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## Overview of the 4 Temperament Traits

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<b>Directness (Red)</b> <b>Characteristics of the High D</b>	<b>Extroversion (Green)</b> <b>Characteristics of the High E</b>	<b>Pace (Blue)</b> <b>Characteristics of the High P</b>	<b>Structure (Yellow)</b> <b>Characteristics of the High S</b>
<b>Working with Direct People</b> <ul style="list-style-type: none"> <li>A. Be direct and to the point.</li> <li>B. Explain WHAT.</li> <li>C. Focus on results and control.</li> <li>D. Support their goals.</li> <li>E. Talk about taking action.</li> <li>F. Provide freedom and options.</li> <li>G. Act businesslike, time conscious and factual.</li> </ul>	<b>Working with Extroverted People</b> <ul style="list-style-type: none"> <li>A. Be interactive and enthusiastic.</li> <li>B. Explain WHO.</li> <li>C. Focus on people and teamwork.</li> <li>D. Support their intentions.</li> <li>E. Talk about people &amp; opinions.</li> <li>F. Provide feedback.</li> <li>G. Act friendly, open and flexible.</li> </ul>	<b>Working with Paced People</b> <ul style="list-style-type: none"> <li>A. Be calm and under control.</li> <li>B. Explain WHEN.</li> <li>C. Focus on timing and harmony.</li> <li>D. Support their schedule.</li> <li>E. Talk about cooperation.</li> <li>F. Provide deadlines and agree as to "when".</li> <li>G. Act patient and unhurried.</li> </ul>	<b>Working with Structured People</b> <ul style="list-style-type: none"> <li>A. Be detailed with facts in writing.</li> <li>B. Explain WHY.</li> <li>C. Focus on doing the right thing.</li> <li>D. Support their methods.</li> <li>E. Talk about documented facts.</li> <li>F. Provide opportunity to ask questions and check the facts.</li> <li>G. Act organized and specific.</li> </ul>
<b>D Below the line: Non-threatening</b> <ul style="list-style-type: none"> <li>A. Low key.</li> <li>B. Non-threatening and Non-intimidating.</li> <li>C. Often are modest.</li> </ul>	<b>E Below the line: Private</b> <ul style="list-style-type: none"> <li>A. Use fewer words.</li> <li>B. LIKE PEOPLE, but in smaller groups (one on one).</li> <li>C. May wish High E would use fewer words.</li> </ul>	<b>P Below the line: Urgent</b> <ul style="list-style-type: none"> <li>A. Have a great sense of urgency to accomplish goals.</li> <li>B. Often rushing at the last minute.</li> <li>C. Not as good a listener.</li> </ul>	<b>S Below the line: Flexible</b> <ul style="list-style-type: none"> <li>A. Dislike details and will delegate them to others.</li> <li>B. Independent.</li> <li>C. Can adjust the rules to reach goals.</li> </ul>