



FOUR TEMPERAMENT TYPES & STRATEGIES

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ARTISANS

Practical – Often to be practical it is necessary to be decidedly undiplomatic, or to wink at tradition, or to forget, for the moment, about being efficient. These departures are quickly made by the Artisan, while the other temperaments are reluctant to do so.

Optimistic in Looking Ahead – Artisans are the supreme optimists. The past is water under the bridge, so forget it. Artisans see the future as a long way off and don't like to plan for it. Often Artisans feel lucky and this can sometimes leave them feeling invincible which can lead to setbacks.

Cynical in Looking Back – They often harbor no illusions about people being noble or saintly. They are rarely duped.

The Place is Here and Now – Artisans need to be in the game of life, at the very center of things. Their time is now and the place is here. Understandably, many professional athletes are Artisans.

Self Image – The self-esteem of the Artisan comes from being artistic or creating something, or expediting and improvising productions. Many are graceful. Self-respect comes from being audacious and their self-confidence comes from being adaptable.

Values – Artisans enjoy being excited, trust people on impulse, yearn for impact, seek stimulation, prize being generous and aspire to create something. They hate boredom above all else. These friendly people tend to seek a safe anchorage in their home and family, at the same time respecting and requiring freedom.

GUARDIANS

Dutiful - The Guardian outlook begins with hard work and saving. Both of these outlooks are moral. By the age of five, Guardians have already adopted a surprisingly adult work ethic, and as they grow up they take on their school and family duties with little complaint.

Pessimistic in Looking Back – Because so many of their efforts are holding actions, trying to maintain the status quo in fast-paced, ever-changing situations, Guardians have learned to often expect the worst. But a strong Guardian must have coined the Boy Scouts' motto: "Be Prepared." Above all else, Guardians are prepared, and even though many of the preparations are for things to go wrong we must not conclude that they are gloomily forecasting calamity and disaster. Rather, we might see them as being realistic about potential setbacks and shortages.

Stoical in Looking Back – In their times of trouble, Guardians tend not to blame their bad luck (as do Artisans) or to blame themselves (as do Rationals). Rather, they believe that pain and suffering are unavoidable in this world and they endure their hardships bravely and patiently.

Standing at the Gateway – Guardians naturally assume the role of society's gatekeeper, standing guard at the door and keeping a watchful eye on the, comings and goings of the people under their care.

Self-Image of Guardians – Guardians see themselves as dependable, beneficent (doing good deeds) and respectable. Thus, to feel good, Guardians must see themselves, and be seen by others, as dependable, beneficent and respectable. Other attributes, like authenticity and autonomy likely contribute little to their sense of well-being.

Self-Esteem in Dependability – Guardians shoulder their responsibilities. If there is a job to be done, a duty to fulfill, Guardians feel somehow obligated to see that the task is undertaken and brought to conclusion even if they are already overburdened, and even if others are contributing far less than they.

Values – Guardians are concerned, trust authority and yearn to belong, to seek security, prize gratitude and aspire to be in charge.

IDEALISTS

Diplomat – Idealists are given to diplomacy because they are so deeply disturbed by division and discrimination. Conflicts and controversies unsettle them; disputes and debates set them on edge. They prefer to focus on “shared experiences” and “universal truths.” They often hold a belief that “down deep, everyone's alike” which can be an artificial imposition onto the experiences of the other types.

Interests – Educational interest is in the humanities; they are concerned with morale (the state of one's spirit) and often find themselves concerned with others' feelings of worth, or with self-image. Vocationally, they often seek personnel positions.

Altruistic in Looking Around – Idealists see potential good in everyone, and they will gladly give of themselves to cultivate that potential, to help others grow and develop. But their altruism also serves another, more coveted purpose for Idealists: self-actualization. They are quick to join causes and are the most loyal of the temperaments.

Mystical in Looking Back – Idealists either believe that accidents are mystifying and inexplicable – that bad things simply happen, or they believe that the cause of bad events is in some power above themselves.

Standing at the Pathway – Idealists are most comfortable when they are searching for the meaning of existence and taking a journey to some higher stage of personal development. They enjoy the spiritual odyssey, the crusade, the pilgrimage, or the quest.

The Time is Tomorrow – The Idealist is future-oriented and focused on what might be, rather than what is.

The Self-Image of Idealists – They improve their self-esteem by being empathetic, their self-respect by being benevolent and their self-confidence by being authentic. Idealists can become absorbed in drawing close to a single person, or they can become deeply involved with a group

(family, friends, class, church, etc.) But they are simply not interested, not for very long at least, in things other than empathetic human relationships.

Values – Idealists loves being enthusiastic, trust their intuition, yearn for romance, seek identity, prize recognition and aspire to become sages.

RATIONALS

Strategic Intellect – Rationals enjoy identifying the ways and means necessary and sufficient to achieve a well-defined goal, especially the goal of increasing the efficiency of systems.

Interests – At school, Rationals typically choose courses in the sciences (and mathematics) and avoid the humanities and commerce. They enjoy science, technology and systems.

Pragmatic in Looking Around – Rationals keep their eyes on the relationship between the means and the ends. Rationals tend to have a built-in worldview. They are interested in the maximum results for the minimum effort. They are not lazy but require efficiency-no matter where they go.

Self-Image - Rationals appear to gain self-esteem by being ingenious and self-respect by being autonomous and self-confidence when they are resolute in their convictions.

Values – Rationals enjoy being calm, trust reason, yearn for achievement and seek knowledge. They prize recognition for something they have produced or if someone asks them about their rationale for a decision (after all when they make something or do something it is usually after long and sometimes obsessive analysis). Their productions have been carefully devised. A Rational will not ask for recognition, though enjoys it when received.