

# Personality Plus

## How to Understand Others by Understanding Yourself

# Learning Outcome

- Will discover what makes them so special
- Will understand the four major temperaments and how to bring harmony into all relationship.
- Will examine our own strengths and weaknesses and learn how to accentuate our positives and eliminate our negatives.
- Understand other people and realize that just because others are different does not make them wrong.

# Why do we want to know about our self?

“When we know who we are and why we act  
the way we do,  
We can begin to understand our inner selves,  
improve our personalities,  
and learn to get along with others”

# Part 1

## Personality Profile : A Quick Method of Self-Examination

There's Only One **You**

No two **ALIKE**

It's what **underneath** that COUNTS

Each one of us is **UNIQUE**

# Where Do we Start?

Honeymoon of Fred & Florence

**Grape Rules – Fred – analyze – unsystematic – not doing it wrong, not doing it right –**

**Does it make them taste better? –**

**- Tiny bare stems, sticking out all over the place – ruin the shape of the whole bunch – “Who cares?” – “I care, and that should be enough.”**



Fred did really care about every detail in life.

**We didn't realize  
someone could be different  
and still not be wrong.**



# Let's

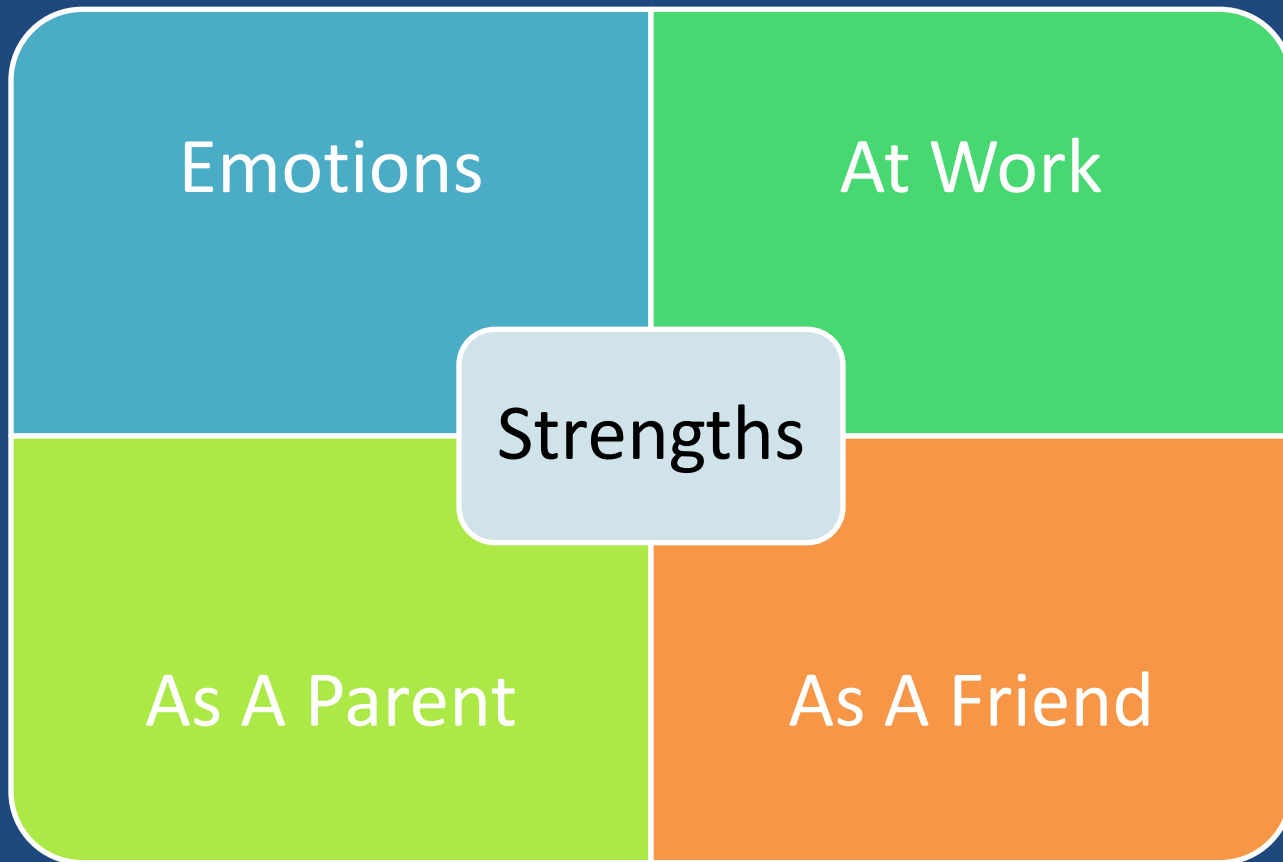
Have fun with the **Popular Sanguines**

Get serious with **Perfect Melancholies**

Get charged with **Powerful Choleric**s

Relax with **Peaceful Phlegmatics**

No matter who we are,  
we have something to learn  
from each types of temperament.





# Let's have fun with **Popular Sanguine**

**The Extrovert . The Talker. The Optimist**

# Oh! How this world needs Popular Sanguine

The lift of joy in times of trouble.

The touch of innocence in a jaded era.

The word of wit when we're weighted down.

The lift of humor when we're heavyhearted.

The ray of hope to blow away our black clouds.

The enthusiasm and energy to start over and over again.

The creativity and charm to color a drab day.

The simplicity of a child in complex situations.

# Oh! How this world needs Popular Sanguine



# Popular Sanguine's Emotions

- Appealing personality
- Talkative, storyteller
- Life of the party
- Good sense of humour
- Memory for color
- Physically holds on to listener
- Emotional & demonstrative
- Enthusiastic and expressive
- Cheerful and bubbly
- Curious
- Good on stage
- Wide-eyed and innocent
- Lives in the present
- Changeable disposition
- Sincere at heart
- Always a child

# Popular Sanguine's At Work



Volunteer 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

# Popular Sanguine's As A Parent

Makes home fun

Is liked by children's friends

Turns disaster into humor

Is the circus master



# Popular Sanguine's As A Friend



Makes friends easily

Loves people

Thrives on compliments

Seems exciting

Envied by others

Doesn't hold grudges

Apologizes quickly

Prevents dull moments

Likes spontaneous activities

# Let's Get Organized with **Perfect Melancholy**

**The Introvert . The Thinker. The Pessimist**

# Oh! How this world needs Perfect Melancholy

The depth to see into the heart and soul of life.  
The artistic nature to appreciate the beauty of the world.  
The talent to create a masterpiece where nothing existed  
before.

The ability to analyze and arrive at the proper solution.

The eye for detail while others do shoddy work.

The aim to finish what they start.

The pledge, “If it’s worth doing, it’s worth doing right.”

The desire to “do all things decently and in order.”



# Perfect Melancholy's Emotions

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

# Perfect Melancholy At Work



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

# Perfect Melancholy As A Parent



Sets high standards

Wants everything done right

Keeps home in good order

Picks up after children

Sacrifices own will for others

Encourages scholarship and talent



# Perfect Melancholy As A Friend



- Makes friends cautiously
- Content to stay in 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



# Let's Get Moving with **Powerful Choleric**

**The Extrovert . The Doer. The Optimist**

# Oh! How this world needs **Powerful Choleric**

The firm control when others are losing theirs

The cut of decision for foggy minds.

The grip of leadership to head us to the good.

The willingness to take chance in a doubtful situation.

The confidence to hold true in the face of ridicule.

The independence to stand alone and be counted.

The road map to life when we're gone astray.

The urge to “take arms against a sea of troubles and, by  
opposing, end them.”



# Powerful Choleric's Emotions

- 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



# Powerful Choleric At Work



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

# Powerful Choleric As A Parent

Exert sound leadership

Establishes goals

Motivates family to action

Knows the right answer

Organizes household



# Powerful Choleric As A Friend



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





Let's relax  
with **Peaceful Phlegmatic**

**The Introvert . The Watcher. The Pessimist**

# Oh! How this world needs Peaceful Phlegmatic

The stability to stay straight on course.

The patience to put up with provokers.

The ability to listen, while others have their say.

The gift to mediation, uniting opposite forces.

The purpose of peace at almost any price.

The compassion to comfort those hurting.

The determination to keep you ahead, when all around  
are losing theirs.

The will to live in such a way that even your enemies  
can't find anything bad to say about you.

# Peaceful Phlegmatic's Emotions

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



# Peaceful Phlegmatic's At Work



Competent and steady  
Peaceful and agreeable  
Has administrative ability

Mediates problems

Avoids conflicts

Good under pressure

Finds the easy way



# Peaceful Phlegmatic's As A Parent



Makes a good parent

Takes time for the children

Is not in a hurry

Can take the good with the bad

Doesn't get upset easily



# Peaceful Phlegmatic's As A Friend



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



# Personality Plan

*A Way to Overcome  
Our Personal Weaknesses*

In each of us, we have traits that are and  
traits that produce negative responses in  
others.

Quite often the same characteristics can both  
a plus and a minus, according to degree  
and many positives carried to extremes  
become negatives.

# Popular Sanguines

Great ability to carry on a colorful conversation is a plus envied by others;

*but*

Carried to extremes ...

**constantly talking, monopolizing,  
interrupting and straying too far from  
the truth.**

# Perfect Melancholies

Deep analytical thinking is a genius trait,  
much respected;

*but*

Carried to extremes ....

**Becomes brooding and depressed.**

# Powerful Choleric

Gift's for quick, incisive leadership is desperately needed in every phase of life today ;

*but*

Carried to extremes ....

**Becomes bossy, controlling and manipulative.**

# Peaceful Phlegmatics

Easygoing nature is an admirable combination that makes him the favorite of any group;

*but*

Carried to extremes ...

**Doesn't care about doing anything and is indifferent and indecisive.**



**What is our response?**

We should pay special attention  
to those extremes of behavior  
that are offensive to others,  
and  
finally pledge ourselves that we will  
dedicate ourselves to overcoming these  
problem areas.

Let's each one of us  
examine ourselves realistically  
and  
find our flaws before it is too late.

# Let's Organize

# **Popular Sanguine**

## Talk too Much

- Talk half as much as before
- Watch for signs of boredom
- Condense your comments
- Stop Exaggerating

## Self-centered

- Be sensitive to other people's interest
- Learn to listen
- Put others' need first

## Uncultivated memories

- Pay attention to names
- Write things down

## Disorganized & Immature

- Grow up

# Let's Cheer Up **Perfect Melancholy**

## Easily depressed

- Realize no one likes gloomy people
- Don't get hurt so easily
- Look for the positives
- Blow away the black clouds

## Procrastinate

- Don't spend so much time planning

## Put unrealistic Demands on others

- Relax your standards

# Let's Tone Down **Powerful Choleric**

## Compulsive Worker

- Learn to relax
- When I relax, I feel guilty
- Take the pressure off others
- Plan leisure activities

## Must be in control

- Respond to other leadership
- Don't look down on "the Dummies".
- Stop manipulating

## Don't know how to handle People

- Practice patience
- Keep advice until asked
- Tone down your approach
- Stop arguing and causing trouble

## Right but Unpopular

- Let someone else be right
- Learn to apologize
- Admit you have some faults.

# Let's Motivate **Peaceful Phlegmatic**

Are Not Exciting

- Try to get enthused
- Learn to communicate your feelings

Resist change

- Try something new

Seem lazy

- Learn to accept responsibility for your life
- Don't put off until tomorrow what you can do today
- Motivate yourself

Appear wishy-washy

- Practice making decision

# Each person is a unique blend

## Natural Blends

**Popular Sanguine + Powerful Choleric**  
**Perfect Melancholy + Peaceful Phlegmatic**

## Complementary Blends

**Powerful Choleric + Perfect Melancholy**  
**Popular Sanguine + Peaceful Phlegmatic**

## Opposites

**Popular Sanguine + Perfect Melancholy**  
**Powerful Choleric + Peaceful Phlegmatic**

In whatever way you come out on the  
Personality Profile,  
remember it is not the label  
but  
the understanding of your own personality  
strengths and weaknesses  
that is important.

Putting us into little boxes?

As we understand ourselves and become  
true to our own natures,  
We automatically develop  
a new acceptance  
for those people who don't see things  
our way  
and who wish to live in a style contrary to  
our perceptions.

# Let's make a personal plan

Assess your strength

Evaluate your weaknesses

Seek other Opinions

Plan your step for personal improvement

Ask your family for help

Encourage honest opinion

Change **HURTS**  
but without it  
we don't **improve.**

Once we have an understanding of ourselves through the study of the four personalities, we can open up a whole new world of positive human relationships.

We can take the principles we've learned and apply them in a practical direction.

# Popular Sanguines are best

In dealing with people enthusiastically  
In expressing thoughts with excitement  
In up-front positions of attention

# Perfect Melancholies are best

In attending to details and in deep thinking

In keeping records, charts and graphs

In analyzing problems too difficult for others

# Powerful Choleric are best

In jobs that require quick decisions

In spots that need instant action and  
accomplishment

In areas that demand strong control and  
authority

# Peaceful Phlegmatic are best

In position of mediation and unity

In storms that need a calming hand

In routines that might seem dull to others

We should never use this knowledge  
to judge or label anyone,  
but to help us  
in our relationship with others  
and in anticipating reactions.

# How to **GET ALONG** with **OTHERS**

# The **Popular Sanguine** Personality

Recognize their difficulty in accomplishing tasks.

Realize they talk without thinking first.

Realize they like variety and flexibility.

Help them to keep from accepting more than they can do.

Praise them for everything they accomplish.

Remember they are circumstantial people.

Realize that they mean well.

# The **Perfect Melancholy** Personality

Know that they are very sensitive and get hurt easily.

Realize they are programmed with pessimistic attitude.

Learn to deal with Depression.

Compliment them sincerely and lovingly.

Accept that they like it quiet sometimes.

Try to keep a reasonable schedule.

Realize that neatness is a necessity.

Help them not to become slaves to the family.

# The **Powerful Choleric** Personality

Recognize they are born leaders.

Insist on two-way communication.

Know they don't mean to hurt.

Try to divide areas of responsibility.

Realize they are not compassionate.

# The **Peaceful Phlegmatic** Personality

Realize they need direct motivation.

Help them set goals and make rewards.

Don't expect enthusiasm.

Realize that putting things off is their form of quiet control.

Force them to make decisions.

Don't heap all the blame on them.

Encourage them to accept responsibilities.

# Reference

Florence Littauer. 1999. *Personality Plus : How to Understand Others by Understanding Yourself*. Petaling Jaya : Advantage Quest Publication.

# Individual Assignment (10%)

- Personality Test
- My Personality Plan
- Please submit it today.

# Group Work Exercise No. 4

- Do some research on the topic of shyness. Your scholarly research should answer to the below questions.
- What is shyness?
- What causes it?
- Proposed one of the ways in overcoming shyness.
- Remember to put in your sources of reference.