

TEMPERAMENTS

ASSESSMENT

Each of us relate to others and respond to the world in different ways. Our differing behaviors and responses reflect our preferences. Our particular combination of preferences determines our **TEMPERAMENT**.

TEMPERAMENT is another aspect of our God-given individuality.

Just as there are no right or wrong spiritual gifts, so **there are no right or wrong TEMPERAMENTS.**

There are **four basic temperament tendencies**, any of which can be expressed in either sinful, self-serving ways, or redemptively in attitudes and actions that honor Christ and serve those around us.

Each of the basic temperament profiles suggest areas of potential strength, and of potential weakness. **Christian disciplines and character qualities must be cultivated** in each of our lives in order to insure that we maximize the positive tendencies of our temperamental inclinations, while at the same time minimizing the negative tendencies. Great Bible heroes can be identified as favoring each of the four basic temperament profiles shown below:

A. Choleric [**FORCEFUL**]

B. Sanguine [**FRIENDLY**]

C. Phlegmatic [**PEACEFUL**]

D. Melancholic [**PERFECTIONIST**]

Understanding temperament is important in order to flow toward those specific ministries and positions which seem like a natural expression of who God has made you to be. Servants serve better when their role expresses their God-given preferences. The alternative leads to inefficiency, a lack of motivation, and burn-out.

Who has God made you to be? Consider the following descriptions. Remember, there are no right or wrong responses.

Important: You are seeking to **identify *your* preferences**, not what your employer, spouse, friend, or parent prefers you to do.

If there were no outside pressures, consequences, or influences, how would you relate to others and the world around you?

What are YOUR preferences, apart from your job responsibilities or domestic duties?

TEMPERAMENT INDICATOR

- Thoughtfully read the words horizontally across each row, from left to right. Then assign each of the four words a number from 1 ("I am LEAST like this!") to 4 ("I am MOST like this!").
- Across each horizontal row, one word *must* be assigned the number "4" one the number "3" one the number "2" and one the number "1." In other words, each horizontal row **MUST** total "10."

EXAMPLE:

<u>4</u> Control	<u>1</u> Compliant	<u>2</u> Supportive	<u>3</u> Thinker
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Number the four words across each row with a number from 1-4, using each number only once!

"4" = "This describes me the BEST!" "1" = "I am LEAST"



Column Totals Go Here

___ Determined	___ Carefree	___ Adaptive	___ Analytical
___ Productive	___ Relational	___ Dependent	___ Reflective
___ Optimist	___ Idealist	___ Realist	___ Perfectionist
___ Domineering	___ Impulsive	___ Indecisive	___ Skeptical
___ Result-Oriented	___ Approval-Oriented	___ Compromising	___ Artistic
___ Insensitive	___ Not Disciplined	___ Spectator	___ Rigid
___ Organized	___ Free-Wheeling	___ Cooperative	___ Creative
___ Practical	___ Emotional	___ Loyal	___ Moody
___ Volatile	___ Restless	___ Stubborn	___ Judgmental
___ Efficient	___ Expressive	___ Conservative	___ Sensitive
= A	= B	= C	= D

Remember: If you did this right, the column totals will add up to 100! [A + B + C + D = 100]

- After you have completed working through this Temperament Assessment, and have totaled all four columns, circle the letters corresponding to the highest two totals.
- On the next page you will find the names and distinguishing characteristics of THE FOUR BASIC TEMPERAMENTS TYPES. Find the Temperament Type that corresponds to the letter of your two highest column totals. List them below.

Dominant Temperament Type: _____

Sub-dominant Temperament Type: _____

TEMPERAMENT TYPES

TEMPERAMENT	Weaknesses	Strengths
‘A’ Choleric (Forceful)	Anger Sarcastic Domineering Proud Unemotional Crafty Self-sufficient Cruel	Determined Independent Optimistic Practical Decisive Productive Confident Leader
‘B’ Sanguine (Friendly)	Unstable Restless Egocentric Undisciplined Fearful Exaggerates Weak-willed Loud	Talkative Outgoing Enthusiastic Friendly Warm Carefree Compassionate Personable
‘C’ Phlegmatic (Peaceful)	Stingy Indecisive Spectator Selfish Unmotivated Fearful Compromising Cautious	Calm Dependable Easy-going Efficient Conservative Practical Stable Sympathetic
‘D’ Melancholic (Perfectionist)	Moody Negative Self-centered Unsociable Impractical Rigid Revengeful Theoretical	Gifted Analytical Sensitive Perfectionist Aesthetic Loyal Idealistic Self-sacrificing

These people are the strong, self-willed drivers that make the free enterprise system work. They are organizers, practical, capable--extremely task-oriented. Come across as sure, self-confident, and determined. These people have given the world its generals, crusaders, and politicians. Can be cruel, sarcastic, and intolerant of others or be the selfless, dedicated champion of the downtrodden. Usually successful in what they undertake--they sometimes wear themselves out first.

To affirm these people, let them know that they are important for their own sake, not for their accomplishments. Help them to discover the secret of "inner peace" in being, not doing. Help them to celebrate the "now"--to love and be loved, to touch and be touched.

SANGUINE

These people are warm, friendly, outgoing, energetic, optimistic, and fun to be around. Could sell a refrigerator to an Eskimo. Also make good preachers, actors, after-dinner speakers, and Dale Carnegie promoters. These people are the "life of the party," "now" people, happy-go-lucky--at least on the surface. They usually cover up any feelings of inadequacy or insecurity. Better at short dashes than long distance runs. Voted "most likely to succeed" in high school, but don't always do.

To affirm these people, give them a chance to "take off their mask." To feel accepted for who they are, not for their jokes. To get in touch with their feelings--and their "spiritual resources"--ask them to share their dreams... and don't let them cop-out when the going gets tough.

PHLEGMATIC

These people are easy-going, likeable, dependable--ever cautious, conservative and practical. The original "nice" guy. They never get upset or excited, never rock the boat, avoid conflict at all costs--even at the expense of their own rights. These people have promoted diplomats, civil servants, social workers, teachers, spectators, and spouses to the strong-willed leaders. Invaluable as peacemakers. Extremely loyal, goes the "second mile" without complaint. Can be stepped on by others to the extent that their own self-esteem is diminished.

To affirm these people, encourage them to take a chance, to take a stand on issues and take the initiative on things, Give them a lot of positive feedback and reinforcement when they step out. Call them to face up to their own responsibility for their lives and for their spiritual potential as people.

These people are imaginative, creative, sensitive, and artistic--real lovers of beauty, solitude, and perfection. Usually quiet, gentle, and withdrawn. Experience extreme emotional highs and lows; either effervescent and exuberant or moody, touchy and depressed. These people have given the world most of its artists, composers, writers, thinkers, inventors, theoreticians, saints, and sinners. Intensely loyal to friends and deeply hurt when friendships turn sour.

To affirm these people, help them to realize their great gifts and strengths. Accept their ups and downs without dwelling on them. Claim the spiritual stability of an ever-constant God. Celebrate their God-given capacity to feel deeply.

HINDRANCES TO HEALTHY TEMPERAMENT DEVELOPMENT

1. **Cultural Environment**

Too often society stereotypes sex roles and encourages conformity. Racial and economic factors can also limit free expression of temperament preferences.

2. **The Lack of Like-Types**

Without the reinforcement of people with similar preferences, we can easily doubt the appropriateness of our temperament and fail to develop our full potential.

3. **Family Systems**

If we were raised by parents who expected us to behave in ways inconsistent with our temperaments, we may have lost heart and self-confidence. Lack of acceptance and understanding in childhood often cause esteem issues that surface later in life.

4. **Lack of Experience**

Limited exposure to different activities tends to stunt temperament development. Our preferences become stronger and more clearly defined as we face new options and opportunities. Therefore, the more varied our experiences, the greater our chances of discovering our preferences.

5. **Lack of Focus**

When we are unsure of what we want to do or unmotivated for a particular goal or project, we have little reason to pursue excellence; we are content to offer mediocre efforts which do not require us to tap our strengths or understand our natural preferences. However, when we feel strongly about a goal and are motivated to accomplish it, we want to do our best; that drives us to determine and develop our strengths and natural preferences.

CHOLERIC

Emphasis	Shape the environment by overcoming opposition to accomplish results.
Biblical Models	Saul, Peter, Paul
They Desire	Authority challenges, prestige, freedom, difficult Assignments, variety, logical approaches, Opportunity for advancement.
Characteristics	Result oriented Questions status quo Pragmatic, Utilitarian Very independent Problem solver Critical thinker Determined, Persistent Organized, Logical Endless ideas Opinionated, Decisive Manages trouble Confident, Stable
Areas of Possible Concern	Not sympathetic Emotionally immature Difficulty in trusting God and others Outbursts of anger Will not hesitate to break rules to succeed Difficulty in apologizing or in showing approval

SANGUINE

Emphasis	They shape the environment by bringing others into alliance to accomplish results.
Biblical Models	John-Mark, John “the beloved”
They Desire	Social recognition, popularity, freedom of speech, Opportunities, to help and motivate people, Freedom from control and details, Acknowledgment of abilities.
Characteristics	Seeks people out Child-like spirit Innate optimism Tender and compassionate Articulate and verbal Cheerful and responsive Loves to please Makes a good first impression Genuine love for people Entertaining Motivates others Desires to help others
Areas of Possible Concern	Talks too much, seen as superficial/egotistical Too emotionally motivated not enough objectivity Poor time management and control Needs more initiative and follow-through Lots of acquaintances, few close friends

MELANCHOLY

Emphasis	They desire to work with existing circumstances to promote quality.
Biblical Models	Moses, Solomon, David
They Desire	Security, no sudden changes, exact job descriptions, personal attention, controlled atmosphere, status quo.
Characteristics	Know their limitations Sensitive Does not waste words Creative, Genius prone Perfectionistic Loyal Exceptional analytical abilities Aesthetic Strong need to be loved Moody, feelings dominate Enjoys the fine arts Faithful friend, but does not make friends easily
Areas Of Possible Concern	Preoccupied with self analysis Easily offended or insulted Arrogant and judgmental Extended periods of moodiness Antagonistic Suspicious/pessimistic

PHLEGMATIC

Emphasis	They cooperate with others to carry out the task.
Biblical Models	Abraham, Ruth
They Desire	Status quo, time to adjust, appreciation, work patterns, identification with the group, areas of supervision, limited territory.
Characteristics	Likes daily routine Shows loyalty Capable and efficient Team player Good listener Accurate and neat Dislikes confrontation Internalizes pressure Dry sense of humor Predictable Natural peacemaker Kindhearted
Areas Of Possible Concern	Tendency to be slow and lazy Stubborn, Stingy Reluctant to get involved Uses witty ability to tease others that annoy them Indecisive

Outgoing
Optimistic
Outspoken

**POPULAR
SANGUINE**

**POWERFUL
CHOLERIC**

Lead ← → Lead

Artistic
Emotional

Unemotional
Strong-willed

Witty
Easygoing

Decisive
Organized

Not Goal
Oriented

Goal
Oriented

Unemotional
Strong-willed

Artistic
Emotional

Analyze ← → Analyze

**PEACEFUL
PHLEGMATIC**

**PERFECT
MELANCHOLY**

Introverted
Pessimistic
Soft-Spoken

NATURAL BLENDS

COMPLEMENTARY BLENDS
Relationship Oriented

COMPLEMENTARY BLENDS
Task Oriented