



AdvisorTeam®

The CLASSIC TEMPERAMENT REPORT™



Your Temperament Type: Artisan - Performer (ESFP)

3199

Your Scale Scores

Artisan - Performer (ESFP)

Introduction

In a world filled with unique individuals, when it comes to personality there are only four different temperaments and 16 types of people. Understanding these personality types and mastering your own can be the keys to achieving your goals.

Your temperament is the Artisan (SP). There are many Artisans, perhaps 15 to 20 percent of the population. This is a lucky thing for the rest of us because Artisans create much of the beauty, grace, fun, and excitement in life. Your particular personality type, the Performer (ESFP), makes up something over 8-9% of the population - another fortunate thing since you bring pleasure to so many people around you.

About Your Artisan Temperament

There are four types of Artisans (SPs): Performers, Composers, Promoters, and Crafters. These four personality types share several core characteristics. Firstly, Artisans are fun loving, optimistic people focused on the here-and-now. [MORE >>](#)

Being A Performer (ESFP)

Performers like you have the special ability to delight those around you with your warmth, good humor, and talents. Your type is well known for being skilled in areas like music, comedy, and drama. Whether on the job, with your friends, or with family, you can be an exciting person to be around. [MORE >>](#)

Your Temperament Sorter II Results

(E) 6	***** ****	14 (I)
(S) 7	***** ***	13 (N)
(F) 7	***** ***	13 (T)
(J) 1	* *****	19 (P)

(E)=Extraversion	(I)=Introversion
(S)=Sensation	(N)=Intuition
(F)=Feeling	(T)=Thinking
(J)=Judgment	(P)=Perception

The above graph represents your score for each letter preference, on a scale of 0 to 10. A "10" means that you answered all questions in favor of a particular preference, while a "0" means that you answered no questions in favor of that preference.

Love and Relationships

Although charm and humor are your usual style, Artisans like you are often initially attracted to more straight-faced, serious types when it comes to love. Perhaps this is because you admire people who can simply state their wishes, needs and thoughts without making efforts to appease others.

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Famous Performers

Find out which well-known individuals are ESFPs just like you. [MORE >>](#)

What Each Letter Means

The letter names of the sixteen personality types (ESFP, for example) are based on four letter pairings that represent the Jung-Myers dimensions of personality. Each pair of letters defines a different aspect of personality. Together they create a detailed picture of a unique type of individual. [MORE >>](#)

Work and Career

Even at work, your motto could be, "Let me entertain you. Let me make you smile." In fact, bringing playfulness and ease to situations can be one of your greatest contributions on the job. [MORE >>](#)

Frequently Asked Questions

[What is temperament...?](#)
[How can the Temperament Sorter help me...?](#)

About Your Artisan Temperament

Artisans are typically bold, spontaneous individuals who trust their impulses to lead them forward into life's adventures. Members of this group don't simply want to walk through the world. They want to make a real splash. As a result, Artisans are typically pretty memorable people. Excitable and often unconventional, Artisans seek out the stimulation of new experiences more than others do. They want to try - and even master - the great variety of activities that life has to offer. In their personal lives, upbeat, curious natures can make Artisans playful mates and creative parents. Professionally, their combination of realism and risk-taking can make these individuals troubleshooting leaders. Overall, Artisans prize the kind of freedom that allows them to live for the moment and seize the day.

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Being a Performer (ESFP)

As a Performer, one could say that for you, "all the world is a stage." Often, it seems that your greatest social interest lies in stimulating those around you to take a break from work and worry. Mostly you want others to lighten up and enjoy life. A born entertainer, you usually love the excitement of playing to an audience. As a result, you can quickly become the center of attention almost anywhere you go.

Your type isn't particularly comfortable being alone. In most circumstances, you'd much prefer to seek out the company of others. Because you can be smooth, talkative, and witty, this usually isn't too difficult a task. Types like you always seem to know the latest jokes and stories. It seems that nothing is so serious or sacred that it can't be made fun of. This lively, irreverent nature can make you a wonderful playmate. By instilling a kind of "eat, drink, and be merry" attitude in others, you're likely known as the life of the party.

If you've noticed that you have the Performer's propensity for life in the fast lane, you may find that you somehow always stay up on the latest fashions, food, and music. This talent for enjoying "the good life" is healthy for the most part. However, it can also make you more subject to less wholesome temptations. At times, pleasure may seem to be an end in itself. Feeling that variety is the spice of life, you may be open to try almost anything that promises a good time. When you find yourself at such crossroads, try to remember that all actions have consequences. This can be easy to disregard in the excitement of the moment.

Like the other Artisans, Performers like you are incurably optimistic. "Always look on the bright side," could well be your motto. When troubles do arise, you'll typically avoid worrying about them by ignoring them as long as possible. Sometimes this tactic probably works like a charm. Other times, not so much.

You're one of the most generous of all the types, and second only to the Artisan-Composers [ISFPs] in terms of kindness. Those in your life have probably noticed that you don't have a mean or stingy bone in your body. Saving or conserving don't seem to hold the same kind of focus in your life as they do for many people. As a result, you're the type who's able to give what you have without expectation of reward. This generous nature applies as much to love as it does to money or possessions. In so many ways, Performers like you seem to view life as an eternal cornucopia from which flows an endless supply of pleasures.

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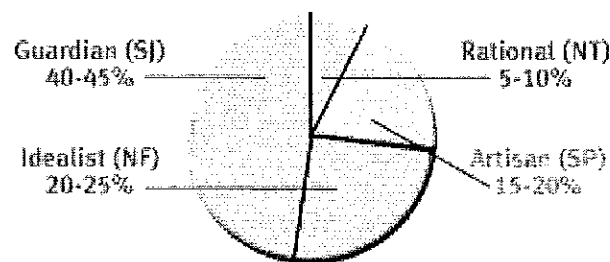
Work and Career

Because of your gift for creative, diplomatic expression, your ideal position might include tasks that allow you to apply your communications talent for the good of the organization. Your expressive nature can make you feel stifled in reserved or formal environments. When you find yourself in such places, you may entertain yourself and others by playing class clown. This may endear you to your colleagues, but likely not to your superiors.

Like other Artisan professionals, you're wired to seize freedom and spontaneity in your work. You can hunger for the liberty to play, create, and act on your impulses. As a result, Artisans like you typically thrive in "action" occupations -- those that involve precision, endurance, strength, boldness, and timing.

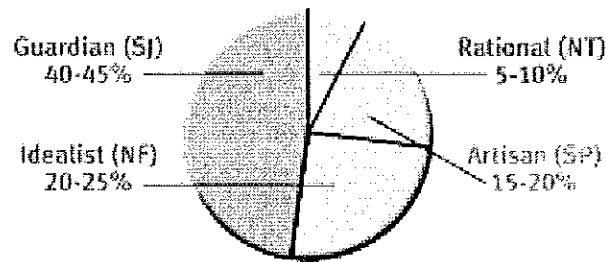
At Work with the Four Temperaments

At Work with Artisans: Artisans (SPs) are wired to seize freedom and spontaneity. They hunger for the liberty to act on their impulses, to play, and to create. They make up about 15-20% of the population.



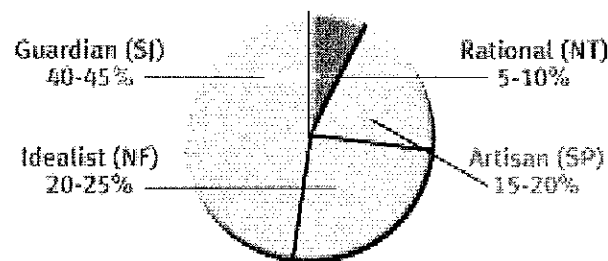
In business, Artisans are crisis managers and troubleshooters. They can be expert at solving problems and doing what is necessary, whether they are expressly permitted to or not. They are practical, resourceful, flexible, and risk-taking individuals. Coworkers are apt to enjoy their creativity and verbal wit, but may perceive Artisans as indecisive or even as troublemakers.

At Work with Guardians: Guardians (SJs) are wired to seek belonging to a group or community. They often stabilize relationships and institutions through their responsible, conventional behavior. They make up about 40-45% of the population.



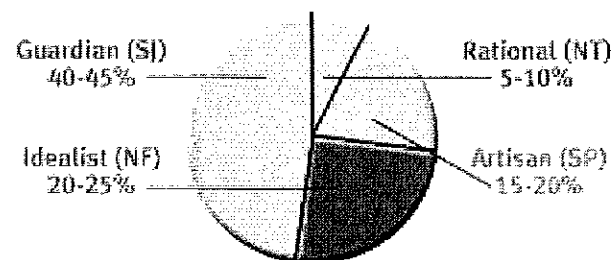
At work, Guardians tend to be administrators and managers. They can be expert at doing what needs to be done, and in the manner it must be done. They are dependable, accountable, realistic, and service-oriented. Coworkers likely appreciate their desire to belong and contribute, but may perceive Guardians as being either slave drivers or sticks-in-the-mud.

At Work with Rationals: Rationals (NTs) are wired to acquire competence and intelligence. Ordinarily, they strive to learn, know, predict, and control the resources and ideas in their environment. They make up less than 10% of the population.



In the workplace, Rationals are often the researchers and strategists. They can be expert at conceptualizing and seeing the big picture, as well as architecting and implementing the necessary systems. They are logical, precise independent individuals who usually are responsive to new ideas. Coworkers often appreciate their ingenuity and competence, but may perceive Rationals as being impersonal and not good with follow-through.

At Work with Idealists: Idealists (NFs) are wired to pursue personal growth, authenticity, and integrity. They can yearn both to develop fully as individuals and to facilitate growth in others. Idealists make up 20-25% of the population.



In work environments, Idealists are usually positive, helpful, and people-oriented. They can be expert at dealing with the human resource concerns of an organization, whether these issues are part of their job description or not. Idealists are warm, idealistic, caring individuals. Coworkers are apt to appreciate their authenticity and loyalty to the human side of the business, but may perceive Idealists as not being effective enough or even of being flaky.

Tips to Help You Find the Right Workplace

- Seek out a place where your talents can be used effectively, without too many rules or conventions getting in the way.
- Some structured environments where competition and action are abundant (e.g., military, law enforcement) can provide the variety and opportunity desired for some Artisans.
- Be wary of jobs that pay well but are not challenging. If the work is not enjoyable, then search for alternatives.
- Don't underestimate the value of life experience you picked up beyond the parameters of formal schooling or paid work.

For Artisans, satisfaction in the workplace seems to be driven by flexible hours, challenging work, altruistic service, and a little bit by social opportunities like company-sponsored beer on Fridays. However other perks like stock options or being able to bring pets to work didn't appear to have much of an effect. Artisans usually work for the process of working in itself, rather than focusing toward a particular end. As a result, Artisans can become bored with routine and be quick to try new things. This trend becomes evident when looking at the very wide range of jobs that Artisans take on. Particular career choice doesn't appear to be as important for Artisans as the ability to try out new skills and roles.

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Love and Relationships

Because you're usually such an expressive person, play and humor will also be necessary ingredients for a successful love. At times, it may surprise you that your super-competent, serious mate doesn't always lighten up, even in the comfort of your relationship. For you, laughter and fun are ways of defusing tension, particularly during times of conflict. Otherwise, you can become overwhelmed by the heaviness of decision-making and conflict resolution that relationships sometimes require. Even if your partner is the more serious kind, used wisely, your ability to charm and entertain will bring a sense of fun to almost any time the two of you share.

About You

You are among the most likely of all the types to react with strong emotions to changes in the relationship whether it's bad news or good news, such as proposal, pregnancy or infidelity. You are also among the most likely of the types to want to constantly touch and be touched by your mate. Your engaging and enthusiastic character is likely to be very attractive to others. You bring a sense of "joie de vivre" to everyday life which invites others to come enjoy the fun.

You have probably thoroughly enjoyed dating games. They are exciting, constantly changing and can be a big boost to the ego. You are likely to have been good at sending signals of receptivity and getting almost anyone you've wanted. The spice of a new or potential romance can be a powerful drug. It may be difficult to transition to focusing on only one relationship.

One difficulty you may have in a relationship is that you want constant expressions of affection, you can never be praised too much or hear, "I love you" too many times. This can place an impossible burden on your partner. You can probably help your mate gain skills in the wonderful world of romance. You will also want to learn to look for and recognize your partner's ways of saying you are loved.

One aspect about you that may cause your partner problems is that they may see you as never being serious. While fun and games are fantastic, there's still

work to be done, bills to be paid, and children to be raised. It is important to know when to be straightforward, recognizing that seriousness does not mean disapproval.

About Your Partner

If Your Partner is an Artisan

Artisan (SP)/Artisan (SP): Artisan/Artisan pairings are likely to be full of fun and excitement, as both partners are likely to have many interests and activities in common. Like playmates, such a couple can truly explore the pleasures of life. However, problems may occur if their fast-paced ways may cause them to either exhaust one another or simply lose interest. If both are Artisans, they are likely to have fairly similar views on romance, showing love, and jealousy. However, one thing that can cause jealousy is if one partner becomes too insistent upon being a game-player about love and continually focuses on other love objects in order to stimulate the partner's jealousy to cause excitement. The other partner can retaliate or pull away. For the relationship to succeed, both will need to have some similar areas to adventure in plus other areas where the partner allows them freedom.

What Artisans find romantic on a date: There are two kinds of dates Artisans tend to like. One is an extravagant meal at a place with a fantastic view. Another is doing some sort of physical activity, such as a sport, hiking, or a board game that includes some competition and physical contact.

What Artisans look for when dating: When Artisans are dating, they tend to look for a calm, practical person to provide them stability. Sexual chemistry is very important as well. Once the relationship becomes established, they want their partner to liven up and quit being so serious.

What makes Artisans jealous: Infidelity, such as touching someone else inappropriately will make them very jealous. Another thing that makes Artisans jealous is if the partner gives gifts to others or makes an extravagant gesture for someone else.

How Artisans show jealousy: Artisans are the mostly likely temperament to react physically, such as throwing the partner's belongings out, etc. If their partner starts cheating, they may cheat too. They may either compete to win their mate back or give their partner the cold shoulder.

How Artisans like to be romantic: Artisans like to be romantic with "Big Gestures" - something unexpected and high style. Other ways they are romantic is with teasing and active flirting involving physical contact. They love sensual or exciting times, such as fine dining, gaming, or risky adventures.

How Artisans show their love: Artisans show their love with regular physical affection including kisses, back rubs, and hugs. They also like to give gifts. They give gifts at all times of the year, and the gifts tend to be things that are not necessary but add spice to life. They like to give loved ones nicknames.

How Artisans like to be loved: One thing Artisans often appreciate is a surprise, such as leaving for a weekend getaway on a moment's notice. They like to know that their partner has been thinking about them, so gifts (even small ones) at non-traditional times are usually appreciated. They are generally very sensual and enjoy touching games.

If Your Partner is a Guardian

Artisan (SP)/Guardian (SJ): Artisan/Guardian pairings are complementary relationships where the partners' natural tendencies can balance one another nicely. For Artisans, a responsible, concerned Guardian can seem like a real Rock of Gibraltar to ground themselves to. Guardians may rely upon Artisans to add spice to their life and to demand that they occasionally free themselves from the constraints of responsibility that they place upon themselves. However these couples don't always see eye to eye on money matters with Artisans wanting the excitement of a grand gesture and Guardians desiring practicality and savings for the future. For the relationship to succeed it is necessary that they retain tolerance and goodwill on both sides and appreciate the skills each brings to the pairing.

What Guardians find romantic on a date: Guardians like to be able to see that the other person has planned ahead to make the event special. They usually like to dress up for a formal event and enjoy traditions, particularly traditions that have been created together as a couple, such as 'our song.'

What Guardians look for when dating: When Guardians are dating, they tend to look for a person who can provide fun, games, and spontaneity to balance their serious, hard-working nature. They like when their date takes risks on their behalf. After the relationship has become established, they want their partner to settle down and grow up.

What makes Guardians jealous: What is most likely to make Guardians jealous is infidelity, especially if it is done publicly so they lose face. Another thing that can make them jealous is a partner who spends what they consider to be an unacceptably large amount of money on someone or something else.

How Guardians show jealousy: A Guardian's first response is usually to try to guilt their partner into toeing the line. Other tactics include a constant monitoring of the partner's behavior, tearful pleadings, and loud demands. They may involve others to try to coerce the partner into right behavior.

How Guardians like to be romantic: Guardians typically like traditional romantic gestures, such as flowers, chocolates, lingerie, jewelry, and mild flirting. They are especially likely to keep mementos of the times with the loved one, such as programs, ticket stubs, and pressed flowers.

How Guardians show their love: Guardians show love by taking care of annoying details, planning for the future security of loved ones, organizing things to make them easier to use, and buying gifts. They also often like to give loved ones nicknames. They are the most likely temperament to show love by serving their partner.

How Guardians like to be loved: Guardians feel loved when their partner does a task they've been avoiding. They love gifts, but the amount of money spent is very important. It needs to be enough to show that they are valued highly but not so much that they feel resources are being wasted. Guardians feel loved when their partner willingly participates in traditions.

If Your Partner is a Idealist

Artisan (SP)/Idealist (NF): Artisan/Idealist pairings are likely to be imaginative romps, marked by freedom, spontaneity, and sensual pleasures. The Artisans can enjoy the Idealists' sensitivity and empathy for others and their deep interest in their partner's success. The Idealists can find that the Artisans' need for action, stimulates them to participate more fully in the "now." Idealists may focus on the self-realization of themselves and their partners to the extent that they cease to participate in the Artisans' spontaneous adventures, while the Artisans, who have little patience for exploring their inner lives, push more and

more towards having adrenaline highs. For the relationship to succeed, both will need to find areas that don't involve each other: Artisans in areas to express their freedom, and Idealists in areas for self-development.

What Idealists find romantic on a date: Romantic settings, romantic foods, romantic things to do are all fun, but they aren't the main thing for Idealists. Idealists want the total attention of their partner and lots of eye contact. They want reciprocity in sharing.

What Idealists look for when dating: Idealists often look for someone who seems stable emotionally. Once the relationship is established, they want their partner to become more sensitive. Idealists view dating as a time to explore the compatibility of each other's view and to see if the lightning bolt hits saying, "This is THE ONE."

What makes Idealists jealous: Emotional infidelity makes Idealists jealous. Emotional infidelity can be seen as an emotional withdrawal, or it can be when the partner becomes emotionally attached to another person, idea or activity.

How Idealists show jealousy: The most common way Idealists show jealousy is with pleading and tears. They may beat themselves up and try to be the perfect partner so their mate won't stray. If that doesn't work, they will withdraw emotionally and turn to others.

How Idealists like to be romantic: Idealists are generally the most romantic of the temperaments. They attach romantic meaning to all kinds of ordinary events and things. What they find the most romantic is the exploration of each other's souls.

How Idealists show their love: Idealists show their love by listening and being a cheerleader for their partner. They will regularly affirm their belief in the other person, their abilities, and their innate goodness. Idealists are likely to write encouraging notes and give affection, such as squeezing hands, kisses, hugs, and back rubs.

How Idealists like to be loved: What Idealists want the most is someone to listen to what they have to say and sympathize or empathize without passing judgment or offering advice unless they ask for it. They also feel loved when a partner shares a vulnerability that the partner has which demonstrates that they have earned trust.

If Your Partner is a Rational

Artisan (SP)/Rational (NT): Artisan/Rational pairings can be highly practical and functional partnerships which balance acting in the day-to-day world and dreaming about future possibilities. Indeed, Artisans are often impressed by Rationals' theoretical approach to problems because it is so different from their own view of things. Rationals can enjoy the Artisans' zest for life and their drive towards action and adventure. However, these relationships can become challenging if Artisans become bored with listening to their Rational partners' ideas and theories or if Rationals' calmer, detached ways clash with Artisans' typical focus on excitement and worldly pleasure. For the relationship to succeed, both must find separate arenas to express themselves: Artisans in their need for excitement and Rationals in their need for intellectual stimulation.

What Rationals find romantic on a date: Although some Rationals find a lovely setting and good food to be romantic, what they really desire is a date in which two people spend hours sharing ideas and dreams. Rationals also like a battle of wits and word play, such as double entendres.

What Rationals look for when dating: When Rationals are looking for a partner, they are likely to look for one who can encourage and tame their hidden emotional side. After they have settled in a relationship, they are likely to want their partner to develop a thicker skin and be more emotionally stable.

What makes Rationals jealous: In general, it is very difficult to provoke a Rational to jealousy. They allow their partners a lot of freedom and expect them to justify that trust. However, if the partner looks for intellectual stimulation from others, that may cause jealousy.

How Rationals show jealousy: Rationals are the least likely of the temperaments to show jealousy. They tend to dislike emotional scenes. Often, they can deny jealousy and even be unaware of it. Their reaction is usually to withdraw or show distaste for the person's company without explanation.

How Rationals like to be romantic: Many people see Rationals as being unromantic. Some Rationals see themselves that way as well. However, most of them have a sometimes deeply hidden sentimental or romantic side. They usually need training to express themselves appropriately.

How Rationals show their love: Rationals show love by not holding onto to their partner too tightly. They give their partner lots of freedom to pursue their own ideas and dreams. Another way they show love is by treating their mate as an expert and asking them for advice on something the Rational needs for their latest big idea.

How Rationals like to be loved: Rationals love to be seen as experts and approached for advice. They appreciate partners who listen to their ideas and ask intelligent questions. They want partners who can encourage them and their ideas without being condescending. Rationals also like for their partners to be sensitive to their moods and respond accordingly.

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Famous Performers

Did you know that Elvis Presley and Elizabeth Taylor are both ESFPs too? It's not so surprising when you think about it. Elvis Presley was known as "The King" and brought audiences to their feet for decades with his masterful, at times outrageous, performance style. Elizabeth Taylor is an actress known for being one of the true stars of her generation. Today, though no longer on the screen, she continues being a Performer through her dramatic, and well-publicized, personal life.

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What Each Letter Means

The pair of letters are E-I, S-N, T-F, and J-P. No single letter should be taken as naming a type of person. For example, there are no "Extraverts" or "Thinkers," as such. A personality is a complex union of traits. These letters merely suggest stronger or weaker tendencies in a person's overall makeup. The pairs of letters stand for the following qualities:

E = Extraversion	I = Introversion

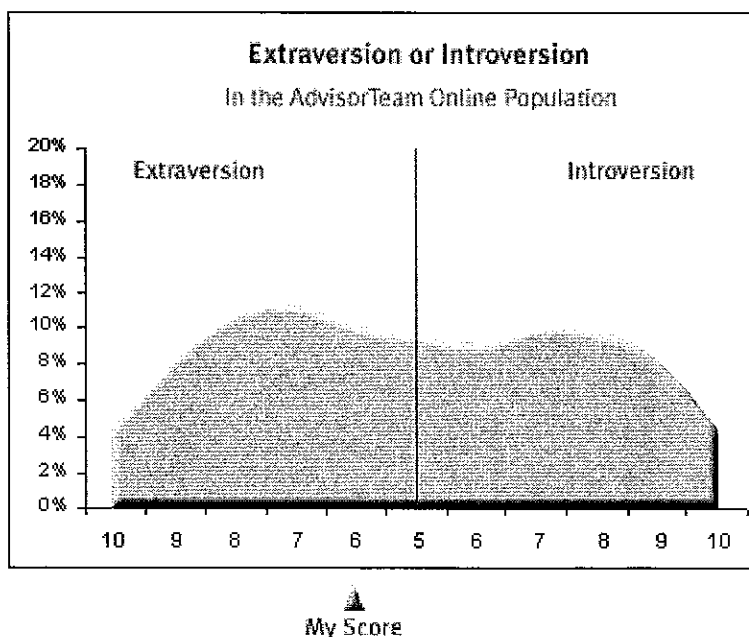
S = Sensation	N = Intuition
T = Thinking	F = Feeling
P = Perception	J = Judgment

The terms Extraversion (E) and Introversion (I) describe two vastly different social styles. People who score high in Extraversion on the Temperament Sorter tend to be gregarious and expressive; those scoring high on Introversion tend to be private and reserved.

People strong in Extraversion are typically more comfortable socializing with groups than being alone. They often report that they're energized by contact with other people. These individuals usually have a large circle of friends and are happy to approach others, even strangers, to talk. For people high in Extraversion, social banter is usually an easy and pleasant thing. Interaction is something that makes them feel alive. As a result, too much quiet and seclusion can actually exhaust such persons. They tend to report feelings of loneliness or power drain when not in contact with others.

On the other hand, people prone to Introversion often seem more comfortable alone than in a crowd. They tend to draw energy from private, solitary activities, including reading, listening to music, and working by themselves on their latest project or favorite hobby. Introverts usually have a few, long-time friends, and can remain in contact with larger groups only so long before their energies are depleted. If their job, family, or social responsibilities require them to be outgoing or take center stage, they can soon become exhausted and need down time in quiet places to rest and recharge their batteries.

Remember, however, that no one is simply an "Extravert" or an "Introvert." These terms are merely end points on the E-I scale, with most everyone falling somewhere in between. Most individuals embody a mixture of these two social styles. Also, different tasks or roles at work or in the family can bring out more Extraversion or Introversion in a person. This dimension of personality, more than the other three, is fluid and situational.



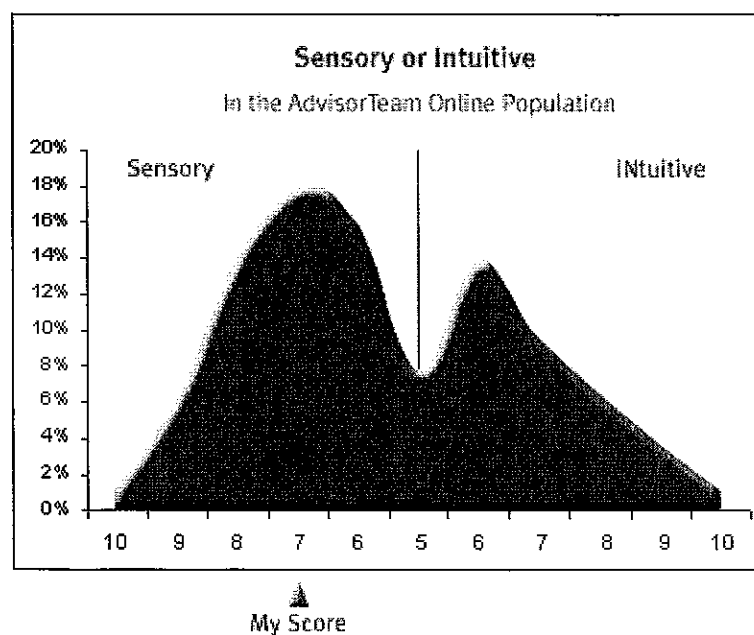
The **Sensory/Intuitive (S-N)** scale on the Temperament Sorter differentiates between two distinct kinds of human focus. People with high Sensory scores pay

more attention to what is going on outside themselves in the world of concrete things; people with high Intuitive scores pay more attention to what is going on inside themselves in the abstract world of ideas.

Sensory people make up the vast majority of the population -- upwards of 85%. These people seem more at home in the material world, where they spend their time looking after the business of everyday living: food and clothing, transportation and shelter, job and family, recreation and social life. With their eye on physical realities, they tend to see all the particulars of what is right in front of them. They typically focus on what's happening in the here-and-now, or what has happened in the past, rather than speculating about future possibilities. These are practical, down-to-earth people who want facts, trust facts, and remember facts. They believe in common sense and usually trust that experience is the best teacher.

In contrast, people who are strongly Intuitive seem more at home in the abstract, conceptual world of ideas. Intuitive types deal in inferences, theories, daydreams, musings, speculations, and symbols -- things that can only be seen with the mind's eye. In fact, because they're so often focused on their internal world, these individuals can sometimes miss a great deal of what's going on around them. For highly Intuitive people, reality is not a solid, present thing, but is more a mental image or a stage of development toward some future ideal. The possible almost always looms large for Intuitive people: whatever "is" can be better. They can be fascinated by hypotheses and potentials. They are also often absorbed by their vivid and complex imaginations. The S-N scale measures the most fundamental of the four dimensions of personality. It's the first cut, so to speak, in evaluating one's type.

However, this delineation doesn't mean that being Intuitive or Sensory is an "either-or" proposition. Intuitive individuals certainly turn outward at times and pay attention to the world at large; they're just far more inclined to become preoccupied with their own ideas. So too, Sensory people do sometimes look inward to ponder and to dream. However, for the most part their flights of imagination lag well behind their real-world observations. Neither type can occupy both worlds at once, and each will usually show a clear preference for one over the other.

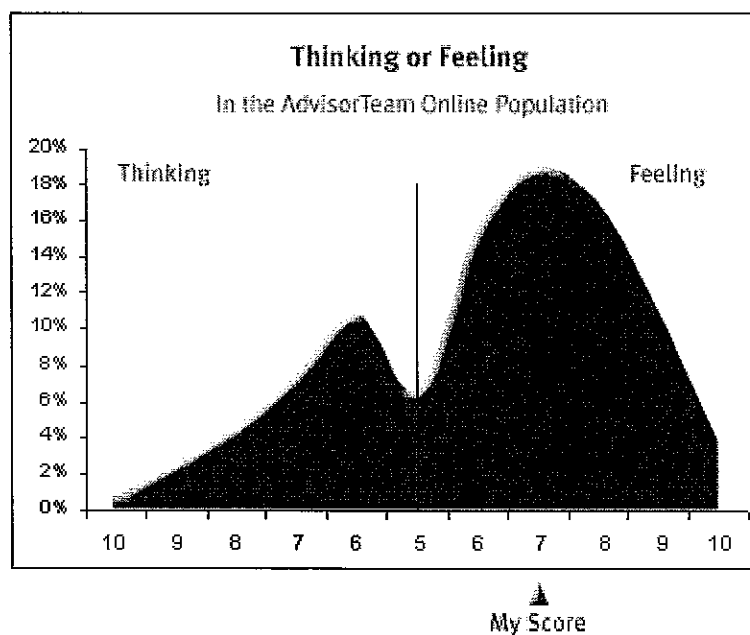


The Thinking/Feeling (T-F) scale assesses how people govern themselves and make decisions. Everyone has both thoughts and feelings. However those who

score high on Thinking tend to use their head more when making choices, while those scoring high on Feeling tend to follow their hearts.

People falling on the Thinking end of the scale tend to be more comfortable basing their actions on impersonal, objective factors. Thinking people can be critical and exacting, both with themselves and others. They're often convinced only by hard data and sound reasoning. Individuals who scored highly in Thinking tend to be frank and straightforward. They are the kind of people who are usually willing to speak their minds and stick to their guns, even if it causes conflict with others. They're known for being tough-minded in their decisions, preferring to keep emotions and desires out of the process as much as possible. Thinking types do have powerful feelings, but a strong show of emotion can embarrass them. As a result, they'll usually keep their feelings in check rather than appearing to lose self-control, even at the risk of seeming hard-nosed or cold.

In contrast, people on the Feeling end of the scale are typically more comfortable basing their actions on personal, emotional factors. When considering their course, this type will consult their feelings first and will almost always show concern for others. For the most part, these individuals are sympathetic and sentimental. As a result, many times they can be swayed by powerful desire or a touching appeal. Feeling people tend to be softhearted when making decisions. They don't like to hurt anyone's feelings. It's not that Feeling individuals necessarily have more or deeper emotions than those on the Thinking end of the scale. They simply let their feelings show more easily. This tendency makes them seem warmer and friendlier, which in turn can give them an easier time getting along with others.

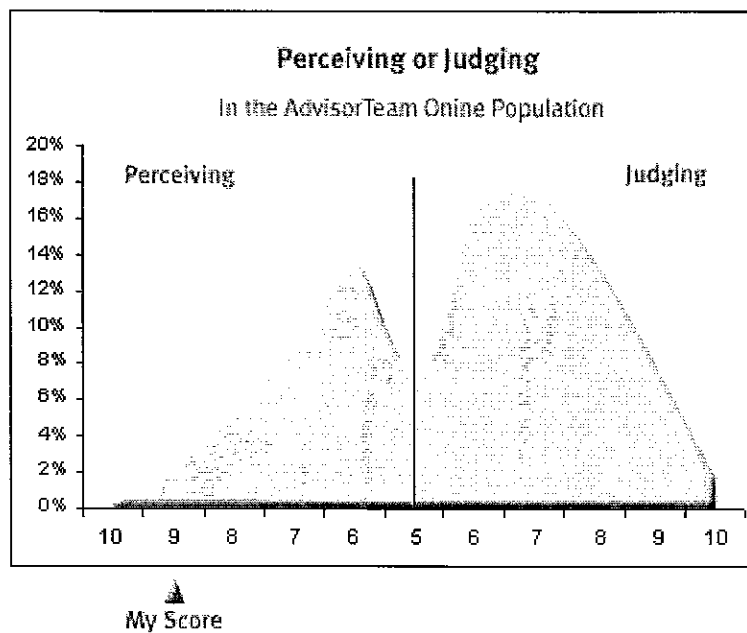


The Judgment/Perception (J-P) scale measures how people process information and arrange their lives. Those who score high on Judgment tend to make up their mind quickly and commit to schedules, while those scoring high on Perception prefer to keep their options open and their timetables flexible.

People strong in Judgment waste no time forming opinions or drawing conclusions. They often report feeling a sense of urgency until a decision is made, and can rest only after everything is settled. Closure and finality are important to these individuals, as is orderly procedure. As a result, they can be quick to make schedules, agendas, or timetables for themselves and others to follow. People strong in Judgment will establish deadlines and take them

seriously, expecting others will do the same. They're usually comfortable with routines and can be willing to do all sorts of maintenance and cleaning up after a task, feeling that these are necessary steps for a job's completion. For this type, neatness counts. They usually feel unhappy or unsettled when their personal space is a mess. Straightening things up is often near the top of their list.

For their part, people given to Perception keep their eyes open to what's around them, gathering information and looking for opportunities and alternatives that might be available. They usually feel no hurry to nail things down or settle on a finished product. Instead, they tend to prefer exploring possibilities. These individuals are often playful and spontaneous in action. Schedules can make them feel hurried and over-controlled; they tend to look upon deadlines as mere reminders to get on with the job. Also, People high in Perception prefer their work to be enjoyable and meaningful. If a task of routine maintenance or clean up falls to them, they may balk at doing it, or may leave it to someone else. Easy-going, even somewhat impulsive, these people are usually quite tolerant of mess. Their personal spaces are often cluttered with an assortment of things they've picked up, used, then dropped and forgotten about.



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Frequently Asked Questions

What is temperament?

There are two sides to personality: One is temperament and the other is character. Temperament is a set of inclinations we are born with, while character is a set of habits we acquire as we grow and mature. Character is disposition, developed over a lifetime; temperament is predisposition, hardwired in from birth. Thus, those of the Artisan temperament are predisposed to impulsive action, those of the Guardian temperament to responsible service, those of the Idealist temperament to personal development, and those of the Rational temperament to objective analysis. Each type of person, unless blocked or deflected by an unfavorable environment, will develop the habits of character appropriate to his or her temperament.

Put another way, our brain is a sort of computer that has temperament for its hardware and character for its software. Our hardware is the physical base of

our personality, placing on each of us an unmistakable temperament signature, some facets of which can be observed from a very early age. Our software on the other hand, is made up of our individual experience and social environment -- the forces around us that, with time and occasion, give shape to our individual character.

Thus temperament is the inborn form of human nature and character is the emergent form that develops through the interaction of temperament and environment. Personality, your unique personal style, is a combination of the two.

How can the Temperament Sorter help me?

Fundamentally, the Temperament Sorter helps you to do two things: Understand your own temperament, and gain insight to other peoples'. Possessing this valuable knowledge of human nature can have a variety of far-reaching effects on your life.

In the work world, being savvy about your temperament can lead you to a clearer understanding of your natural role and functions within an organization. It can also help you better capitalize on your personal strengths to build your success. By comprehending your coworkers' temperaments and how each temperament relates, you can begin to master your interactions with supervisors and staff. In addition, being able to interpret others' innate styles can help you to meet their implicit expectations, as well as increasing your own leadership abilities.

In your personal life, being knowledgeable about temperament can help you build strong, lasting ties with others. This is true because it aids you in anticipating your loved ones' needs and respecting their different ways of dealing with life. When you are responsive to others, you will naturally be looked upon as dependable, responsible, helpful, and empathetic. These are all wonderful qualities to bring to your personal relationships. In addition, coming to terms with your own temperament and innate tendencies can bring new levels of wisdom and self-knowledge to all of your interactions, as well as identifying how your particular temperament impacts and influences others.

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