

OVERCOMING

**OBSTACLES
TO**

COMMUNICATION

**“OVERCOMING
OBSTACLES TO OMMUNICATION”**

A Six Session Study

Developed By

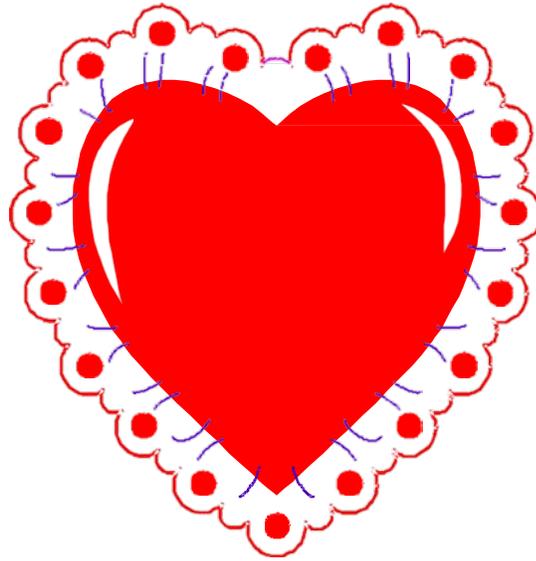
Jim and Jeanne Leonard, 1988

COMMUNICATION

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[The message to be communicated]

**THE COMMUNICATION OBSTACLES:
LACK OF KNOWLEDGE
ATTITUDE**

EXTERNAL

FAMILY HISTORY - CULTURE - EXPERIENCE - BIRTH ORDER - ETC.



INTERNAL

TEMPERAMENT SELF-CENTERED NATURE GENDER (WOUNDING)

Diffiffifferences

ARE NOT

**THE PROBLEM
IN RELATIONSHIPS**

IT IS THE

ATTITUDE

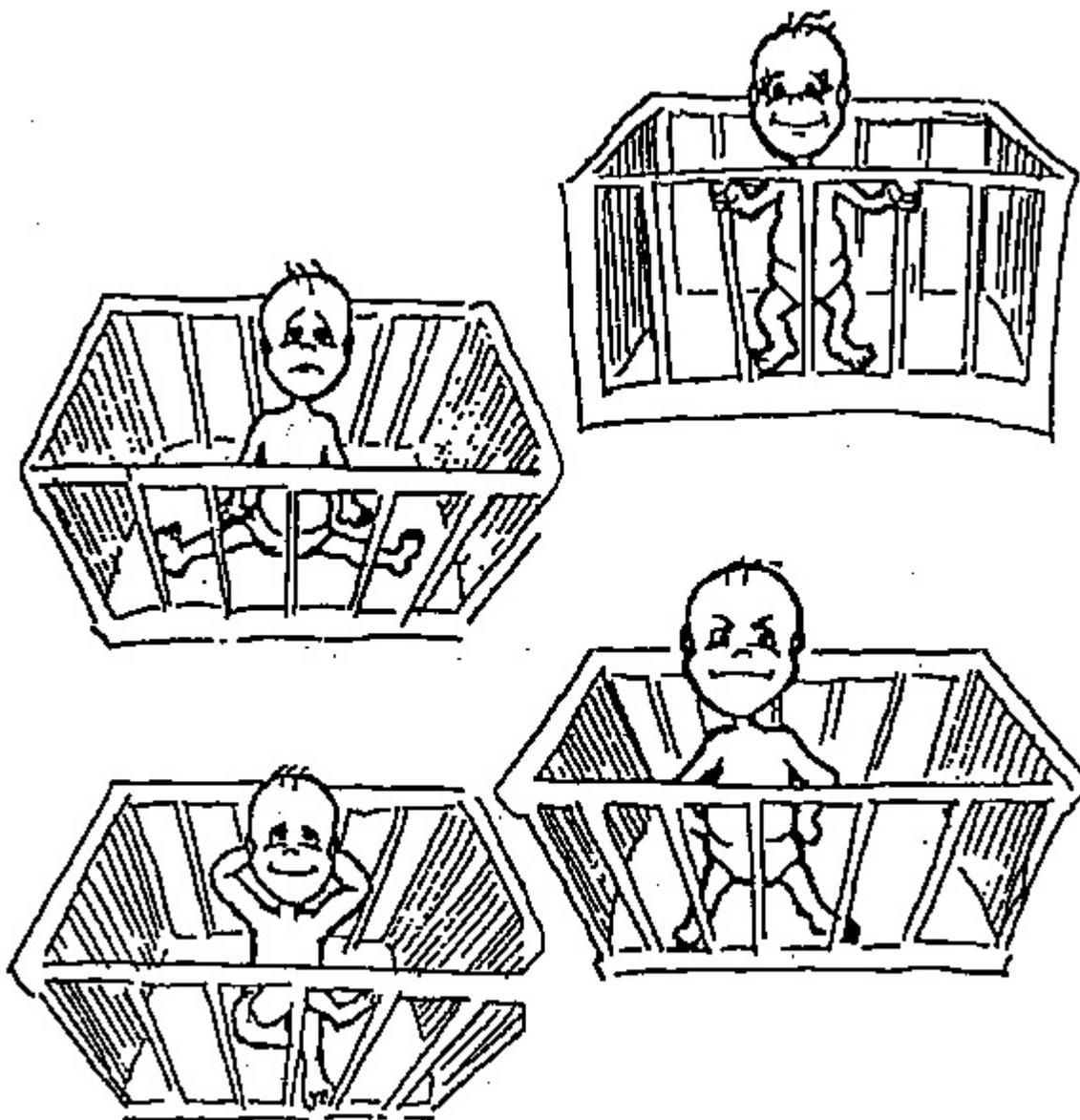
ABOUT

THE DIFFERENCE

THAT IS THE PROBLEM

TEMPERAMENT

Types



OVERCOMING **OBSTACLES TO COMMUNICATION** **IN MARRIAGE**

Session 1

TEMPERAMENT TYPES

It is easy for us to misunderstand one another, to misconstrue another persons manners, words and deeds, and the reason is that **we judge others from our own standpoint and not from theirs**. We do not understand clearly enough the motives that prompted the other person to act as they did. It is obvious that differences of temperament are the main cause for such misunderstanding.

“Temperament and the Christian Faith”
by O. Hallesby

When I act differently than you, it is because my behavior makes sense to me. Behavior “makes sense” because it is an external reflection of how I understand a situation.

“Please Understand Me”
by David Keirseay and Marilyn Bates

I. ORIGINS OF THE CONCEPT.

- A. Hippocrates - Greek physician and philosopher
 1. @ 400 B.C.
 2. Based on body fluids
 - a. Sanguine - “blood”, “lively” = Sanguine
 - b. Melancholer - “black bile”, “black” = Melancholy
 - c. Cholera - “yellow bile”, “active” = Choleric
 - d. Phlegm - “phlegm”, “slow” = Phlegmatic
 3. **Identified the differences**; but **interpreted the differences** from his world view. (His interpretation was not based on Scripture but on the secular philosophy of his day. His interpretation does not invalidate the fact of his identification that people are different.)

II. TEMPERAMENT DEFINED:

- A. **Inborn** characteristics that cause you to respond to circumstances the way you do.
- B. Basic traits, that are innately in us, that cause us to react differently to the same situation.
- C. Combination of inborn traits that **subconsciously** affects man's behavior.
- D. Remains throughout life, independent of our conscious being.
- E. Soul's essential response to its surroundings.
- F. As opposed to personality and character.
 1. **Personality** applies to the personal qualities such as voice, bearing, cordiality, etc. that determine *the way a person acts in social and personal relations*.
 2. **Character** applies to the *moral qualities* that determine the way a person thinks, feels and acts in the important matters of life, especially in relation to the principles of right and wrong.

JUST BECAUSE SOMEONE IS DIFFERENT DOESN'T MAKE THEM WRONG

III. PURPOSE FOR STUDY:

- A. To lay down **FALSE EXPECTATIONS** and **JUDGEMENTS**.
- B. **TOLERANCE**.
- C. To examine our own **STRENGTHS** and **WEAKNESSES**.

Each one should test his own actions. Then he can take pride in himself, without comparing himself to somebody else, for each one should carry his own load. (Galatians 6:4-5)

Search me, O God, and know my heart; test me and know my anxious thoughts.
See if there is any offensive way in me, and lead me in the way everlasting. (Psalm 139:23-24)
- D. To **UNDERSTAND** why you and others function the way you do.

**EACH TEMPERAMENT
HAS ITS INNATE WAY OF
SEEING THINGS----**

**DIFFERENT VALUES,
NEEDS, WANTS, FEARS
NONE MORE "RIGHT."**

S

SANGUINE

C

CHOLERIC

OUTGOING
OPTIMISTIC
OUTSPOKEN

LEAD

WITTY P
EASYGOING L
NOT GOAL A
ORIENTED Y

W DECISIVE
O ORGANIZED
R GOAL
K ORIENTED

ANALYZE

INTROVERTED
PESSIMISTIC
SOFT-SPOKEN

PHLEGMATIC

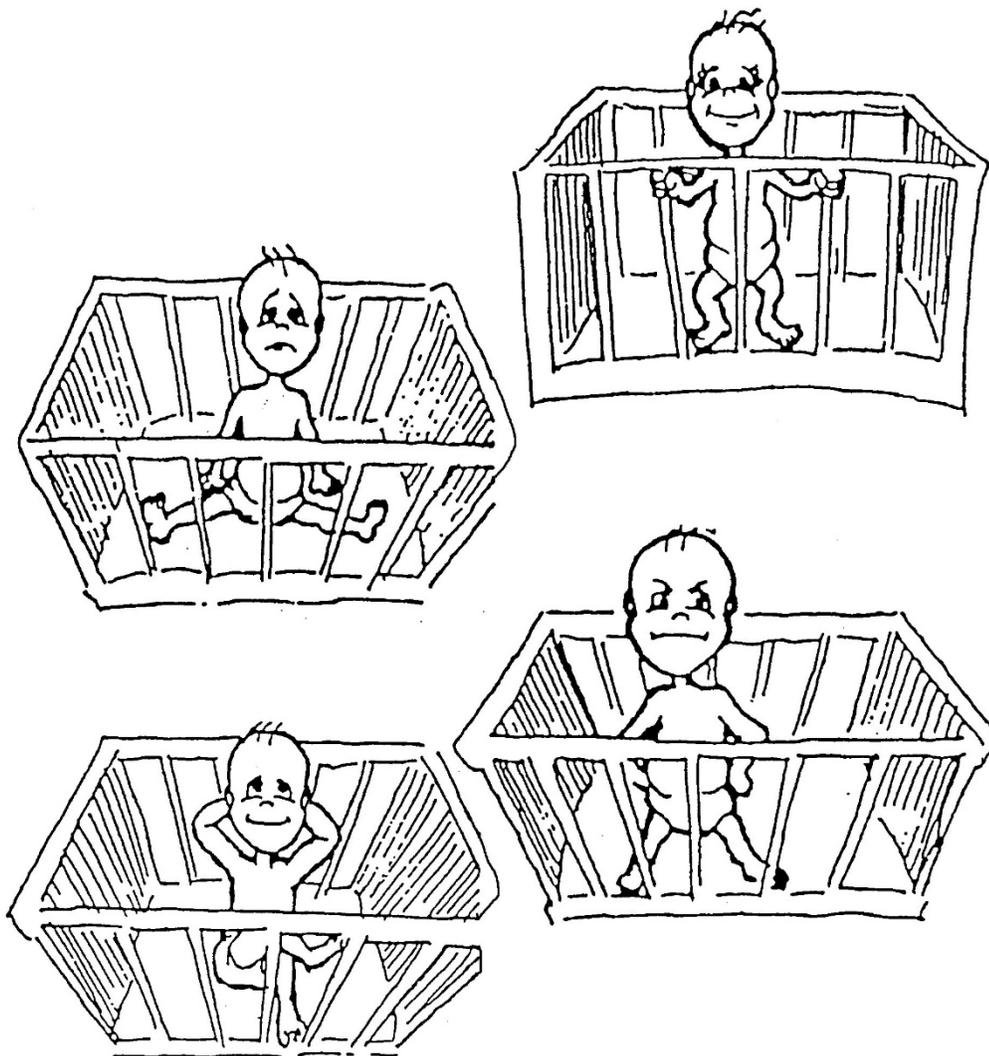
MELANCHOLY

P

M

UNDERSTANDING TEMPERAMENT PROCESSES

JIM AND JEANNE LEONARD
Adapted from *Personality Patterns*
by Lana Bateman



A PERSONALITY TEST

UNDERSTANDING TEMPERAMENT PROCESSES

Check one of the four words
that describe you better than the others.

1.

- | | |
|---|---|
| <input type="checkbox"/> ANIMATED | -Full of life, lively use of hand, arm, and face gestures. |
| <input type="checkbox"/> ADVENTUROUS | -One who will take on new and daring enterprises with a need to master them. |
| <input type="checkbox"/> ANALYTICAL | -One who is constantly in the process of analyzing people, places, or things. |
| <input type="checkbox"/> ADAPTABLE | -One who easily adapts to any situation. |

2.

- | | |
|--|---|
| <input type="checkbox"/> PERSISTENT | -Refusing to let go, insistently repetitive or continuous, can't drop it. |
| <input type="checkbox"/> PLAYFUL | -Full of fun and good humor. |
| <input type="checkbox"/> PERSUASIVE | -One who persuades through logic and fact rather than charm. |
| <input type="checkbox"/> PEACEFUL | -One who seems undisturbed and tranquil and who retreats from any form of strife. |

3.

- | | |
|--|--|
| <input type="checkbox"/> SUBMISSIVE | -One who easily submits to any other's point of view or desire. This person has little need to assert his own view or opinion. |
| <input type="checkbox"/> SELF-SACRIFICING | -One who constantly sacrifices his/her own personal well being for the sake of or to meet the needs of others. |
| <input type="checkbox"/> SOCIABLE | -This sociable refers to one who sees being with others as an opportunity to be cute and entertaining. If you are one who enjoys social gatherings as a challenge or business opportunity then do not check this word. |
| <input type="checkbox"/> STRONG-WILLED | -One who is determined to have his/her own way. |

4.

- | | |
|---|--|
| <input type="checkbox"/> CONSIDERATE | -Having regard for the needs and feelings of others. |
| <input type="checkbox"/> CONTROLLED | -One who has emotional feelings but doesn't display them. |
| <input type="checkbox"/> COMPETITIVE | -One who turns every situation, happening, or game into an arena for competition. This person always plays to win. |
| <input type="checkbox"/> CONVINCING | -This person can convince you of anything through the sheer charm of his/her personality. Facts are unimportant. |

5.

- | | |
|---|--|
| <input type="checkbox"/> REFRESHING | -One who renews and stimulates or pleasantly lifts spirits. |
| <input type="checkbox"/> RESPECTFUL | -One who treats others with deference, honor, and esteem. |
| <input type="checkbox"/> RESERVED | -Self restraint in expression of emotion or enthusiasm. |
| <input type="checkbox"/> RESOURCEFUL | -One who is able to act quickly and effectively in virtually all situations. |

6.

- | | |
|--|---|
| <input type="checkbox"/> SATISFIED | -A person who easily accepts any circumstance or situation. |
| <input type="checkbox"/> SENSITIVE | -This person is intensively sensitive to self and others. |
| <input type="checkbox"/> SELF-RELIANT | -An independent person who can fully rely on his/her own capabilities, judgment, and resources. |
| <input type="checkbox"/> SPIRITED | -One who is full of life and excitement. |

10

13.

_____ **PLANNER**

-One who prefers to work out a detailed arrangement beforehand, for the accomplishment of project or goal. This person much prefers involvement with the planning stages and the finished product rather than the carrying out of the task.

_____ **PATIENT**

-One who is unmoved by delay – calm and tolerant.

_____ **POSITIVE**

-Characterized by certainty and assurance.

_____ **PROMOTER**

-One who can compel others to go along, join, or invest through the sheer charm of his/her own personality.

8.

_____ **SURE**

-One who is confident, not hesitating or wavering.

_____ **SPONTANEOUS**

-One who prefers all of life to be impulsive, unpremeditated activity. This person feels restricted by plans.

_____ **SCHEDULED**

-This person is controlled by his/her schedule and gets very upset if that schedule is interrupted. There is another type of person who uses a schedule to stay organized, but is not controlled by the schedule. If the second description is you, do not check this word.

_____ **SHY**

-Quiet, doesn't easily instigate a conversation.

9.

_____ **ORDERLY**

-A person who has a methodical, systematic arrangement of things. Can be obsessively tidy.

_____ **OBLIGING**

-Accommodating. One who is quick to do it another's way.

_____ **OUTSPOKEN**

-One who speaks frankly and without reserve.

_____ **OPTIMISTIC**

-This optimist is an almost childlike, dreamer type of optimist.

10.

_____ **FRIENDLY**

-This person is a responder to friendliness rather than an initiator. While he/she seldom starts a conversation, he/she responds with great warmth and enjoys the exchange.

_____ **FAITHFUL**

-Consistently reliable. Steadfast, loyal, and devoted sometimes beyond reason.

_____ **FUNNY**

-This person has an innate humor that can make virtually any story a funny one and is a remarkable joke teller. If you have a dry humor, do not check this word.

_____ **FORCEFUL**

-A commanding personality. One would hesitate to take a stand against this person.

11.

_____ **DARING**

-One who is willing to take risks; fearless, bold.

_____ **DELIGHTFUL**

-A person who is greatly pleasing, fun to be with.

_____ **DIPLOMATIC**

-One who deals with people both tactfully and sensitively.

_____ **DETAILED**

-A person who prefers working with the minute or fields that require detail work such as math, research, accounting, carving, art, graphics, etc.

12.

_____ **CHEERFUL**

-Consistently being in good spirits and promoting cheer.

_____ **CONSISTENT**

-A person who is agreeable, compatible, not contradictory.

_____ **CULTURED**

-One whose interests involve both intellectual and artistic pursuits, such as theatre, symphony, ballet, etc.

_____ **CONFIDENT**

-One who is self-assured and/or certain of success.

11

13.

- _____ **IDEALISTIC** -One who visualizes things in an ideal or perfect form, and has a need to measure up to that standard.
- _____ **INDEPENDENT** -One who is self-sufficient, self-supporting, self-confident and seems to have little need of help.
- _____ **INOFFENSIVE** -A person who never causes offense, pleasant, unobjectionable, harmless.
- _____ **INSPIRING** -One who encourages others to work, join, or be involved.

14.

- _____ **DEMONSTRATIVE** -One who openly expresses emotion, especially affection. A toucher.
- _____ **DECISIVE** -A person with quick, conclusive, decision-making ability.
- _____ **DRY HUMOR** -One who exhibits dry wit, usually one-liners which can be sarcastic in nature, but very humorous.
- _____ **DEEP** -A person who is intense and often introspective with a distaste for surface conversation and pursuits.

15.

- _____ **MEDIATOR** -A person who consistently finds him/herself in the role of reconciling differences in order to avoid conflict.
- _____ **MUSICAL** -One who either participates in or has an intense appreciation for music. This type of musical would not include those who find it fun to sing or play. The latter would be a different personality that enjoys being an entertainer rather than one who is deeply committed to music as an art form.
- _____ **MOVER** -One who is so driven by a need to be productive, that he/she finds it difficult to sit still.
- _____ **MIXES EASILY** -One who loves a party and can't wait to meet everyone in the room, never meets a stranger.

16.

- _____ **THOUGHTFUL** -A considerate person who remembers special occasions and is quick to make a kind gesture.
- _____ **TENACIOUS** -One who holds on firmly, stubbornly, and won't let go till the goal is accomplished.
- _____ **TALKER** -A person who is constantly talking, generally telling funny stories and entertaining everyone around them.
- _____ **TOLERANT** -One who easily accepts the thoughts and ways of others without the need to disagree with or change them.

17.

- _____ **LISTENER** -One who always seems willing to listen.
- _____ **LOYAL** -Faithful to a person, ideal, or job. This person is sometimes loyal beyond reason and to his/her own detriment.
- _____ **LEADER** -A person who is a born leader. This is not one who rises to the occasion because they can lead, but one who is driven to lead and finds it very difficult to believe anyone else can do the job.
- _____ **LIVELY** -Full of life, vigorous, energetic.

12

24.

- _____ **CONTENTED** -One who is easily satisfied with what he/she has.
- _____ **CHIEF** -A person who commands leadership.
- _____ **CHART-MAKER** -One who enjoys either graphs, charts, lists.
- _____ **CUTE** -Bubbly-beauty, cutie, precious, diminutive.

19.

- _____ **PERFECTIONIST** -One who desires perfection but not necessarily in every area of life.
- _____ **PERMISSIVE** -This person is permissive with employees, friends, and children in order to avoid conflict.
- _____ **PRODUCTIVE** -One who must constantly be working and/or producing. This person finds it very difficult to rest.
- _____ **POPULAR** -One who is the life of the party and therefore is much desired as a party guest.

20.

- _____ **BOUNCY** -A bubbly, lively personality.
- _____ **BOLD** -Fearless, daring, forward.
- _____ **BEHAVED** -One who consistently desires to conduct him/herself with the realm of what is proper.
- _____ **BALANCED** -Stable, middle of the road, no extremes.

21.

- _____ **BRASSY** -One who is showy, flashy, comes on strong.
- _____ **BOSSY** -Commanding, domineering, overbearing. (Do not relate this to the raising of children. All mothers seem bossy and domineering.) Think only of adult relationships.
- _____ **BASHFUL** -One who shrinks from notice, resulting from self-consciousness.
- _____ **BLANK** -A person who shows little facial expression or emotion.

22.

- _____ **UNDISCIPLINED** -A person whose lack of discipline permeates virtually every area of his/her life.
- _____ **UNSYMPATHETIC** -One who finds it difficult to relate to the problems or hurts of others.
- _____ **UNENTHUSIASTIC** -A person who finds it hard to get excited or feel enthusiasm.
- _____ **UNFORGIVING** -One who has difficulty forgiving or forgetting a hurt or injustice done to them. This individual may find it hard to release a grudge.

23.

- _____ **RELUCTANT** -One who is unwilling or struggles against getting involved.
- _____ **RESENTFUL** -This person easily feels resentment as a result of real or imagined offenses.
- _____ **RESISTANT** -One who strives, works against, or resists accepting any other way but his/her own.
- _____ **REPETITIOUS** -This person retells stories and incidents to entertain you without realizing he/she has already told the story several times before. This is not a question so much of forgetfulness, as it is of constantly needing something to say.

24.

 FUSSY

-One who is insistent over petty matters or details, calling for great attention to trivial details.

 FEARFUL

-One who often experiences feelings of fear, apprehension or anxiousness.

 FORGETFUL

-This person is forgetful because it isn't fun to remember. His/her forgetfulness is tied to a lack of discipline. There is another personality that is more like the absent-minded professor. This person tends to be off in another world and only remembers what he/she chooses to remember. If you are the latter, do not check this word.

 FRANK

-One who is straightforward, outspoken, and doesn't mind telling you exactly what he/she thinks.

25.

 IMPATIENT

-A person who finds it difficult to endure irritation or wait patiently.

 INSECURE

-One who is apprehensive or lacks confidence.

 INDECISIVE

-This person finds it difficult to make a decision at all. There is another personality that labors long over each decision in order to make the perfect one. If you are the latter, do not check this word.

 INTERRUPTS

-This person interrupts because he/she is afraid of forgetting the wonderful thing they have to say if another is allowed to finish. This person is more of a talker than a listener.

26.

 UNPOPULAR

-A person whose intensity and demand for perfection can push others away.

 UNINVOLVED

-One who has no desire to become involved in clubs, groups, or people activities.

 UNPREDICTABLE

-This person may be ecstatic one moment and blue the next, willing to help and then disappear, promising to come and then forgetting to show up.

 UNAFFECTIONATE

-One who finds it difficult to verbally or physically demonstrate affection openly.

27.

 HEADSTRONG

-One who insists on having his/her own way.

 HAPHAZARD

-One who has no consistent way of doing things.

 HARD TO PLEASE

-A person whose standards are set so high that it is difficult to ever please them.

 HESITANT

-This person is slow to get moving and hard to get involved.

28.

 PLAIN

-A middle-of-the-road personality without highs or lows and showing little if any emotion.

 PESSIMISTIC

-This person, while hoping for the best, generally sees the down side of a situation first.

 PROUD

-One with great self-esteem who sees him/herself as always right and the best person for the job.

 PERMISSIVE

-This personality allows others (including children) to do as they please in order to keep from being disliked.

34.

- _____ **ANGERED EASILY** -One who has a childlike flash-in-the-pan temper that expresses itself in a child's tantrum style. It is over and forgotten almost instantly.
- _____ **AIMLESS** -A person who is not a goal-setter and has little desire to be one.
- _____ **ARGUMENTATIVE** -One who incites arguments generally because he/she is determined to be right no matter what the situation may be.
- _____ **ALIENATED** -A person who easily feels estranged from others often because of insecurity or fear that others don't really enjoy his/her company.

30.

- _____ **NAIVE** -A simple and childlike perspective, lacking sophistication or worldliness. This is not to be confused with uninformed. There is another personality that is so consumed with his/her own particular field of interest that he/she simply could not care less what is going on outside of that sphere. If you are the latter, do not check this word.
- _____ **NEGATIVE** -One whose attitude is seldom positive and is often able to see only the down or dark side of each situation.
- _____ **NERVY** -Full of confidence, fortitude, and sheer guts.
- _____ **NONCHALANT** -Easy-going, unconcerned, indifferent.

31.

- _____ **WORRIER** -One who consistently feels uncertain or troubled.
- _____ **WITHDRAWN** -A person who pulls back to him/herself and needs a great deal of alone or isolation time.
- _____ **WORKAHOLIC** -This is one of two workaholic personalities. This particular one is an aggressive goal-setter who must be constantly productive and feels very guilty when resting. This workaholic is not driven by a need for perfection or completion but by a need for accomplishment and reward.
- _____ **WANTS CREDIT** -One who is almost dysfunctional without the credit or approval of others. As an entertainer this person feeds on the applause, laughter, and/or acceptance of an audience.

32.

- _____ **TOO SENSITIVE** -One who is overly sensitive and introspective.
- _____ **TACTLESS** -A person who can sometimes express him/herself in a somewhat offensive and inconsiderate way.
- _____ **TIMID** -One who shrinks from difficult situations.
- _____ **TALKATIVE** -A compulsive talker who finds it difficult to listen. Again, this is an entertaining talker and not a nervous talker.

33.

- _____ **DOUBTFUL** -A person who is full of doubt, uncertain.
- _____ **DISORGANIZED** -One whose lack of organizational ability touches virtually every area of life.
- _____ **DOMINEERING** -One who compulsively takes control of situations and/or people. Do not consider the mothering role. All mothers are somewhat domineering.
- _____ **DEPRESSED** -A person who struggles with bouts of depression on a fairly consistent basis.

34.

- _____ **INCONSISTENT** -Erratic, contradictory, illogical.
- _____ **INTROVERT** -A person whose thoughts and interest are directed inward. One who lives within him/herself.
- _____ **INTOLERANT** -One who appears unable to withstand or accept another's attitudes, point of view or way of doing things.
- _____ **INDIFFERENT** -A person to whom most things don't matter one way or the other.

35.

- _____ **MESSY** -This person is messy because it isn't fun to discipline him/herself to clean. The mess is hardly noticed. There is another personality that gets messy when depressed, and yet another that is messy because it takes too much energy to do the cleaning. Be sure you are the first one mentioned if you check this word.
- _____ **MOODY** -One who easily slips into moods. This person doesn't get very high emotionally, but does experience very low lows.
- _____ **MUMBLES** -This person may mumble quietly under the breath when pushed. This is a passive display of anger.
- _____ **MANIPULATIVE** -One who influences or manages shrewdly or deviously for one's own advantage. One who *will* find a way to get his/her own way.

36.

- _____ **SLOW** -One who is slow-moving, easy-going.
- _____ **STUBBORN** -A person who is determined to exert his/her own will. Not easily persuaded; obstinate.
- _____ **SHOW-OFF** -One who needs to be the center of attention.
- _____ **SKEPTICAL** -Disbelieving, questioning the motive behind the words.

37.

- _____ **LONER** -One who requires a lot of alone time and tends to avoid other people.
- _____ **LORD OVER** -A person who doesn't hesitate to let you know that he/she is right or has won.
- _____ **LAZY** -One who evaluates work or activity in terms of how much energy it will take.
- _____ **LOUD** -A person whose laugh or voice can be heard above others in the room.

38.

- _____ **SLUGGISH** -Slow to get started.
- _____ **SUSPICIOUS** -One who tends to suspect or distrust.
- _____ **SHORT-TEMPERED** -One who has a demanding impatience-based anger and a very short fuse. This type of anger is expressed when others are not moving fast enough or have not completed what they have been asked to do.
- _____ **SCATTER-BRAINED** -A person lacking the power of concentration, or attention. Flighty.

39.

 REVENGEFUL

-One who knowingly or otherwise holds a grudge and punishes the offender, often by subtly withholding friendship or affection.

 RESTLESS

-A person who likes constant new activity because it isn't fun to do the same things all the time.

 RELUCTANT

-One who is unwilling or struggles against getting involved.

 RASH

-One who may act hastily, without thinking things through, generally because of impatience.

40.

 COMPROMISING

-A person who will often compromise, even when he/she is right, in order to avoid conflict.

 CRITICAL

-One who constantly evaluates and makes judgments. Example: One who is critical might see someone coming down the street and within seconds might try to evaluate their cleanliness, look of intelligence or lack of it, style of clothing or lack of it, physical attractiveness or lack of it, and the list goes on. This person constantly analyzes and critiques, sometimes without realizing he/she is doing so.

 CRAFTY

-Shrewd, one who can always find a way to get to the desired end.

 CHANGEABLE

-A person with a childlike short attention span that needs a lot of change and variety to keep from getting bored.

TRANSFER TO THE SCORING SHEET EACH OF THE WORDS YOU CHECKED AND THEN TOTAL THE NUMBER OF CHECKS IN EACH COLUMN.

PERSONALITY SCORING SHEET

Name _____

STRENGTHS

SCALE LINE	CHOLERIC	MELANCHOLY	PHLEGMATIC
1 _____ Animated	Adventurous	_____ Analytical	_____ Adaptable
2 _____ Playful	Persuasive	Persistent	Peaceful
3 _____ Sociable	_____ Strong-willed	_____ Self-sacrificing	Submissive
4 _____ Convincing	_____ Competitive	Considerate	Controlled
5 _____ Refreshing	Reverent	_____ Respectful	Reserved
6 _____ Spirited	Self-reliant	Sensitive	Satisfied
7 _____ Promoter	Positive	Planner	Patient
8 _____ Spontaneous	Sure	Scheduled	_____ Shy
9 _____ Optimistic	_____ Outspoken	_____ Orderly	_____ Obliging
10 _____ Outgoing	forceful	faithful	_____ friendly
11 _____ Objective	_____ Oaring	Objective	_____ Diplomatic
12 _____ Charismatic	Confident	Cultured	Consistent
13 _____ Inspiring	_____ Independent	Idealistic	Inoffensive
14 _____ Organized	Occasional	_____ Impulsive	_____ Organized
15 _____ Adaptable	flexible	flexible	flexible
16 _____ Talkative	_____ Talkative	_____ Thoughtful	Tolerant
17 _____ Lively	Leader	_____ Loyal	Listener
18 _____ Cute	Chief	Chart-maker	Contented
19 _____ Popular	Productive	Perfectionist	Permissive
20 _____ Bouncy	Bold	Behaved	Balanced

WEAKNESSES

21 _____ Brassy	_____ Insecure	Bashful	Blank
22 _____ Undisciplined	_____ Unsympathetic	_____ Unforgiving	Unenthusiastic
23 _____ Repetitious	Resistant	Resentful	Reluctant
24 _____ forgetful	frank	_____ fussy	fearful
25 _____ Intemperate	_____ Impatient	Insecure	_____ Indecisive
26 _____ unpredictable	Unaffectionate	_____ Unpopular	uninvolved

OVERCOMING OBSTACLES TO COMMUNICATION IN MARRIAGE: TEMPERAMENT TYPES

27	___ Haphazard	___ Headstrong	___ Hard-to-please	Hesitant
28	___ Permissive	Proud	Pessimistic	Plain
29	___ Anger readily	___ Argumentative	___ Alienated	Aimless
30	___ Narcissistic	___ Nerdy	___ Negative attitude	Nonchalant

31	___ Wants credit	Workaholic	___ Withdrawn	Worrier
32	___ Talkative	Tactless	___ Too sensitive	Timid
33	___ Disorganized	___ Oomphless	___ Depressed	Doubtful
34	___ Inconsistent	___ Inoffensive	___ Introverted	Indifferent
35	___ Flimsy	___ Manipulative	___ Floody	Flumbles

36	___ Show-off	Stubborn	___ Skeptical	Slow
37	___ Loud	___ Loner	___ Lower	___ Lax
38	___ Scatter-brained	___ Short-tempered	___ Suspicious	___ Sluggish
39	___ Restless	Rash	___ Revengeful	Reluctant
40	___ Changeable	___ Crafty	Critical	___ Compromising

TOTALS

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TEMPERAMENT OVERVIEW:

	SANGUINE	MELANCHOLY	CHOLERIC	PHLEGMATIC
ORIENTATION:	Freedom	Service	Intelligence	Introspective
VALUES:	Spontaneity	Work	Power	Meaning
TIME:	Here & Now	Past	Now - Future	Tomorrow
NEEDS:	Action	Belong	Competency	Recognition
WANTS:	Excitement	Rules	Productivity	No Change
USES:	Tools	Tradition	Logic	Metaphors
FEARS:	BOUNDARIES	CHANGE	MISTAKES	REJECTION
LEADERSHIP:	Expediency	Organizer	Visionary	Facilitator
CONTRIBUTION:	Resolver	Stabilizer	Builder	Catalyst
FOCUS:	Impulses	Efficiency	Pragmatic	Relationships
DECISIONS:	Need	Standards	Principles	Intuition

OTHER TEMPERAMENT DESCRIPTIONS:

:

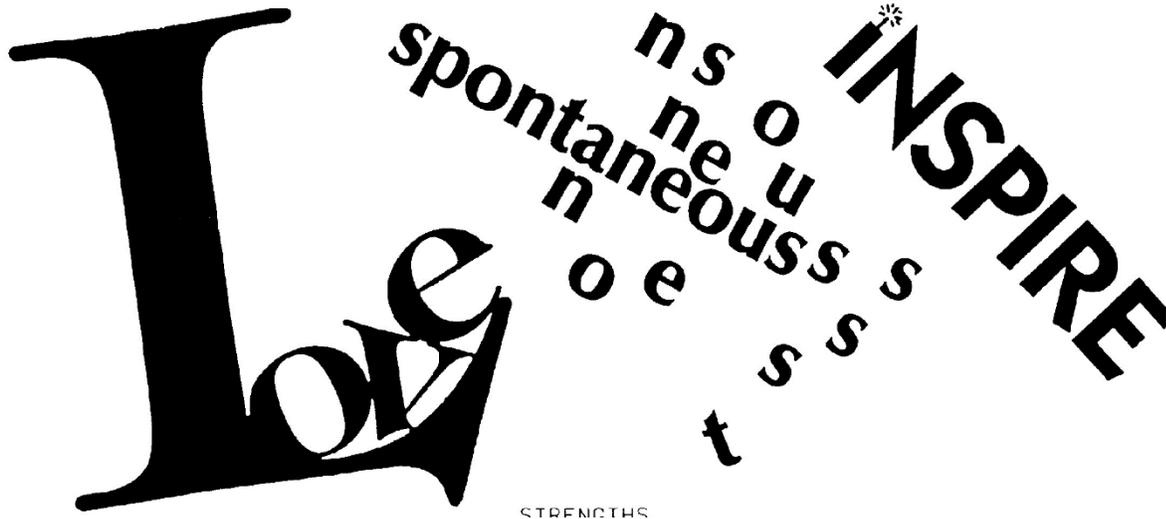
Personality Plus (Littauer/LaHaye)	Sanguine	Choleric	Melancholy	Phlegmatic
Larry Crabb	Emotional	Volitional	Rational	Personal
Snelly & Trent	Otter	Lion	Beaver	Golden Retriever
Merril-Reid Social Styles	Expressive	Driving	Analytical	Amiable
Alessandra & Cathcart	Socializer	Director	Thinker	Relater
Personal Profile System (DISC)	Influencing	Dominance	Compliance	Steadiness

THE EXTROVERT

**SANGUINE
THE TALKER**

THE OPTIMIST

Circumstantial, lives in the present, spontaneous, feelings predominate, demonstrative, expressive, enthusiastic, people oriented, conversationalist



STRENGTHS

STRENGTHS

Emotional, sincere, warm, outgoing, genuine love for people, responsive, affectionate, compassionate, tender, sympathetic, feels needs of others, ability to converse, life of the party, good sense of humor, instant friendships, good on stage, inspires other people, always a child, strong persuasive skills.

As A Friend: Makes friends easily, loves people, doesn't hold grudges, apologizes readily, trusting, naive and direct, prevents dull moments.



HOW TO LIVE WITH A SANGUINE

Remember - **THEY THRIVE ON COMPLIMENTS**

Recognize - Their difficulty in accomplishing tasks

Realize - *They like variety*

Help them keep from accepting more than they can do.

Don't expect them to remember times, schedules, and dates

Remember - They mean well, **THEY ARE NOT PLOTTING AGAINST YOU!!**

- **THEIR BIGGEST FEAR:** **LOSS OF APPROVAL**
- **TO INFLUENCE THEM:** Be Stimulating
- **TO MOTIVATE THEM:** Give them applause and public recognition
- **MAKES DECISIONS:** Based on feelings
- **THEY WANT:** Social recognition, people to talk to,
 freedom from controls and details,
 warmth and feeling, recognition of their abilities.
- *STRONGEST TRUST ELEMENT: Openness*
- *WEAKEST TRUST ELEMENT: Reliability*

Openness

RESPONDING TO THE NEEDS OF THE SANGUINE

- Recognize their need to be leaders in groups and to express themselves verbally.
- Recognize their tendency to test boundaries to their limits.
- Recognize their tendency to have high levels of confidence in themselves and others.
- Recognize the difficulty they have in following through on their commitments.
- Provide a friendly and fun environment, with lots of variety.
- Give them the opportunity to express their thoughts and opinions.
- Give them ideas for transferring talk to action.
- Give them positive social recognition.
- Use confrontation styles only when necessary.

THE INTROVERT

**MELANCHOLY
THE THINKER**

THE PESSIMIST

Deep and thoughtful, analytical, serious and purposeful, philosophical, detail conscious,
chart-maker, good with graphs and figures, precise, genius prone



STRENGTHS

Orderly and organized, reliable, humble, quiet spirit, creative and talented, artistic and musical, sensitive to others, self-sacrificing, conscientious, idealistic, economical, deep concern for other people, always prepared, able to diagnose problems and obstacles, keeps commitments, most dependable of all the temperaments

As A Friend: Faithful and devoted, doesn't call attention to self, makes friends cautiously,
good listener

ana + ly + ti = cal

HOW TO LIVE WITH A MELANCHOLY

Know they are sensitive and **GET HURT EASILY**

Realize they are programmed with a pessimistic attitude

Encourage them to express their feelings

NEVER TELL THEM THEIR PROBLEMS ARE STUPID

Insist they get up and get going when they are depressed

Try to keep a **REASONABLE SCHEDULE**, it is important to them

Know they are insecure about other's love for them

THEIR BIGGEST FEAR:

CRITICISM

TO INFLUENCE THEM:

Be Correct

TO MOTIVATE THEM:

Ask them to develop a better system

MAKES DECISIONS:

Based on information

THEY WANT:

Things to be done the right way
(according to the book), no sudden changes,
personal attention, exact job description,
order, reassurance

STRONGEST TRUST ELEMENT:

Reliability

WEAKEST TRUST ELEMENT:

Openness

SECURIE

RESPONDING TO THE NEEDS OF THE MELANCHOLY

They have preference for intellectual pursuits.

When requesting their participation in a project, be prepared to give specific details.

They will usually exercise caution and restraint.

Offer them assurances of your support.

Be prepared to answer questions in a patient and persistent manner.

Be willing to provide reassurance that no surprises will occur.

Support your plans with accurate data and specific information.

Disagree with the facts and not the person.

Be willing to offer assistance if their fears persist.

THE EXTROVERT**CHOLERIC
*THE DOER******THE OPTIMIST***

Born leader, dynamic and active, confident and aggressive, strong-willed and decisive, exudes confidence, independent and self-sufficient, goal oriented, sees the whole picture, compulsive need for change, practical, insists on production

CHALLENGE

STRENGTHS

Not easily discouraged, organizes well, moves quickly to action, can run anything, stimulates activity, takes a definite stand on issues, not frightened by adversity, has intuitive appraisal of emergencies, tells you like it is, thrives on opposition, sees something wrong - must make it right

As A Friend: Excels in emergencies, has little need for friends, leads and organizes

DECI → S ← IONS

HOW TO LIVE WITH A CHOLERIC

Recognize that they are **BORN LEADERS**.

Insist on two-way conversation.

Realize that they are **NOT COMPASSIONATE**.

They don't mean to hurt, they just speak straight.

Understand that they deal in the practicalities of life.

Try to divide areas of responsibility.

THEIR BIGGEST FEAR:

**LOSS OF CONTROL,
BEING TAKEN ADVANTAGE OF**

TO INFLUENCE THEM:

Be Efficient

TO MOTIVATE THEM:

Challenge them

MAKES DECISIONS:

Based on what makes sense to them

THEY WANT:

Achievement, results, success, authority,
challenge, to be in the know, difficult
assignments, logical approach, fast pace

STRONGEST TRUST ELEMENT:

Congruence

(straight talk, what they say is what they mean)

WEAKEST TRUST ELEMENT:

Acceptance

LEAD

RESPONDING TO THE NEEDS OF THE CHOLERIC

Accept the fact that they are driven by challenging goals.

They prefer being in charge and resist being restrained.

Focus on how their actions affect you.

Be brief and to the point.

Allow them time to cool down and reflect on their options.

Be prepared for them to make quick changes

THE INTROVERT**PHLEGMATIC
THE WATCHER****THE PESSIMIST**

Low-key, easygoing, relaxed, calm and cool and collected, well balanced, keeps emotions hidden, happily reconciled to life, steady, mediates problems, quiet-but witty, all purpose person, avoids conflict, peace at all costs

stabilizer

STRENGTHS

Patient, sympathetic, kind, good under pressure, dry sense of humor, natural peacemaker, doesn't worry, takes it the way it is, doesn't fall apart, causes the least trouble, pleasant, the most liked of all the temperaments

As A Friend: Easy to get along with, pleasant and enjoyable, good listener, inoffensive, enjoys watching people, has many friends, compassionate and concerned

P.....PATIENCE

HOW TO LIVE WITH A PHLEGMATIC

- > Realize they need direct motivation.
Help them set goals.

DO NOT EXPECT ENTHUSIASM

HELP THEM GET COMFORTABLE WITH MAKING DECISIONS.

- Encourage them to accept responsibility.
- Appreciate their even disposition.

THEIR BIGGEST FEAR:

**REJECTION,
LOSS OF SECURITY AND ORDER**

TO INFLUENCE THEM:

Be Sincere

TO MOTIVATE THEM:

Be Sincere, and give private recognition

MAKES DECISIONS:

Based on gut-level feeling (intuition)

THEY WANT:

Security and belonging,
DISCIPLINED BEHAVIOR, status quo,
time to adjust, predictable environment

STRONGEST TRUST ELEMENT:

Acceptance

WEAKEST TRUST ELEMENT:

Congruence (may not say what they feel)

inhibitions

RESPONDING TO THE NEEDS OF THE PHLEGMATIC

- > Communicate acceptance and try to maintain stability.
They have the need to keep the “status quo” unless specific reasons are given for change.
Try to avoid conflict and dissension.
They demonstrate loyalty to and support of those they respect.
They strive for security within their families.
They need to be given time to adjust and the opportunity to visualize requests made to them. (Consequence inspectors).
They like close personal friendships.
Their greatest struggle is in handling change and saying “NO.”

“CIRCLE OF CREATION”

Words and Music by

Jeanne Leonard

You spoke me into being, a reflection of Your Seeing.
 You formed me with the very hands that framed this universe.
 And with *anticipation*, you breathed my animation.
 Affirmed me with a sense of joy - *a creature of great worth.*

Chorus:

And You said, “It is good what I have made!
 Yes!! Very Good!! I have displayed My Life in you.
 It is good, what I have done!
 Yes!! Very Good!! I have begun a circle of endless creation.”

In the image of my Father, I now become the potter.
 Designing with my mind and hands “praise works” that are sweet.
 And like the song I’m singing, creation’s well is springing,
 Bringing forth this melody. The circle is complete.

Chorus:

Now I say, “It is good what I have made.
 Yes!! Very Good!! I have displayed Your life in me.
 It is good what I have done!
 Yes!! Very Good!! I have re-spun the circle of endless creation.”

INFINITE DESIGNER, You are the source of all I do.
 Everything I fashion, I want to glorify You.

Blessed

VII. ASSIGNMENT:

1. Discipline yourself to focus only on the strengths of yourself and your spouse.
2. Read Psalms 139:14-18 And Genesis 1:26-27, 31. Discuss them with your spouse.
3. Share with your spouse those temperament characteristics that you appreciate about them.

OVERCOMING OBSTACLES TO COMMUNICATION IN MARRIAGE

Session 2

TEMPERAMENT TYPES

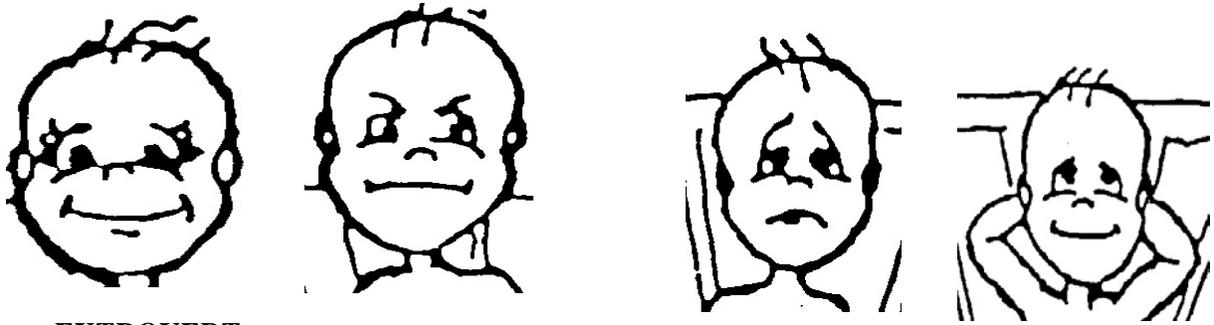
I. SHARING:

- A. Were you able to identify temperament differences in your spouse? Children? Friends?
- B. What new insights did you gain?

II. REVIEW:

III. IN-DEPTH LOOK AT TEMPERAMENT WEAKNESSES:

- A. How each temperament reacts to his weaknesses:
 1. Sanguine - *Laughs*
 2. Melancholy - *Gets depressed*
 3. Choleric - *Refuses to admit to any*
 4. Phlegmatic - *Shrugs them off with a superior smile*
- B. Judgements that cause us to become defensive.
- C. Be as compassionate with your weaknesses as you are with your strengths.



EXTROVERT

INTROVERT

SANGUINE

CHOLERIC

MELANCHOLY

PHLEGMATIC

Weak-willed

Self-sufficient

Moody

Indolent

Restless

Impetuous

Self-centered

Teasing

Egotistical

Cruel

Critical

Stubborn

Emotionally unstable

Hot-tempered

Pessimistic

Indecisive

^

^

^

^

^

^

^

^

ANGER

FEAR

^

^

^

SELF-CENTEREDNESS

^

NEED

WHAT COMMONLY HAPPENS IN RELATIONSHIPS IS “MIS-COMMUNICATION OF NEEDS.” WE FREQUENTLY IMPOSE OUR NEED SYSTEM ON OTHERS AND EXPECT THEM TO REACT ACCORDINGLY. WHEN THEY DON’T, WE PRESS HARDER, ONLY TO BECOME MORE FRUSTRATED.

IV. CREATING AN ENVIRONMENT FOR CHANGE:

- A. Too often we assume the responsibility for creating change in others, when, in fact, true change can only come from within each individual. But it is our responsibility to create an environment where changes are likely to take place.
- B. You cannot motivate other people to change.
- C. However, all people are motivated to change.
- D. People become motivated to action for their own reasons - not the reasons others have for them.
- E. The very best a motivator can do is to *create a healthy environment* that allows others to **motivate themselves** into action.

V. NEEDS VERSUS VALUES:

- A. Needs motivated behavior has to do with **HOW a person acts**.
It has to do with what is most natural and easy for a person to do. One person might have a need for being involved with a variety of social activities. Another person might prefer to spend time alone rather than with people.
 1. Two different people with different kinds of *NEEDS*.
 2. Neither involves a choice of right or wrong, just a difference.
- B. Values motivated behavior has to do with **WHY a person does something**.
Values are standards of right and wrong.
- C. People often interpret *NEEDS-BASED DIFFERENCES* as having *VALUES-BASED SIGNIFICANCE*. A person with a different personality style gets judged as wrong or inferior, when in fact all that is involved is a temperament difference.

THE EXTROVERT**SANGUINE
THE TALKER****THE OPTIMIST**

Circumstantial, lives in the present, spontaneous, feelings predominate, demonstrative, expressive, enthusiastic, people oriented, conversationalist

Forgetful

CTIONS

DISTRA

WEAKNESSES

Unreliable, undependable, undisciplined, no follow-through, easily distracted, forgetful, angered easily, impulsive, priorities not in order, loud voice and laugh, talks too much, interrupts, talks and answers for other people, restless energy, egotistical, exaggerates.

As A Friend: Hates to be alone, need to be center stage, wants credit, dominates conversations, interrupts, doesn't listen, repeats stories, loves you today and forgets you tomorrow, (out of sight, out of mind), fickle.

exaaaaaaggerate

WHAT TO EXPECT UNDER PRESSURE OR STRESSFUL SITUATIONS:

When a Sanguine fears **rejection** or **loss of approval** they will :

-attack on a personal level (To direct unfavorable criticism against someone)
-then will acquiesce (To assent tacitly; comply quietly; agree; consent)
-then become autocratic (Taking control of situations, people, circumstances)
-then withdraw (To draw back or away from someone; retreat; remove oneself)

RELEASING STRESS:

People with a High Sanguine temperament respond to stress by becoming more talkative than usual. Their emotional release seems to be more of an attempt to express nervous energy, which may tire others out.

RECOVERY FROM EMOTIONAL STRESS:

High Sanguine people usually recover by seeking and spending more time with people. After all, they need others, lots of others, to listen to them talk! They are always willing to take a break and get away for some fun. Other people re-energize them rather than drain them.

בְּרֵאשִׁית הַיּוֹם - תִּלְבַּשׁ

OBSSESSION

ADVICE TO THE SANGUINE

- Be sensitive to other's interests.
- Talk less.
- Don't think you have to fill the gaps in conversation.
- Learn to listen.
- Tone down your strong approach.
- Try to discipline yourself to be dependable.
- Condense your comments.
- Be consistent in your friendships.
- Learn to say "no" to extra responsibilities.
- Try to remember people's names.

UNDERSTANDING THE SANGUINE'S GREATEST STRUGGLES

High Sanguines have a great need for social recognition. Tensions can occur when a High Sanguine must share the attention with another, for the need for recognition is a strong force in his life.

The need for social recognition is one of the most important measurements of a Sanguine's self-acceptance. Without it a Sanguine feels empty. An important lesson for the Sanguine to learn, as well as all of us, is that a need for lasting acceptance can only be fulfilled in a personal relationship with Jesus Christ. Looking to others to fulfill this need will lead to compromise and failure.

If nothing stimulates the High Sanguine more than being publicly accepted, nothing is more likely to create intense fear than is the prospect of social rejection. Social rejection can destroy the confidence of the Sanguine. Just facing the "possibility" of being rejected is enough to cause major tension in his life. If this fear is not controlled, it can lead to failure.

Sanguines have a tendency toward dis-organization, because nothing gets in the way of their drive to socialize. Excuses and good intentions often keep the Sanguine from being productive and achieving his potential.

High Sanguines are first, relational creatures. They desire a positive social environment and are particularly sensitive to maintaining a positive social relationship with their peers. The fear of rejection is a real and dynamic force in the life of a Sanguine. We are being unrealistic in expecting them to not let social pressure affect them. Instead, they need our support in dealing with the issue, not our criticism. If this factor does not affect the decision making process, real maturity has occurred.

SPOR AD IC AL LY

SANGUINE

What do you consider the most difficult part of relating to the High Sanguine?

High C: “It is difficult for us to listen to a problem knowing that the High Sanguine is not necessarily interested in hearing about a solution. We have a tendency to want to get to the bottom line.”

High S: “To allow another Sanguine to share the stage with me.”

High P: “It is difficult for us to keep up with their need to change plans while they are speaking. We need time to process changes, whereas they can come up with new ideas in mid-sentence.”

High M: “To be less inhibited, to loosen up.”

What can you do in order to build a better relationship with the High Sanguine?

High C: “Be willing to accept the fact that High Sanguines desire to build relationships first and that goals may be of secondary importance. Their bottom line is not the same as ours.”

High S: “We need to be willing to share the stage with others and not be threatened by it.”

High P: “We need to be willing to take risks allowing them to participate in activities that don’t make sense to us. Be willing to break our routine and try something different with them.”

High M: “Be willing to lower our expectations and modify our demand for perfection. We have a tendency to try to build a rigid structure around the High Sanguine and it doesn’t work.”

When I am under stress, the most helpful thing you can do for me is:

“Listen to me, feel with me, mirror my feelings, help me to see and focus my thoughts.”

The High Sanguine continually conveys his need to have others hear them out when they are under stress. However, they do not necessarily want the problem to be fixed. The wise partner is one who listens first and waits for the High Sanguine to tell them if they want objective feedback. In dealing with a High Sanguine under stress, never ask a confronting question that requires an answer, unless you are doing a research project on creative excuses or are writing a script for a television sit-com.

WHAT TO EXPECT UNDER PRESSURE OR STRESSFUL SITUATIONS:

When a Sanguine fears **rejection** or **loss of approval** they will :



- 4attack on a personal level1
- 3then will acquiesce2
- 2then become autocratic..... 3
- 1then withdraw. 4



When a Melancholy fears **criticism** they will:

When a Choleric fears **loss of control** or **feels taken advantage of** they will:



- 4become autocratic.....1
- 3then will withdraw 2
- 2then attack on a personal level... 3
- 1then acquiesce.....4



When a Phlegmatic fears **rejection** they will:

WE REACT TO EACH OTHER AS IF THEY WERE AT THE SAME PLACE IN THE PROCESS AS WE WOULD BE IF WE WERE TO DO WHAT THEY WERE DOING.

WE MUST LEARN TO RESPECT WHERE THE OTHER PERSON IS IN THEIR PROCESS AND LEARN HOW TO RESPOND TO THEM IN A WAY THAT WILL BE PRODUCTIVE IN RESOLVING THE SITUATION RATHER THAN AGGRAVATING IT.

MELANCHOLY
THE INTROVERT ***THE THINKER*** ***THE PESSIMIST***

Deep and thoughtful, analytical, serious and purposeful, philosophical, detail conscious, chart-maker, good with graphs and figures, precise, genius prone

WITHDRAWAL



CRITICISM

WEAKNESSES

Negative, pessimistic, moody, depressed, enjoys being hurt, self-centered, too introspective, persecution complex, prefers analysis to work, hard to please, too high standards, self-examination, tends to hypochondria, easily offended and insulted, critical, revengeful, suspicious, low self-image, insecure socially, dislike those who don't agree with them.

As A Friend: Critical of others, antagonistic and vengeful, unforgiving, skeptical, withdrawn and remote, lives through others.

spi ~~ø~~

WHAT TO EXPECT UNDER PRESSURE OR STRESSFUL SITUATIONS:

When a Melancholy fears **criticism of themselves or their work** they will:

-withdraw (To draw back or away from someone; retreat; remove oneself)
-then become autocratic (Taking control of situations, people, circumstances)
-then acquiesce (To assent tacitly; comply quietly; agree; consent)
-then attack on a personal level (To direct unfavorable criticism against someone)

RELEASING STRESS:

People with a High Melancholy temperament prefer to tune out stress. This response is largely due to their dislike of chaos. When they are under stress, they need to be alone with their thoughts so they can process a response. If you notice that a Melancholy person is deliberately avoiding you, that may be a sign that you are the cause of his stress.

RECOVERY FROM EMOTIONAL STRESS:

The High Melancholy needs time alone to recover from emotional stress. He prefers doing something quiet, maybe reaching for a good book, pursuing a hobby, preferably alone, to recover from emotional stress.

FIFTEEN

ADVICE TO THE MELANCHOLY

- > Realize that no one likes to be around a gloomy person.
- Don't take everything so personally.
- Don't look for trouble.
- Keep your eyes on the positives.
- Force yourself to meet and talk to people.
- Learn to accept imperfect people the way they are.
- Don't expect everyone to think as you do.

UNDERSTANDING THE MELANCHOLY'S GREATEST STRUGGLES

Melancholy people are driven by a commitment to excellence. However, one of their greatest struggles is with unrealistic expectations. Their self-imposed minimum standards are frequently next to perfection, which is impossible to achieve. Therefore, they will at times put themselves down unnecessarily, because they perceive that they have failed to meet their own standards.

Since High Melancholies also struggle with the fear of criticism, they may keep good ideas to themselves. The tragedy of this is that others fail to benefit from a potentially outstanding contribution. One mark of Melancholy maturity is a willingness to take the risk of expressing his own opinions. True confidence in himself can only be gained as a High Melancholy assumes sole accountability for his actions. Two important factors to them in developing independence are these:

1. To learn how to lower their own expectations to a reasonable level by getting personal feedback from discerning friends.
2. To clarify their role in a project so that they know what is expected and can avoid setting unrealistic and un-achievable standards.

PESSIMIS



YOU ARE NOT A MISTAKE!!!!!! REJOICE IN WHAT GOD HAS CREATED.

From the world's point of view, we need to be able to have it all together in one big package. That's the world's view, not the scriptural view.

The scriptural view is that we are all a part of the body, not complete unto ourselves. Each of us is just a part. When we function within that part, the whole body is glorified.(1 Cor. 12:12-31) What I (Jim) tried to be all my life was the full body myself. I thought that all the strengths of all the temperaments should be functioning within the framework of my being if I were to be the man God wanted me to be. I found myself so upset when I could not be all those parts when I needed to be. I finally realized that was not what God was asking me to be.

All he intended me to be was the best phlegmatic male that he would empower me to be because that was what he had made me to be. He hadn't made a mistake. His task for me was to allow him to take my strengths and use them by his power for his glory and to bring my weaknesses to him at the foot of the cross and let him do for me what I was powerless to do in and of myself.

He also wanted me to depend upon the strengths of the rest of the people around me, and not to think that I could, or should, do it all myself. He desires me to strengthen the rest of the body by functioning as the most godly phlegmatic male I could become.

You are not a mistake. God designed you just the way you are. Yes, you're not perfect. Yes, you're a sinner. That's the issue he continues to deal with you about. He doesn't expect you to have all of the temperament strengths wrapped up in your being. You are not a mistake. You are God's workmanship, created to do the good works that he planned for you while you were yet in your mother's womb.(Eph. 2:10)

Would you make the decision to believe what God says about you. . . .

that you are not a mistake.

that he takes great delight in you.

that while you were still in your sin and rebellion from him,

he died for you to redeem you back to himself.

that he created you for specific works that he had in mind and gave you the exact temperament and gender to accomplish those works with his direction, power and life.

that it is your task to find out what it is he has called you to and to walk in obedience before him with the power of his Spirit.

He has called you to be the best melancholy you can be!

Father, thank you for your creation, and the way you did it. And the ultimate need we have for each other. Lord, that goes against our sin nature, our self-centeredness, but it is your plan and your design. So, would you help us to quit fighting you and to begin to believe you and understand what you made us for. Then we will accomplish the tasks you have called us to.

We thank you that you have called us together for this specific time and this specific information that you want to teach us. Help us to be willing to receive and to renew our minds with your truth.

MIS-UNDERSTANDING THE MELANCHOLY PROCESS

In the book, "Depression, What It Is and What to Do About It", Roger Barrett says this:

"A number of psychological studies have attempted to find out what kind of personality characteristics are common to persons who eventually become depressed. These studies have taken groups of depressed patients (usually hospitalized) and given them personality tests or investigated their histories for personality characteristics that existed *before* they become depressed. This is a very difficult kind of research (getting retroactive data), and so the results are not considered especially trustworthy by psychologists. But what has at least been suggested by these studies is very interesting, and I would like to sum them up for you.

One study suggested that depressed persons had been perfectionists who led narrow lives filled with exaggerated concern for being on time, doing the right thing, and always meeting their responsibilities. Another characteristic was that they had limited capacity for relaxation and emotional expression, i.e., they kept their emotions under tight constraint. It was also interestingly found that these individuals were highly regarded by others as they could always be relied on. But they were also considered to be rather rigid and highly moralistic.

Another study suggested that the personality of the eventually depressed person was characterized by an overriding need to gain the approval of others first, as well as slavish sensitivity to do's and don'ts, shoulds and shouldn'ts. Their lives were dominated by strict order and rules. They seemed to have a life-style devoted to fulfilling their sense of order and avoiding risk.

Yet another study suggested that these individuals were over-conscientious, striving, and conforming persons who had very high needs to achieve. They had difficulty accepting contradictory facets in other people. They tended to operate on an all-or-none basis, i.e., things are either good or bad, desirable or objectionable.

Another study found that depressed personalities were marked by high needs for order, high needs to have others care for them and attend to their needs. They did not like change or to assume positions of dominance.

I don't know your reaction to these findings, but mine was amazement and disbelief, at least at first glance. Many of these characteristics were ingrained into me in my evangelical Christian background as a child and youth as high virtues, personality characteristics to be highly desired and sought after in both myself and others. If they can bring on depression, they can hardly be virtues, can they? Being on time, being conscientious, always meeting responsibilities, concern for doing the right thing, being the kind of person others can rely on, having things done properly and in order -- these are the marks of what a Christian *should* be like, are they not? And these people sound pretty normal, too. And all this, these virtues, are the seed-bed for depression? How can it be? Is it possible to have too much of a good thing?" (pp. 38-39)

In another book, "Counseling the Depressed," by Archibald Hart, (The fifth book in a series called **RESOURCES FOR CHRISTIAN COUNSELING** edited by Gary Collins), depression is termed a "disorder" or "abnormal." He describes "abnormal" depression as something that 17 to 20 percent of our population will experience in their lifetime.

It seems to me that if the temperaments were equally divided, and I don't know whether they are or not, but if they were, 25 percent of the population would be melancholy. That would make 75 percent of the population, a very great majority, experience the depressive situations in life in a very un-melancholy way. They would therefore assume that the way everyone else handles depression is the "normal" experience. They would also assume the way that this small minority of the population, the melancholy, experiences depression is the "abnormal" way.

The melancholy has been made to feel ashamed for their natural and normal process. They have been told that they are "abnormal" and they have believed it. They have tried in every way to be "different" and have continually fought against accepting their God-given process. They have found that no matter how hard they try, they cannot be different. Their conclusion is that something must be wrong with them. They have been made to feel ashamed for that which by nature is normal for them.

John Bradshaw, in Healing the Shame that Binds You, describes two forms of shame: *nourishing (healthy) shame* and *toxic shame*. *Healthy shame*, he says, is an emotion that defines our limits. We need structure and we develop boundaries to provide that structure. Healthy shame sets boundaries for us as humans. It is the emotional energy that tells us we are not God. It keeps us humble; we know we don't know it all. The person who has healthy shame has a good relationship with himself.

Toxic shame is the emotion that gives a person the feeling that he is defective as a human being. He views himself as an object worthy of contempt. A shame-based person resists exposing his inner self to others and to himself as well.

The person who has toxic shame doesn't just *feel* shame; his identity is shame. He feels the need to create a false self. Shame-based persons act *shameless* (pass their shame on to another) by giving perfectionist messages, trying to control, criticizing and blaming, patronizing; being judgmental, being filled with rage, being arrogant, being envious, and by being people-pleasers. People who have toxic shame can become addicts of one sort or another; they may use chemicals or they may develop addictive forms of behavior.

The melancholy process must be given its due respect. People must change their attitude about a God-given process and help the melancholy know how to productively work their process so that it does not end in self-destructive behaviors.

MELANCHOLY

What do you consider the most difficult part of relating to the High Melancholy?

High C: “It is difficult providing the kind of detail they need in order to satisfy their questions.”

High S: “To patiently deal with all their questions without getting defensive. Sometimes we just respond without intending to be taken seriously, but they take everything to be a concrete commitment.”

High P: “Consistency in understanding their sensitivity levels.”

High M: “Being able to forgive ourselves and lower our expectations.”

What can you do in order to build a better relationship with the High Melancholy?

High C: “If our plan to include them involves change, we shouldn’t expect them to make a decision right away. The loving thing is to allow them time to think about it.”

High S: “Submit to the fact that a little structure in our life won’t hurt us.”

High P: “Understand their sensitivity levels and being more patient with their questions.”

High M: “Being able to state my position, whether it’s popular or not.”

When I am under stress, the most helpful thing you can do for me is:

Allow me to be alone with my thoughts until I am ready to speak. I need time to process all the information. Don’t crowd me; allow me quiet time.

THE EXTROVERT

**CHOLERIC
THE DOER**

THE OPTIMIST

Born leader, dynamic and active, confident and aggressive, strong-willed and decisive, exudes confidence, independent and self-sufficient, goal oriented, sees the whole picture, compulsive need for change, practical, insists on production



WEAKNESSES

Bossy, impatient, quick tempered, too impetuous, can't relax, enjoys controversy and arguments, dislikes tears and emotions, unsympathetic, little tolerance for mistakes, rude and tactless, hard, self-sufficient, cruel, hard to apologize, demanding, domineering, superior attitude.

As A Friend: Uses people, dominates others, decides for others, knows everything, can't say "I'm sorry," may be right but unpopular, can do things better.

manipulative **IRRITABLE**

WHAT TO EXPECT UNDER PRESSURE OR STRESSFUL SITUATIONS:

When a Choleric fears **loss of control** or **being taken advantage of** they will:

-become autocratic (Taking control of situations, people, circumstances)
-then withdraw (To draw back or away from someone; retreat; remove oneself)
-then attack on personal level (To direct unfavorable criticism against someone; fight)
-then acquiesce (To assent tacitly; comply quietly; agree; consent)

RELEASING STRESS:

Since people with a High Choleric temperament prefer to be in control of their environment, emotional intensity builds up in them when their personal goals are blocked. They will usually seek a physical stress release. Once their emotions are released, they will begin to respond better to the people around them. Unfortunately, they may have selected a stress release that looks to others like a personal attack, with the result that the Choleric will have alienated them.

RECOVERY FROM EMOTIONAL STRESS:

High Cholerics usually need to get involved with physically activity as a way of working out the build-up of stress.

The word "TENSION" is written in a bold, black, sans-serif font. A large, stylized letter "S" is positioned in the center, overlapping the "N" and "I". The "S" has motion lines around it, suggesting it is vibrating or being released. A horizontal line with motion lines at both ends passes through the middle of the "S" and the "N" and "I", further emphasizing the tension and release.

ADVICE TO THE CHOLERIC

- > Let others make some decisions.
- Keep advice until asked.
- Tone down your strong approach.
- Aim for quiet dignity.
- Try not to look down on the “dummies.”
- Keep quiet about your accomplishments.
- Try to give compliments.
- Don't feel that you are indispensable.

UNDERSTAND THE CHOLERIC'S GREATEST STRUGGLES

Dealing with pride is probably the High Choleric's greatest struggle. The Bible indicates that often God's strategy for overcoming pride is to allow us to go through personal pain. The Lord used a discomfort referred to by Paul as a "thorn" to constantly remind him of his need for God. In Second Corinthians 12:7-10, Paul records asking the Lord three times for relief from this "thorn in my flesh" before he understood its purpose.

The person with a High Choleric temperament has a struggle over turning weaknesses into strengths. It is not uncommon for a High Choleric to develop a plan of action and offer a quick prayer to the Lord to bless it. Learning patience and allowing the Lord to lead in directing their activities is always a good indicator of maturity.

The risk of humbling himself and losing control is a particularly difficult mountain for the High Choleric to climb. But if he does, the rewards can be magnificent.

Paul is the positive model of success through submission to God. Pharaoh is the negative model who shows us that rejecting a necessary confrontation can be fatal. The opportunity to grow and be blessed was available to both men. Paul chose to respond in submission after his first encounter. Pharaoh stubbornly refused and had to be subjected to ten difficult lessons. In the end, Paul won and Pharaoh lost. We have the choice of becoming submissive to God or an object lesson for others.

PRE SS URE

CHOLERIC

What do you consider the most difficult part of relating to the High Choleric?

- High C:* “It’s no problem for us to become confrontational; however, our body language and tone of voice sometimes becomes a catalyst for Escalating events into an all out war.”
- High S:* “Providing short answers, sticking to their plan, and being committed to a goal without a relationship is hard for me to relate to.”
- High P:* “Using confrontation and having to respond quickly is so out of character for me.”
- High M:* “Being brief! You have to be kidding. We feel a compelling need to give out all the details.”

What can you do in order to build a better relationship with the High Choleric?

- High C:* “Continue to talk straight with them, but know when to back off.”
- High S:* “Modify our need for a totally unstructured environment.”
- High P:* “Be willing to risk change and security.”
- High M:* “Be willing to modify the rules and structure if it doesn’t sacrifice quality.”

When I am under stress, the most helpful thing you can do for me is:

Talk to me about what you want me to do and not about abstract feelings.

THE INTROVERT

**PHLEGMATIC
THE WATCHER**

THE PESSIMIST

Low-key, easygoing, relaxed, calm and cool and collected, well balanced, keeps emotions hidden, happily reconciled to life, steady, mediates problems, quiet-but witty, all purpose person, avoids conflict, peace at all costs

STUBBORN

STUBBORN

WEAKNESSES

Finds the easy way, indolent, unenthusiastic, keeps emotions hidden, indecisive, avoids responsibility, selfish, quiet will of iron, too compromising, self-righteous, not goal oriented, lacks self-motivation, resents being pushed, lazy and careless, seldom convey their true feelings, works only under pressure, don't make unpopular decisions, stingy.

As A Friend: Dampens enthusiasm, stays uninvolved, indifferent to plans, judges others, sarcastic and teasing, resists change, not exciting.

P...ROCr...AsT.in.a...Tion

MISSION

WHAT TO EXPECT UNDER PRESSURE OR STRESSFUL SITUATIONS:

When a phlegmatic fears **rejection** they will:

-acquiesce (To assent tacitly; comply quietly; agree; consent)
-then attack on a personal level (To direct unfavorable criticism against someone)
-then withdraw (To draw back or away from someone; retreat; remove oneself)
-then become autocratic (Taking control of situations, people, circumstances)

RELEASING STRESS:

When a build-up of emotion occurs, High Phlegmatics prefer to release stress by getting a little rest! Because of their intense dislike for conflict, emotional stress has its greatest toll on people with the High Phlegmatic temperament. Sleep can be a great escape.

RECOVERY FROM EMOTIONAL STRESS:

They usually need to keep on sleeping. They need the opportunity to break the routine of all mental stress with “nothing time.” Watching television, working in the yard, or taking a leisurely walk all qualify.

zzzzzz
zzzz
LAZY

ADVICE TO THE PHLEGMATIC

Force yourself to participate.
Practice making decisions.
Try to get **enthused** over what others do.
Open your mind to new ideas.
Get up out of the chair.
Make a list of chores, and then **do them.**
Do not **procrastinate.**

UNDERSTANDING THE PHLEGMATIC'S GREATEST STRUGGLES

Probably the greatest hindrance to the High Phlegmatic is handling change with confidence and a positive attitude. In addition, the High Phlegmatic typically has difficulty being firm and assertive, preferring that others take action and make decisions.

This struggle with indolence may easily result in an apparently blameless, well balanced daily life, which nevertheless conceals egotism, self-righteousness and sins of omission.

One last thing helpful to know in understanding the High Phlegmatic temperament better is that he often has difficulty realizing his own strengths and what he can accomplish. However, once he begins to develop confidence in his skills, he can become a very effective leader.

Each profile has its own set of defenses to handle stress. As members of the body of Christ, our response must be to recognize and accept the behavior for what it is. Then we can create an environment for the person so that he has the best opportunity to work through his internal struggles and grow.

In the case of the High Phlegmatic, giving them assurances of support, providing them with concrete information, and allowing them time to ponder are key elements in helping them work through their personal struggles.

b

etter

PHLEGMATIC

What do you consider the most difficult part of relating to the High Phlegmatic?

- High C:* “Without a doubt, patiently giving them time to process information before making a decision.”
- High S:* “Accepting the status quo and allowing them time before accepting change.”
- High P:* “Having to carry a conversation so that a meaningful interchange takes place. I’d rather just listen, but they are usually not talking.”
- High M:* “Knowing what to say in order to draw them out.”

What can you do in order to build a better relationship with the High Phlegmatic?

- High C:* “Backing off from our need to have immediate answers and working within their pace.”
- High S:* “By being more patient in drawing them out.”
- High P:* “By patiently listening as they try to give their insights.”
- High M:* “We need to be more patient in knowing we won’t get a lot of feedback from them. We have a tendency to desire a great deal of information, and phlegmatics are not in the habit of sharing that much.”

When I am under stress, the most helpful thing you can do for me is:

“Provide me with time and space in which I can enjoy peace and quiet. I need time to think and assimilate.”

“When I’m under stress, I don’t always know how to put in words what is happening to me. It’s OK to use reassuring, supportive humor to relax me so that I have a better opportunity to express to you what I am feeling.”

