



Workshop Samples 

Personality types

- sanguine person** "life of the party"
 - is characterised by the tendency to be overly cheerful, optimistic, vain, and unpredictable.
- melancholic person** "details, process"
 - is unemotional, nonchalant, cool, persevering, and needing direction.
- phlegmatic person** "others"
 - is soft hearted, oriented toward doing things for others, and is slow in responding.
- choleric person** "control"
 - temperament is domineering, stubborn, opinionated, and self-confident.

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Choleric Communication


The choleric temperament translates into the bold or direct style of communication.

People with this style are brief in their communication - the fewer words the better.

They are big picture thinkers and love to be involved in many things at once.

They are focused on tasks and outcomes and often forget that the people involved in carrying out the tasks have needs.

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Choleric Communication

They don't do detail work easily and as a result can often underestimate how much time it takes to achieve the task.

Because they are so direct, they often seem forceful and can be very intimidating to others.

They usually would welcome someone challenging them, but most other styles are afraid to do so.

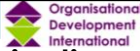
They also thrive on change, the more the better.

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Summary of Styles

FACTORS:	Sanguine	Choleric	Phlegmatic	Melancholic
How to Recognize:	They get excited.	They like their own way; decisive & strong viewpoints.	They like positive attention. To be helpful & to be regarded warmly.	They seek a lot of data, ask many questions, behave methodically & systematically.
Tends to Ask:	Who? (the personal dominant question.)	What? (the results oriented question.)	Why? (the personal non-goal question.)	How? (the technical analytical question.)
What They Dislike:	Boring explanations; wasting time with too many facts.	Someone wasting their time trying to decide for them.	Rejection, treated impersonally, uncaring & unfeeling attitudes.	making an error, being unprepared, spontaneity.
Reacts to Pressure and Tension By:	"Selling" their ideas or argumentative.	Taking charge taking more control.	Becoming silent, withdraws, introspective.	Seeking more data & information.
Best way to Deal With:	Get excited with them. Show emotion.	Let them be in charge.	Be supportive; show you care.	Provide lots of data & information.
Likes To Be Measured By:	Applause, feedback, recognition.	Results, Goal-oriented.	Friends, close relationships.	Activity & busyness that leads to results.
Must Be Allowed To:	Get ahead quickly. Likes challenges.	Get into a competitive situation. Likes to win.	Relax, feel, care, know you care.	make decisions at own pace, not cornered or pressured.
Will Improve With:	Recognition & some structure with which to reach the goal.	A position that requires cooperation with others.	A structure of goals & methods for achieving each goal.	Interpersonal and communication skills.
Likes to Save:	Effort they rely heavily on hunches, intuition, feelings.	Time. They like to be efficient, get things done now.	Relationships. Friendship means a lot to them.	Face. They hate to make an error, be wrong or get caught without enough info.
For Best Results:	Inspire them to bigger & better accomplishments.	Allow them freedom to do things their own way.	Care & provide detail, specific plans & activities to be accomplished.	Structure a framework or "track" to follow.

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Personality and e- communication


Melancholics

- Be sure that the message is logical and fact-based and that you support your suggestions with relevant data.
- Demonstrate that you've considered alternatives before you arrived at your recommendations.
- Above all, be fair and don't cloud your message with emotion.

Sanguines:

- Include a greeting and a cordial closing.
- They appreciate messages that are values-based and people-sensitive.
- They respect tradition and will be receptive to hard or bad news if they know issues important to them were considered before a decision was made.

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Personality and e- communication

Cholerics

- Get right to the point.
- They appreciate messages that can be measured rather than felt.
- Use bullet points and make suggestions for possible actions.
- Practicality and a sense of urgency are key.

Phlegmatics

- Phlegmatics need the "why" answered.
- Be supportive and show you care.
- Provide details, specific plans and activities to be accomplished.
- Give them time to mull over.

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