

**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.

### STRENGTHS

- |    |                   |                      |                  |                   |
|----|-------------------|----------------------|------------------|-------------------|
| 1  | ___ Animated      | ___ Adventurous      | ___ Analytical   | ___ Adaptable     |
| 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 humor    | ___ Deep          |
| 15 | ___ Mediator      | ___ Musical          | ___ Mover        | ___ Mixes easily  |
| 16 | ___ Thoughtful    | ___ Teacious         | ___ Talker       | ___ Tolerant      |
| 17 | ___ Listener      | ___ Loyal            | ___ Leader       | ___ Lively        |
| 18 | ___ Contested     | ___ Chief            | ___ Chartmaker   | ___ Cute          |
| 19 | ___ Perfectionist | ___ Permissive       | ___ Productive   | ___ Popular       |
| 20 | ___ Bouncy        | ___ Bold             | ___ Behaved      | ___ Balanced      |

### WEAKNESSES

- |    |                    |                       |                    |                    |
|----|--------------------|-----------------------|--------------------|--------------------|
| 21 | ___ Brassy         | ___ Boosy             | ___ Bashful        | ___ Blank          |
| 22 | ___ Undisciplined  | ___ Unsympathetic     | ___ Unenthusiastic | ___ Unforgiving    |
| 23 | ___ Reluctant      | ___ 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 | ___ Angered easily | ___ Aimless           | ___ Argumentative  | ___ Alienated      |
| 30 | ___ Naive          | ___ Negative attitude | ___ Nervy          | ___ Nonchalant     |
| 31 | ___ Worrier        | ___ Withdrawn         | ___ Workaholic     | ___ Wants credit   |
| 32 | ___ Too sensitive  | ___ Tactless          | ___ Timid          | ___ Talkative      |
| 33 | ___ Doubtful       | ___ Disorganized      | ___ Domineering    | ___ Depressed      |
| 34 | ___ Inconsistent   | ___ Introvert         | ___ Intolerant     | ___ Indifferent    |
| 35 | ___ Messy          | ___ Moody             | ___ Mumbles        | ___ Manipulative   |
| 36 | ___ Slow           | ___ Stubborn          | ___ Show-off       | ___ Skeptical      |
| 37 | ___ Loner          | ___ Lord over others  | ___ Lazy           | ___ Loud           |
| 38 | ___ Sluggish       | ___ Suspicious        | ___ Short-tempered | ___ Scatterbrained |
| 39 | ___ Revengeful     | ___ Restless          | ___ Reluctant      | ___ Rash           |
| 40 | ___ Compromising   | ___ Critical          | ___ Crafty         | ___ Changeable     |

## PERSONALITY TEST

### WORD DEFINITIONS

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#### STRENGTHS

1.

- |             |  |
|-------------|--|
| Animated    | Full of life, lively use of hand, arm, and face gestures                     |
| Adventurous | One who will take on new and daring enterprises with a need to master them.  |
| Analytical  | One who is constantly in the process of analyzing people, places, or things. |
| Adaptable   | One who easily adapts to any situation.                                      |

2.

- |            |   |
|------------|---|
| Persistent | Refusing to let go, insistently repetitive or continuous, can't drop it         |
| Playful    | Full of fun and good humor.   |
| Persuasive | One who persuades through logic and fact rather than charm.                     |
| Peaceful   | One who seems undisturbed and tranquil and who retreats from any form of strife |

3.

- |                  |   |
|------------------|---|
| Submissive       | One who easily submits to any other's point of view or desire. This person has little need to assert his own view or opinion.   |
| Self-Sacrificing | One who constantly sacrifices his/her own personal well being for the sake of or to meet the needs of others.   |
| Sociable         | This sociable refers to one who sees being with others as an opportunity to be cute and entertaining. If you are one who enjoys social gatherings as a challenge or business opportunity then do not check this word. |
| Strong-willed    | One who is determined to have his/her own way.  |

4.

- |             |  |
|-------------|--|
| Considerate | Having regard for the needs and feelings of others.  |
| Controlled  | One who has emotional feelings but doesn't display them  |
| Competitive | One who turns every situation, happening or game into an arena for competition. This person always plays to win! |
| Convincing  | This person can convince you of anything through the sheer charm of his/her personality. Facts are unimportant.  |

5.

- |             |   |
|-------------|---|
| Refreshing  | One who renews and stimulates or pleasantly lifts spirits.                  |
| Respectful  | One who treats others with deference, honor, and esteem.                    |
| Reserved    | Self-restraint in expression of emotion or enthusiasm.                      |
| Resourceful | One who is able to act quickly and effectively in virtually all situations. |

6.

- |              |  |
|--------------|--|
| Satisfied    | A person who easily accepts any circumstance or situation.                                     |
| Sensitive    | This person is intensively sensitive to self and others.                                       |
| Self-reliant | An independent person who can fully rely on his/her own capabilities, judgment, and resources. |
| Spirited     | One who is full of life and excitement.  |

7.

- Planner** One who prefers to work out a detailed arrangement beforehand, for the accomplishment of project or goal. This person much prefers involvement with the planning stages and the finished product rather than the carrying out of the task.
- Patient** One is unmoved by delay- calm and tolerant.
- Positive** Characterized by certainty and assurance
- Promoter** One who can compel others to go along, join, or invest through the sheer charm of his/her own personality.

8.

- Sure** One who is confident, not hesitating or wavering.
- Spontaneous** One who prefers all of life to be impulsive, unpremeditated activity. This person feels restricted by plans.
- Scheduled** This person is controlled by his/her schedule and gets very upset if that schedule is interrupted. There is another type of person who uses a schedule to stay organized, but is not controlled by the schedule. If the second description is you, do not check this word.
- Shy** Quiet, doesn't easily instigate a conversation.

9.

- Orderly** A person who has a methodical, systematic arrangement of things. Can be obsessively tidy.
- Obliging** Accommodating. One who is quick to do it another's way.
- Outspoken** One who speaks frankly and without reserve.
- Optimistic** This optimist is an almost childlike, dreamer type of optimist.

10.

- Friendly** This person is a responder to friendliness rather than an initiator. While he/she seldom starts a conversation, he/she responds with great warmth and enjoys the exchange.
- Faithful** Consistently reliable. Steadfast, loyal, and devoted sometimes beyond reason.
- Funny** This person has an innate humor that can make virtually any story a funny one and is a remarkable joketeller. If you have a dry humor, do not check this work.
- Forceful** A commanding personality. One would hesitate to take a stand against this person.

11.

- Daring** One who is willing to take risks; fearless, bold.
- Delightful** A person who is greatly pleasing, fun to be with.
- Diplomatic** One who deals with people both tactfully and sensitively.
- Detailed** A person who prefers working with the minute or fields that require detail work such as math, research, accounting, carving, art, graphics, etc.

12.

- Cheerful** Consistently being in good spirits and promoting cheer.
- Consistent** A person who is agreeable, compatible, not contradictory.
- Cultured** One whose interests involve both intellectual and artistic pursuits, such as theater, symphony, ballet, etc.
- Confident** One who is self-assured and/or certain of success.

13.

- Idealistic** One who visualizes things in an ideal or perfect form, and has a need to measure up to that standard.
- Independent** One who is self-sufficient, self-supporting, self-confident and seems to have little need of help.
- Inoffensive** A person who never causes offense, pleasant, unobjectionable, harmless.
- Inspiring** One who encourages others to work, join, or be involved. There is another personality that is deeply inspirational and has a need to bring life-changing inspiration. If you are the latter, do not check this work.

14.

- Demonstrative** One who openly expresses emotion, especially affection. This person doesn't hesitate to touch others while speaking to them.
- Decisive** A person with quick, conclusive, decision-making ability.
- Dry Humor** One who exhibits dry wit, usually one-liners which can be sarcastic in nature, but very humorous.
- Deep** A person who is intense and often introspective with a distaste for surface conversation and pursuits.

15.

- Mediator** A person who consistently finds him/herself in the role of reconciling differences in order to avoid conflict.
- Musical** One who either participates in or has an intense appreciation for music. This type of musical would not include those who find it fun to sing or play. The latter would be a different personality that enjoys being an entertainer rather than one who is deeply committed to music as an artform.
- Mover** One who is so driven by a need to be productive, that he/she finds it difficult to sit still.
- Mixes Easily** One who loves a party and can't wait to meet everyone in the room, never meets a stranger.

16.

- Thoughtful** A considerate person who remembers special occasions and is quick to make a kind gesture.
- Tenacious** One who holds on firmly, stubbornly, and won't let till the goals is accomplished.
- Talker** A person who is constantly talking, generally telling funny stories and entertaining everyone around him/her. There is another compulsive talker who is a nervous talker and feels the need to fill the silence in order to make others comfortable. This is not the entertaining talker we are describing here.
- Tolerant** One who easily accepts the thoughts and ways of others without the need to disagree with or change them.

17.

- Listener** One who always seems willing to listen.
- Loyal** Faithful to a person, ideal, or job. This person is sometimes loyal beyond reason and to his/her own detriment.
- Leader** A person who is a born leader. This is not one who rises to the occasion because they can lead, but who is driven to lead and finds it very difficult to believe anyone else can do the job.
- Lively** Full of life, vigorous, energetic.

18.

- Contented** One who is easily satisfied with what he/she has.
- Chief** A person who commands leadership.
- Chartmaker** One who enjoys either graphs, charts, or lists.
- Cute** Bubbly-beauty, cutie, precious, diminutive.

19.

- Perfectionist One who desires perfection, but not necessarily in every area of life.
- Permissive This person is permissive with employees, friends, and children in order to avoid conflict.
- Productive One who must constantly be working and/or producing. This person finds it very difficult to rest.
- Popular One who is the life of the party and therefore is much desired as a party guest.

20.

- Bouncy A bubbly, lively personality.
- Bold Fearless, daring, forward.
- Behaved One who consistently desires to conduct him/herself within the realm of what is proper.
- Balanced Stable, middle of the road personality, without extremes.

21.

- Brassy One who is showy, flashy, comes on strong.
- Bossy Commanding, domineering, overbearing. (Do not relate this to the raising of children. All mothers seem bossy and domineering.) Think only of adult relationships.
- Bashful One who shrinks from notice, resulting from self-consciousness.
- Blank A person who shows little facial expression or emotion.

22.

- Undisciplined A person whose lack of discipline permeates virtually every area of his/her life.
- Unsympathetic One who finds it difficult to relate to the problems or hurts of others.
- Unenthusiastic A person who finds it hard to get excited or feel enthusiastic.
- Unforgiving One who difficulty forgiving or forgetting a hurt or injustice done to them. This individual may find it hard to release a grudge.

23.

- Reluctant One who is unwilling or struggles against getting involved.
- Resentful This person easily feels resentment as a result of real or imagined offenses.
- Resistant One who strives, works against, or resists accepting any other way but his/her own.
- Repetitious This person retells stories and incidents to entertain you without realizing he/she has already told the story several times before. This is not a question so much of forgetfulness, as it is of constantly needing something to say.

24.

- Fussy One who is insistent over petty matters or details, calling for great attention to trivial details.
- Fearful One who often experiences feelings of fear, apprehension, or anxiousness.
- Forgetful This person is forgetful because it isn't fun to remember. His/her forgetfulness is tied to a lack of discipline. There is another personality that is more like the absent-minded professor. This person tends to be off in another world and only remembers what he/she chooses to remember. If you are the latter, do not check this word.
- Frank One who is straightforward, outspoken, and doesn't mind telling you exactly what he/she thinks.

25.

- Impatient A person who finds it difficult to endure irritation or wait patiently.
- Insecure One who is apprehensive or lacks confidence.
- Indecisive This person finds it difficult to make a decision at all. There is another personality that labors long over each decision in order to make the perfect one. If you are the latter, do not check this word.
- Interrupts This person interrupts because he/she is afraid of forgetting the wonderful thing they have to say if another is allowed to finish. This person is more of a talker than a listener.

26.

- Unpopular A person whose internally and demand for perfection can push others away.
- Uninvolved One who has no desire to become involved in clubs, groups, or people activities.
- Unpredictable This person may be ecstatic one moment and blue the next, willing to help and then disappear, promising to come and then forgetting to show up.
- Unaffectionate One who finds it difficult to verbally or physically demonstrate affection openly.

27.

- Headstrong One who insists on having his/her own way.
- Haphazard One who has no consistent way of doing things.
- Hard to Please A person whose standards are set so high that it is difficult to ever please them.
- Hesitant This person is slow to get moving and hard to get involved.

28.

- Plain A middle-of-the-road personality without highs or lows and showing little if any emotion.
- Pessimistic This person, while hoping for the best, generally sees the down side of a situation first.
- Proud One with great self-esteem who sees him/herself as always right and the best person for the job.
- Permissive This personality allows others (including children) to do as they please in order to keep from being disliked.

29.

- Angered easily One who has a childlike flash-in-the-pan temper that expresses itself in a child's tantrum style. It is over and forgotten almost instantly.
- Aimless A person who is not a goal-setter and has little desire to be one
- Argumentative One who incites arguments generally because he/she is determined to be right no matter what the situation may be.
- Alienated A person who easily feels estranged from others often because of insecurity or fear that others don't really enjoy his/her company.

30.

- Naive A simple and childlike perspective, lacking sophistication or worldliness. This is not to be confused with uninformed. There is another personality that is so consumed with his/her own particular field of interest that he/she simply could not care less what is going on outside of that sphere. If you the latter, do not check this word.
- Negative One whose attitude is seldom positive and is often able to see only the down or dark side of each situation.
- Nervy Full of confidence, fortitude, and sheer guts.
- Nonchalant Easy-going, unconcerned, indifferent

31.

- Worrier One who consistently feels uncertain or troubled.
- Withdrawn A person who pulls back to him/herself and needs a great deal of alone or isolation time.
- Workaholic This is one of two workaholic personalities. This particular one is an aggressive goal-setter who must be constantly productive and feels very guilty when resting. This workaholic is not driven by a need for perfection or completion but by a need for accomplishment and reward
- Wants Credit One who is almost dysfunctional without the credit or approval of others. As an entertainer this person feeds on the applause, laughter, and/or acceptance of an audience.

32.

- Too sensitive One who is overly sensitive and introspective.
- Tactless A person who can sometimes express him/herself in a somewhat offensive and inconsiderate way.
- Timid One who shrinks from difficult situations.
- Talkative A compulsive talker who finds it difficult to listen. Again, this is an entertaining talker and not a nervous talker.

33.

- Doubtful A person who is full of doubts, uncertain.
- Disorganized One whose lack of organizational ability touches virtually every area of life.
- Domineering One who compulsively takes control of situations and/or people. Do not consider the mothering role. All mothers are somewhat domineering.
- Depressed A person who struggles with bouts of depression of a fairly consistent basis.

34.

- Inconsistent Erratic, contradictory, illogical.
- Invert A person whose thoughts and interest are directed inward. One who lives within him/herself.
- Intolerant One who appears unable to withstand or accept another's attitudes, points of view or way of doing things.
- Indifferent A person to whom most things don't matter one way or the other.

35.

- Messy This person is messy because it isn't fun to discipline him/herself to clean. The mess is hardly noticed. There is another personality that gets messy when depressed, and yet another that is messy because it takes too much energy to do the cleaning. Be sure you are the first one mentioned if you check this word.
- Moody One easily slips into moods. This person doesn't get very high emotionally, but does experience very low lows.
- Mumbles This person may mumble quietly under the breath when pushed. This is a passive display of anger.
- Manipulative One who influences or manages shrewdly or deviously for one's own advantage. One who will find a way to get his/her own way.

36.

- Slow One who is slow-moving, easy-going.
- Stubborn A person who is determined to exert his/her own will. Not easily persuaded; obstinate.
- Show-off One who needs to be the center of attention.
- Skeptical Disbelieving, questioning the motive behind the words.

37.

- Loner One who requires a lot of alone time and tends to avoid other people.  
Lord Over A person who doesn't hesitate to let you know that he/she is right or has won.  
Lazy One who evaluates work or activity in terms of how much energy it will take.  
Loud A person whose laugh or voice can be heard above others in the room.

38.

- Sluggish Slow to get started.  
Suspicious One who tends to suspect or distrust.  
Short-tempered One who has a demanding impatience-based anger and a very short fuse. This type of anger is expressed when others are not moving fast enough or have not completed what they have been asked to do.  
Scatter-brained A person lacking the power of concentration, or attention. Flighty.

39.

- Revengeful One who knowingly or otherwise holds a grudge and punishes the offender, often by subtly withholding friendship or affection.  
Restless A person who likes constant new activity because it isn't fun to do the same things all the time.  
Reluctant One who is unwilling or struggles against getting involved.  
Rash One who may act hastily, without thinking things through, generally because of impatience.

40.

- Compromising A person who will often compromise, even when he/she is right, in order to avoid conflict.  
Critical One who constantly evaluates and makes judgment. Example: One who is critical might see someone coming down the street and within seconds might try to evaluate their cleanliness, look of intelligence or lack of it, style of clothing or lack of it, physical attractiveness or lack of it, and the list goes on. This person constantly analyzes and critiques, sometimes without realizing he/she is doing so.  
Crafty Shrewd, one who can always find a way to get to the desired end.  
Changeable A person with a childlike short attention span that needs a lot of change and variety to keep from getting bored.



# PERSONALITY SCORING SHEET

## STRENGTHS

	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 humor
15	___ Mixes easily	___ Mover	___ Musical	___ Mediator
16	___ Talker	___ Tenacious	___ Thoughtful	___ Tolerant
17	___ Lively	___ Leader	___ Loyal	___ Listener
18	___ Cute	___ Chief	___ Chartmaker	___ Contented
19	___ Popular	___ Productive	___ Perfectionist	___ Permissive
20	___ Bouncy	___ Bold	___ Behaved	___ Balanced
TOTALS _____				

TOTALS \_\_\_\_\_

COMBINED  
TOTALS \_\_\_\_\_

## WEAKNESSES

21	___ Brassy	___ Bossy	___ Bashful	___ Blunt
22	___ Undisciplined	___ Unsympathetic	___ Unforgiving	___ Unenthusiastic
23	___ Repetitious	___ Resistent	___ Resentful	___ Reticent
24	___ Forgetful	___ Frank	___ Fussy	___ Fearful
25	___ I interrupt	___ Impatient	___ Insecure	___ Indecisive
26	___ Unpredictable	___ Unaffectionate	___ Unpopular	___ Uninvolved
27	___ Haphazard	___ Headstrong	___ Hard to please	___ Hesitant
28	___ Permissive	___ Proud	___ Pessimistic	___ Plain
29	___ Angered easily	___ Argumentative	___ Alienated	___ Aimless
30	___ Naive	___ Nervy	___ Negative attitude	___ Nonchalant
31	___ Wants credit	___ Workaholic	___ Withdrawn	___ Worrier
32	___ Talkative	___ Tactless	___ Too sensitive	___ Timid
33	___ Disorganized	___ Domineering	___ Depressed	___ Doubtful
34	___ Inconsistent	___ Intolerant	___ Introvert	___ Indifferent
35	___ Messy	___ Manipulative	___ Moody	___ Mumbles
36	___ Show-off	___ Stubborn	___ Skeptical	___ Slow
37	___ Loud	___ Lord over others	___ Loner	___ Lazy
38	___ Scatterbrained	___ Short-tempered	___ Suspicious	___ Sluggish
39	___ Restless	___ Rash	___ Revengeful	___ Reluctant
40	___ Changeable	___ Crafty	___ Critical	___ Compromising
TOTALS _____				

COMBINED  
TOTALS \_\_\_\_\_

## STRENGTHS

	SANGUINE	CHOLERIC	MELANCHOLY	PHLEGMATIC
E M O T I O N S	<p>Appealing personality Talkative, storyteller Life-of-the-Party Good sense of humor Memory for color Physically holds onto listener Emotional and demonstrative Enthusiastic and expressive Cheerful and bubbling over Curious Good on stage Wide-eyed and innocent Lives in the present Changeable disposition Sincere at heart Always a child</p>	<p>Born leader Dynamic and active Compulsive need for change Must correct wrongs Strong-willed and decisive Unemotional Not easily discouraged Independent and self-sufficient Excludes confidence Can run anything</p>	<p>Deep and thoughtful Analytical Serious and purposeful Talented and creative Artistic or musical Philosophical and poetic Appreciative of beauty Sensitive to others Self-sacrificing Conscientious Idealistic</p>	<p>Low-key personality Easygoing and relaxed Calm, cool, and collected Patient, well-balanced Consistent life Quiet, but witty Sympathetic and kind Keeps emotions hidden Happily reconciled to life All-purpose person</p>
W O R K	<p>Volunteers for jobs Thinks up new activities Looks great on the surface Creative and colorful Has energy and enthusiasm Starts in a flashy way Inspires others to join Charms others to work</p>	<p>Goal-oriented Sees the whole picture Organizes well Seeks practical solutions Moves quickly to action Delegates work Insists on production Makes the goal Stimulates activity Thrives on opposition</p>	<p>Schedule-oriented Perfectionist, high standards Detail-conscious Persistent and thorough Orderly and organized Neat and tidy Economical Sees the problems Finds creative solutions Needs to finish what he starts Likes charts, graphs, figures, lists</p>	<p>Competent and steady Peaceful and agreeable Has administrative ability Mediates problems Avoids conflicts Good under pressure Finds the easy way</p>
F R I E N D S	<p>Makes friends easily Loves people Thrives on compliments Seems exciting Enviied by others Doesn't hold grudges Apologizes quickly Prevents dull moments Likes spontaneous activities</p>	<p>Has little need for friends Will work for group activity Will lead and organize Is usually right Excels in emergencies</p>	<p>Makes friends cautiously Content to stay in background Avoids causing attention Faithful and devoted Will listen to complaints Can solve others' problems Deep concern for other people Moved to tears and compassion Seeks ideal mate</p>	<p>Easy to get along with Pleasant and enjoyable Inoffensive Good listener Dry sense of humor Enjoys watching people Has many friends Has compassion and concern</p>

## WEAKNESSES

	<b>SANGUINE</b>	<b>CHOLERIC</b>	<b>MELANCHOLY</b>	<b>PHLEGMATIC</b>
<b>E M O T I O N S</b>	<p>Compulsive talker Exaggerates and elaborates Dwells on Trivia Can't remember names Scares others off Too happy for some Has restless energy Egotistical Blusters and complains Naive, gets taken in Has loud voice and laugh Controlled by circumstances Gets angry easily Seems phony to some Never grows up</p>	<p>Bossy Impatient Quick-tempered Can't relax Too impetuous Enjoys controversy &amp; arguments Won't give up when losing Comes on too strong Inflexible Is not complimentary Dislikes tears and emotions</p>	<p>Remembers the negatives Moody and depressed Enjoys being hurt Has false humility Off in another world Low self-image Has selective hearing Self-oriented Too introspective Guilt feelings Persecution complex Tends to hypochondria</p>	<p>Unenthusiastic Fearful and worried Indecisive Avoids responsibility Quiet will of iron Selfish Too shy and reticent Too compromising Self-righteous</p>
<b>W O R K</b>	<p>Would rather talk Forgets obligations Doesn't follow through Confidence fades fast Undisciplined Priorities out of order Decides by feelings Easily distracted Wastes time talking</p>	<p>Little tolerance for mistakes Doesn't analyze details Bored by trivia May make rash decisions May be rude or tactless Manipulates people Demanding of others End justifies the means Work may become his god Demands loyalty in the ranks</p>	<p>Not people-oriented Depressed over imperfections Chooses difficult work Hesitant to start projects Spends too much time planning Prefers analysis to work Self-deprecating Hard to please Standards often too high Deep need for approval</p>	<p>Not goal-oriented Lacks self-motivation Hard to get moving Resents being pushed Lazy and careless Discourages others Would rather watch</p>
<b>F R I E N D S</b>	<p>Hates to be alone Need to be center stage Wants to be popular Looks for credit Dominates conversations Interrupts and doesn't listen Answers for others Fickle and forgetful Makes excuses Repeats stories</p>	<p>Tends to use people Dominates others Decides for others Knows everything Can do everything better Is too independent Possessive of friends and mate Can't say, "I'm sorry" May be right, but unpopular</p>	<p>Lives through others Insecure socially Withdrawn and remote Critical of others Holds back affection Dislikes those in opposition Suspicious of people Antagonistic and vengeful Unforgiving Full of contradictions Skeptical of compliments</p>	<p>Dampens enthusiasm Stays unmoved Is not exciting Indifferent to plans Judges others Sarcastic and teasing Resists change</p>

	SANGUINE	MELANCHOLIC	CHOLERIC	PHLEGMATIC
Response to adversity	Emotional- unpredictable, erratic	Uncertain, indecisive, brooding	Decisive, strong, reacts quickly	Well balanced, dominated by fear
Emotional Spectrum	Wide range; changeable, strong contrasts, easily shamed	Narrow; constant - gloomy	Hard; unsympathetic, calculating	cool, emotionally autonomous, (functionally dependent)
When angry	Speaks his feelings, rash	quiet, introspective	Impetuous; revengeful	stable; tempers emotions
Response to initial spiritual awakening (to Gospel)	Often quick & emotional, but shallow; sometimes not genuine conversion. Develop faithfulness is essential.	Often easily and deeply impressed; accepts but theoretical doubter	Difficult to influence - when convinced, conversion is complete, without delay	Reserved; quiet and & unnoticed. Not quick.
Behavior after conversion	Man-pleaser, unsteady - environmental faith; can be turbulent in groups. Gifted speakers/teachers. Active, not practical, short-sighted worker; sins of flesh	Secretly ambitious; gravitates toward complex theological concepts, may overlook simple statements of grace, passive but loyal & sacrificial work. Sins of spirit.	complete break with old life (sins & people); energetic will; good motivator; inner life weak; Active, practical & persistent worker.	Tempted to be anonymous; sober, sound-minded, practical. Forgiven, lazy - rarely achieves potential. Sins of omission, will be thorough if motivated.
Dominant talents/gifts	Speaking & preaching; personal outreach; youth ministry	Prayer, inner spiritual life, deep theological insight.	Best potential leader, agitator, organizer	Counseling, good leader, administrator, methodical, patterned
Relationships/Interaction	Undiscerning, misjudges people; tender & sympathetic, relates well; exasperates the melancholy; used by the Choleric. Enjoys & forgets.	Better discernment than sanguine, but suspicious; condescending, bad motivators. Few friends, but loyal to them.	Selective, tribal, writes people-off; uses people to accomplish his will, good motivators; can be domineering. Can lunge with decisiveness.	Good discernment but chicken; hates controversy; natural counselor; can derive motivation from choleric
Romantic relationships	Fickle & unfaithful, charming, affectionate, very impressionable; short & intense infatuation.	Extremely faithful; not quick or sudden moves in this area; hurt often and deeply, protective	Often insensitive, decisive will look for productive relationships	Guards feelings, functional
Biblical Example	Peter - Mathew 16:22	Moses	Paul I Cor. 15:10, Gal 2:11-14	Abraham
Ministry	Hyper- sees what needs to be done and tries to force people to do it. Needs to study, impulsive, needs commitment to same people. Needs to spend 1 year on one project or goal.	Inmobilized- Sees what needs to be done but becomes self-focus. Paralysis by analysis. Knowledge over action. Needs daily devotion/bible; tell another about relational aspect of Jesus	Functioner- sees what needs to be done but doesn't know how to love people into it. Autonomous, ungodly competition. Needs to appreciate & apply "small talk", lacks prayer life	Will act when convicted by the word. Passive- doesn't think about it, wants to be/do correct, needs to initiate, confront, not too practical, needs to discipline, needs specific instruction, needs to get them angry only when personally affects will they become alert.

## **Helps for:**

### **Sanguine**

1. Needs friends who will keep them accountable for
  - temptations
  - study time
  - jobs done on time (completed)
  - autonomy
2. Needs routine and commitment
3. Needs focus and strategy
4. Needs self-examination and reflection
5. Needs to finish old business before starting new business, projects (in ministry, too)
6. Needs to apologize for offensive words

**Key Insight:** Convince the Sanguine that lack of focus is a gross sin and that their autonomy and diffuseness is a sin against God and the Body of Christ, and the reason for feelings of loneliness.

### **Choleric:**

1. Needs to learn positive- tends toward negatives
2. Needs to love people more than projects and goals
3. Needs time for inner walk- prayer, meditation
4. Needs to repent of using people, bossing them
5. Needs to see sin of autonomy - likes to make own decisions
6. Needs to learn to submit and obey to truth - no matter who says it
7. Needs to learn emotional side of life.

**Key Insight:** Convince the Choleric that tossing people aside is a gross sin and they need to communicate love feelings.

### **Phlegmatic**

1. Needs to be reminded to stay awake- to think
2. Needs to get into principles.
3. Needs self-examination
4. Needs to see they are self-righteous (nice)
5. Needs to see sins of omission
6. Needs to be confronted re: lack of caring for others
7. Needs to learn confrontation

**Key Insight:** Convince the Phleg that their sins of omission are a gross sin. Make them list all conflicts and tasks, then keep them accountable.

## **Melancholy**

1. Do not buy into their "woes"
2. Show self-focus is a sin
3. Show their direct denial of Biblical truth
4. Show their suffering is autogenous (self-caused)
5. Demand action
6. Teach them to cultivate thankfulness
7. Connect their abstract with the practical - they would rather stay in "pure" theory.
8. Help them build relationships
9. Expose their super-spirituality-usually ask for more worship out of guilt ...lack gratitude
10. Make them submit solutions and plans, not just complaining about problems.

**Key Insight:** Show the Mel that wanton self-focus is a gross sin.

## A Strategy For Combating the Besetting Sins of the Phlegmatic Temperament

The two greatest besetting sins for the phlegmatic temperament are sins of omission stemming from laziness or fear, and self-righteousness. In-depth sanctification cannot take place unless we honestly see these sins for what they really are--as deeply self-centered and destructive as the besetting sins of other temperaments. Once this is realized, the following steps can be helpful to cooperate with God in mortifying these two besetting sins and in cultivating corresponding virtues.

1. Memorize and periodically meditate on key scriptures which speak to these sin areas (e.g., James 4:17; 2 Tim. 1:7; 1 Thes. 5:6; Eph. 5:15-17; 1 Tim. 4:7b,8; 1 Cor. 9:24-27).
2. Periodically read the chapter on the phlegmatic temperament in O. Hallesby's *Temperaments and the Christian Faith*. His deep understanding of the weaknesses of the phlegmatic temperament provide a reminder of what to watch out for, while his treatment of the strengths will be a source of encouragement.
3. Weekly prayerful reflection in the spirit of Ps. 139:23,24 is helpful in preventing the development of a self-righteous or lazy attitude.
4. Relational laziness is a chronic tendency for most phlegmatics. To guard against this, it is helpful to regularly review your key personal and ministry relationships, and ask yourself these questions periodically:
  - Have I *recently initiated* positive personal love investment (affirmation, encouragement, etc.)?
  - Have I *recently initiated* personal vulnerability concerning my own fears, failures, etc.?
  - Have I *recently initiated* appropriate admonition and/or other challenging feedback designed to help them succeed in sanctification and ministry?
5. Compile a list of motivational Christian readings and read them periodically to renew your flagging zeal or sharpen your awareness of your flesh. Examples include the chapters "Diligence" and "Loyalty to the Truth" from Watchman Nee's *The Normal Christian Worker*, and the chapters "Earnestness" and "Decision for the Truth" from *Encounter With Spurgeon*.
6. Make a daily list of tasks to be performed, and check them off as you do so. Perform the most distasteful tasks first if at all possible. Otherwise, you will tend to avoid them and they will "pile up" and have a deadening effect in your life.
7. When you are aware of potential conflicts (especially with close relationships), be suspicious of your desire to avoid the conflict. Determine to surface the issue unless there are compelling reasons not to do so. Before you confront the situation, clarify the biblical principle(s) at stake, and determine not to compromise these for the sake of resolving the conflict.
8. Set up and rigorously follow a program of physical exercise at least twice weekly. This is good self-discipline, and it helps to prevent depression and increase energy for other things.
9. Seek out structure and accountability wherever possible to develop self-discipline. For example, if you lack self-discipline in study habits, sign up with a friend to take a course, and agree to study with your friend at a set time and place. If you lack self-discipline in prayer, set up specific times to pray with other people.