

Temperament Character Traits

CHOLERIC

dominant
strong-willed
quick-thinking
"power and control"
overcome opposition
driven
resourceful
productive
set goals
seek authority
bold leaders
persuasive
delegate
optimistic
result-oriented
extroverts
Use people as tools
visionaries
fight for a cause
risk-takers
calm under pressure
confident
independent-minded
decisive
self-directed
self-sufficient
argumentative
poor losers
unsympathic
brief
direct
firm
aggressive
bossy
arrogant
prideful
know-it-alls
unapologetic
intolerant
demanding
impatient
explosive
quickly calmed
endless energy
adapt well to change

PHLEGMATICS

accommodating
even-tempered
peace keepers
"calm and harmony"
cooperative
great mediators
generous
kind; compassionate
service-oriented
reserved
friendly
supportive
caring
reliable
consistent
work at own pace
resent being pushed
strongly resist change
practical; literal
traditional thinkers
detest bragging
too patient
hesitant
indifferent
procrastinate
passive nature
lack urgency; ambition
avoid responsibility
indecisive
possessive
introverts
private; low key
loyal and forgiving
low energy
unenthusiastic
lack self-motivation
insecure in abilities
lack passion, purpose
sarcastic
poker face
indirect
apologetic
agreeable
submissive
push over

MELANCHOLIES

intense
logical thinkers
cautious
"order and perfection"
follow rules
honest
sincere
factual
planners
detail-oriented
analytical
excel in research
problem solvers
constantly raise the bar
high standards
easily disappointed
critical
hard to please
moody
hate being interrupted
resistant to change
negatively react to "new"
strive for best decisions
collect abundance of data
ask specific questions
think excessively
insecure of decisions
desire to "get it right"
need reassurance
quality-oriented
very private
well organized
conscientious
picky
sensitive
fear taking risks
pessimistic
focus on negatives
think of worst cases
prone to guilt and worry
untrusting
skeptical
suspicious
unforgiving
hold grudges

SANGUINES

affectionate
playful
"people and fun"
encouraging
persuasive
optimistic
enthusiastic
natural storytellers
exaggerate
elaborate
dramatic
extreme emotions
compulsive talkers
poor listeners
dominate conversations
often interrupt
speak before thinking
competitive
extroverts
"cheer" leaders
easy to talk to
accepting of everyone
affectionate
nonjudgmental
too trusting
prone to gossip
often late
disorganized
forgetful
lack follow-through
make excuses
complain
easily make friends
surface relationships
easily bored
short attention span
vain
self-centered
noncommittal
fear rejection
popularity is important
versatile (flexible)
adapt well to change
light hearted
charming