

Observation based on  
**Make a Difference**  
by Dr. Larry Little

**CHOLERIC (lion-red)**

Extroverted (*recharges energy by being out in the environment and/or with people*)  
Big task, result-oriented (*not concerned about details as much as the end result*)  
Ability to make quick decisions  
Dominant, aggressive, and values strength  
Uses words as tools to get the job done (*no emotional meaning attached*)  
Insensitive (*does not show concern for others' feelings*)  
Relentless (*persistent, never gives up*)  
Goal-oriented (*will work until the task is accomplished; workaholics*)  
Can leave a wake of ruined relationships along the path to task completion

**PHLEGMATIC (turtle-blue)**

Introverted (*recharges energy by being alone; at home*)  
Service-oriented (*places incredible importance on helping others or being cooperative*)  
Intensely loyal; extremely low maintenance  
Social but prefers to be a quiet bystander and good listener  
Has difficulty making decisions (*prefers someone else make the decisions*)  
Can be a procrastinator, slow to react, resents being pushed  
Careful, deep thinker (*takes ample time to process information before speaking*)  
Able to deliver wise comments with calmness and steadiness  
"Poker face" with emotions, even-tempered

**MELANCHOLY (camel-green)**

Introverted (*recharges energy by being alone; at home*)  
Detail-oriented (*It's all about the details and accuracy!*)  
Highly organized; very structured  
Analytical; determined problem solver  
Has a plan, makes lists, follows the rules  
Perfectionist; places high expectations on others and themselves  
Communicates logically, can be straight-forward using facts  
Cautious and skeptical  
Desires a few, meaningful relationships versus a large group of friends

**SANGUINE (monkey-yellow)**

Extroverted (*recharges energy by being out in the environment and/or with people*)  
People-oriented (*greatest strength: people skills*)  
Loves to have fun; enjoys telling stories and being the life of the party  
Easily accepts and encourages others to join  
Spontaneous, lives in the moment, likes variety  
Not naturally organized but can deal well with chaos  
Uses humor to deal with negative situations  
Thinks out loud (*speaks before thinking*); dramatically expresses wide range of emotions