Check the boxes below that describe your habitual tendencies, the pattern of reaction evident from childhood, with regard to each of the following qualities. Do not select qualities that you would like to have or that you are required to have on the job. Choose those qualities that most often apply to you, that your spouse or best friends would say you have, the qualities you most often gravitate toward in times of ease or resort to in times of stress, and even those less positive tendencies you are trying to avoid.

1. I react quickly when presented with an idea, a person, or a situation
2. I react slowly when presented with an idea, a person, or a situation
3. I react strongly (in intensity) when presented with an idea, a person, or a situation
4. I do not react intensely when presented with an idea, a person, or a situation
5. I want to take immediate action on an idea, in a situation, or with a person
6. When presented with an idea, a person, or a situation, I remain calm and wait to react
7. I do not react initially, but my reaction grows steadily in intensity
The Temperament God Gave You

8. ☐ Impressions last a long time
9. ☐ Impressions last a short time (duration of reaction)
10. ☐ Accepting
11. ☐ Adventurous
12. ☐ “Worry wart”
13. ☐ Introspective
14. ☐ Easily provoked
15. ☐ If provoked, will retaliate
16. ☐ Serious
17. ☐ Appreciate flattery
18. ☐ Inclined to flatter
19. ☐ Careful
20. ☐ Inward
21. ☐ Introverted
22. ☐ Eye for detail
23. ☐ Distractible
24. ☐ Prone to reflection
25. ☐ Determined
26. ☐ Trusting
27. ☐ Grudging
28. ☐ Detached
29. ☐ Love company
30. ☐ Enjoy people
Temperament Indicator

31. ❑ Doubtful
32. ❑ People-oriented
33. ❑ Annoyed by disorder
34. ❑ Abhor injustice
35. ❑ Fair
36. ❑ Easily angered
37. ❑ Enthusiastic
38. ❑ Extraverted
39. ❑ Loner
40. ❑ Skeptical
41. ❑ Center of attention
42. ❑ Revengeful
43. ❑ Exaggerate easily
44. ❑ Self-professed leader
45. ❑ Servant-leader
46. ❑ Charismatic
47. ❑ Envious
48. ❑ Jealous
49. ❑ Happy
50. ❑ Optimistic
51. ❑ Prone to illness
52. ❑ Easily discouraged
53. ❑ Bullheaded
The Temperament God Gave You

54. ☐ Rational
55. ☐ Diplomatic
56. ☐ Tend to blurt things out
57. ☐ Suspicious
58. ☐ Peaceful
59. ☐ Creative
60. ☐ Take charge
61. ☐ Patient
62. ☐ Second-guessing
63. ☐ Love peace and quiet
64. ☐ Dutiful
65. ☐ Hate conflict
66. ☐ Love to debate
67. ☐ Argumentative
68. ☐ Sentimental
69. ☐ Crowd-pleaser
70. ☐ Slow to warm up
71. ☐ Make friends easily
72. ☐ Reticent
73. ☐ Logical
74. ☐ Pondering
75. ☐ Love silence
76. ☐ Fashionable
77. □ Enjoy parties
78. □ Prefer to be alone
79. □ Artistic
80. □ Poetic
81. □ Thinker
82. □ Talkative
83. □ Abhor sentimentality
84. □ Not empathetic
85. □ Rule-oriented
86. □ Persevering
87. □ Flirtatious
88. □ Reserved
89. □ Easily slip into gossip
90. □ Always right
91. □ Looks are important
92. □ Idea person
93. □ Lack follow-through
94. □ Love variety
95. □ Affectionate
96. □ Not affectively demonstrative
97. □ Indifferent
98. □ Wavering
99. □ Hard to please

Temperament Indicator

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The Temperament God Gave You

100. □ Sober and practical
101. □ Moody
102. □ Composed
103. □ Deliberate
104. □ Prankster
105. □ Obstinate
106. □ Pessimistic
107. □ Tolerant
108. □ Courageous
109. □ Timid
110. □ “Forgive and forget”
111. □ “Let’s wait and see”
112. □ Hotheaded
113. □ Prefer to follow
114. □ Rash
115. □ Intense
116. □ Quick-tempered
117. □ Frank
118. □ Impatient
119. □ Even-keeled
120. □ Flighty
121. □ Glass half-full
122. □ Glass half-empty
Temperament Indicator

123. Bulldozer
124. “Strike while the iron is hot”
125. Loose cannon
126. Polite
127. Easily aroused to debate
128. Inwardly peaceful
129. Good-natured
130. Interruptive
131. In tune with others’ feelings
132. Strong-willed
133. Contrary
134. Fearless
135. Ambitious
136. Cheerful
137. Self-composed
138. Action-oriented
139. Comfortable being a part of a group
140. Prefer to take charge of a group
141. Dislike groups
142. Joiner
143. Quick and decisive
144. Robust
145. Cordial
The Temperament God Gave You

146. □ Enjoy change
147. □ Prefer routine
148. □ Open and sociable
149. □ Curious
150. □ Critical
151. □ Focus on problems
152. □ Impulsive
153. □ Methodical
154. □ Bold
155. □ Take initiative
156. □ Insistent upon own plan
157. □ Self-confident
158. □ Self-reliant
159. □ Sensitive
160. □ Easily hurt
161. □ Tendency to skim surface
162. □ Adaptive
163. □ Reclusive
164. □ Self-conscious
165. □ Overcautious
166. □ Tends to discouragement
167. □ Exclusive
168. □ Private
Temperament Indicator

169. Mediator
170. Indecisive
171. Constant
172. Competitive
173. Self-sacrificing
174. Respectful
175. Adaptable
176. Analytical
177. Persistent
178. Playful
179. Laugh easily
180. Spontaneous
181. Hesitant
182. Scheduled
183. Outspoken
184. Orderly
185. Obliging
186. Faithful
187. Idealistic
188. Inoffensive
189. Dry wit
190. Deep
191. Mover
The Temperament God Gave You

192. ☐ Motivator
193. ☐ Attentive to others
194. ☐ Bossy
195. ☐ Well-behaved
196. ☐ Willful
197. ☐ Perfectionist
198. ☐ Peacekeeper
199. ☐ Dispassionate
200. ☐ Controlling
201. ☐ Calm under fire
202. ☐ Spiritual
203. ☐ Love excitement
204. ☐ Thoughtful
205. ☐ Procrastinating
206. ☐ Docile
207. ☐ Headstrong
208. ☐ Require rest
209. ☐ Demand acknowledgment
210. ☐ Need encouragement
211. ☐ Need motivating
212. ☐ Need friends
213. ☐ Focused and intense
214. ☐ Need fun
Temperament Indicator

215. ☑ Enjoy structure, procedures
216. ☑ Need uplifting
217. ☑ Non-confrontative
218. ☑ Confrontative
219. ☑ Pragmatic
220. ☑ Mercurial
221. ☑ Wary of new situations
222. ☑ Singularly focused
223. ☑ Like to shop and eat out
224. ☑ Driven
225. ☑ Will subjugate own desires to please others
226. ☑ Process-oriented
227. ☑ Goal-oriented
228. ☑ Comfortable in present moment
229. ☑ Future oriented
230. ☑ A social butterfly
231. ☑ Jokester
232. ☑ Homebody
The Temperament God Gave You

SCORING

Now circle below the numbers you checked, and add up the total number of circles for each temperament. The highest total should indicate your primary temperament, and the next highest will be a strong indicator of your secondary temperament.


**Sanguine:** 1, 3, 5, 9, 10, 11, 14, 17, 18, 23, 26, 29, 30, 32, 36, 37, 38, 41, 43, 46, 47, 48, 49, 50, 56, 59, 68, 69, 71, 76, 77, 79, 80, 82, 87, 89, 91, 92, 93, 94, 95, 104, 107, 110, 112, 113, 114, 116, 117, 118, 120, 121, 129, 131, 136, 138, 139, 142, 144, 145, 146, 148, 149, 152, 157, 159, 160, 161, 175, 178, 179, 180, 203, 206, 212, 214, 220, 223, 226, 228, 230, 231

**Melancholic:** 2, 7, 8, 12, 13, 16, 19, 20, 21, 22, 24, 27, 28, 31, 33, 34, 39, 40, 42, 48, 51, 52, 54, 57, 62, 63, 70, 72, 73, 74, 75, 78, 79, 80, 81, 88, 98, 99, 101, 106, 109, 111, 122, 131, 133, 141, 150, 151, 153, 159, 163, 165, 166, 170, 173, 176, 181, 182, 184, 186, 187, 190, 193, 197, 202, 204, 208, 210, 215, 216, 221, 222, 227

**Phlegmatic:** 2, 4, 6, 9, 10, 21, 26, 28, 30, 31, 35, 39, 45, 52, 55, 58, 61, 63, 64, 65, 68, 70, 72, 75, 78, 85, 88, 97, 98, 100, 102, 103, 106, 107, 110, 111, 113, 119, 122, 126, 128, 129, 131, 137, 139, 147, 153, 160, 162, 166, 169, 171, 173, 174, 175, 185, 186, 188, 189, 195, 198, 199, 201, 204, 205, 206, 210, 211, 215, 217, 219, 221, 225, 226, 228, 232
QUALITIES OF THE FOUR TEMPERAMENTS

Choleric
Quick to react, intense reaction of long duration; leader; initiator; logical; pragmatic, person of action, forthright; pushes plans through; doesn't display emotions easily, except anger; not given to anxiety; impetuous; eager to express himself; loves debate; can be defensive and prideful; persevering; self-confident; self-reliant; not a follower; driven to achieve goals; private; inclined to retaliation; extraverted; take-charge; argumentative; abhors sentimentality; logical; goal-oriented; decisive; intense; quick-tempered; optimistic; interruptive; needs acknowledgment; wants to be right; a doer; headstrong; competitive; looks for the positive; impatient; productive; makes decisions based on principles/ideas.

Melancholic
Slow to react, with intense reaction growing over time and of long duration; thoughtful; spiritual; deep; poetic; introverted; overly cautious; perfectionist; thinker; critical; doesn't prioritize well; tends to discouragement and self-pity; worries over possible misfortune; can be a hypochondriac; easily hurt; slow and sometimes indecisive; pessimistic; moody; goal-oriented; detached from environment; few friends; exclusive; likes to be alone; second-guesses; introspective; holds grudges; abhors injustice; is motivated by problems; looks at the down side; idealistic; self-sacrificing; sensitive; makes decisions based on principles/ideas.

Sanguine
Quick to react; reactions of short duration; relationship-oriented; doesn't hold grudges; life of the party; funny; loves to be with
The Temperament God Gave You

people; optimistic; likes groups; talkative; popular; docile; follower; seldom embarrassed; loves variety; attuned to environment; likes clothes; can be faddish; enjoys shopping and eating out; high energy; quick to forgive; welcomes change; frank; talkative; sociable; less interested in follow-through; can be superficial; cordial; makes friends easily; self-assured; carefree; eager; likes to talk in front of groups; enthusiastic; prone to vanity; artistic and creative; spontaneous; sometimes forgetful; process-oriented; restless; makes decisions based on relationships/feelings; needs help in persevering; social butterfly.

Phlegmatic

Slow to react; doesn’t react intensely; reactions of short duration; quiet; diplomatic; peaceful; makes decisions based on relationships/feelings; sensitive to others; dependable; procedural; dispassionate; dry wit; follower; introverted; calm under pressure; dutiful; likes structure; requires motivating; hates conflict; enjoys peace and quiet; well-liked by most everyone; peacemaker; reserved; homebody; constant; polite; prefers routine; process-oriented; patient; tolerant; not easily provoked, but feelings can be easily hurt; well-behaved; respectful; would rather please others than do what he wants; orderly; can be sluggish or indifferent, unmotivated; low-key.