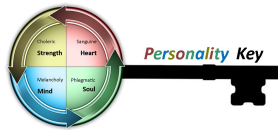


*Your key to understanding personalities*

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The root of personality theory goes back to ancient times. The study of personalities seems to originate with Hippocrates, a Greek doctor born in 460 B.C. and known to this day as the “father of modern medicine.” Many researchers have confirmed and further developed his findings. We’ll look at this ancient theory from a new perspective.

Hippocrates divided human personalities into four basic categories. This is not to mean that there are only four types of people. All people are a blend of all four personalities, but one or two are much more identifiable within each person.

On top of personality, many factors go into making us who we are, including gender, birth order, environment, culture, economics, education, language... Well, the list could go on and on. Each human being is unique, designed by our Creator for a special purpose. Even identical twins, with an identical set of genes, do not have identical personalities.

Sometimes we resist learning about personality types, because we feel this puts people in a box. The result of knowing personalities for me was not to put anyone *in* a box, but to let them *out* of my box. Usually we have the inherent belief, “People would be better off if they were just like me.”

Nothing could be farther from the truth. This world would not be better off with only one personality style. Our society, families, and businesses need every gift represented by each personality style. Understanding the personalities sets people free from this warped view, and allows each of us to become the best we can be. It helps us to see that our personality, or our “box,” is not the only or even the best way. Personality theory opens our eyes to see two things:

1. The beauty of each unique personality.
2. The folly of trying to force other people into our “box.”

Keep in mind that by studying the personalities, we won’t know *everything* about others. But we can learn *enough* to improve relationships. Understanding the people around us will help us set those people free from the box we’ve been trying to force them into.

Each personality type has many characteristics, expressed in one of three components:

- “Gifts” or strengths
- “Garbage” or weaknesses
- “Greeds” or intense emotional needs

Gifts are the traits that benefit humankind, the desirable qualities we aspire to develop fully. The gifts God gives humankind enable us to create beautiful art, build strong structures, invent complex machines, raise stable children, write epic stories, have empathetic compassion, and much more. We’ve all noticed that people are gifted differently. Every person has innate gifts that set him or her apart.

Our weaknesses or “garbage” thwart these creative and positive endeavors. Our garbage causes wars, relationship breakups, addictions, emotional illnesses, crime, and poverty. Sometimes our garbage is not so earth shattering and may merely cause naiveté, laziness, disrespect, sarcasm, forgetfulness, perfectionism, shyness, workaholics, or selfishness.

Our greeds are really emotional needs taken to an extreme. Steve Hein has developed the study of emotional intelligence, dubbed EQ. He lists 40 different emotional needs. Every person has all of these needs, but they are ranked in different order depending on one’s personality.

The following pages contain charts on each of the four personality types. I hope the information contained here will help you in understanding yourself better.

Deb Potts



# Choleric Strength Personality Style

The Choleric Strength type personality is powerful, confident, strong in character. They perceive themselves as more powerful than the environment, and perceives the environment as unfavorable. So these are the problem solvers—they see the problems and are confident they will be able to solve them.

**GIFTS**      ←————→      **GARBAGE**

Accomplishes a lot	Workaholic
Makes Quick Decisions	Makes Rash Decisions
Goal-Oriented	Won't Give up
Solves Problems	Always Right
Active	Impatient
Self-Sufficient	My Way or the Highway
Takes Authority	Bossy

Feeling more powerful than the environment means this personality type may be active, fast-paced, assertive, bold, extroverted and optimistic.

Perceiving the environment as unfavorable means this personality may be questioning, logic focused, skeptical and challenging.

## Choleric Strength—Most Compelling Emotional Needs or “Greeds”

- |                 |               |               |               |              |
|-----------------|---------------|---------------|---------------|--------------|
| Be Acknowledged | Be Capable    | Be Challenged | Be Competent  | Be Confident |
| Be Helpful      | Be in Control | Be Powerful   | Be productive | Be Trusted   |

## Choleric Strength “Do or Die” Goals Tips

### Setting Goals

- Avoid snap decisions.
- Write them in pencil, not STONE.
- Ask others for input.
- Set balanced goals.

### Achieving Goals

- Re-evaluate goals each week, plan on tweaking them.
- Be willing to adjust goals as you go.
- Schedule time for relaxation and family/friends.
- Write down your goals every day.

### MY PERSONALITY KEY:

My score for Choleric Strength was \_\_\_\_\_ %





# Sanguine Heart Personality Style

The Sanguine Heart type personality is open, friendly and motivating. They perceive themselves as more powerful than the environment, and perceives the environment as favorable. So these are the most optimistic people around. They see the glass as half full, and just want to convince everyone else that it is.

**GIFTS**      ←————→      **GARBAGE**

Enthusiastic	Unbelievable
Optimistic	Naïve
Volunteers	No Follow Through
Makes Friends Easily	Fickle Friend
Good up Front	It's all about Me
Big Idea Person	Gets Lost in Details
Conversationalist	Compulsive Talker

Feeling more powerful than the environment means this personality type may be active, fast-paced, assertive, bold, extroverted and optimistic.

Perceiving the environment as favorable means this personality may be accepting, people focused, receptive and agreeable.

## Sanguine Heart—Most Compelling Emotional Needs or “Greeds”

Be Accepted	Be Admired	Be Appreciated	Be Approved of	Be Forgiven
Be Free	Be Heard	Be Important	Be Loved	Be Recognized

## Sanguine Heart “Distracted Dreamer” Goals Tips

### Setting Goals

- Limit your goals, 2 or 3 to start.
- Practice saying “No” to other requests.
- Make sure your goals are achievable and attainable
- Make your goals fun– people oriented.

### Achieving Goals

- Crucial to have accountability.
- Work on goals early in the morning, before anything else (even facebook and email).
- Reward yourself when you reach a milestone.
- Write down your goals every day.

### MY PERSONALITY KEY:

My score for Sanguine Heart was \_\_\_\_\_ %





# Phlegmatic Soul Personality Style

The Phlegmatic Soul type personality is easy-going, humble, and adaptable. They perceive themselves as less powerful than the environment, and perceives the environment as favorable. So these personalities are satisfied to leave well enough alone, and don't see the need to change much.

**GIFTS**      ←————→      **GARBAGE**

Easygoing	Lazy
Humble	Inferiority Complex
Mediator	Indecisive
Listener	Won't Contribute
Adaptable	Too Compliant
Stable	Resistant to Change
Tactful	Compromises

Feeling less powerful than the environment means this personality type may be thoughtful, moderate paced, careful, introverted and pessimistic.

Perceiving the environment as favorable means this personality may be accepting, people focused, receptive and agreeable.

**Phlegmatic Soul—Most Compelling Emotional Needs or “Greeds”**

- |              |              |                  |             |                |
|--------------|--------------|------------------|-------------|----------------|
| Be Forgiving | Be Fulfilled | Be Helped        | Be Included | Be Listened To |
| Be Noticed   | Be Respected | Be Understanding | Be Valued   | Be Worthy      |

**Phlegmatic Soul “Difficult Decision” Goals Tips**

**Setting Goals**

- Know yourself, do some self-evaluation.
- Need accountability.
- Limit goals to start to 1 or 2.

**Achieving Goals**

- Work on 1 goal at a time, don't multi-task.
- Make appointment with self, set a timer for each hour.
- Schedule in down time.
- Write down your goals every day, even if you don't work on them that day.

**MY PERSONALITY KEY:**

My score for Phlegmatic Soul was \_\_\_\_\_%





# Melancholy Mind Personality Style

The Melancholy Mind type personality is detail-oriented, careful and loves perfection. They perceive themselves as less powerful than the environment, and perceives the environment as unfavorable. So these personalities see the problems but feel inadequate to change anything. So they may procrastinate or get stuck in analysis paralysis.

**GIFTS**      ←————→      **GARBAGE**

Thoughtful & Deep	Withdrawn
Accurate	Obsessive
Detail Oriented	Analysis Paralysis
Self-Sacrificing	Martyr Complex
Sees Problems	Overly Pessimistic
Compassionate	Overly Sensitive
Choosy Friend	Hard to Please

Feeling less powerful than the environment means this personality type may be thoughtful, moderate paced, careful, introverted and pessimistic.

Perceiving the environment as unfavorable means this personality may be questioning, logic focused, skeptical and challenging.

**Melancholy Mind—Most Compelling Emotional Needs or “Greeds”**

- |                |                |              |                   |               |
|----------------|----------------|--------------|-------------------|---------------|
| Be Believed In | Be Cared About | Be Clear     | Be Needed         | Be Private    |
| Be Reassured   | Be Safe        | Be Supported | Be Treated Fairly | Be Understood |

**Melancholy Mind “Don’t Dare” Goals Tips**

**Setting Goals**

- Make sure goals are SMART: Specific, Measureable, Attainable, Realistic, and Timely.
- Limit number of goals to start, 2 or 3.
- Don’t be afraid to fail, that’s how you learn.

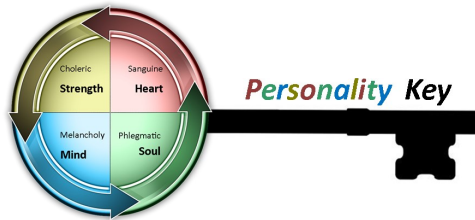
**Achieving Goals**

- Use Excel or other tool to chart progress.
- Use gadgets and tools to help you.
- Don’t be too stuck in the schedule.
- Write down your goals every day.

**MY PERSONALITY KEY:**

My score for Melancholy Mind was \_\_\_\_\_%





## **About the Author**

Deb Potts finds great joy in sharing the wisdom God has given her about personality types, forgiveness, healing, destiny, and maturity. She does that in coffee shops and in auditoriums—in speaking and in writing—with humor and with candor.

God called Deb to Himself just at the brink of a family tragedy. She loves to share her amazing journey of healing with anyone who will listen.

You can connect with her at any of these locations:

Her Website: <http://www.debpotts.com>

Subscribe to her blog <http://bit.ly/FollowDebPotts> and receive free eBooks, including Goals Your Way.

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## **Contact Information:**

Event Planners, *Making Peace with Prickly People* and *How to Complete Your Bucket List Before You Kick the Bucket* are two of Deb's most popular seminars. If you would like information about these or any other speaking topics, please let her know how she can minister to your group.

...because U count, deb

Email: [deb@debpotts.com](mailto:deb@debpotts.com)

Address: P.O. Box 80183, Rochester, MI 48308