

PHLEGMATIC: Uniquely Blended

PHLEGMATICS

All Phlegmatic blends SHARE the following traits:

- Naturally accommodating and service-oriented; passive in both favorable and unfavorable environments
- Influence their environment by cooperating with others to carry out the task
- Money is viewed as security
- Save it! Money will provide financial security
- Do not need the latest and greatest of anything; buy it and hold on to it for a very long time (car, house, etc)
- Build relationships slowly and over time, preferring to have just a few close friends (and family) for life
- Loyal, dependable, and faithful; will keep long standing friends regardless of how they are treated
- Easy to get along with; seldom exert themselves with others or push their way along in their careers
- Poor managers of time unless it's an established routine early in life
- Low energy, lack a sense of urgency, rarely in a hurry, seek a path of least amount of resistance and stress
- Strong desire to accommodate everyone might actually paralyze them from completing a task on time
- Need an excessive amount of time to make a decision; may never make a decision
- Strongly resist change and need time to adjust to change
- Avoid conflict and tension; resist making decisions; prefer to live a private life of peace and harmony
- Management style is low key, non-emotional, and accommodating; prefers the team approach
- Adhere to the established rules and regulations including "that's the way we have always done it"
- Introverted, calm, easygoing, patient, and agreeable; slow and direct when responding to others
- Food is viewed as pleasure; enjoy eating and lack self-discipline or control; might over eat and be overweight
- Patient, tolerant of other's shortcomings, loyal and independent
- Slow to get upset; maintain a stoic expression; rarely show emotions or affection but tend to hold grudges
- Family-oriented, like to stay at home
- Procrastinate when an activity does not fit their routine and they do not want to change
- Procrastinate when they do not know how to accommodate everyone involved or when trying to avoid conflict
- When under pressure, will likely worry excessively and/or sleep long hours

Phlegmatic/Choleric Blend

Primary Need: To be accommodating Secondary Need: To get results

An accommodating, result-oriented person who is unyielding in routine and very determined

In addition to the shared Phlegmatic traits, these traits are specific to the Phlegmatic/Choleric blend:

- ___ Dependable, determined, and not easily distracted
- ___ Accommodating as long as it does not interfere with their routine
- ___ Exhibit calmness in a crisis
- ___ Unyielding to their commitment to completing an accepted task
- ___ Effectiveness in relationships and productivity can be hindered by their bluntness and resistance to change
- ___ Perform best in a low-key environment and when given clear and specific instructions
- ___ Need the opportunity to steadily work toward the result; Need the freedom to establish their own pace
- ___ Fear abstract ideas, too much social involvement, the loss of independence, and interference with family time
- ___ When under stress, likely to withdraw and become sarcastic and blunt
- ___ When their emotions surface it will be out of frustration in the form of anger and/or excessive sleeping

Phlegmatic/Sanguine Blend

Primary Need: To accommodate others Secondary Need: To be accepted socially

*An accommodating, people-oriented person who is routine, friendly, and tolerant of others
Most friendly of all the phlegmatic blends*

In addition to the shared Phlegmatic traits, these traits are specific to the Phlegmatic/Sanguine blend:

- ___ Consistent and dependable; naturally service-minded
- ___ Easily accept others, accommodating and easy to be around in both work and social environments
- ___ Prefer to work by themselves and set their own pace
- ___ Learn by doing (hands on); once shown how to do a task they want to be left alone to work on it
- ___ Have difficulty confronting or pressuring others but will become assertive to restore peace and harmony
- ___ Once their mind is made up, they will resist any other method or approach
- ___ Nice, likeable people that have a gentle friendliness and a pleasant, soft voice
- ___ Warm up slowly and can actually be quite talkative
- ___ Have a difficult time saying "no" and will take on more than they can handle just to please others
- ___ Can handle some change as long as it's not a sudden change to their daily routine
- ___ Possessive of relationships and material things
- ___ Perform best when: being a service to others, have a routine schedule, and follow a specific concrete plan
- ___ Will be highly motivated if their natural, basic needs are met
- ___ Need specific instructions on when to start and stop a task
- ___ Need some social activity and play time
- ___ Fear: disharmony, sudden change in routine, and infringement on home life
- ___ Fear having to put pressure on or confront others. Will give in just to avoid doing so!
- ___ When under stress: likely to procrastinate, talk excessively, and withdraw

Phlegmatic/Melancholy Blend

Primary Need: To be accommodating Secondary Need: To do things right

*An accommodating, routine person who is concerned about quality
Most consistent of all the phlegmatic blends*

In addition to the shared Phlegmatic traits, these traits are specific to the Phlegmatic/Melancholy blend:

- ___ Calm, patient, and steady: their determination and persistence leads to their success
- ___ Passive about most things: they are nice, cordial, and family-oriented people
- ___ Rarely give up once a project or task has been started
- ___ Tend to have a long life span because they do not get stressed out like the other temperament blends
- ___ Want to work by themselves but are okay with involvement of a limited number of people
- ___ Possessive of family time, material things, and friends; always willing to help those they consider a friend
- ___ Once their mind is made up, they will resist any other method or approach
- ___ Prefer work of a technical nature using a thorough and calculated approach, setting their own pace
- ___ Become sarcastic and slightly offensive if they inevitably have to confront or pressure others
- ___ Accepting of others and possess a gentle, gracious, and genuine friendliness
- ___ Tend to be too accommodating because they fear conflict and tension
- ___ They can be too possessive, stubborn, passive, and indecisive
- ___ Perform their best when they are a service to others, have a routine, and left alone to work
- ___ Need to be shown how to do a task along with clear, concrete instructions on when to start and stop a task
- ___ Need a low-key environment to have the freedom to be productive at their own pace
- ___ Fear a change in routine w/o prior conditioning
- ___ Fear having to put even the slightest amount of pressure on others
- ___ Fear infringement on home life, or disunity, especially within their family
- ___ Likely to become sarcastic and critical when under stress