

The Four Personality Profiles – Descriptions

Now that you've taken the assessment, you are probably interested learning about each personality profile. You will have a "primary" profile (the one which had the highest combined score), and a "secondary" profile (the one which had the second highest combined score). The higher your score for a profile, the more you will identify with it and the more its description will seem fitting.

It is also helpful to learn about all the personality profiles, so you can learn how to understand and relate with others around you! The beauty of community is that we are all different and bring different strengths to the table. And others with complimentary personality profiles will help us to grow in our own weaknesses.

"Popular" Sanguine "Let's have fun!"

Strengths:

Great front-door person, enthusiastic and expressive, makes friends easily—never met a stranger, creative and fun, volunteers for jobs, talkative, storyteller

Weaknesses:

Doesn't remember names, doesn't have much follow-through, talk too much, exaggerates, many fans but few friends, self-centered, disorganized, manipulates through charm

Solutions:

- Talk ½ as much
- Stop exaggerating
- Learn to listen
- Write things down
- Focus on developing deep friendships

Tips for relating with "Popular" Sanguine:

- Recognize they talk without thinking first
- Recognize they have a hard time accomplishing tasks
- Help them keep from accepting more than they can do
- Remember they are circumstantial and emotional
- Recognize they mean well

"Perfect" Melancholy "Let's get organized!"

Strengths:

Analytical, genius prone, plans and organizes, neat and orderly. can be counted on to finish a job, detail-oriented, economical, compassionate, perfectionists, creative

Weaknesses:

Easily depressed, assumes worst in people and situations, low-self image, procrastinate through planning, has unrealistic expectations, can bring a cloud into a room

Solutions:

- Realize no one likes a gloomy person
- Don't take things so personally
- Look for the positives
- Plan less, do more
- Lower your standards

Tips for relating with "Perfect" Melancholy:

- Know they are very sensitive and get hurt easily
- Recognize they are naturally pessimistic
- Try to keep a reasonable schedule
- Realize necessity of neatness
- Accept that they like it quiet sometimes

"Powerful" Choleric
"Let's get moving!"

Strengths:

Born leader, driven, goal-oriented, strong-willed, can run anything, thrives on opposition, independent, makes split-second decisions, solves problems, is usually right

Weaknesses:

Doesn't see faults, compulsive worker, needs control, can come off bossy, not so good people skills

Solutions:

- Learn to relax and not feel guilty
- Allow others to take charge
- Admit faults
- Practice patience
- Tone down approach

Tips for relating with "Powerful" Choleric:

- Recognize they are born leaders
- Insist on two-way communication
- Know they don't mean to hurt
- Understand they are not naturally compassionate
- Understand they may see things black and white, not many shades of gray

"Peaceful" Phlegmatic
"Let's relax!"

Strengths:

Easy-going, low-key, inoffensive, patient, calm, cool, collected, realistic, mediator, good listener

Weaknesses:

Not enthusiastic, dislikes change, procrastinates, can seem lazy, indecisive, emotionally closed, avoids conflict, has a hard time with disciplines

Solutions:

- Show some enthusiasm!
- Try something new
- Learn to communicate feelings
- Practice making decisions
- Learn to say no

Tips for relating with "Peaceful" Phlegmatic

- Realize they need direct motivation
- Help them set goals and make rewards
- Don't expect enthusiasm
- Force them to make decisions
- Don't heap all the blame on them