

valley**family**church

PERSONALITY  
ASSESSMENT





# WELCOME!

There is greatness within you! Have you discovered it? God has gifted every single person with unique talents and abilities that enable you to serve His Church and impact people for His Kingdom. Through this simple personality assessment you will gain insight into how God has uniquely designed you and that will lead you to find the perfect serving role on the VCrew. You'll love seeing how your unique giftings will be used to serve God in the local church. We are excited to have you join the team and see what God will do in and through your life!

*Jeff & Beth*

Jeff & Beth Jones  
Senior Pastors of Valley Family Church





**THE ASSESSMENT ON THE NEXT PAGE IS  
TO DISCOVER YOUR UNIQUE PERSONALITY TYPE.**

1. READ EACH OF THE FOUR WORDS ON EACH HORIZONTAL LINE (NOTE: NUMBERED ACROSS, NOT DOWN). BE SURE TO USE THE WORD DEFINITIONS ON THE INSERT TO ENSURE THE CORRECT WORD CHOICE.

2. CIRCLE THE ONE WORD THAT MOST ACCURATELY DESCRIBES WHO YOU ARE NATURALLY. IF YOU HAD TO TAKE A CLASS OR READ A BOOK TO LEARN A CERTAIN BEHAVIOR, IT IS NOT WHO YOU ARE NATURALLY. IF YOU HAVE BEEN FORCED TO TAKE ON A ROLE FOR YOUR JOB AND NOW FUNCTION THAT WAY FAIRLY NATURALLY, DO NOT CHECK THAT WORD. THAT WOULD BE A LEARNED BEHAVIOR, NOT A NATURAL ONE. IF YOU ARE UNSURE OF WHICH WORDS TO CHOOSE, DON'T BE AFRAID ASK FRIENDS OR FAMILY.

3. IDEALLY, CIRCLE ONLY ONE WORD IN EACH FOUR-WORD GROUPING. HOWEVER, IF NO WORDS FEEL RIGHT, SKIP THAT LINE AND GO BACK TO IT.

4. ONCE YOU HAVE SELECTED THE WORDS TO DESCRIBE WHO YOU ARE NATURALLY, ADD UP THE NUMBER OF CIRCLED WORDS IN EACH VERTICAL COLUMN.

## STRENGTHS

- |                   |               |                  |             |
|-------------------|---------------|------------------|-------------|
| 1. Animated       | Adventurous   | Analytical       | Adaptable   |
| 2. Playful        | Persuasive    | Persistent       | Peaceful    |
| 3. Sociable       | Strong-willed | Self-sacrificing | Submissive  |
| 4. Convincing     | Competitive   | Considerate      | Controlled  |
| 5. Refreshing     | Resourceful   | Respectful       | Reserved    |
| 6. Spirited       | Self-reliant  | Sensitive        | Satisfied   |
| 7. Promoter       | Positive      | Planner          | Patient     |
| 8. Spontaneous    | Sure          | Scheduled        | Shy         |
| 9. Optimistic     | Outspoken     | Orderly          | Obliging    |
| 10. Funny         | Forceful      | Faithful         | Friendly    |
| 11. Delightful    | Daring        | Detailed         | Diplomatic  |
| 12. Cheerful      | Confident     | Cultured         | Consistent  |
| 13. Inspiring     | Independent   | Idealistic       | Inoffensive |
| 14. Demonstrative | Decisive      | Deep             | Dry Humor   |
| 15. Mixes Easily  | Mover         | Musical          | Mediator    |
| 16. Talker        | Tenacious     | Thoughtful       | Tolerant    |
| 17. Lively        | Leader        | Loyal            | Listener    |
| 18. Cute          | Chief         | Chartmaker       | Contented   |
| 19. Popular       | Productive    | Perfectionist    | Pleasant    |
| 20. Bouncy        | Bold          | Behaved          | Balanced    |

### STRENGTHS TOTAL:

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## WEAKNESSES

- |                    |                  |                   |                |
|--------------------|------------------|-------------------|----------------|
| 21. Brassy         | Bossy            | Bashful           | Blank          |
| 22. Undisciplined  | Unsympathetic    | Unforgiving       | Unenthusiastic |
| 23. Repetitious    | Resistant        | Resentful         | Reticent       |
| 24. Forgetful      | Frank            | Fussy             | Fearful        |
| 25. Interrupts     | Impatient        | Insecure          | Indecisive     |
| 26. Unpredictable  | Unaffectionate   | Unpopular         | Uninvolved     |
| 27. Haphazard      | Headstrong       | Hard to please    | Hesitant       |
| 28. Permissive     | Proud            | Pessimistic       | Plain          |
| 29. Angered easily | Argumentative    | Alienated         | Aimless        |
| 30. Naive          | Nervy            | Negative attitude | Nonchalant     |
| 31. Wants credit   | Workaholic       | Withdrawn         | Worrier        |
| 32. Talkative      | Tactless         | Too sensitive     | Timid          |
| 33. Disorganized   | Domineering      | Depressed         | Doubtful       |
| 34. Inconsistent   | Intolerant       | Introvert         | Indifferent    |
| 35. Messy          | Manipulative     | Moody             | Mumbles        |
| 36. Show-off       | Stubborn         | Skeptical         | Slow           |
| 37. Loud           | Lord over others | Loner             | Lazy           |
| 38. Scatterbrain   | Short-tempered   | Suspicious        | Sluggish       |
| 39. Restless       | Rash             | Revengeful        | Reluctant      |
| 40. Changeable     | Crafty           | Critical          | Compromising   |

### WEAKNESS TOTAL:

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## OVERALL TOTALS (STRENGTH + WEAKNESSES)

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Sanguine

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Choleric

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Melancholy

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Phlegmatic







## STRENGTHS DEFINITIONS

- 1 Adventurous.** Will take on new and daring enterprises with a determination to master them.  
**Adaptable.** Easily fits and is comfortable in any situation.  
**Animated.** Full of life; lively use of hand, arm and face gestures.  
**Analytical.** Likes to examine the parts for their logical and proper relationships.
- 2 Persistent.** Sees one project through to its completion before starting another.  
**Playful.** Full of fun and good humor.  
**Persuasive.** Convinces through logic and fact rather than charm or power.  
**Peaceful.** Seems undisturbed and tranquil and retreats from any form of strife.
- 3 Submissive.** Easily accepts any other's point of view or desire with little need to assert his or her own opinion.  
**Self-sacrificing.** Willingly gives up his or her own personal being for the sake of or to meet the needs of others.  
**Sociable.** Sees being with others as an opportunity to be cute and entertaining rather than as a challenge or business opportunity.  
**Strong-willed.** Determined to have one's own way.
- 4 Considerate.** Having regard for the needs and feelings of others.  
**Controlled.** Has emotional feelings but rarely displays them.  
**Competitive.** Turns every situation, happening or game into a contest and always plays to win.  
**Convincing.** Can win others over to anything through the sheer charm of his or her personality.
- 5 Refreshing.** Renews and stimulates or makes others feel good.  
**Respectful.** Treats others with deference, honor or esteem.  
**Reserved.** Self-restrained in expression of emotion or enthusiasm.  
**Resourceful.** Able to act quickly and effectively in virtually all situations.
- 6 Satisfied.** Easily accepts any circumstance or situation.  
**Sensitive.** Intensively cares about others and what happens.  
**Self-Reliant.** Independent and can fully rely on his or her own capabilities, judgment and resources.  
**Spirited.** Full of life and excitement.
- 7 Planner.** Prefers to work out detailed arrangements beforehand for the accomplishment of project or goal and prefers involvement with the planning stages and the finished product rather than the carrying out of the task.  
**Patient.** Unmoved by delay, remains calm and tolerant.  
**Positive.** Knows it will turn out right if he or she is in charge.  
**Promoter.** Urges or compels others to go along, join or invest through the charm of his or her own personality.
- 8 Sure.** Confident, rarely hesitates or waivers.  
**Spontaneous.** Prefers all of life to be impulsive, unpremeditated activity, not restricted by plans.  
**Scheduled.** Makes, and lives, according to a daily plan; dislikes his or her plan to be interrupted.  
**Shy.** Quiet, doesn't easily instigate a conversation.
- 9 Orderly.** Having a methodical, systematic arrangement of things.  
**Obliging.** Accommodating, is quick to do it another way.  
**Outspoken.** Speaks frankly without reserve.  
**Optimistic.** Sunny disposition who convinces self and others that everything will turn out alright.
- 10 Friendly.** A responder rather than an initiator, seldom starts a conversation.  
**Faithful.** Consistently reliable, steadfast, loyal and devoted, beyond reason.  
**Funny.** Sparkling sense of humor that can make virtually any story into a hilarious event.  
**Forceful.** A commanding personality whom others would hesitate to take a stand against.
- 11 Daring.** Willing to take risk, fearless, bold.  
**Delightful.** Is upbeat and fun to be with.  
**Diplomatic.** Deals with people tactfully, sensitively and patiently.  
**Detailed.** Does everything in proper order and with a clear memory of all the things that happened.
- 12 Cheerful.** Consistently in good spirits and promoting happiness in others.  
**Consistent.** Stays emotionally on an even keel, responding as one might expect.  
**Cultured.** Interests involve both intellectual and artistic pursuits, such as theatre, symphony, ballet.  
**Confident.** Self-assured and certain of own ability and success.
- 13 Idealistic.** Visualizes things in their perfect form and has a need to measure up to that standard himself or herself.  
**Independent.** Self-sufficient, self-supporting, self-confident and seems to have little need of help.  
**Inoffensive.** Never says or causes anything unpleasant or objectionable.  
**Inspiring.** Encourages other to work, join or be involved, and makes the whole thing fun.
- 14 Demonstrative.** Openly expresses emotion, especially affection, and doesn't hesitate to touch others while speaking to them.  
**Decisive.** Has quick, conclusive, judgment-making ability.  
**Dry humor.** Exhibits "dry wit", usually one-liners that can be sarcastic in nature.  
**Deep.** Intense and often introspective with a distaste for surface conversation and pursuits.
- 15 Mediator.** Consistently finds himself or herself in the role of reconciling difference in order to avoid conflict.  
**Musical.** Participates in or has a deep appreciation for music, is committed to music as an art form, rather than the fun of performances.  
**Move.** Driven by a need to be productive, is a leader whom others follow, finds it difficult to sit still.  
**Mixes easily.** Loves a party and can't wait to meet everyone in the room; never meets a stranger.
- 16 Thoughtful.** Considerate, remembers special occasions and makes kinds gestures.  
**Tenacious.** Holds on firmly, stubbornly, and won't let go until the goal is accomplished.  
**Talker.** Constantly talking, telling funny stories and entertaining everyone.  
**Tolerant.** Easily accepts the thoughts and ways of others without the needs to disagree with or change them.
- 17 Listener.** Always seems willing to hear what others have to say.  
**Loyal.** Faithful to a person, idea or job, sometimes beyond reason.  
**Leader.** Is a natural-born director who is driven to be in charge and often finds it difficult to believe that anyone else can do the job as well.  
**Lively.** Full of life, vigorous, energetic.
- 18 Contented.** Easily satisfied with what he or she has, rarely envious.  
**Chief.** Commands leadership and expects people to follow.  
**Chartmaker.** Organizes life and task, making lists, forms or graphs.  
**Cute.** Precious, adorable, center of attention.
- 19 Perfectionist.** Places high standards on himself or herself, and often on others, desiring that everything be in proper order at all times.  
**Pleasant.** Easygoing, easy to be around, easy to talk with.  
**Productive.** Must constantly be working or achieving, often finds it very difficult to rest.  
**Popular.** Life of the party, and therefore much desired as a party guest.
- 20 Bouncy.** A bubbly, lively personality, full of energy.  
**Bold.** Fearless, daring, forward, unafraid of risk.  
**Behaved.** Consistently desires to conduct himself or herself within the realm of what he or she feels is proper.  
**Balanced.** Stable, middle-of-the-road personality, not subject to sharp highs or lows.



## WEAKNESSES DEFINITIONS

- 21 Blank.** Shows little facial expression or emotion.  
**Bashful.** Shrinks from getting attention, a result of his or her self-consciousness.  
**Brassy.** Showy, flashy, comes on too strong, too loud.  
**Bossy.** Commanding, domineering, sometimes overbearing in adult relationships.
- 22 Undisciplined.** Lack of order permeates most every area of his or her life.  
**Unsympathetic.** Finds it difficult to relate to the problems or hurts of others.  
**Unenthusiastic.** Tends to not get excited, often feeling it won't work anyway.  
**Unforgiving.** Has difficulty forgiving or forgetting a hurt of injustice done to them.
- 23 Reticent.** Unwilling or struggles against getting involved, especially when the situation is complex.  
**Resentful.** Often hold ill feelings as a result of real or imagined offenses.  
**Resistant.** Strives, works against or hesitates to accept any other way but his or her own.  
**Repetitious.** Retells stories and incidents to entertain without realizing he or she has already told them several times before, constantly has something to say.
- 24 Fussy.** Insistent over petty matters or details, calling for a great attention to trivial details.  
**Fearful.** Often experiences feelings of deep concern, apprehension or anxiousness.  
**Forgetful.** Lack of memory, which is usually tied to a lack of discipline and not bothering to mentally record things that are not fun.  
**Frank.** Straightforward, outspoken and doesn't mind telling others exactly what he or she thinks.
- 25 Impatient.** Finds it difficult to endure irritation or wait for others.  
**Insecure.** Is apprehensive or lacks confidence.  
**Indecisive.** Finds it difficult to make any decisions at all (not laboring long over each decision to make it the perfect one)  
**Interrupts.** Is more of a talker than a listener, starts speaking without even realizing someone else is already speaking.
- 26 Unpopular.** Intensity and demand for perfection can push others away.  
**Uninvolved.** Has no desire to listen or become interested in clubs, groups, activities, or other people's lives.  
**Unpredictable.** May be ecstatic one moment and own the next, or willing to help but then disappears, or promises to come but forgets to show up.  
**Unaffectionate.** Finds it difficult to verbally or physically demonstrate tenderness openly.
- 27 Headstrong.** Insists on having it his or her way.  
**Haphazard.** Has no consistent way of doing things.  
**Hard to Please.** Has standards set so high that it is difficult to ever satisfy them.  
**Hesitant.** Slow to get moving and hard to get involved.
- 28 Plain.** Has a middle of the road personality without highs or lows and shows little, if any, emotion.  
**Pessimistic.** Hopes for the best, but generally sees the downside of a situation first.  
**Proud.** Has great self esteem and sees himself or herself as always right and the best person for the job.  
**Permissive.** Allows others (including children) to do as they please in order to keep from being disliked.
- 29 Angered easily.** Has a childlike flash in the pan temper that expresses itself in a tantrum style, which is over and forgotten almost instantly.  
**Aimless.** Not a goal setter and has little desire to be one.  
**Argumentative.** Incites arguments because he or she is right, no matter what the situation might be.  
**Alienated.** Easily feels estranged from others, often because of insecurity or fear that others don't really enjoy his or her company.
- 30 Naive.** Simple and childlike perspective, lacking sophistication or comprehension of what the deeper levels of life are really about.  
**Negative attitude.** Attitude is seldom positive and often able to see only the down side or dark side of a situation.  
**Nervy.** Full of confidence, fortitude and sheer guts, often in a negative sense.  
**Nonchalant.** Easygoing, unconcerned, indifferent.
- 31 Worrier.** Consistently feels uncertain, troubled or anxious.  
**Withdrawn.** Pulls into himself or herself and needs a great deal of alone or isolation time.  
**Workaholic.** An aggressive goal setter who must be constantly productive and feels very guilty when resting, is not driven by a need for perfection or completion but by a great need for accomplishment and reward.  
**Wants credit.** Thrives on credit or approval of others. As an entertainer, this person feeds on applause, laughter and/or the acceptance of the audience.
- 32 Too sensitive.** Overly introspective and easily offended when misunderstood.  
**Tactless.** Sometimes expresses himself or herself in a somewhat offensive and inconsiderate way.  
**Timid.** Shrinks from difficult situations.  
**Talkative.** An entertaining compulsive talker who finds it difficult to listen.
- 33 Doubtful.** Characterized by uncertainty and lack of confidence that it will never work out.  
**Disorganized.** Lack of ability to ever get life in order.  
**Domineering.** Compulsively takes control of situations and/or people. Usually by telling others what to do.  
**Depressed.** Feels down much of the time.
- 34 Inconsistent.** Erratic, contradictory, with actions and emotions not based on logic.  
**Introvert.** A person whose thoughts and interest are directed inward, lives within himself or herself.  
**Intolerant.** Appears unable to withstand or accept another's attitudes, point of view or way of doing things.  
**Indifferent.** Feels most things don't matter one way or the other.
- 35 Messy.** Lives in a state of disorder, unable to find things.  
**Moody.** Doesn't get very high emotionally but easily slips into low lows, often when feeling unappreciated.  
**Mumbles.** Will talk quietly under his or her breath when pushed, doesn't bother to speak clearly.  
**Manipulative.** Influences or manages shrewdly or deviously for his or her own advantage, will get his or her way somehow.
- 36 Slow.** Doesn't often act or think quickly, too much of a bother.  
**Stubborn.** Determined to exert his or her own will, not easily persuaded.  
**Show Off.** Needs to be the center of attention, wants to be watched.  
**Skeptical.** Disbelieving, questioning the motive behind words.
- 37 Loner.** Requires a lot of private time and tends to avoid other people.  
**Lord over.** Doesn't hesitate to let others know that he or she is right or is in control.  
**Lazy.** Evaluates work or activity in terms of how much energy it will take.  
**Loud.** Has a laugh or voice that can be heard above all others in the room.
- 38 Sluggish.** Slow to get started, needs push to be motivated.  
**Suspicious.** Tends to suspect or distrust others or ideas.  
**Short tempered.** Has a demanding impatience - based anger and a short fuse. Anger is expressed when others are not moving fast enough or have not completed what they have been asked to do.  
**Scatterbrained.** Lacks the power of concentration or attention. Flighty.
- 39 Revengeful.** Knowingly or otherwise holds a grudge and punishes the offender often by subtly withholding friendship or affection.  
**Restless.** Likes constant new activity because it isn't fun to do the same things all the time.  
**Reluctant.** Unwilling or struggles against getting involved.  
**Rash.** May act hastily without thinking things through, generally because of impatience.
- 40 Compromising.** Will often relax his or her position, even when right, in order to avoid conflict.  
**Critical.** Constantly evaluating and making judgments, frequently thinking or expressing negative reactions.  
**Crafty.** Shrewd, one who can always find a way to get the desired end.  
**Changeable.** A childlike, short attention span that needs a lot of change and variety to keep from getting bored.







## UNDERSTANDING YOUR PERSONALITY SCORE

### POPULAR SANGUINE

**Place in the Team:** Creative Person

**Emotional Needs:** Attention, acceptance "as is", affective, approval

**Best at:**

Making initial contact with people  
Creative enthusiasm and excitement  
Encouraging and uplifting others  
Ensuring the group has fun

**Is Apt to Be:** Too easily distracted and forgetful

**Presentation Style:**

Humorous and with a light touch

**Warning:**

Can come on too happy or cute  
Not considered serious or believable  
Don't let them handle money

**Realize they need Fun and adventure!**

### POWERFUL CHOLERIC

**Place in the Team:** Leadership Person

**Emotional Needs:** Loyalty, sense of control, appreciation, accomplishment

**Best at:**

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

**Is Apt to Be:** Too impulsive and intimidating

**Presentation Style:**

Authoritative and convincing

**Warning:**

May come on too overpowering  
Seems to look down on others  
Often intimidates less confident people

**Realize they need action and excitement!**

### PERFECT MELANCHOLY

**Place in the Team:** Detailed Person

**Emotional Needs:** Sensitivity, support when down, space, silence

**Best at:**

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

**Is Apt to Be:** Too easily distracted and critical

**Presentation Style:**

Accurate and sincere

**Warning:**

Might come across too intellectual and remote  
May make others feel less intelligent  
Can get lost in the details

**Realize they need order and understanding!**

### PEACEFUL PHLEGMATIC

**Place in the Team:** Support Person

**Emotional Needs:** Peace and quiet, feeling of worth, lack of stress, respect

**Best at:**

Making sure the group is relaxed and comfortable  
Always finding the middle ground  
Staying calm and functional amidst chaos  
Not overreacting to a negative situation

**Is Apt to Be:** Too undisciplined and indecisive

**Presentation Style:**

Believable

**Warning:**

May come across as too low-key, dull or lazy  
Appears too unenthusiastic and unconvinced  
Don't count on them for motivation

**Realize they need rest and quiet time!**





## POPULAR SANGUINE

### EMOTIONS

#### STRENGTHS

Appealing personality  
Talkative, storyteller  
Good sense of humor  
Memory for color  
Physically hold on to listener  
Emotional and demonstrative  
Enthusiastic and expressive  
Cheerful and bubbling over  
Curious  
Good on stage  
Wide-eyed and innocent  
Lives in the present  
Changeable disposition  
Sincere at heart  
Always a child

#### WEAKNESSES

Compulsive talker  
Exaggerates and elaborates  
Dwells on trivia  
Can't remember names  
Scares others off  
Too happy for some  
Has restless energy  
Egotistical  
Blusters and complains  
Naive, gets taken in  
Has loud voice and laugh  
Controlled by circumstances  
Gets angry easily  
Seems phony to some  
Never grows up

### WORK

#### STRENGTHS

Volunteers for jobs  
Thinks up new activities  
Looks great on the surface  
Creative and colorful  
Has energy and enthusiasm  
Starts in a flashy way  
Inspires others to join  
Charms others to work

#### WEAKNESSES

Would rather talk  
Forgets obligations  
Doesn't follow through  
Confidence fades fast  
Undisciplined  
Priorities out of order  
Decides by feelings  
Easily distracted  
Wastes time talking

### FRIENDS

#### STRENGTHS

Makes friends easily  
Loves people  
Thrives on compliments  
Seems exciting  
Enviied by others  
Doesn't hold grudges  
Apologizes quickly  
Presents dull moments  
Loves spontaneous activities

#### WEAKNESSES

Hates to be alone  
Needs to be center stage  
Wants to be popular  
Looks for credit  
Dominates conversations  
Interrupts and doesn't listen  
Answer for others  
Fickle and forgetful  
Makes excuses  
Repeats stories

## POWERFUL CHOLERIC

### EMOTIONS

#### STRENGTHS

Born leader  
Dynamic and active  
Compulsive need for change  
Must correct wrongs  
Strong willed and decisive  
Unemotional  
Not easily discouraged  
Independent and self-sufficient  
Exudes confidence  
Can run anything

#### WEAKNESSES

Bossy  
Impatient  
Quick tempered  
Can't relax  
Too impetuous  
Enjoys controversy and arguments  
Won't give up when losing  
Comes on too strong  
Inflexible  
Is not complimentary  
Dislikes tears and emotions  
Is unsympathetic

### WORK

#### STRENGTHS

Goal-Oriented  
Sees the whole picture  
Organizes well  
Seeks practical solutions  
Moves quickly to action  
Delegates work  
Insists on production  
Makes the goal  
Stimulates activity  
Thrives on opposition

#### WEAKNESSES

Little tolerance for mistakes  
Doesn't analyze details  
Bored by trivia  
May make rash decisions  
May be rude or tactless  
Manipulates people  
Demanding of others  
End justifies the means  
Work may become his or her god  
Demands loyalty in the ranks

### FRIENDS

#### STRENGTHS

Has little need for friends  
Will work for group activity  
Will lead and organize  
Is usually right  
Excels in emergencies

#### WEAKNESSES

Tends to use people  
Decides for others  
Knows everything  
Can do everything better  
Is too independent  
Possessive of friends and mate  
Can't say "I'm sorry"  
May be right, but unpopular

## PERFECT MELANCHOLY

### EMOTIONS

#### STRENGTHS

Deep and thoughtful  
Analytical  
Serious and purposeful  
Talented and creative  
Artistic or musical  
Philosophical and poetic  
Appreciative of beauty  
Sensitive to others  
Self-sacrificing  
Conscientious  
Idealistic

#### WEAKNESSES

Remembers the negatives  
Moody and depressed  
Enjoys being hurt  
Has false humility  
Off in another world  
Low self-image  
Has selective hearing  
Self-centered  
Too introspective  
Guilt feelings  
Persecution complex  
Tends to hypochondria

### WORK

#### STRENGTHS

Schedule oriented  
Perfectionist, high standards  
Detail-conscious  
Persistent and thorough  
Orderly and organized  
Neat and tidy, economical  
Sees the problems  
Finds the creative solutions  
Needs to finish what he starts  
Likes charts, graphs, figures, lists

#### WEAKNESSES

Not people-oriented  
Depressed over imperfection  
Chooses difficult work  
Hesitant to start projects  
Spends too much time planning  
Prefers analysis to work  
Self-deprecating  
Hard to please  
Standards often too high  
Deep need for approval

### FRIENDS

#### STRENGTHS

Makes friends cautiously  
Content to stay in the background  
Avoids causing attention  
Faithful and devoted  
Will listen to complaints  
Can solve others' problems  
Deep concern for other people  
Moved to tears with compassion  
Seeks ideal mate

#### WEAKNESSES

Lives through others  
Insecure socially  
Withdrawn and remote  
Critical of others  
Holds back affection  
Dislikes those in opposition  
Suspicious of people  
Antagonistic and vengeful  
Unforgiving  
Full of contradictions  
Skeptical of compliments

## PEACEFUL PHLEGMATIC

### EMOTIONS

#### STRENGTHS

Low-key personality  
Easygoing and relaxed  
Calm, cool and collected  
Patient, well-balanced  
Consistent life  
Quiet, but witty  
Sympathetic and kind  
Keeps emotions hidden  
Happily reconciled to life  
All purpose person

#### WEAKNESSES

Unenthusiastic  
Fearful and worried  
Indecisive  
Avoids responsibility  
Quiet will of iron  
Selfish  
Too shy and reticent  
Too compromising  
Self-righteous

### WORK

#### STRENGTHS

Competent and steady  
Peaceful and agreeable  
Has administrative ability  
Mediates problems  
Avoids conflicts  
Good under pressure  
Finds the easy way

#### WEAKNESSES

Not goal oriented  
Lacks self-motivation  
Hard to get moving  
Resents being punished  
Lazy and careless  
Discourages others  
Would rather watch

### FRIENDS

#### STRENGTHS

Easy to get along with  
Pleasant and enjoyable  
Inoffensive  
Good listener  
Dry sense of humor  
Enjoys watching people  
Has many friends  
Has compassion and concern

#### WEAKNESSES

Dampens enthusiasm  
Stays uninvolved  
Is not exciting  
Indifferent to plans  
Judges others  
Sarcastic and teasing  
Resists change





Man in plaid shirt reading a book.

Man in striped shirt reading a book.

Person reading a book.

Woman with laptop.

Woman with document.