: keep calm, cool and collected, don't make impulsive decisions, are well liked and inoffensive, won't cause trouble, but don't often come up with brilliant new ideas.
- Tend to marry: Powerful Choleric because they respect their strength and decisiveness, but later the Peacefuls get tired of being pushed around and looked down upon.
- Reaction to stress: hide from it, watch television, eat, tune out of life.
- Recognised by: calm approach, relaxed posture, sitting or leaning when possible.

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- Tend to marry: Popular Sanguines for their personalities and social skills, but soon try to shut them up and get them on a schedule, becoming depressed when they don't respond.
- Reaction to stress: withdraw, get lost in a book, become depressed, give up, and recount the problems.
- Recognised by: serious, sensitive nature, well mannered approach, self deprecating comments, meticulous and well groomed looks (exceptions are hippy-type intellectuals, musicians, poets, who feel attention to clothes and looks is wordly and detracts from their inner strengths).

(Controller) Powerful Choleric Summary

Dictionary Definition: Choleric – showing a quick temper, angry.

Let's do it my way.

- Desire: have control
- Emotional needs: sense of obedience, appreciation for accomplishments, and credit for ability.
- Key strengths: ability to take charge of anything instantly, make quick, correct judgements
- Key weaknesses: unwilling to delegate or give credit to others
- Get depressed when: life is out of control and people won't do things their way.
- Are afraid of: losing control of anything, such as losing a job, not being promoted, becoming seriously ill, having a rebellious child or unsupportive mate
- Like people who: are supportive and submissive, see thing their way, cooperate quickly and let them take the credit.
- Dislike people who: are lazy and not interested in working constantly, who buck their authority, get independent or aren't loyal.
- Are valuable in work: because they can accomplish more than anyone else in a shorter time and are usually right, but may stir up trouble.
- Could improve if: they allowed others to make decisions, delegated authority, become more patient, didn't expect everyone to product as they do.
- As leaders they: have a natural feel for being in charge, a quick sense of what will work, and a sincere belief in their ability to achieve but may overwhelm less aggressive people.
- Tend to marry: Perfect Melancholies who will quietly obey and not buck their authority, but who never accomplish enough or get excited over their projects.
- Reaction to stress: tighten control, work harder, exercise more, get rid of offender.
- Recognised by: fast moving approach, quick grab for control, self confidence, restless and overpowering attitude.

(Stabiliser) Peaceful Phlegmatic Summary

Dictionary Definition: Phlegmatic – not easily excited to action or feeling, sluggish or apathetic, cool or self possessed.

Let's do it the easy way.

- Desire: have no conflict, keep peace
- Emotional needs: sense of respect, feeling of worth, understanding, emotional support.
- Key strengths: balance, even disposition, dry sense of humour, pleasing personality.
- Key weaknesses: lack of decisiveness, enthusiasm and energy, no obvious flaws but a hidden will of iron.
- Get depressed when: life is full of conflict, they have to face personal confrontation, no one wants to help, the buck stops with them.
- Are afraid of: having to deal with a major personal problem, being left holding the bag, making major changes.
- Like people who: will make decisions for them, will recognise their strengths, will not ignore them, and will give them respect.

Personality Summaries

(Persuader) Popular Sanguine Summary

Dictionary Definition: Sanguine - naturally cheerful and hopeful

Let's do it the fun way.

- Desire: have fun
- Emotional needs: attention, affection, approval, and acceptance.
- Key strengths: can talk about anything at any time at any place with or without information. Has a bubbling personality, optimism, sense of humour, storytelling ability, likes people.
- Key weaknesses: disorganised, can't remember details or names, exaggerates, not serious about anything, trusts others to do the work, too gullible and naïve.
- Get depressed when: life is no fun and no one seems to love them.
- Are afraid of: being unpopular or bored, having to live by the clock or keep a record of money spent.
- Like people who: listen and laugh, praise and approve.
- Dislike people who: criticise, don't respond to their humour, and don't think they are cute.
- Are valuable in work: for colourful creativity, optimism, light touch, cheering up other, entertaining.
- Could improve if: they got organised, didn't talk so much and learned to tell time.
- As leaders they: excite, persuade and inspire others, exude charms and entertain, but are forgetful and poor on follow through.
- Tend to marry: Perfect Melancholies who are sensitive and serious, but the Populars quickly tire of having to cheer them up all the time and of being made to feel inadequate and stupid.
- Reaction to stress: leave the scene, go shopping, find a fun group, create excuses, and blame others.
- Recognised by: constant talking, loud volume, bright eyes, moving hands, colourful expressions, enthusiasm ability to mix easily.

(Analyser) Perfect Melancholy Summary

Dictionary Definition: Melancholy – feeling of sadness especially when happening often or lasting a long time, depression, quiet thoughtfulness, pensiveness.

Let's do it the right way

- Desire: have it right
- Emotional needs: sense of stability, space, silence, sensitivity and support.
- Key strengths: ability to organise, set long range goals, have high standards and ideals, analyse deeply.
- Key weaknesses: easily depressed, too much time on preparation, too focused on details, remembers negatives, suspicious of other.
- Get depressed when: life is out of order, standards aren't met and no one seems to care.
- Are afraid of: no one understanding how they really feel, making mistakes, having to compromise standards.
- Like people who: are serious, intellectual, deep and will carry on a sensible conversation.
- Dislike people who: are lightweights, forgetful, late, disorganised, superficial, prevaricating and unpredictable.
- Are valuable in work: for sense of details, love of analysis, follow through, high standards of performance, compassion for the hurting.
- Could improve if: they didn't take life quite so seriously and didn't insist other be perfectionists.
- As leaders they: organise well, are sensitive to people's feelings, have deep creativity, want quality performance.

Personality Scoring Sheet

Now transfer all your X's to the corresponding words on the Personality Scoring Sheet and add up you totals. For example, if you checked Animated on the profile, check it on the scoring sheet. (Note: The words are in a different order on the profile and scoring sheet.)

| | Strengths | | | |
|----|-------------------------|--------------------|-------------------|--------------------|
| | Persuaders | Controllers | Analysers | Stabilizers |
| | Popular | Powerful | Perfect | Peaceful |
| | Sanguine | Choleric | Melancholy | Phlegmatic |
| 1 | Animated | Adventurous | Analytical | Adaptable |
| 2 | Playful | Persuasive | Persistent | Peaceful |
| 3 | Sociable | Strong willed | Self sacrificing | Submissive |
| 4 | Convincing | Competitive | Considerate | Controlled |
| 5 | Refreshing | Resourceful | Respectful | Reserved |
| 6 | Spirited | Self reliant | Sensitive | Satisfied |
| 7 | Promoter | Positive | Planner | Patient |
| 8 | Spontaneous | Sure | Scheduled | Shy |
| 9 | Optimistic | Outspoken | Orderly | Obliging |
| 10 | Funny | Forceful | Faithful | Friendly |
| 11 | Delightful | Daring | Detailed | Diplomatic |
| 12 | Cheerful | Confident | Cultured | Consistent |
| 13 | Inspiring | Independent | Idealistic | Inoffensive |
| 14 | Demonstrative | Decisive | Deep | Dry Humour |
| 15 | Mixes easily | Mover | Musical | Mediator |
| 16 | Talker | Tenacious | Thoughtful | Tolerant |
| 17 | Lively | Leader | Loyal | Listener |
| 18 | Cute | Chief | Chart maker | Contented |
| 19 | Popular | Productive | Perfectionist | Pleasant |
| 20 | Bouncy | Bold | Behaved | Balanced |
| | Total Strengths | | | |
| | | | | |
| | Weaknesses | | | |
| | Persuaders | Controllers | Analysers | Stabilizers |
| | Popular | Powerful | Perfect | Peaceful |
| | Sanguine | Choleric | Melancholy | Phlegmatic |
| 21 | Brassy | Bossy | Bashful | Blank |
| 22 | Undisciplined | Unsympathetic | Unforgiving | Unenthusiastic |
| 23 | Repetitious | Resistant | Resentful | Reticent |
| 24 | Forgetful | Frank | Fussy | Fearful |
| 25 | Interrupts | Impatient | Insecure | Indecisive |
| 26 | Unpredictable | Unaffectionate | Unpopular | Uninvolved |
| 27 | Haphazard | Headstrong | Hard to please | Hesitant |
| 28 | Permissive | Proud | Pessimistic | Plan |
| 29 | Anger easily | Argumentative | Alienated | Aimless |
| 30 | Naive | Nervy | Negative attitude | Nonchalant |
| 31 | Wants credit | Workaholic | Withdrawn | Worrier |
| 32 | Talkative | Tactless | Too sensitive | Timid |
| 33 | Disorganised | Domineering | Depressed | Doubtful |
| 34 | Inconsistent | Intolerant | Introvert | Indifferent |
| 35 | Messy | Manipulative | Moody | Mumbles |
| 36 | Show off | Stubborn | Sceptical | Slow |
| 37 | Loud | Lord over others | Loner | Lazy |
| 38 | Scatterbrained | Short tempered | Suspicious | Sluggish |
| 39 | Restless | Rash | Revengeful | Reluctant |
| 40 | Changeable | Crafty | Critical | Compromising |
| | Total Weaknesses | | | |
| | Combined Totals | | | |

Your Personality Profile

Directions – In each of the following rows of *four* words across, place an X in front of the *one* word that most often applies to you. Continue through all forty lines, be sure each number is marked. If you are not sure which word “most applies”, ask a spouse or a friend, and think of what your answer would have been when you were a child.

| | | | | |
|----|---------------|------------------|----------------|----------------|
| 1 | Adventurous | Adaptable | Animated | Analytical |
| 2 | Persistent | Playful | Persuasive | Peaceful |
| 3 | Submissive | Self sacrificing | Sociable | Strong willed |
| 4 | Considerate | Controlled | Competitive | Convincing |
| 5 | Refreshing | Respectful | Reserved | Resourceful |
| 6 | Satisfied | Sensitive | Self Reliant | Spirited |
| 7 | Planner | Patient | Positive | Promoter |
| 8 | Sure | Spontaneous | Scheduled | Shy |
| 9 | Orderly | Obliging | Outspoken | Optimistic |
| 10 | Friendly | Faithful | Funny | Forceful |
| 11 | Daring | Delightful | Diplomatic | Detailed |
| 12 | Cheerful | Consistent | Cultured | Confident |
| 13 | Idealistic | Independent | Inoffensive | Inspiring |
| 14 | Demonstrative | Decisive | Dry humour | Deep |
| 15 | Mediator | Musical | Mover | Mixes easily |
| 16 | Thoughtful | Tenacious | Talker | Tolerant |
| 17 | Listener | Loyal | Leader | Lively |
| 18 | Contented | Chief | Chart maker | Cute |
| 19 | Perfectionist | Pleasant | Productive | Popular |
| 20 | Bouncy | Bold | Behaved | Balanced |
| 21 | Blank | Bashful | Brassy | Bossy |
| 22 | Undisciplined | Unsympathetic | Unenthusiastic | Unforgiving |
| 23 | Reticent | Resentful | Resistant | Repetitious |
| 24 | Fussy | Fearful | Forgetful | Frank |
| 25 | Impatient | Insecure | Indecisive | Interrupts |
| 26 | Unpopular | Uninvolved | Unpredictable | Unaffectionate |
| 27 | Headstrong | Haphazard | Hard to please | Hesitant |
| 28 | Plain | Pessimistic | Proud | Permissive |
| 29 | Anger easily | Aimless | Argumentative | Alienated |
| 30 | Naive | Negative | Nervy | Nonchalant |
| 31 | Worrier | Withdrawn | Workaholic | Wants credit |
| 32 | Too sensitive | Tactless | Timid | Talkative |
| 33 | Doubtful | Disorganised | Domineering | Depressed |
| 34 | Inconsistent | Introvert | Intolerant | Indifferent |
| 35 | Messy | Moody | Mumbles | Manipulative |
| 36 | Slow | Stubborn | Show off | Sceptical |
| 37 | Loner | Lord over others | Lazy | Loud |
| 38 | Sluggish | Suspicious | Short tempered | Scatterbrain |
| 39 | Revengeful | Restless | Reluctant | Rash |
| 40 | Compromising | Critical | Crafty | Changeable |