

Application Guide

THE POWER OF WORDS IN THE WORKPLACE



BOTTOM LINE:

As a leader, your words have everything to do with how you lead and how the people you lead experience you.

KEY TAKEAWAYS:

Temperaments are different from your personality. Your personality is how you display your thoughts and feelings, but your temperament is the why behind your personality. It determines what words you say and the words you want to hear. Having a better understanding of your temperament's natural strengths and weaknesses will have an impact on improving everything from team trust to team chemistry and productivity.

There are four temperaments*, each predisposed to speak and hear certain words. All temperaments make great leaders, but their leadership looks different.

I. The Temperaments

- A. Sanguines (Yellow): Uniquely wired to see the best in people and circumstances.
 - 1. Sanguines are magnetic, inspiring, and encouraging leaders.
 - 2. They bring joy, laughter, and optimism to their teams.
- B. Cholerics (Red): Uniquely wired to be visionaries who can see and achieve goals.
 - 1. Cholerics are dynamic leaders.
 - 2. They excel at decision-making, delegating, and managing tasks and projects.
- C. Phlegmatics (Green): Uniquely wired to stay calm and kind in the midst of chaos.
 - 1. Phlegmatics are fabulous leaders because they genuinely care about people.
 - 2. They are easygoing, steady, and patient, ensuring their employees are valued and heard.
- D. Melancholics (Blue): Uniquely wired to anticipate and creatively overcome obstacles.
 - 1. Melancholics are strong problem-solving leaders.
 - 2. They are great at identifying and overcoming obstacles both analytically and creatively.

*See the four temperaments and their corresponding colors on page two.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION:

- 1. What's your reaction to the description of each temperament? Which one resonates with you? Why?
- 2. Knowing now that the most effective teams are a blend of all temperaments, will a job candidate's natural wiring influence your hiring decision? What role should someone's temperament play in the employment and/or onboarding process?
- 3. Moving forward, how can you better communicate in the native temperament languages of your teammates and employees?

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RESOURCES MENTIONED:

[I Said This, You Heard That](#) assessment and study by Kathleen Edelman

THE TEMPERAMENTS:

SANGUINES

S P E A K

The Language of People & Fun



Extrovert



People-Oriented

CHOLERICS

S P E A K

The Language of Power & Control



Extrovert



Task-Oriented

PHLEGMATICS

S P E A K

The Language of Calm & Harmony



Introvert



People-Oriented

MELANCHOLICS

S P E A K

The Language of Perfection & Order



Introvert



Task-Oriented