



WELCOME TO THE PERSONALITY TYPES PRESENTATION

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PERSONALITY TYPES

Which Type Are You?

Your personality influences everything you do-

- **From sleep habits to study habits to work style to the way you get along with other people, your personality has a powerful influence in your life.**

If you want to maximize your potential and empower others to maximize theirs, you must know and appreciate your personality type and theirs. Today, we are going to help you do just that. So “buckle up!”



The advantages of learning personality types.

- **The primary advantage to learning about the four basic personalities is to discover your most pronounced strengths and weaknesses. Such discovery will empower you to embrace and overcome your weaknesses and to take advantage of your strengths. Then, you will be able to fulfill your personal destiny in this big, wide, wonderful world.**

The advantages of learning personality types.



- **Understanding and accepting others.**
- **As long as you live, you will be confronted by people. When you understand why they do what they do, it's easier to accept them and their differences. And it's easier to work with them.**

ARE YOU READY TO TAKE THE TEST?

Circle the words that most often applies to you.



Strengths

Animated	Adventurous	Analytical	Adaptable
Persistent	Playful	Persuasive	Peaceful
Submissive	Self-sacrificing	Sociable	Strong-willed
Considerate	Controlled	Competitive	Convincing
Satisfied	Sensitive	Self-reliant	Spirited
Planner	Patient	Positive	Promoter

Meet The Four Personality Types

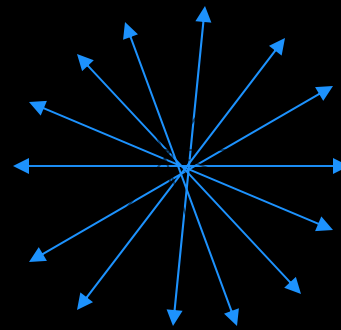


Choleric/Lion



Sanguine/Otter

Extroverted



Twelve Blends

Introverted



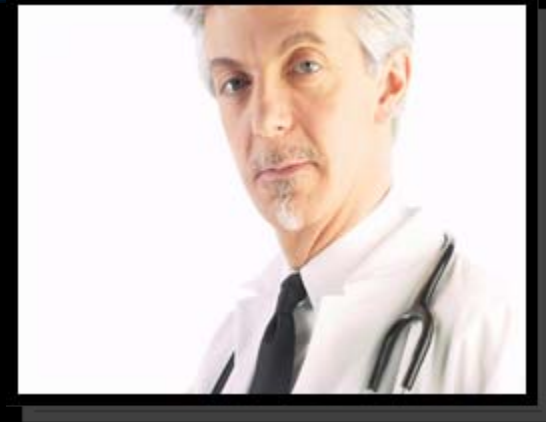
Melancholy/Beaver



Phlegmatic/Golden Retriever



PERSONALITY TYPES



Which Type Are You?

Extroverted Choleric/Lion



Strengths

- Takes charge
- Decision making
- Acknowledging abilities
- Self-confident
- Dependability
- Strong willed
- Courageous
- Constant activity
- Independent
- Objective
- Goal setter
- Usually right
- Not easily discouraged
- Aggressive

Cholerics

Negatives



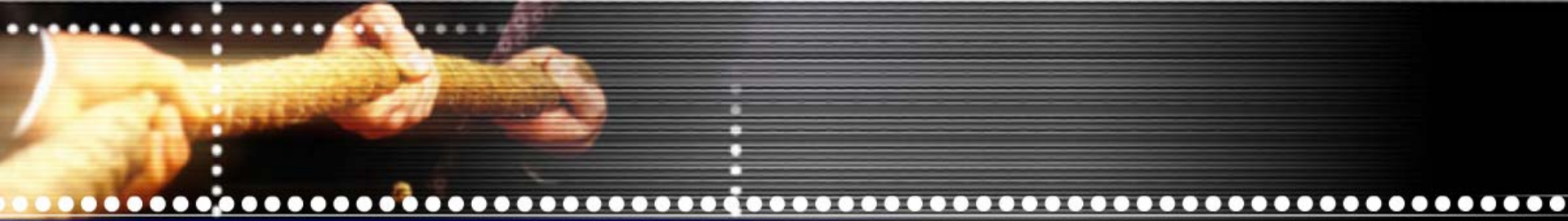
- Domineering everyone
- Insensitive
- Bragging
- Impatient with others
- Too bossy
- Taking over the whole show
- Refusing help
- Uses people
- Ignores details
- Opinionated

Cholerics At Work



Great Organizational Skills

- Authoritative
- Decisive
- Hates having someone look over their shoulder
- Outspoken
- Trouble shooter
- Thrives on opposition
- Insists on production
- Excels in emergencies
- Results oriented
- Delegates responsibility but not always authority



Cholerics As Leaders:

- **They have a natural feel for being in charge, a quick sense of what will work, a sincere belief in their ability to achieve, a potential to overwhelm less aggressive people.**



Advice to Choleric

- Allow others to make decisions.
- Keep advice to self unless asked.
- Tone down your approach with people.
- Try not to look down on the “dummies”.
- Practice giving compliments.
- Don't say, “I told you so.”
- Keep quiet about your accomplishments.
- Aim for quiet dignity.
- Don't overwork yourself; say no.

How to Get Along with a Choleric

- **Insist on two-way communication and decision making.**
- **Recognize their natural tendency to lead.**
- **Realize they are not compassionate.**
- **Try to divide areas of responsibility.**
- **Know they don't mean to hurt, they just speak straight.**

Cholerics Wants Others To:

“Lets do it my way.”

- **Obey**
- **Give the facts**
- **Support their plan**
- **Work efficiently**
- **Communicate directly**
- **Be logical**
- **Strive for excellence**
- **Challenge them**





Cholerics:

- ***Cholerics Are:***

- **Presidents**
- **Generals**
- **Leaders**

- ***Well Known Cholerics:***

- **Bill Gates**
- **John Wayne**
- **Mark Twain**
- **Thomas Edison**

PERSONALITY TYPES

Which Type Are You?



Extroverted Sanguine/Otter

Strengths



- Ability to converse
- Optimistic approach
- Cheerful
- Story telling
- Persuasive
- Life of the party
- Encourager
- Artistic
- Humorous
- Friendly
- Emotional
- Spontaneous
- Doesn't hold a grudge
- Fun-loving

Sanguine/Otter

Negatives



- Constant talking/interrupting
- Too happy, phony
- Frightening to others
- Boring, too much detail
- Craves acceptance
- Too loud/draws undue attention
- Wastes time
- Forgets obligations
- Makes excuses
- Disorganized



Great Relational Skills

Sanguine At Work:

- Seller / Energetic
- Entertains
- Flashy / Colorful
- Volunteers
- Charms others to work
- Thinks up new activities
- Wants to be popular
- Good on stage
- Good at networking
- Likes teamwork



Sanguines As Leaders

- **Excite, persuade and inspire others; radiates charm and entertains; could be forgetful and poor on follow-through.**

Advice to a Sanguine

- **Be sensitive to the interests of others.**
- **Watch for signs of boredom; be a good listener.**
- **Don't think you have to fill in all the gaps of silence.**
- **Learn to be on time and remember to keep appointments.**
- **Work on self-discipline and be dependable.**

How to Live/Work with a Sanguine

- **Bring them presents; they like new toys.**
- **Help them to keep from accepting more than they can do.**
- **Realize they like variety/change.**
- **Praise them for everything they accomplish.**
- **Recognize their difficulty in accomplishing tasks.**
- **Allow them flexibility; they dislike structure.**

Sanguines Wants Others To:



- Listen to them
- Give sincere compliments
- Take care of the details for them
- Give them a chance to speak
- Give feedback
- Laugh at their jokes
- Accept them unconditionally
- Show affection



Sanguines are:

- Sanguines Are:

- Entertainers
- Salespersons
- Motivators
- Speakers

- Well Known Sanguines:

- Elvis Presley
- Michael Jordan
- Madonna
- Seinfeld



PERSONALITY TYPES



Which Type Are You?

Introverted Phlegmatic/Golden Retriever



Strengths

- Good listener
- Easy going nature
- Good sense of humor
- Low key approach
- Contented
- Reserved, not excitable
- Sensitive, loving
- Calm/cool under pressure
- Sympathetic
- Inoffensive
- Agreeable
- Balanced
- Nurturing
- Flexible

Phlegmatic/Golden Retriever

Negatives



- Shy
- Makes few decisions
- Has sarcastic sense of humor
- Fearful
- Opposes change
- Often accomplishes little
- Hides emotions
- Avoids conflict
- Quiet will of iron
- Slow to act

Phlegmatics At Work:

Great Relational Skills

- Teaches
- Patient
- Diplomatic
- Mediates
- Mentors
- Politically correct
- Competent
- Steady
- Counsels
- Good with people





Phlegmatic As Leaders

- They keep calm, cool and collected; don't make impulsive decisions; are well-liked and inoffensive; don't cause trouble; don't often come up with brilliant new ideas.

Advice to Phlegmatic/Golden Retriever

- **Make yourself participate instead of being a spectator.**
- **Practice confronting instead of avoiding conflict.**
- **Try to be enthused over what others do; be an encourager.**
- **Refuse to be a couch potato or lazy.**

How to Live/Work with a Phlegmatic

- Realize they need direct motivation.
- Give praise or rewards for achievement.
- Help them set goals.
- Do not feel disappointed or expect enthusiasm.
- Encourage them to accept responsibilities.



Phlegmatics Wants Others To:

- Stay calm
- Be courteous
- Trust them
- Value them
- Give advanced warning of change
- Respect their boundaries
- Give them time to reflect
- Allow them to get used to things





Phlegmatics are:

- *Phlegmatics are:*

- Administrators
- Contributors
- Well Rounded

- *Well Know Phlegmatics:*

- *Eleanor* Roosevelt
- Carl Rogers
- Margaret Mead

PERSONALITY TYPES

Which Type Are You?



Introverted Melancholy/Beaver

Strengths



- Perfectionist
- Helpful attitude
- Compassionate
- Humility
- Introspective thinking
- Quiet spirit
- Listener
- Accurate
- Analytical
- Orderly
- Conscientious
- Scheduled
- Truth-seeking
- Inquisitive

Perfect Melancholy

Negatives



- Critical
- Hard to please
- Remembers Negatives
- Spends too much time on preparation
- Too close an involvement
- Low self image
- Suspicious of people
- Rigid / Legalistic
- Passive-aggressive
- Guilt feelings

Melancholy At Work

Great Organizational Skills

- Neat /Tidy
- Detail-conscious
- Organized
- Engineering
- Likes graphs, charts, figures and lists
- Sees problems and solutions
- Frustrated by interruptions



- Motivated by high standards
- Likes instruction
- Needs to finish what he/she starts



Perfect Melancholy As Leaders

- They organize well, are sensitive to people's feelings, have deep creativity, want quality performance.

Advice to Melancholy



- Don't take everything too personally.
- Don't look for trouble; keep your eye on the positives.
- Force yourself to meet and talk with people.
- Learn to accept that everyone doesn't think as you do.
- Talk about your thoughts.

How to Live/Work with a Melancholy

- Realize they have a natural tendency to be pessimistic.
- Compliment them sincerely and lovingly.
- Never tell them their problems are stupid.
- Encourage them to express what they are thinking about.

Melancholy Wants Others To:

- Give lots of clear detailed information
- Respect their space
- Give them time to do it right
- Appreciate their effort
- Communicate with facts
- Let them think





Melancholies

- *Melancholies are:*

- Health/Safety Inspectors
- Quality Controllers
- Bankers

- *Well Know Melancholies:*

- Barbara Walters
- George Bush
- Queen Elizabeth II
- Mother Teresa

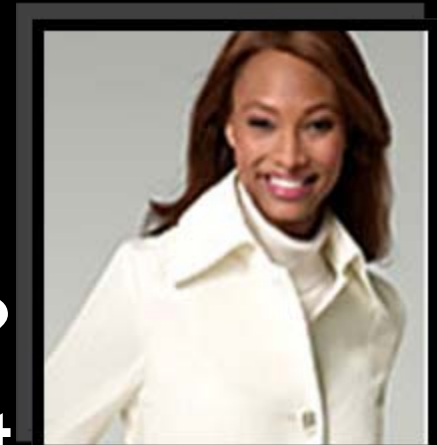
How to mix and match personalities when building a team.

- Two choleric working together = Conflict
- Two sanguines working together = Talking and little work.
- A choleric and sanguine working together = Aggravation
- Two phlegmatics working together = No Motivation
- Two Melancholies working together = A Boring place
- Opposites attract and will produce creative energy for the twosome or team.



How to put people to work in the areas of their strengths.

- **First know their strengths by: administering this test, observing or just asking, “WHAT ARE YOUR STRENGTHS?”**
- **Think about the assignment: What talents and gifts are needed for it to be successful?**
- **Ask yourself, “Is this a good fit, or could I use this person better in another area?”**



Open Discussion Time



- What is your personailty type?



- Gifts were provided by:



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