

Overview of the 4 Temperament Traits

Directness (Red) Characteristics of the High D	Extroversion (Green) Characteristics of the High E	Pace (Blue) Characteristics of the High P	Structure (Yellow) Characteristics of the High S
<ul style="list-style-type: none"> A. Focus is on results, being in control, solving problems. B. They act on their environment rather than reacting to it. C. Naturally self-confident, high ego people. D. Hard driving and decisive. E. They are candid (which others may take as criticism). F. Take pride in solving problems. G. Hate having anyone looking over their shoulder. 	<ul style="list-style-type: none"> A. Focus is on people. B. Outgoing, friendly, cheerful. C. Talkative, fluent. D. They like people and want to be liked in return. E. Usually are enthusiastic and pleasant. F. Natural delegators (of both detail and responsibility). G. Like teamwork, will involve people 	<ul style="list-style-type: none"> A. Focus is on timing, harmony and cooperation. B. Appear calm, cool and controlled under pressure. C. Have a long fuse. D. Do not like to be rushed at the last minute ... plan ahead. E. Noted for good memory and being a good listener. F. Time, schedules and deadlines are important. G. Steady, easygoing and relaxed. 	<ul style="list-style-type: none"> A. Focus is on being right and doing right; hate to make mistakes. B. Naturally good organizers. C. Usually careful and accurate. D. Will double-check themselves and others. E. Like to gather many facts before making a decision. F. Actively resist change (unless reasons are explained & valid). G. Appreciate knowing the rules, expectations and instructions.
Working with Direct People <ul style="list-style-type: none"> A. Be direct and to the point. B. Explain WHAT. C. Focus on results and control. D. Support their goals. E. Talk about taking action. F. Provide freedom and options. G. Act businesslike, time conscious and factual. 	Working with Extroverted People <ul style="list-style-type: none"> A. Be interactive and enthusiastic. B. Explain WHO. C. Focus on people and teamwork. D. Support their intentions. E. Talk about people and opinions. F. Provide feedback. G. Act friendly, open and flexible. 	Working with Paced People <ul style="list-style-type: none"> A. Be calm and under control. B. Explain WHEN. C. Focus on timing and harmony. D. Support their schedule. E. Talk about cooperation. F. Provide deadlines and agree as to "when". G. Act patient and unhurried. 	Working with Structured People <ul style="list-style-type: none"> A. Be detailed with facts in writing. B. Explain WHY. C. Focus on doing the right thing. D. Support their methods. E. Talk about documented facts. F. Provide opportunity to ask questions and check the facts. G. Act organized and specific.
D Below the line: Non-threatening <ul style="list-style-type: none"> A. Low key. B. Non-threatening and Non-intimidating. C. Often are modest. 	E Below the line: Private <ul style="list-style-type: none"> A. Use fewer words. B. LIKE PEOPLE, but in smaller groups (one on one). C. May wish High E would use fewer words. 	P Below the line: Urgent <ul style="list-style-type: none"> A. Have a great sense of urgency to accomplish goals. B. Often rushing at the last minute. C. Not as good a listener. 	S Below the line: Flexible <ul style="list-style-type: none"> A. Dislike details and will delegate them to others. B. Independent. C. Can adjust the rules to reach goals.