

Temperaments Assessment Chart



Cholerick

Contributions	Weaknesses	Triggers	Ideal Conditions	Motivations
<p>I bring clear direction to a team or a project.</p> <p>I figure out a way without having to be told.</p> <p>I come up with logical and pragmatic solutions to problems.</p> <p>I persevere and push plans through to completion.</p> <p>I am not given to anxiety.</p> <p>I am decisive when others waiver.</p> <p>I am dependable and get the job done.</p> <p>I will take charge in the absence of leadership.</p> <p>I am not deterred by hard work.</p> <p>I thrive in challenges.</p> <p>I want to be the best and will persevere until I achieve that.</p> <p>I am not threatened by disagreement.</p> <p>I complete every project that I am assigned.</p> <p>I am always moving myself and others towards completing tasks.</p> <p>I see the quickest and easiest way to accomplish things.</p>	<p>I can be very stubborn.</p> <p>I am opinionated.</p> <p>I think that I'm always right.</p> <p>I tend to judge others' work ethic.</p> <p>I can be prideful.</p> <p>I have a quick temper, and a propensity for anger and defensiveness.</p> <p>I can be inclined towards retaliation.</p> <p>I can be domineering.</p> <p>I can be argumentative.</p> <p>I can lack sympathy.</p> <p>I can be competitive to a fault.</p> <p>I rush through tasks and projects.</p> <p>I tend to go solo on a project.</p> <p>It's difficult for me to admit when I am wrong.</p> <p>I am not willing to ask for help.</p> <p>I am impatient with others' insecurities.</p> <p>I do everything to an excess and lack balance in my life.</p>	<p>Internal Triggers:</p> <p>Waste of time, money, energy.</p> <p>Falling short of completion</p> <p>Falling short of a standard</p> <p>Discovering that I am wrong</p> <p>Humiliation</p> <p>Undefined success measures</p> <p>Being inefficient</p> <p>Living unintentionally</p> <p>External Triggers:</p> <p>Laziness</p> <p>Quitters</p> <p>Others wasting my time</p> <p>Complainers</p> <p>Unclear goals presented to me</p> <p>Indecisiveness</p> <p>Others not listening to my advice or directions</p> <p>Being told what to do</p> <p>Others (in authority or power) not noticing my competence</p>	<p>To have goals with a clear success measurement</p> <p>For team members to pull their own weight</p> <p>Appreciation and gratitude for my achievements and contributions</p> <p>Acknowledgment for when I am "right"</p> <p>Freedom to make my own decisions</p> <p>Something to do, a task to complete and a timeline for completion.</p> <p>To create a big impact in the world</p> <p>Sincere affirmations</p> <p>Guidance for discerning proper goals</p> <p>Rational and logical reasons for a goal, or a plan, or decisions</p> <p>Acceptance that I will always be goal focused and action oriented</p> <p>Encouragement to slow down and plan to rest and relax</p> <p>For others to listen to my strategies, ideas, or directions</p> <p>Opportunities to create a legacy</p>	<p>Tangible Progress</p> <p>Taking Action</p> <p>Winning</p> <p>Completion of tasks</p> <p>Achievement</p> <p>Decisiveness</p> <p>Efficiency</p> <p>Making an impact</p> <p>Creating Momentum</p> <p>Focus</p> <p>Discipline</p> <p>Improvement</p> <p>Intentional Growth</p> <p>Expansion</p> <p>Clarity</p> <p>Competency</p>

Sanguine

Contributions	Weaknesses	Triggers	Ideal Conditions	Motivations
I can make friends with anyone.	I can be superficial and shallow.	<u>Internal Triggers:</u> Shame	Opportunities for creative problem-solving	Influencing others
I work really well on teams.	I am forgetful.	Routines and schedules	Working on a goal/project with other people	Enjoyment
I do not hold grudges and am quick to forgive.	I can easily become attached to pleasures.	Disconnection from others	Variety	Novelty
I tend to make things more fun.	I people please to a fault, because I want to be liked.	Feeling like I'm in "a box".	Mini rewards for milestones	Variety
I have a good sense of humor.	I lack follow through.	Feeling alone	Positivity, I have an aversion to negativity	Feeling good
I am optimistic and positive.	I am vain.	Monotony	Permission to make mistakes in the learning process	Connecting with others
I can take kind-hearted feedback and apply it to my life.	I am inconstant and flaky.	Boredom	The freedom to socialize and be with others in community	Inspiring others
I am seldom embarrassed.	I am very emotional and/or restless.	Discomfort	To be paired up with a finisher	Helping others
I am highly adaptable. I won't push back on change.	I am easily distracted.	Meaningless Rules	A stage	Catalyst
I have a lot of energy and am easily excitable.	I make decisions based on momentary feelings.	<u>External Triggers:</u> Others negativity	Opportunities to influence, excite and entertain others	Creativity
I am direct but in a kind way.	I am impetuous- I leap before looking.	Inadequate variety	Affirmation and acknowledgment for perseverance	Positivity
I am self-assured and confident.	I overlook difficulties.	Others inflexibility to variety or change	An opportunity to make things fun and more compelling	Collaboration
I love spreading my own enthusiasm to others.	I am easily seduced by flattery.	Not being liked	No judgment	Generosity
I am eager to get projects started.	I am inclined towards jealousy.	Being placed in "a box"	Clear guidelines and milestones on task completion	Maximizing strengths
I love to be creative with my problem solving.	I dread anything that could be strenuous or uncomfortable.	Others' not valuing me for my contributions	To be liked	Initiating something new
I am generous with praise.	I care too much of what others think about me.	Being expected to conform to social norms	Opportunities to create variety and novelty	Adventure
	I am disorganized.	Inability to make another person feel better		
	I talk too much.	Inability to influence others		
		Being micromanaged		
		Being judged by others		

Melancholic

Contributions	Weaknesses	Triggers	Ideal Conditions	Motivations
<p>I am thoughtful.</p> <p>I am organized.</p> <p>I am sensitive and compassionate to others.</p> <p>I am highly detailed.</p> <p>I am very cognitive, and love to learn more about what interests me.</p> <p>Once I am convicted, I am vigilant in pursuing a goal.</p> <p>I tend to be very idealistic.</p> <p>I am willing to sacrifice my comfort out of compassion for another.</p> <p>I make decisions based on high ideals and principles.</p> <p>I have a high tolerance for mortification.</p> <p>I am committed to doing "the task at hand" the right way.</p> <p>I am very loyal.</p> <p>I am highly analytical.</p> <p>I want to be the best that I can be.</p> <p>I am precise when communicating my conclusions.</p> <p>I keep and enforce schedules and rules.</p> <p>I help to establish accountability.</p>	<p>I tend towards sadness.</p> <p>I can be irresolute</p> <p>I am motivated by finding problems and discussing problems.</p> <p>I can be negative and pessimistic.</p> <p>I have the habit of "All or nothing thinking".</p> <p>I have few friends.</p> <p>I can be exclusive with my friends.</p> <p>I tend to second guess my decisions.</p> <p>I overreact.</p> <p>I don't prioritize well.</p> <p>I tend towards discouragement and self-pity.</p> <p>I worry about possible misfortune.</p> <p>I am easily hurt.</p> <p>I can be moody.</p> <p>I am hyper-critical and judgmental of myself and others.</p> <p>I am overly cautious.</p> <p>I have perfectionistic tendencies which often lead to disappointment.</p>	<p><u>Internal Triggers:</u></p> <p>Not being "perfect" the first time</p> <p>Inadequate alone time</p> <p>Inadequate time for reflection.</p> <p>Self-judgment</p> <p>Self-criticism</p> <p>Inadequate information</p> <p>Not knowing "the right way"</p> <p>Looking or feeling "stupid"</p> <p><u>External Triggers:</u></p> <p>Noise</p> <p>Constant stimulation</p> <p>Shallow thinkers</p> <p>Inaccuracy of data presented</p> <p>Other's passive aggression</p> <p>Other's intense emotions</p> <p>Feeling judged by others</p> <p>Large groups</p> <p>Others' trying to cheer me up</p> <p>Others' not valuing my opinion</p>	<p>Time and space to process thoughts and emotions</p> <p>Non-judgmental, neutral compassion for when I may be focusing on the negative</p> <p>Freedom to laugh, cry, vent</p> <p>Uninterrupted thinking / praying time</p> <p>Someone who makes space for me to share my deep interior life</p> <p>Freedom to be withdrawn and even moody without others taking it personally</p> <p>Philosophical deep conversations</p> <p>Authenticity from others</p> <p>Time for sharing with others in order to build trust</p> <p>Getting things right the first time</p> <p>To be perfect, to achieve the ideal</p> <p>For others to do things the way that I do things</p> <p>Space and time to create</p> <p>Space and time to recollect</p> <p>A meaningful contribution for me to serve</p>	<p>Clear conceptualization</p> <p>Meaning</p> <p>Purpose</p> <p>Solitude</p> <p>Creativity</p> <p>Deeper Understanding</p> <p>More knowledge</p> <p>Learning</p> <p>Perfection</p> <p>Curiosity</p> <p>Justice</p> <p>Exploration</p> <p>Discovery</p> <p>Quality</p>

Phlegmatic

Contributions	Weaknesses	Triggers	Ideal Conditions	Motivations
<p>Once I am convicted of a goal or a project, I am very assiduous.</p> <p>I can be the diplomatic peacemaker in tense and highly emotional situations.</p> <p>I am very dependable.</p> <p>I prefer structure and routine.</p> <p>I am calm under pressure.</p> <p>I am dutiful and dependable.</p> <p>I avoid conflict.</p> <p>I am low-key and not dramatic.</p> <p>I am well-liked by almost everyone.</p> <p>I am constant.</p> <p>I follow rules, processes and procedures well.</p> <p>I am patient, well-behaved, polite and respectful.</p> <p>I am not easily provoked.</p> <p>I don't judge or have unfairly high expectations of others.</p> <p>I easily and automatically put the best for the team or others before myself.</p> <p>I am orderly and routine.</p> <p>I make complicated processes simpler.</p> <p>I am fair.</p>	<p>I can be sluggish.</p> <p>I can be lazy.</p> <p>I feel like a spectator in my own life.</p> <p>I am apathetic and disinterested.</p> <p>I am unmotivated and require others to motivate me.</p> <p>I am hesitant to try new things.</p> <p>I am fearful of a lot of things.</p> <p>I am indecisive.</p> <p>I people please to a fault.</p> <p>I prefer comfort and the status quo over expending energy on arduous tasks.</p> <p>I am conflict avoidant to a fault.</p> <p>I lack boundaries- saying "yes" when I really mean "no".</p> <p>I am unwilling to make requests of others.</p> <p>I am unwilling to confront others when it is necessary.</p> <p>I am unwilling to share or engage.</p> <p>I am unwilling to take action without "proof" of success.</p> <p>I can seem emotionally detached.</p>	<p><u>Internal Triggers:</u></p> <p>Uncertainty about rules, systems or processes</p> <p>Being out of balance with self and others</p> <p>Inability to see common ground.</p> <p>Absence of peace and stillness</p> <p>Making a big decision</p> <p>Feeling alone</p> <p><u>External Triggers:</u></p> <p>Other people interrupting my routine</p> <p>Others unwillingness to listen and search for common ground</p> <p>Debate, conflict</p> <p>Others' irrationality</p> <p>Others' excessive negative emotions</p> <p>Others' unwillingness to collaborate and/or connect</p> <p>Others' viewing me as "unfair" or "mean."</p> <p>Unpredictable directions and expectations</p> <p>Frivolity and urgency of others</p> <p>Pressure to make decisions hastily</p>	<p>Procedures, rules, processes, and systems to anchor me</p> <p>Clear boundaries, expectations and guidelines</p> <p>A structured and balanced environment</p> <p>Positive accountability</p> <p>Steadiness and predictability in the rhythm of my work</p> <p>For someone to ask me for my opinion because I probably won't share it on my own</p> <p>Rational, unemotional discussions</p> <p>Avoidance of escalation or conflict</p> <p>Acknowledgment of my unique gifts and strengths</p> <p>A cause to serve something bigger than myself</p> <p>Encouragement in celebrating small steps and for others to show their excitement and support about my progress</p> <p>Affirmation for my good attitude, my perseverance, cooperation, and achievements</p> <p>For others to encourage me with no criticism or nagging</p> <p>To be included and invited</p> <p>The ability to close gaps between people</p>	<p>Personal connection</p> <p>Peace</p> <p>Harmony</p> <p>Fluidity</p> <p>Ease</p> <p>Comfort</p> <p>Consistency</p> <p>Predictability</p> <p>Simplicity</p> <p>Sincere communion</p> <p>Cohesion</p> <p>Creating space for others</p> <p>Nurturing others</p> <p>Prudent</p> <p>Order</p>

1) My contributions that I bring to others are: _____

2) My common areas of weakness are: _____

3) My triggers, both internal and external are: _____

4) My ideal conditions for making my best contribution are: _____

5) My motivations that get me into action are: _____
