

INSTRUCTIONS:

1. Before each word on the test below, place a number that best describes you-5 being most like you and 1 being least like you.

A	B	C	D
_____ Optimistic	_____ Very Quiet	_____ Deep Feeling	_____ Emotional
_____ Goal-Oriented	_____ Pessimistic	_____ Sensitive	_____ Difficulty Keeping Resolutions
_____ Self-Confident	_____ Introvert	_____ Self-Centered	_____ Compassionate
_____ Activist	_____ Not Aggressive	_____ Easily Offended	_____ Impractical
_____ Domineering	_____ Indecisive	_____ Faithful Friend	_____ Easily Discouraged
_____ Aggressive	_____ Slow & Lazy	_____ Self-Sacrificing	_____ Undisciplined
_____ Leadership Ability	_____ Easy Going	_____ Likes Behind the Scenes	_____ Weak-Willed
_____ Stick-to-it-iveness	_____ Calm & Cool	_____ Suspicious	_____ Talkative
_____ Strong-willed	_____ Efficient	_____ Introspective	_____ Enjoyable
_____ Hot-tempered	_____ Dependable	_____ Perfectionist	_____ Friendly
_____ Insensitive	_____ Witty, Dry Humor	_____ Harbors Resentment	_____ Restless
_____ Unsympathetic	_____ Teases	_____ Creative	_____ Difficulty Concentrating
_____ Determined	_____ Selfish	_____ Moody	_____ Lives in present
_____ Decisive	_____ Orderly Habits	_____ Critical	_____ Egotistical
_____ Sarcastic	_____ Stingy	_____ Indecisive	_____ Impulsive
_____ Practical	_____ Stubborn	_____ Pessimistic	_____ Difficulty with Appointments
_____ Outgoing	_____ Spectator in Life	_____ Idealistic	_____ Optimistic
_____ Self-Sufficient	_____ Works Well Under Pressure	_____ Introvert	_____ Outgoing

TOTAL SCORES	A	B	C	D
Self	_____	_____	_____	_____
Friend	_____	_____	_____	_____
Friend	_____	_____	_____	_____

	CHOLERIC (A)	MELANCHOLY (C)	PHLEGMATIC (B)	SANGUINE(D)
MOTIVE	POWER	INTIMACY	PEACE	FUN
NEEDS	TO LOOK GOOD (ACADEMICALLY)	TO BE GOOD (MORALLY)	TO FEEL GOOD (INSIDE)	TO LOOK GOOD (SOCIALY)
	TO BE RIGHT	TO BE UNDERSTOOD	TO BE UNDERSTOOD	TO BE POPULAR
	TO BE RESPECTED	TO BE APPRECIATED	TO BE RESPECTED	TO BE PRAISED
	APPROVAL	ACCEPTANCE	ACCEPTANCE	APPROVAL
WANTS	TO HIDE INSECURITIES (TIGHTLY)	TO REVEAL INSECURITIES	TO REVEAL INSECURITIES	TO HIDE INSECURITIES (LOOSELY)
	TO PLEASE SELF	TO PLEASE OTHERS	TO PLEASE OTHERS	TO BE NOTICED
	LEADERSHIP	AUTONOMY	PROTECTION	FREEDOM
	CHALLENGING ADVENTURE	SECURITY	CONTENTMENT	PLAYFUL ADVENTURE

CHOLERIC

POSITIVES

INDEPENDENT
 HAVE GOALS
 KNOW HOW THEY WANT PROBLEMS SOLVED
 DECISIVE-KNOW WHAT RIGHT AND WRONG
 ORGANIZER-RUNS THINGS WELL
 VISIONARY
 STRICT WITH KIDS-KNOW WHAT THEY EXPECT

NEGATIVES

UNPOPULAR
 THINK THEY ARE PERFECT
 COLD
 UNEMOTIONAL
 DOMINEERING
 UNFORGIVING
 ANGRY

CRUEL
 WON'T GIVE UP A FIGHT
 DEMAND LOYALTY FROM RANKS
 HAS LITTLE NEEDS FOR FRIENDS
 IS USUALLY RIGHT
 MUST CORRECT WRONGS
 COMPULSIVE NEED FOR CHANGE

PHLEGMATIC

POSITIVES

PEACE MAKERS
 QUIET
 DON'T EXPRESS SELVES OR GIVE INFO UNLESS ASKED
 PERFECTIONIST
 CONTROL THEIR ANGER WELL
 CALM IN TENSE SITUATION-MEDIATE & SETTLE ARGUMENTS
 IMPORTANT TO THEM THAT EVERYONE "FEELS" GOOD
 EFFICIENT
 SUBTLE HUMOR
 QUIETLY OBSERVE SITUATIONS
 GOOD LISTENERS-GOOD INTERPERSONAL SKILLS

NEGATIVES

UNMOTIVATED
 PROCRASTINATOR
 UNDECISIVE
 SELFISH(STINGY)
 FEARFUL
 WORRIER
 DAMPENS ENTHUSIASM
 WOULD RATHER WATCH OR DO BEHIND THE SCENES WORK
 CLEAN UP AFTER EVERYONE GOES HOME
 FINDS THE EASY WAY OUT
 KEEPS EMOTIONS HIDDEN

MELANCHOLY

POSITIVES

GIFTED
 SELF SACRIFICING
 HELPS OTHERS
 THOUGHTFUL
 BEHIND THE SCENES WORKER
 LIKE TO SEE OTHERS SUCCEED
 LIKES QUIET, AWAY FROM PEOPLE
 FAITHFUL
 DEVOTED
 INDUSTRIOUS
 EXAMPLE: WORRY AND WORRY ABOUT BILLS

NEGATIVES

PRAISE CHILDREN SPARINGLY
 MOODY
 SELF-CENTERED
 CRITICAL OF OTHERS
 NEGATIVE
 DEEP NEED FOR APPROVAL
 HOLD BACK AFFECTION
 CARRY RESENTMENT FOR YEARS
 INSECURE SOCIALLY
 SUSPICIOUS OF PEOPLE

SANGUINE

POSITIVES

ENTERTAINER
 OUTGOING
 RESPONSIVE
 WARM
 FRIENDLY
 COMPASSIONATE
 DOESN'T HOLD GRUDGES
 FEELINGS DON'T GET HURT
 LIFE OF THE PARTY
 FUN AT HOME
 CREATIVE

NEGATIVES

UNDEPENDABLE
 FICKLE ABOUT FRIENDS
 FORGETFUL
 UNDISCIPLINED
 EMOTIONALLY UNSTABLE
 UNPRODUCTIVE
 EGOTISTICAL
 EXAGGERATES
 COMPULSIVE TALKERS
 DECIDE WITH FEELINGS NOT HEAD
 HATES TO BE ALONE

SANGUINE FOCUS

Needs friends who will keep them accountable for temptations, study time, think through issues

Needs routine and commitment

Needs help with focus and strategy

Needs self-examination and reflection

Needs to finish old projects before starting new ones

Needs objective in decision-making. Ask themselves, "Now, why do I want to do this?"

Needs a more realistic appraisal of others

Needs to be warned about co-dependency

The sanguine needs to be taught that lack of focus will cost them a lot down the road or patience, thoroughness and perseverance will not develop.

Down the road there will be a lack of deep relationships and fruitful ministry.

Developing consistency and follow through will achieve trust from others, as well as deeper relationships.

CHOLERIC BE KIND

Needs people who are direct and honest with them. They have no respect for people who are wishy-washy.

Needs to love people more than projects and goals.

Needs to be convinced that feelings are real and important.

Needs to learn to be a team player.

Needs to learn to admit when wrong.

Needs to develop devotional time with God.

Needs challenging and difficult assignments.

Needs to verbalize reasons for conclusions, as well as listen to input from others.

Needs to submit to existing regulations until they can gracefully suggest another way.

Needs to learn how to relax, i.e. don't take work with them on vacations.

The choleric needs to be convinced that people cannot be used or set aside at their convenience. Also, to develop the ability to communicate kindness and appreciation toward others.

PHLEGMATIC INITIATE

Needs to learn to be more adjustable.

Needs to see that being quiet is not always righteous.

Needs to realize how their sins of omission affect others, and drives them to madness.

Needs to learn the value of working through conflict.

Needs to see how selfishness in every area affects others.

Needs steps and direction in making changes.

Needs encouragement about worth.

Needs to see how their effort fits into the whole picture.

Needs specific guidelines for tasks.

The phlegmatic needs to see that their discernment is needed. After thinking through a problem, train

themselves to communicate their thoughts even if a week later: This will build significance and helps others recognize the value of their thoughts. Laziness must be addressed by taking relational and physical initiatives.

MELANCHOLY FORGIVE

Needs time and opportunity for careful planning

Needs to know exactly what is expected of them.

Needs recognition and feedback on their initiative or ideas.

Needs to develop tolerance for conflict.

Needs to respect people for who they are, not for what they do.

Needs freedom to ask why and explore different ideas.

Needs to develop gratitude, even if the person makes mistakes or the project is not done perfectly.

Needs to connect the abstract ideas with practical applications.

Needs to understand that people cannot be possessed.

Needs to come up with solutions rather than revenge when they have relational disappointment.

The melancholy needs to be convinced that self-focus will only lead to physical illness, depression, and failure in relationships and ministry. Legalism must be replaced by grace.