

Temperament Overview

Melancholy	Choleric	Sanguine	Supine	Phlegmatic
Tends to be an introvert, looks at their home as a "sanctuary" away from the world, is task oriented, very creative, a perfectionist, and plagued with low self-esteem. Melancholies need "alone quiet time every day, to think, dream, and regenerate." They also give the world beauty, great art, music and literature. They tend to think deep and feel things intensely.	Tends to be the extrovert. Always needing to be in control of the situation, to get or accomplish whatever they want, able to envision great projects and having the power to complete whatever they set out to do. If that power is used correctly, Choleric become presidents and CEO's of companies, if used wrongly, they can become abusive and cruel tyrants and dictators. They exude confidence.	Tends to be the extrovert, who needs to be the center of attention, always looking for opportunities to socialize, has tons of friends, talks, talks, talks, tells complete strangers their entire life story, gives in to peer pressure, has a temper that explodes and five minutes later cannot remember why they exploded. Relationship oriented.	Tends to be the servant, wanting to please the people around them. They must have recognition for services rendered. Cannot make decisions independently, always asks for second opinions from those around them. They say "yes" when they mean "no" and then feel used and angry about it later. Must feel loved, appreciated, and approved, working side-by-side with a help-mate.	Tends to be calm, careful and slow paced. Can handle almost all situations. Likes routine, is laid back and doesn't volunteer often to do more because it takes too much energy to really use their talents.
E-0/3 R-0/3	E-6/9 R-0/3	E-6/9 R-6/9	E-0/3 R-6/9	E-4/5 R-4/5
Motivation: Privacy	Motivation: Power	Motivation: Pleasure	Motivation: Participation	Motivation: Peace
Motto: "You have the problem, not me."	Motto: "Win at any cost."	Motto: "I'm ready to go."	Motto: "I will do anything in the world for you, as long as you treat me right."	Motto: "Peace at all costs."
Top 3 Needs: To be free from socialization, to have truth, order, reliability and dependability, to work with tasks and systems – not people	Top 3 Needs: To accomplish their goals, to receive constant help in accomplishing their goals, to receive constant recognition for their accomplishments	Top 3 Needs: To have social interaction, to be the center of attention and not be rejected, to be provided with love, affection and approval	Top 3 Needs: To be personally invited to serve, to be personally invited for social interaction, to be included in decision making	Top 3 Needs: To have others understand their limited energy reserves and not push them beyond that level, not to be forced to act independently, often or for long periods of time, to work on a team that accomplishes tasks together
Positives*: Creative, task oriented, intelligent, excellent manager or supervisor, loyal, faithful, self-sacrificing	Positives*: Excellent leader, very personable, excellent skills for socializing, optimistic, excellent mind	Positives*: Social person, entertaining, outgoing, responsive, warm, friendly	Positives*: Gentle spirit, humble, very faithful, loyal, dependable, teachable	Positives*: Calm, easy-going, efficient, peacemaker, even-tempered, practical, does tedious work with accuracy
Negatives*: Moody, fear of economic failure, low self-esteem, prone to vengeance, fear of rejection, perfectionist	Negatives*: Uses people to attain own goals, anger, being headstrong, unable to delegate authority	Negatives*: Tends towards destructive behavior, impulsive, unorganized, undisciplined, egotistical, exaggerates	Negatives*: Bitter, resentful, insecure, poor self-image, manipulative, weak willed, indecisive, harbors ill will	Negatives*: Selfish, avoids confrontation, unexpressive, rarely sacrifices of themselves, procrastinates

*If needs are met in a godly way, people will exhibit positive traits. If needs are not met, they'll slip into their negative traits.

Interpersonal Needs

	INCLUSION Who is in and out of the relationship	CONTROL Who maintains the power and makes decisions in the relationship	AFFECTION How emotionally CLOSE or FAR are you in relationships
	Measures socialization and mental capacity (Mind/Intellect). Inclusion is the need to establish and maintain a satisfactory relationship with people in the area of surface relationships. The need within the temperament ranges from approaching a good many people for association to approaching only a select few. Inclusion determines who is in or out of the relationship and whether we relate better to tasks or to people, and the impulsiveness of the behavior. The expressed need determines how many people we ask for association. The responsive need measures how many people we want to approach us for association.	Measures how strong our will is (Will/Volition). This need determines who will maintain control and hold the power in interpersonal situations. The need for control within the temperament ranges from maintaining control over everyone's behavior to maintaining control over no one's behavior. It determines who dominates and makes decisions for the relationship and how well we make decisions, how well we carry out responsibilities, and how dependent or independent we are. The expressed need determines how many people we want to influence. The responsive need measures how many people we want to influence us.	Measures the depth of our feelings (Emotion/Passion). Affection is the need to establish and maintain a satisfactory relationship with others in areas of love and affection. The needs within the temperament range from showing love and affection to a great many people to showing love and affection to only a select few. It determines how emotionally close or far the relationship is and how many of our emotions we share, how emotionally guarded or emotionally open we are. This area also determines how intimate we are with the extremely close people in our lives. The expressed need determines how emotionally open we are with others. The responsive need measures how emotionally open we want others to be with us.
MELANCHOLY	Everyone OUT, except for exclusive club.	I don't control you, so please don't try to control me	Generally emotionally FAR
SANGUINE	Everyone IN, come on in	Controls or is being controlled according to SWING	Emotionally CLOSE, come on closer
PHLEGMATIC	Take 'em or leave 'em	Democratic: Let's all be the boss	Take it or leave it
CHOLERIC	Don't call me, I'll call you; until then OUT! Except for exclusive club.	I'm the boss	Emotionally FAR, unless you meet CRITERIA
SUPINE	Everyone IN, but you must invite me	You're the boss	Emotionally CLOSE, but you must invite me

Interpersonal Needs: People of all temperaments need God and other people in order to be fulfilled and mentally healthy. God put that need into them. We have an expressed need: What we say we want. And we have a responsive need: What we really want and respond to readily. Knowing our interpersonal needs will influence how we interact with people, how we make better decisions about life, employment, hobbies and so much more! We will be able to use our strengths to bless others and cooperate with the Holy Spirit to transform our weaknesses.

Temperament Needs

Melancholy	Choleric	Sanguine	Supine	Phlegmatic
<ul style="list-style-type: none"> To be free from socialization To have truth, order, reliability and dependability To work with tasks and systems – not people To have quiet, alone time to regenerate For perfection—of self and others For financial and economic security For acceptance and approval Time to build up their self-confidence For independence To appear competent and in control To receive minimal amounts of love, affection and approval 	<ul style="list-style-type: none"> To accomplish their goals To receive constant help in accomplishing their goals To receive constant recognition for their accomplishments To accomplish what they want and need without becoming so angry and frustrated at the imperfections of others To know that the Lord gives them free choice of will and never rejects them or fails to acknowledge their accomplishments 	<ul style="list-style-type: none"> To have social interaction To be the center of attention and not be rejected To be provided with love, affection and approval To find life situations where they can remain active To find life situations where they can interact with people To seek employment where they can undertake tasks while interacting with people To have the feeling of interacting with people, when they are undertaking tasks by listening to the radio, television or music. This will heighten their efficiency To talk on the telephone or to read books or watch television shows about people to lessen anxiety if they are forced to be away from people often or for long periods of time To be accepted. When this individual is in the independent mode, i.e., self-gratifying and self-indulgent mode, they need to receive approval and not be “put down” for their indulgence To have recognition for the services they render To receive approval for their hard work and good behavior. They need to be pampered when they have taken on responsibilities and decisions To receive many physical expressions of love To be told every day they are loved and appreciated 	<ul style="list-style-type: none"> To be personally invited to serve To be personally invited for social interaction To be included in decision making To receive constant recognition for services rendered To receive love, affection and approval To find a life situation where they can have a balance between interacting with people and working alone with tasks and systems To be told every day that they are appreciated Not to be forced to act independently 	<ul style="list-style-type: none"> To have others understand their limited energy reserves and not push them beyond that level Not to be forced to act independently, often or for long periods of time To work on a team that accomplishes tasks together To undertake tasks with a minimal amount of interaction with demanding people To receive reassurance when taking on responsibility and making decisions Not to be forced to make decisions or take on responsibilities they are not comfortable with. They stubbornly refuse to move or change when they are asked to carry more than what they believe is their share
<ul style="list-style-type: none"> To learn to control their thinking (from negative to positive) To learn to cloth their truth and direction with love, grace and acceptance To learn not to make others fit the mold of their unrealistic expectations 	<ul style="list-style-type: none"> To learn that perfectionist expectation, mistrust of people and an inability to delegate authority will cause them to fail to achieve their goals To recognize that the Lord gives them free choice of will and never rejects them or fails to acknowledge their accomplishments To learn that the Lord will unlock <u>all</u> the potential within them in order to help them achieve <u>His</u> goals Though they are tough-minded and determined, to succeed they have to learn to yield to the Lord To recognize that because of their self-confidence, they take on more responsibility than they can handle To learn to be sensitive to the feelings and needs of others To accomplish their goals they need to learn to cooperate and get along with other strong willed people 	<ul style="list-style-type: none"> To learn to practice self-discipline and have predetermined boundaries (they easily cross other people’s boundaries) To learn to deal with anger constructively and in ways pleasing to God. This person has a “hot temper” To be encouraged not to overload themselves with too many tasks or activities To learn self-control based on understanding and accepting their natural tendency to “swing” between dependence and independence. Once they understand this, perhaps they can control the “swing” instead of allowing it to control them To learn not to act on the emotions of the moment. They need to think through their words and actions and the end results, perhaps asking for the perception of others To learn not to adopt behavior and morality in order to get attention from significant others in their life. They will be jealous of the time significant others in their life spend with other people 	<ul style="list-style-type: none"> To learn to acknowledge their anger (and not just call it hurt) and deal with it To learn to be assertive and maintain personal boundaries (others cross their boundaries easily) To learn to confront bad or abusive behavior by others To increase self-perception To learn to look to the Lord <u>first</u> for: <ul style="list-style-type: none"> direction for life protection from victimization reassurance of worth love and appreciation assistance in making decisions area to serve that fits the Supine taking on responsibility rewards for good behavior 	<ul style="list-style-type: none"> To learn to maintain a proper balance of work, relaxation, rest, diet and exercise to maintain an energy balance To be inspired to stay involved in life To learn to understand the feelings and rights of others and prevent hurting them with their wry sense of humor To make a conscious effort to insure that deep personal relationships remain warm and that they actively participate in the expressions of their warm feelings. This is not for their sake as much as for the people who love them