



	<b>Choleric</b>	<b>Sanguine</b>	<b>Phlegmatic</b>	<b>Melancholic</b>
<b>Centre of Gravity</b>	In front	Above	Below	Behind
<b>Rhythm</b>	Speeded up	Variable	Unchangeable	Slowed down
<b>Positive Qualities</b>	Organiser, gets things done, generous, enthuses.	Loves new ideas, lovable, generous.	Faithful, reliable, patient, steady	Feels deeply, can be of value to others.
<b>Negative Qualities</b>	Commanding, brutal, despotic, impatient.	Emotional, flighty, uses people.	Resists anything new, introspective.	Demanding of pity, self-absorbed.
<b>Decision Making</b>	Made on the spot, in the situation and usually right but hard for them to explain reasons.	Spur of the moment, situational but hard to keep to it because new situation will produce new decision.	Process like an undercurrent stream which suddenly manifests – may take some time. Often too quick for others. The subsequent action is planned ahead.	Prefer not to, only when it is inescapable. Never have enough facts. Often experience it helpful if another decides for them.
<b>Response to Change</b>	Change must achieve results otherwise frustration.	Love change but don't digest new things, let alone apply them. Does not actually intend 'to do'.	Change produces panic which they don't like.	Digest things thoroughly, carefully and with strong conscience; therefore change must be moral and on strong principles.
<b>How to help their development</b>	Needs to gain respect for others, so face them fearlessly. Give praise when it's deserved; they hate criticism. Sow seeds of your ideas and wait.	Needs strength to fulfil good intentions. Guide them and give the appropriate work – not routine. Trying to change them makes them liars, left alone they can drift into illusions.	Needs others to bring them to change slowly. Provide opportunity for them to copy as unobtrusively as possible.	Needs to find sympathy for others. Allow to talk themselves out by asking more and more questions until they are unwilling to answer. Make demands on their friendship.



## How they experience other temperaments

	<b>Choleric</b> finds the:	<b>Sanguine</b> finds the:	<b>Phlegmatic</b> finds the:	<b>Melancholic</b> finds the:
<b>Choleric</b>	A challenge. Can be a fiery meeting, scoring points: can respect each other.	Hard to take seriously, a nuisance; but can enjoy the extraversion	Tolerable to a point but can store up revenge and then explode. Can be a deep bond.	Totally unfair, hurtful. Resists pressure, goes slow, blocks.
<b>Sanguine</b>	Too fanciful. Fickleness frustrates, but can enjoy liveliness and ideas.	Delightful. Can be highly creative, though not for long.	Insincere; sees charm for what it is.	Flippant. Can feel more depressed – but may be uplifted.
<b>Phlegmatic</b>	Lazy, little challenge. Slowness frustrates but reliability appreciated.	Frustrating. Runs rings around them and plays with them.	Enjoyable – long pauses, ponderous meeting.	Comfortable. Appreciate lack of pressure but can feel lack of concern.
<b>Melancholic</b>	Aggravating with indecision. Very hard for choleric to respect them – brings out choleric's worst.	Almost a challenge. Has sympathy for them; can go well together.	Easier to listen than to get free of. Has little sympathy for them.	They can be happy in their sadness or can lead each other into deeper depression.