

Personality Plus

This tool is based upon four basic personality profiles, as described in *Personality Plus* by Florence Littauer. The first part of this resource is a personality assessment, followed by descriptions of the four personality profiles. Upon completion, Personality Plus reveals how your unique blend of traits effects your emotions, work performance, and your relationships. It will help you improve upon your strengths and aid upon your weaknesses.

Credit must be given to the book, *Personality Plus*.

Your Personality Profile - Assessment

Directions—In each of the following rows of *four words*, place an X in front of the *one* descriptive word that most often applies to you. Continue through all forty lines; be sure each number is marked. If you are not sure which word “most applies,” ask a spouse or a friend, and think of what your answer would have been *when you were a child*.

Strengths

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

Weaknesses

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

Your Personality Profile - Scoring Sheet

Now transfer all your X's to the corresponding words on this scoring sheet, and add up your totals. For example, in number one, if you X'ed "animated" on the assessment, X it on the scoring sheet. (Note: The descriptive words are in a different order on the profile and the scoring sheet.)

Strengths

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

Total-Strengths

Weaknesses

Popular Sanguine	Powerful Choleric	Perfect Melancholy	Peaceful Phlegmatic
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. ___ Naïve	___ 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. ___ Scatterbrained	___ Short-tempered	___ Suspicious	___ Sluggish
39. ___ Restless	___ Rash	___ Revengeful	___ Reluctant
40. ___ Changeable	___ Crafty	___ Critical	___ Compromising

Total-Weaknesses

Combined Totals

The Four Personality Profiles - Descriptions

Now that you've taken the assessment, you are probably interested learning about each personality profile. You will have a "primary" profile (the one which had the highest combined score), and a "secondary" profile (the one which had the second highest combined score). The higher your score for a profile, the more you will identify with it and the more its description will seem fitting.

It is also helpful to learn about all the personality profiles, so you can learn how to understand and relate with others around you! The beauty of community is that we are all different and bring different strengths to the table. And others with complimentary personality profiles will help us to grow in our own weaknesses.

"Popular" Sanguine

"Let's have fun!"

Strengths:

Great front-door person, enthusiastic and expressive, makes friends easily—never met a stranger, creative and fun, volunteers for jobs, talkative, storyteller

Weaknesses:

Doesn't remember names, doesn't have much follow-through, talk too much, exaggerates, many fans but few friends, self-centered, disorganized, manipulates through charm

Solutions:

- Talk ½ as much
- Stop exaggerating
- Learn to listen
- Write things down
- Focus on developing deep friendships

Tips for relating with "Popular" Sanguine:

- Recognize they talk without thinking first
- Recognize they have a hard time accomplishing tasks
- Help them keep from accepting more than they can do
- Remember they are circumstantial and emotional
- Recognize they mean well

"Perfect" Melancholy

"Let's get organized!"

Strengths:

Analytical, genius prone, plans and organizes, neat and orderly. can be counted on to finish a job, detail-oriented, economical, compassionate, perfectionists, creative

Weaknesses:

Easily depressed, assumes worst in people and situations, low-self image, procrastinate through planning, has unrealistic expectations, can bring a cloud into a room

Solutions:

- Realize no one likes a gloomy person
- Don't take things so personally
- Look for the positives
- Plan less, do more
- Lower your standards

Tips for relating with "Perfect" Melancholy:

- Know they are very sensitive and get hurt easily
- Recognize they are naturally pessimistic

- Try to keep a reasonable schedule
- Realize necessity of neatness
- Accept that they like it quiet sometimes

“Powerful” Choleric

“Let’s get moving!”

Strengths:

Born leader, driven, goal-oriented, strong-willed, can run anything, thrives on opposition, independent, makes split-second decisions, solves problems, is usually right

Weaknesses:

Doesn’t see faults, compulsive worker, needs control, can come off bossy, not so good people skills

Solutions:

- Learn to relax and not feel guilty
- Allow others to take charge
- Admit faults
- Practice patience
- Tone down approach

Tips for relating with “Powerful” Choleric:

- Recognize they are born leaders
- Insist on two-way communication
- Know they don’t mean to hurt
- Understand they are not naturally compassionate
- Understand they may see things black and white, not many shades of gray

“Peaceful” Phlegmatic

“Let’s relax!”

Strengths:

Easy-going, low-key, inoffensive, patient, calm, cool, collected, realistic, mediator, good listener

Weaknesses:

Not enthusiastic, dislikes change, procrastinates, can seem lazy, indecisive, emotionally closed, avoids conflict, has a hard time with disciplines

Solutions:

- Show some enthusiasm!
- Try something new
- Learn to communicate feelings
- Practice making decisions
- Learn to say no

Tips for relating with “Peaceful” Phlegmatic

- Realize they need direct motivation
- Help them set goals and make rewards
- Don’t expect enthusiasm
- Force them to make decisions
- Don’t heap all the blame on them