

## Teaming up the Temperaments by Phyllis Harmony

### SANGUINE

Motivates others to join  
Creative person

#### **Best at:**

Making initial contact with people  
Creating enthusiasm and excitement  
Encouraging and uplifting others  
Insuring that the group has fun

**Basic desire:** Have Fun

#### **Emotional needs:**

Attention, Affection  
Approval, Acceptance

#### **How to communicate effectively**

Learn to: Tone down, Stay on track

#### **When talking to a:**

**Choleric-** stick to the bottom line,  
avoid rambling

**Melancholy-** be sensitive to their schedule  
and level of interest

**Phlegmatic-** encourage them and ask their  
opinion

### PHLEGMATIC

Makes others feel like they belong  
Support person

#### **Best at:**

Making sure the group is comfortable  
Always finding a middle ground  
Staying calm and functional amid chaos  
Not over reacting to a negative situation

**Basic desire:** Have peace

#### **Emotional needs:**

Peace and quiet, feeling of worth  
Lack of stress, respect

#### **How to communicate effectively**

Learn to: Develop enthusiasm, Open up

#### **When talking to a:**

**Sanguine-** get excited about their ideas

**Choleric-** speed up speech, get to the bottom line

**Melancholy-** offer facts, back up with  
documentation

### CHOLERIC

Most likely to succeed  
Leadership person

#### **Best at:**

Motivating people to action  
Controlling the plans and productivity  
Giving quick and clear instructions  
Making sure group sees the immediate gain

**Basic desire:** Have Control

#### **Emotional needs:**

Loyalty, Appreciation  
Sense of control, Credit for work

#### **How to communicate effectively**

Learn to: Be interested in others

Ask rather than demand

#### **When talking to a:**

**Sanguine-** be interested in their stories

**Melancholy-** allow them time to share ideas

**Phlegmatic-** be careful not to shut them out,  
listen

### MELANCHOLY

Sees the financial benefits  
Detail person

#### **Best at:**

Planning and explaining details  
Keeping the financial records straight  
Being sensitive to the needs of others  
Making the group see the long range goal

**Basic desire:** Have perfection

#### **Emotional needs:**

Sensitivity, support,  
Space, silence

#### **How to communicate effectively**

Learn to: Lighten up, Enter into the conversation

#### **When talking to a:**

**Sanguine-** respond openly to their humor,  
and compliment frequently

**Choleric-** don't get lost in details, cut to essentials

**Phlegmatic-** watch for positives and offer praise

Suggested books by Florence Littauer: Personality Plus; Personality Puzzle; Your Personality Tree; Getting Along With Almost Anybody. If you are interested in Phyllis Harmony bringing this program to your organization you can email her at: [phyllisharmony@wideopenwest.com](mailto:phyllisharmony@wideopenwest.com) or leave a message for her at 614-579-7673.

<http://www.SpeakingInHarmony.com>