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coaching services

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connecting you to your greater purpose!

Have you been cruising through life, only to find yourself hitting the brakes when someone sees life differently than you?

Have you noticed parents and children, husbands and wives, or co-workers arguing over a simple issue only because each person placed value on completely different aspects of the problem?

Understanding the inherent qualities of different personality temperaments provides an opportunity to increase collaboration between individuals and/or teams. It offers women, men, and children the keys to harness their personal strengths, as well as ways to overcome weaknesses their temperament may possess. In the process, individuals and/or team members can learn to appreciate the unique qualities in others as each grows into the fullness of who they are authentically.

We were all created with distinctive blends of strengths, weaknesses and tendencies that are reflected in at least one, or a combination, of the following personality temperaments.

- **Sanguine**

Are you the life of the party as you talk compulsively, but forget others names?

Do you inspire others with your creative ideas but find it challenging to follow through?

Do you genuinely care for others but struggle because you want to be liked?

With appealing personalities and dynamic leadership, **Sanguines** are often the creative individuals in a group. They tend to be encouragers, using humor, enthusiasm, and enticing energy to lead a group in a particular direction. They inspire others and can motivate a group to change by mere charm. They look great on the surface with their quick wit and expressive storytelling. They genuinely love people and are generally sincere at heart.



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However, **Sanguines** can also tend to get very distracted, and often have difficulty following through on tasks and projects. While they appreciate variety and flexibility, they can also be very undisciplined, finding it difficult to put their priorities in order. They thrive on compliments and appreciate acknowledgement for their accomplishments, but they also depend too much on others' opinions as the basis for their confidence. Their talkativeness can be a downfall to effective relationships, as they can easily dominate conversations, and lose patience when it comes to listening. They are challenged by the number of commitments they take on, yet they hate to be alone.

- **Choleric**

Are you a natural-born leader but have difficulty feeling sympathy for others?

Do you tend to be goal-oriented but get impatient when others make mistakes?

Do you work well independently but struggle to allow others to be involved?

Cholerics are born leaders, with a strong authoritative style and clear direction. They are dynamic and dominate conversations and situations, using their focused organization and competitive nature to make nearly every goal they set their sights on. They often are able to see the whole picture and effectively motivate people to take action in situations, where others may struggle to even know how to start. They lead and organize and thrive on opposition, as they become invigorated by controversy and argumentation.

However, the **Cholerics'** quick decision-making and efficient leadership can seem overpowering or intimidating. They have difficulty being compassionate, as they are focused more on the immediate gain than on interpersonal synergy. They are strong-willed and have great difficulty being wrong. **Cholerics** sometimes make rash decisions, manipulating people and even being possessive of friends as they strive for their productivity and goals. While they excel in emergencies, they are often found to be inflexible and disliked by their coworkers.



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- **Melancholy**

Are you good at identifying problems but find yourself bogged down by the details?

Do you have deep appreciation for beauty but find yourself holding back personal affection, not wanting to appear vulnerable or too sensitive?

Do you have great compassion for others but find your personal standards often too high to meet, erring toward perfectionism?

Melancholies are deep and thoughtful, using their talent in analysis to both recognize problems and find creative solutions. They are detail- and schedule-oriented, with a high value on efficient organization and thorough work ethics. They are self-sacrificing, sensitive listeners, and have deep concern and compassion for others. They make friends cautiously, but maintain deep commitment and high standards to those responsibilities and commitments they have chosen to take on. They appreciate charts, graphs, figures and lists, and while they are purposeful and genius-prone, they are also quite content to remain in the background.

Melancholies will often be considerably more sensitive and less secure than the other temperaments. As a result, their feelings tend to be hurt more easily, sometimes leading to being depressed as a result of others' remarks, opinions, and actions. They tend to have a more pessimistic attitude and a low internal self-image, due in part to their ceaselessly high standards for themselves and others. While they are persistent and detailed, they often spend too much time planning and are hesitant to start projects or complete them. They are suspicious, unforgiving, and critical of others. They will easily withdraw from a competitive or static situation, and often struggle with selective hearing, holding on to only the negatives. They are challenged by an introspective life full of contradictions.



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- **Phlegmatic**

Are you relatively relaxed in life but find it hard to be enthusiastic about things?

Do you enjoy watching people get things done but find yourself challenged to get moving?

Do you find yourself perfectly competent but lacking self-motivation?

Phlegmatics are the peacemakers in a group. They are easy to get along with, and often have calm, cool, and low-key personalities. They are sympathetic and kind, and maintain a relatively consistent life. They are strong administratively, mediate problems effectively, and are good under pressure as they maintain an even keel. **Phlegmatics** tend to have many friends, are good listeners, and do not tend to offend others. They are peaceful and enjoy watching others.

It is often difficult to inspire a **Phlegmatic** to take action, as they tend to avoid responsibility and lack self-motivation. They resent being pushed, and can seem lazy or careless, preferring to watch activity rather than join it. **Phlegmatics** are not goal-oriented, and will often remain uninvolved and indifferent to the plans and whims of others. They are generally sarcastic and quick to judge others, causing a wake of discouragement behind them. They tend to dampen enthusiasm, maintaining a quiet will and reticent manner. They are often fearful and worried, and strongly resist change.

Whatever temperament style or mix of personality qualities you have, understanding how you are wired is a powerful step to personal change in your life. Getting a sense of your natural strengths and weaknesses can provide you a foundation for becoming more of who you are created to be. In the process, you will learn to appreciate and love yourself as you become more understanding of others.

To learn more about your unique personality, visit our website and take our free on-line personality quiz.