

TEMPERAMENT CHEAT SHEET

Tips for communicating with different temperaments

CHOLERIC

Focus: they are highly focused (read their unspoken signs for the best time to talk with them)

Wants to know: the bottom line, the essentials, the action items

Makes decisions based on: logic, expediency, and the goal (willing to bend the rules in favor of a successful outcome)

Needs: Loyalty, control, appreciation, and independence

During interpersonal conflict: tends to blame others or get angry; insists on being right or wants to "fix it" immediately

Annoyed by: Slowness, inefficiency, disloyalty, whiners and complainers

Best way do deal with them: treat with respect and admiration; allow them to take charge in appropriate ways, help them to grow in empathy by showing them how it will help them become more successful.

PHLEGMATIC

Focus: can be unmoved by externals, but can be distracted by internal feelings, especially those of discomfort

Wants to know: Will everything go smoothly? Are people getting along?

Makes decisions based on: relationships; what others think or want

Needs: Harmony, especially in interpersonal relations; structure; respect and appreciation; time for relaxation; peace

During interpersonal conflict: will take blame to avoid conflict; will outwardly acquiesce, but might internally withhold agreement; might avoid conflict altogether because anxiety is so acute

Annoyed by: Interpersonal conflict, noise, chaos, intense or extreme behavior

Best way to deal with them: Encourage them to take charge; gentle reminder (never nag), give positive feedback and words of affirmation to build up their confidence

MELANCHOLIC

Focus: Intense, inward, focused on detail; marked by persistence

Wants to know: more details and specifics, what are the rules?

Makes decisions based on: principles, how things "ought" to be, the ideal

Needs: Support, to be heard/understood, order and quiet

During interpersonal conflict: Tends to let problems build up and then will overstate or become awkwardly vehement and overly dramatic

Annoyed by: lack of principles, being rushed into decisions, lack of attention to detail and superficiality

Best way to deal with them: respect their rules, their quiet time, their desire for order, and their space; give them time to make a decision, ask what is on their mind, support them in initiating.

SANGUINE

Focus: easily distracted, especially by externals

Wants to know: Who will be there? Will it be fun? Are you going with me? Are you happy? These questions will be the basis for how a sanguine makes their decisions.

Needs: Attention, fun activities together (this might be their love language!), flexibility positive interactions

During interpersonal conflict: wants to look on the bright side, avoids negativity, common response "everything is fine"

Annoyed by: lack of attention, negativity, problems and lack of fun/love in life

Best way to deal with them: take a positive approach, do things together, express your love and affection for them, help them to set priorities and not over-book;

The Do's and Don'ts of Temperaments

(Especially helpful when raising Children of different temperaments)

Phlegmatic

- Engage them often, encouraging social and leadership skills
- Praise them frequently for their cooperation, good attitude and achievements
- Don't ridicule, nag or criticize harshly
- Help them build confidence and a sense of competence
- Watch out for discouragement
- Motivate them; don't take over for them

Choleric

- Hard-wired to debate, quick temper. Help them fight the right fight
- Strong willed - *do not try to break their will... guide their will to accomplish the good
- Needs to have their accomplishments acknowledged
- Needs rational arguments and reasons
- Needs to have a sense of control; for children, give them age-appropriate choices

Sanguine

- Set clear expectations, rules, limits ahead of time
- Show appreciation for their friendliness, enthusiasm, and initiative
- Reward difficult tasks with something fun
- Show interest in friends, but encourage them to choose wisely
- Monitor projects/tasks closely
- Provide structure/order but don't take away their fun

Melancholic

- Avoid harsh discipline; may increase anxiety
- Be firm but gentle
- First connect with empathy, and then ask for change
- Praise them for being positive, helpful, and cooperative
- Use rewards/words of affirmation to direct the melancholic positively