

TEMPERAMENT DESCRIPTIONS

ARTISAN

NEEDS

Freedom to act, and the ability to make an impact

VALUES

Excitement & stimulation - to arouse strong feelings; to cause to act

Aesthetics - artistic, having a love of beauty

Immediate adventure - participate now in the unusual or exciting

Action - the act of doing something

Performance with skill - doing things with the hands or body

Variety - a number of different things

Fraternal relationships - show comradeship

PREFERRED ROLES

Player/performer - carrying through to completion, participating in games

Crisis manager - controlling critical, decisive points or actions

Perform - to act before others

Adapt - to adjust to new or different situations

Promote - to attempt to sell or popularize

Contextual thinker - to think in terms of the situation.

Variation - repeat or copy with minor changes

Tactics - expedient achievement of a goal

Trouble shooter/negotiator - locates & eliminates sources of trouble

Operator/maneuverer - to manipulate to a desired position or goal

BEHAVIORS

Impact centered - to impress another; to leave their trademark

Colloquial language - informal speech or writing; say what is hip

Using anecdotes - accounts of humorous or interesting incidents

Cynical - believes everybody is in it for something; do things for their own best interest

Improvising - do without preparation, make with materials available

Risk-taking - exposure to chance of loss or danger

Fast-reacting - quick response to stimuli

Present time orientation - here and now

Impulsive - acting spontaneously rather than from thought

Entertaining - amusing, diverting

Restless - unable to be still, feel nervous tension

Spontaneous - unpremeditated, without apparent cause

Epicurean - devoted to the pursuit of pleasure

Seizing opportunities - to have a sudden effect upon the moment; to make the most of the moment

GUARDIAN

NEEDS

Membership or belonging; responsibility or duty

VALUES

Rules & regulations - follow the rules

Conformity - behave in agreement with current rules & customs

Preservation of a social group - maintain current status

Security - anything that gives or assures safety

Hierarchical procedures - performing things in a prioritized manner

Stability - free from sudden change, enduring

Group/bonding relationships - external forces/tie bring together

PREFERRED ROLES

Conservator/provider - guardian, protector; to prepare

Rule maker/enforcer - to compel observance

Provide - to make necessary preparations

Protect - keep from harm, attack, or injury

Supervise - to direct or inspect the performance

Sequential thinker - step-by-step order

Measurement - to have standards

Logistics - procurement, distribution, maintenance, & replacement

Stabilizer/traditionalist - maintain the old way of doing things

Monitor/overseer - watch, check, keep track, supervise

BEHAVIORS

Authority centered - follow who has the right to lead

Customary language - what is commonly practiced or used; right for the situation

Use comparatives - similarities, equals, analogous

Fatalistic - things are determined by fate; The way things have happened in the past is probably how they will happen in the future.

Standardizing - adapt to fit a standard

Responsible - dependable, trustworthy

Cautious/careful - doing things to avoid danger or harm

Past time orientation

Meticulous - extremely careful or precise

Critical - tend to find the fault with

Dependable - reliable, trustworthy

Structured - do things in a particular way

Economical - carefully manages resources

Stabilizing organizations - maintain equilibrium within organizations

IDEALIST

NEEDS

Meaning & significance- for human race
Individual, unique identity

VALUES

Ethics & morality
Authenticity - genuine, worthy of trust
Idealized and meaningful world - perfect world
Self- actualization
Cooperative interaction - working with another and acting on each other toward a common end
Unity - all parts arranged so they contribute to the whole
Personal relationships - naturally associating with people

PREFERRED ROLES

Advocate/proponent - speak for, argue a cause
Romantic idealist - dreaming of a perfect world/situation
Facilitator - assists in making things happen
Revealer - can display/ show/ state things clearly
Counselor - give advice
Integrative thinker - Looks at How Ideas etc. are similar
Interpretative - can express meanings by representations or performance
Diplomacy - tactful, skillful in dealing with others
Catalyst - can get things moving without being consumed
Mentor/foreseer - a trusted teacher; to see what's ahead

BEHAVIORS

Relationship centered
Global language - holistic terms; allows for individual meanings
Using metaphors - using words to designate things they normally don't for comparison or analogy (evening of life); build bridges
Credulous - gullible, tending to believe too readily
Imagining - forming mental pictures or images
Empathic - understand another's feelings, the situation, motives
Inspiring - to stimulate to creativity or action
Future time orientation - moving toward it
Impressionistic - ability to express oneself by concentrating on the general scene or object
Praising - to commend
Involved - to become a part, to make complex, complicated
Warm-hearted - kind and friendly
Spiritual - associated with the mind & feelings vs. the body
Creating harmony - agreement of feelings and opinion

RATIONAL

NEEDS

Power over nature; knowledge and competence
Mastery and self-control

VALUES

Concepts and ideas - methods, plans & principles leading to understanding
Progress - to advance, movement toward a goal
Ultimate truth/theory - highest possible; fundamental
Intelligence - the capacities to acquire & apply knowledge
Scientific inquiry - examination through observation, identification, description, experimentation, and theory
Logical consistency - rational agreement among parts of the issue
Expert relationships - head to head

PREFERRED ROLES

Engineer/inventor - professionally planning/constructing an original
Perpetual learner - indefinitely, ceaselessly learning
Categorize - to classify; to put into categories
Design - to conceive, to develop a plan, determine patterns
Marshal - to place in methodical, proper order
Differential thinker - determining the degree of difference between similar things
Analysis - to separate the whole into parts for examination & interpretation
Strategy - planning & conducting large scale, long range operations
Visionary - given to impractical and speculative ideas
Organizer/director - to arrange in a coherent, systematic way

BEHAVIORS

Knowledge centered - understanding through experience & study
Precise language - clearly expressed or delineated; clarity of definition
Using conditionals - tentative, implying or stating a condition; if this, then
Skeptical - a doubting or questioning attitude; continual analysis
Inventing - to devise first
Analytical - deciding the whole to examine and interpret
Problem-solving - resolving uncertainty or difficulty
Infinite time orientation
Perfectionistic - desiring to become perfect
Self-critiquing - critically reviewing oneself
Oblivious - to be unaware or unmindful
Cold-logical - relying totally on reason
Theoretical - formulates and studies theory
Forming hypotheses - making assumption that accounts for something that can be tested