

The Map Explained The Sixteen Types

- SEEKS BELONGING AND RESPONSIBILITY

- ARE GREAT STABILIZERS AND TRADITIONALISTS

- CAN'T STAND DISORGANIZATION

- SEEKS MEANING AND IDENTITY

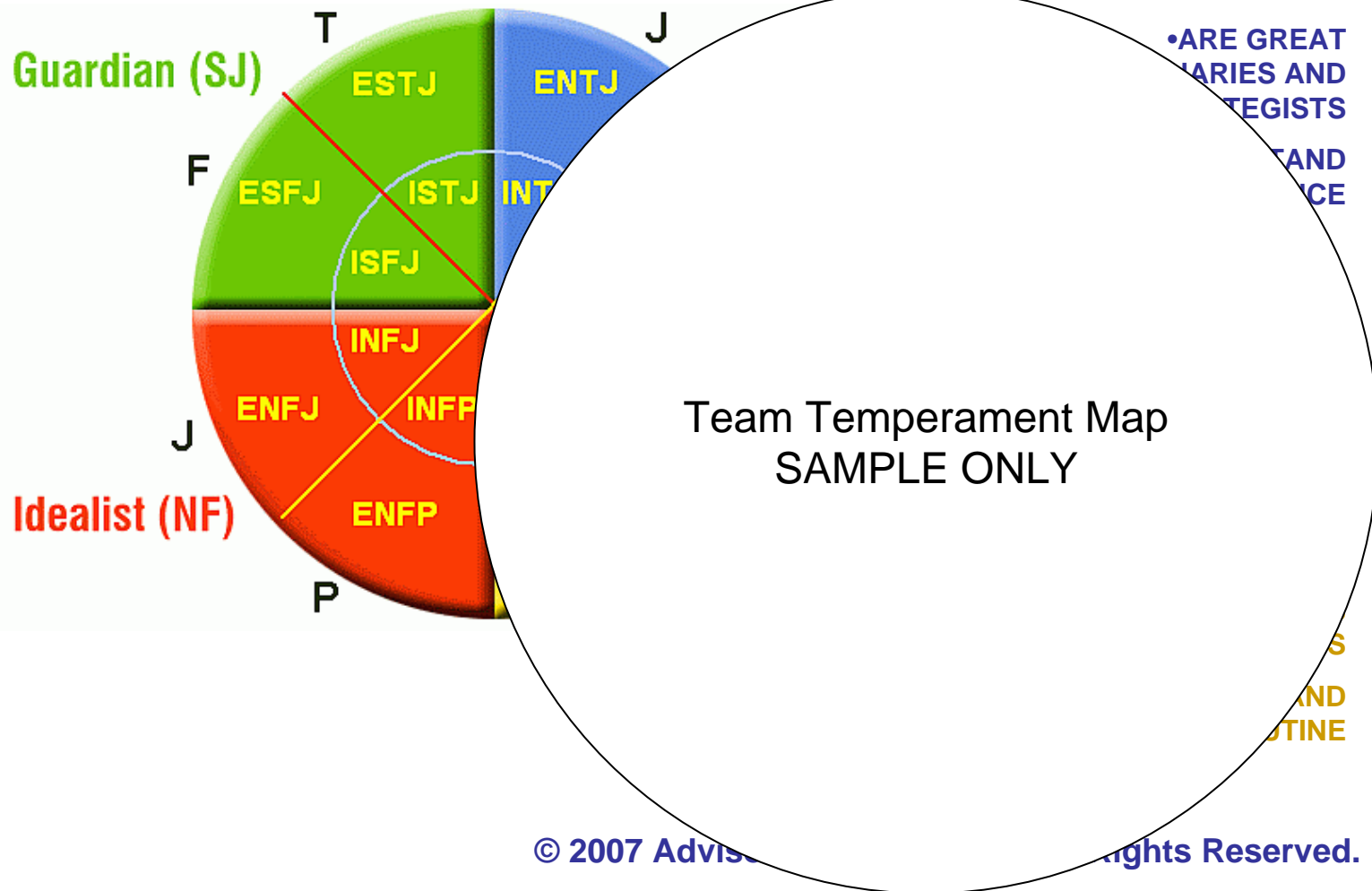
- ARE GREAT MENTORS AND CATALYSTS

- CAN'T STAND DISHARMONY

- SEEKS KNOWLEDGE AND COMPETENCE

- ARE GREAT ANALYZERS AND STRATEGISTS

- CAN'T STAND DISORDER

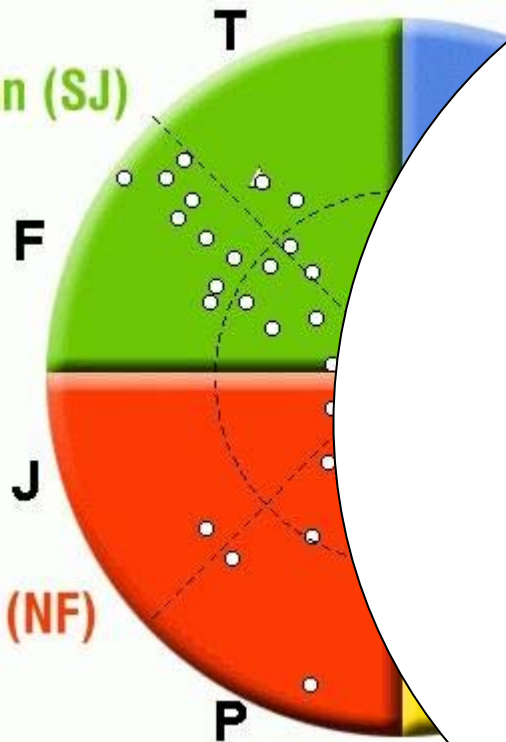


SAMPLE COMPANY

Sample Team

- SEEKS BELONGING AND RESPONSIBILITY
- ARE GREAT STABILIZERS AND TRADITIONALISTS
- CAN'T STAND DISORGANIZATION

Guardian (SJ)



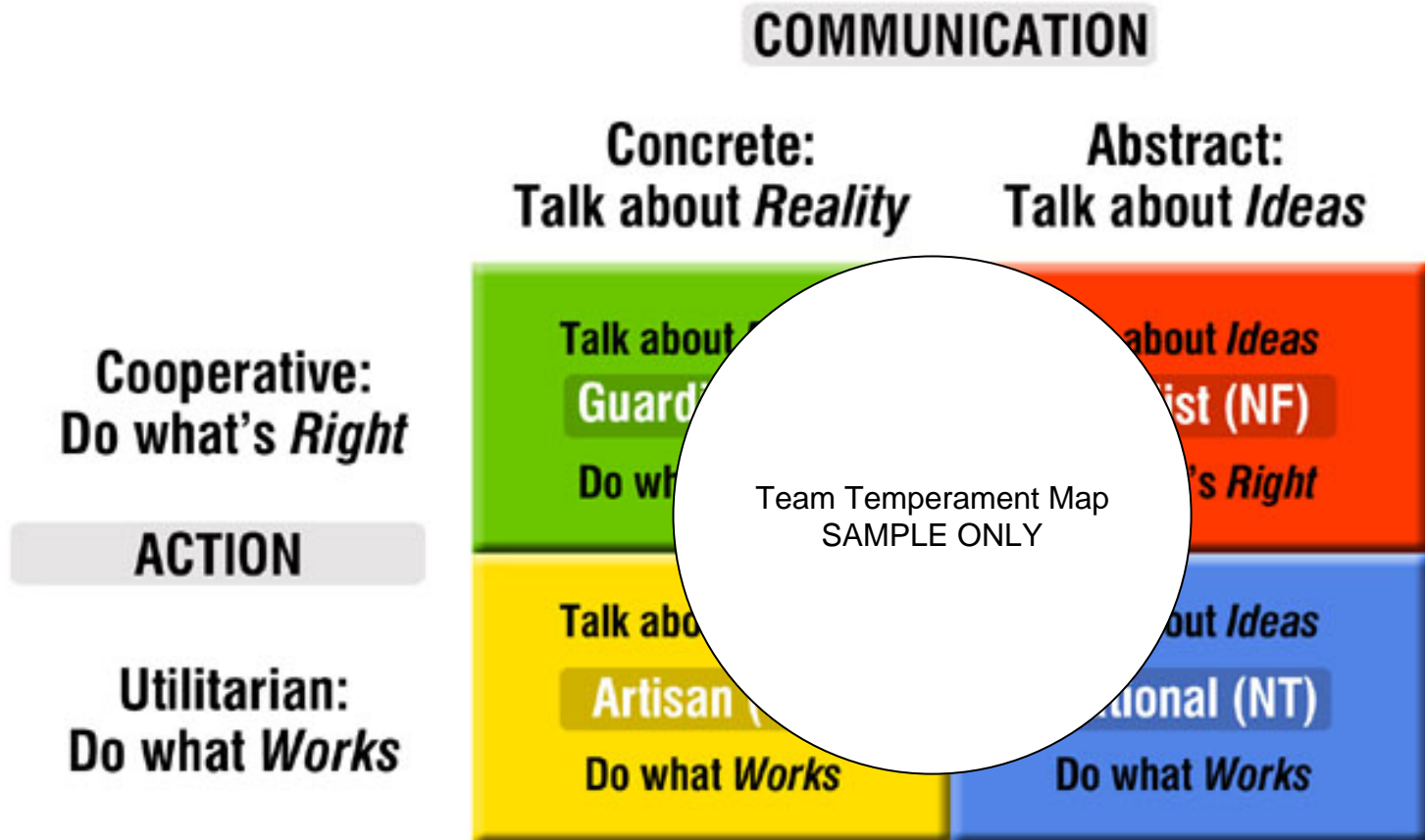
Idealist (NF)

- SEEKS MEANING AND IDENTITY
- ARE GREAT MENTORS AND CATALYSTS
- CAN'T STAND DISHARMONY

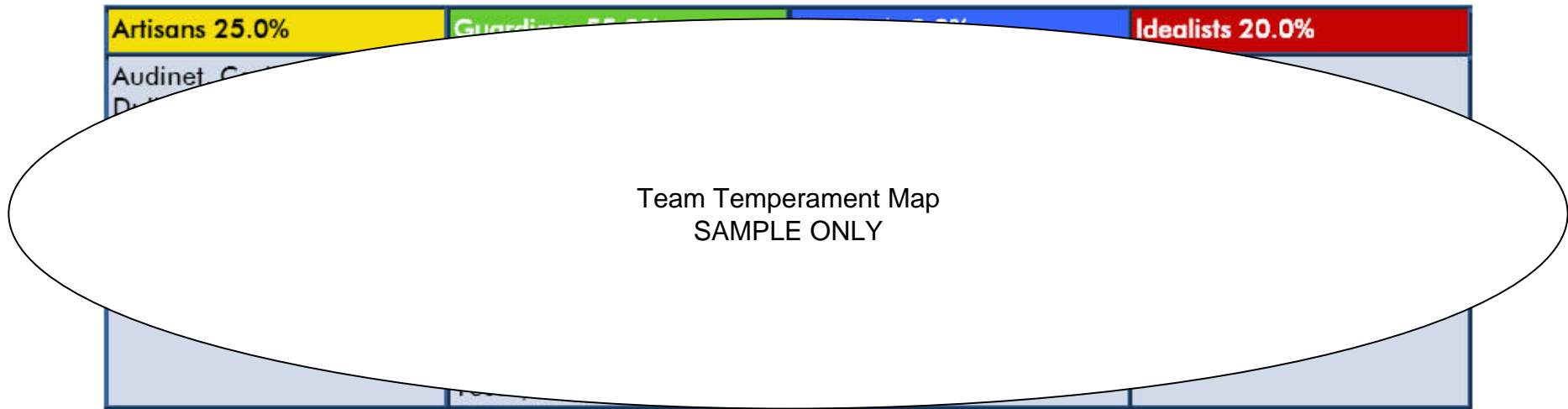
- SEEKS KNOWLEDGE AND COMPETENCE
- ARE GREAT CREATORS AND REGISTERERS
- CAN'T STAND BOREDOM

Team Temperament Map
SAMPLE ONLY

The Temperament Matrix



THE FOUR TEMPERAMENTS



COMMUNICATION:

CONCRETE vs. ABSTRACT

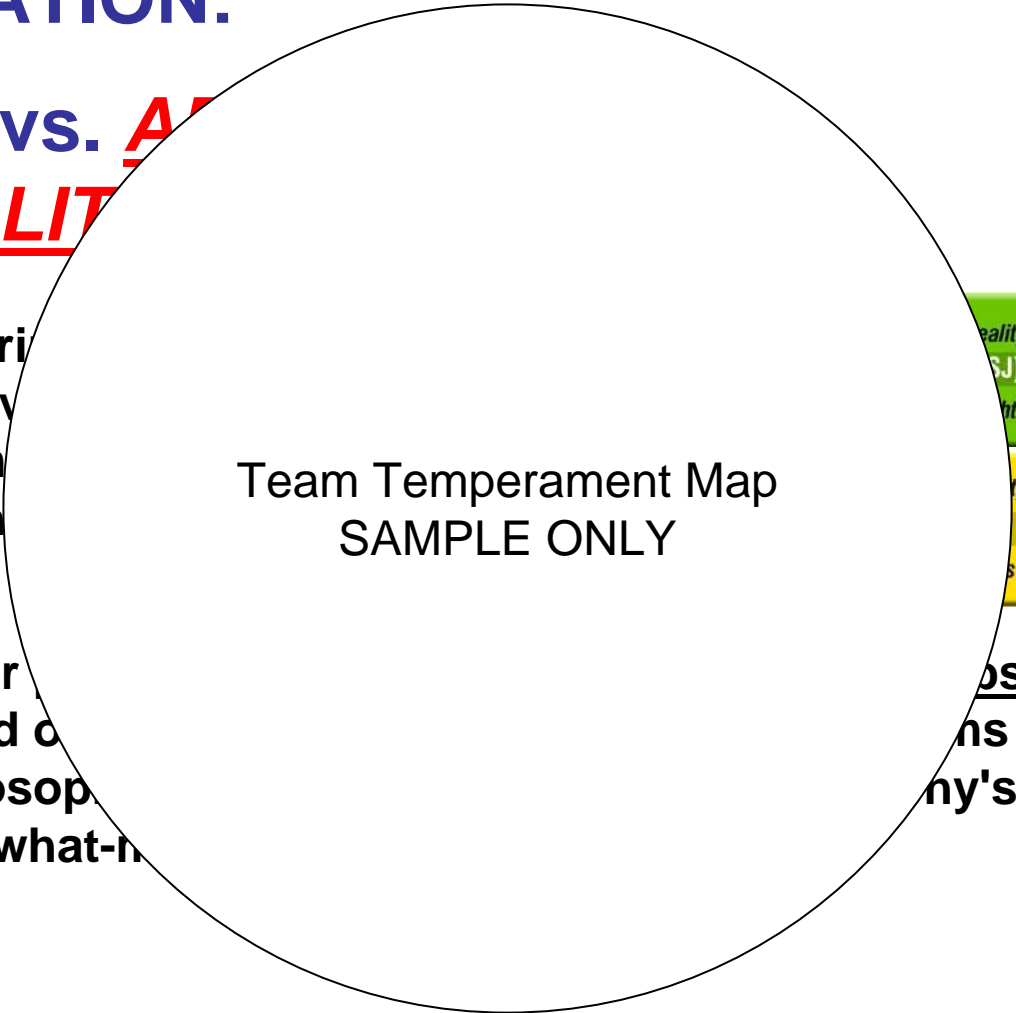
Talk about REALITY

Some people talk primarily about the concrete world of everyday work and play, home and weather—all the what's and how much's of life.

Talk about *Ideas*
Idealist (NF)
Do what's *Right*

Talk about *Ideas*
Rational (NT)
Do what *Works*

Other people talk primarily about the abstract world of philosophy and what-ifs.



Team Temperament Map
SAMPLE ONLY

Reality
(SJ)
nt
ty
s

Abstract
ns and
ny's, if's,

ACTION:

UTILITARIAN VS.

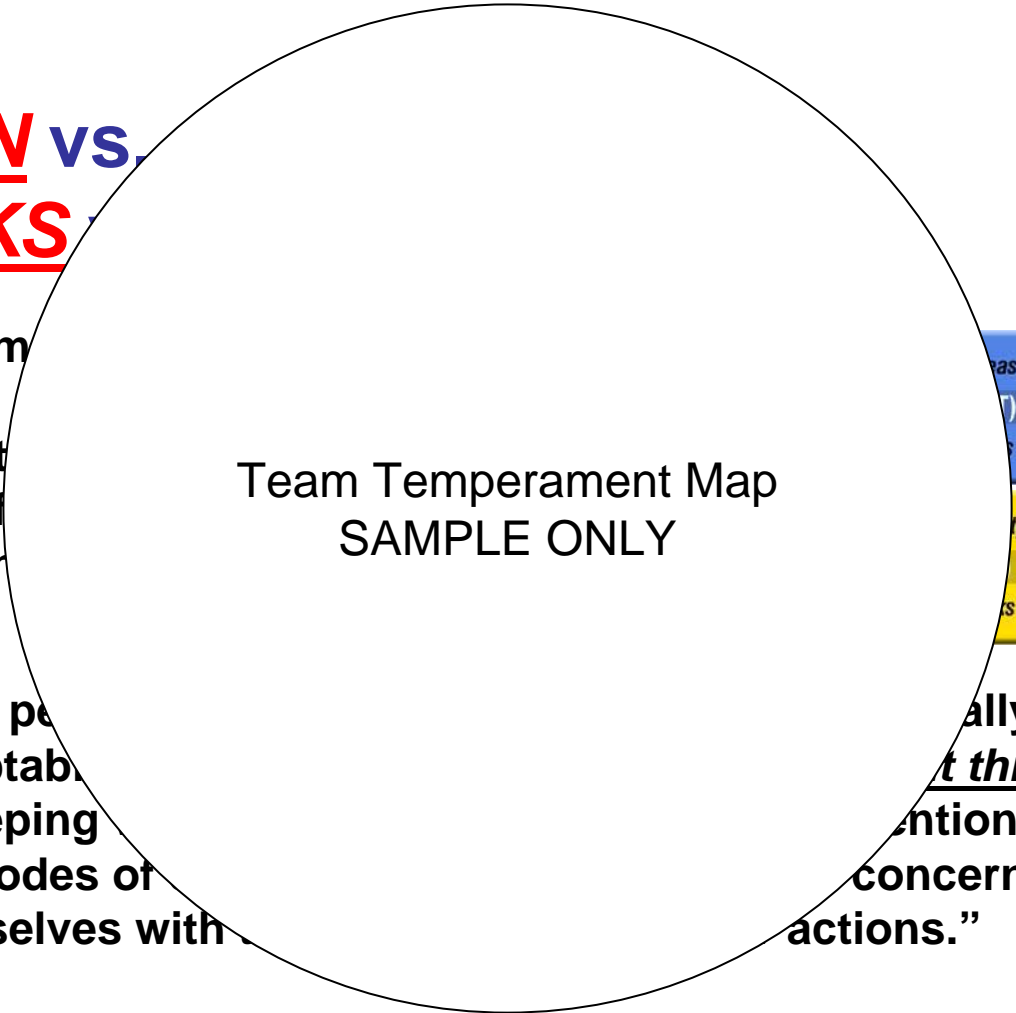
Do what WORKS

Some people act primarily in a utilitarian manner, that is, they do what works to achieve their objectives as quickly as possible, and only after they have observed that the action works through the available channels.

Talk about *Reality*
Guardian (SJ)
Do what's *Right*

Talk about *Ideas*
Idealist (NF)
Do what's *Right*

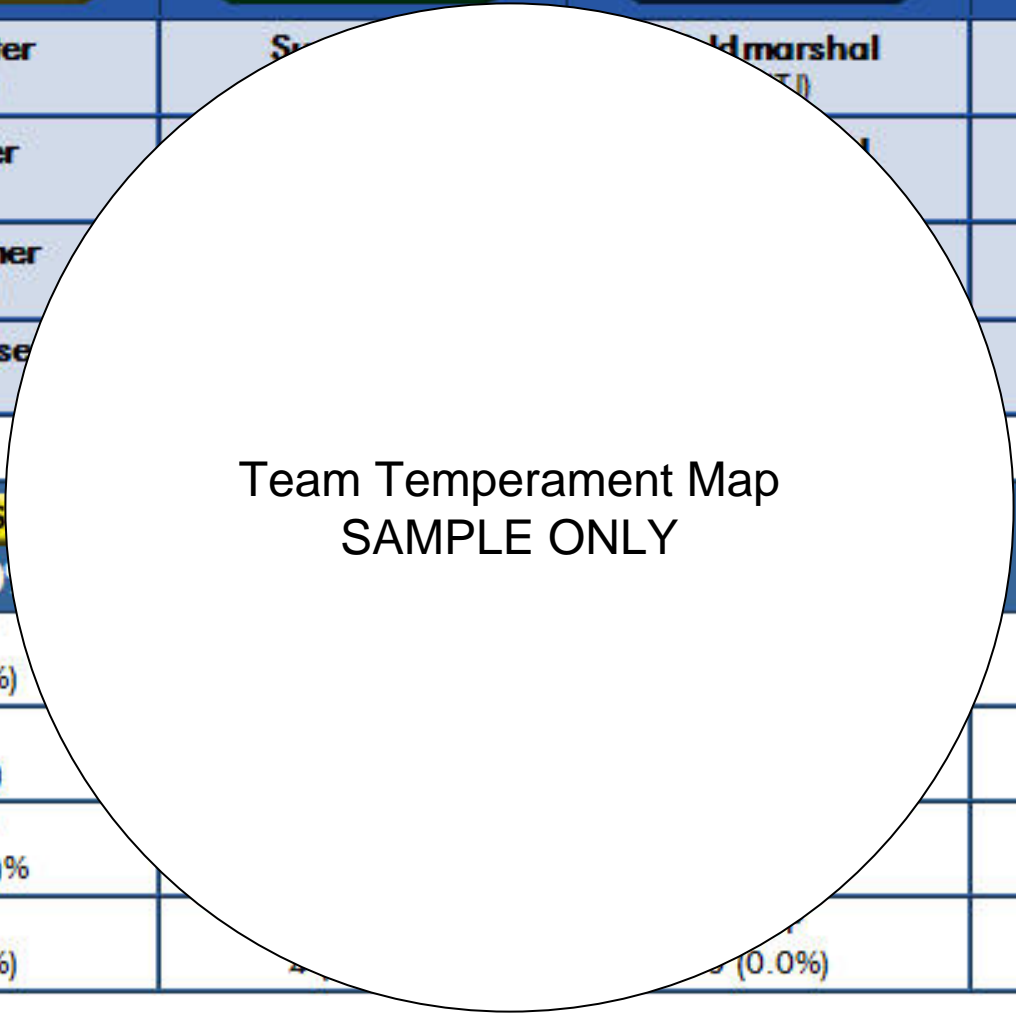
Other people act primarily in an idealist manner, that is, they do what is acceptable in keeping with their values and codes of ethics, and they do it for themselves with



Team Temperament Map
SAMPLE ONLY

...ally
at thing,
...entions,
concern
actions.”

Artisan (SP)	Guardian (SJ)	Rational (NT)	Idealist (NF)
Promoter (ESTP)	Strategist (S)	Fieldmarshal (NTJ)	Teacher (ENFJ)
Crafter (ISTP)	Supporter (S)	Analyst (NTI)	Counselor (INFJ)
Performer (ESFP)	Implementer (S)	Coordinator (NTF)	Champion (ENFP)
Composer (ISFP)	Reliator (S)	Coordinator (NTF)	Healer (INFP)



Artisan (SP)	Idealist (NF)
5 (25.0%)	4 (20.0%)
ESTP 0 (0.0%)	ENFJ 0 (0.0%)
ISTP 1 (5%)	INFJ 1 (5.0%)
ESFP 3 (15.0%)	ENFP 2 (10.0%)
ISFP 1 (5.0%)	INFP 1 (5.0%)

30% of U.S. Population.

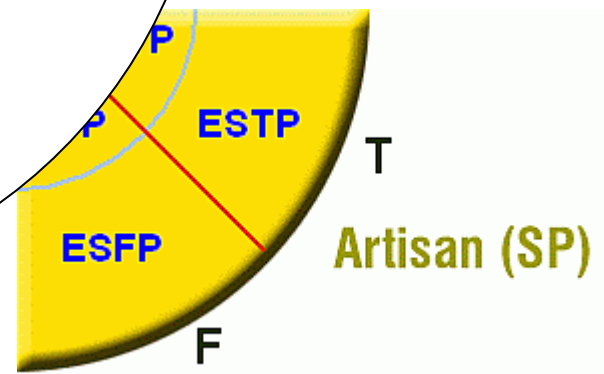
Artisans™

- Artisans can possess the following characteristics:
- **value potency**, generate ideas, and adaptability.
 - have **tactical talents** in crafts, and crisis management.
 - **seek** stimulation and open space to perfect their craft.
 - **express** themselves by taking risks, playing to their strengths.
 - **need** a flexible schedule and work on impulse and intuition.
 - can be counted on for seizing opportunities that others have given up on.

Talk about *Reality*
Artisan (SP)
 Do what *Works*

Team Temperament Map
 SAMPLE ONLY

Artisan (SP)
Promoter (ESTP)
Crafter (ISTP)
Performer (ESFP)
Composer (ISFP)



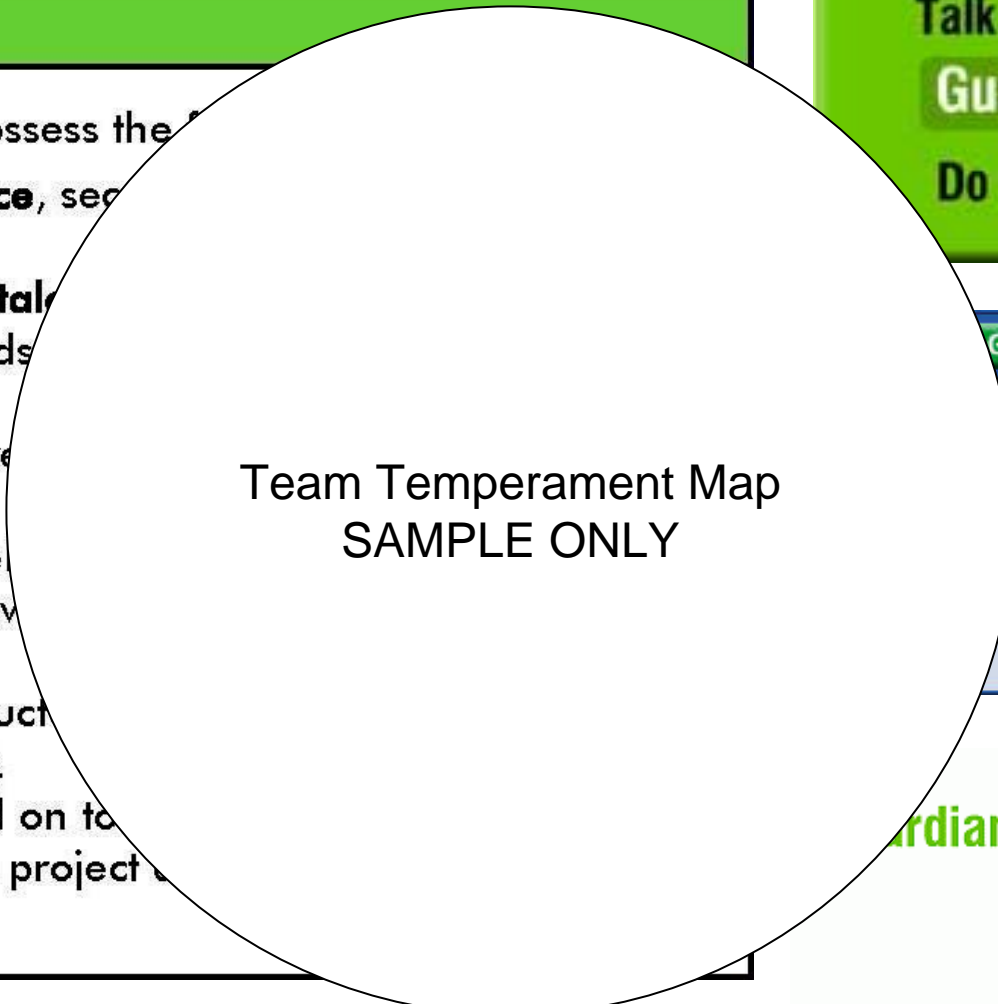
5 Artisans™ are on your team, representing **25.0%** of your team.

45 % of U.S. Population.

Guardians™

Guardians can possess the following characteristics:

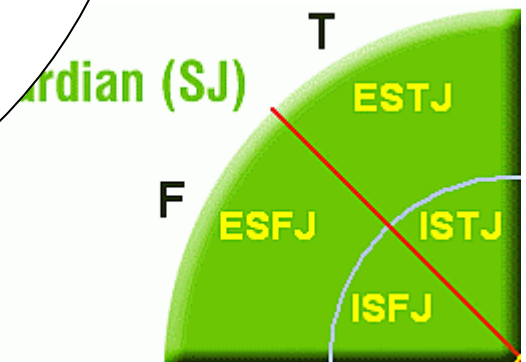
- value **experience**, seek stability, and take responsibility.
- have **logistical talents** and are good at managing goods and services to high standards.
- **seek** higher level of education and advancement.
- **express** themselves through traditions, follow rules, and enjoy structured activities.
- **need** stable structure and routine to do their best work.
- can be counted on to complete the details of a project to its completion.



Team Temperament Map
SAMPLE ONLY

Talk about *Reality*
Guardian (SJ)
Do what's *Right*

Guardian (SJ)
Supervisor (ESTJ)
Inspector (ISTJ)
Provider (ESFJ)
Protector (ISFJ)



11 Guardians™ are on your team,
representing **55.0%** of your team.

10 % of U.S. Population.

Rationals™

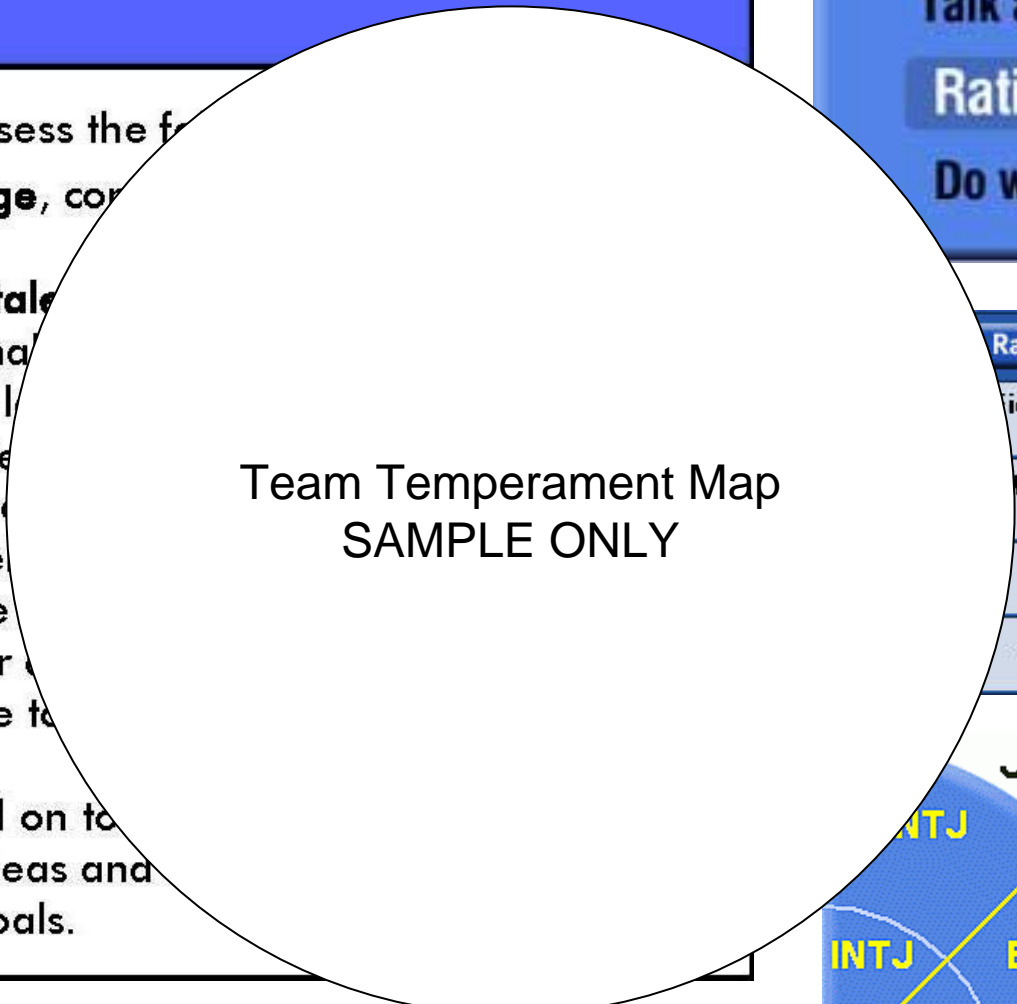
Rationals can possess the following characteristics:

- value knowledge, competence, and achievement.
- have strategic talent and systems and processes.
- seek roles that leverage their function of systems and processes.
- express themselves by questioning the logical basis for decisions.
- need to be able to solve complex problems.
- can be counted on to deliver well-defined goals.

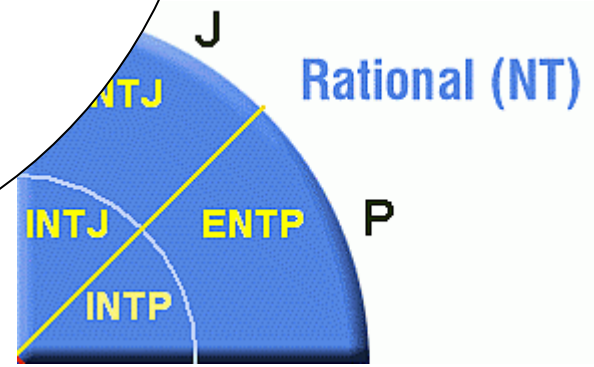
Talk about *Ideas*

Rational (NT)

Do what *Works*



Rational (NT)	
Fieldmarshal	(ENTJ)
Mastermind	(INTJ)
Inventor	(ENTP)
Architect	(INTP)



0 Rationals™ are on your team, representing **0.0%** of your team.

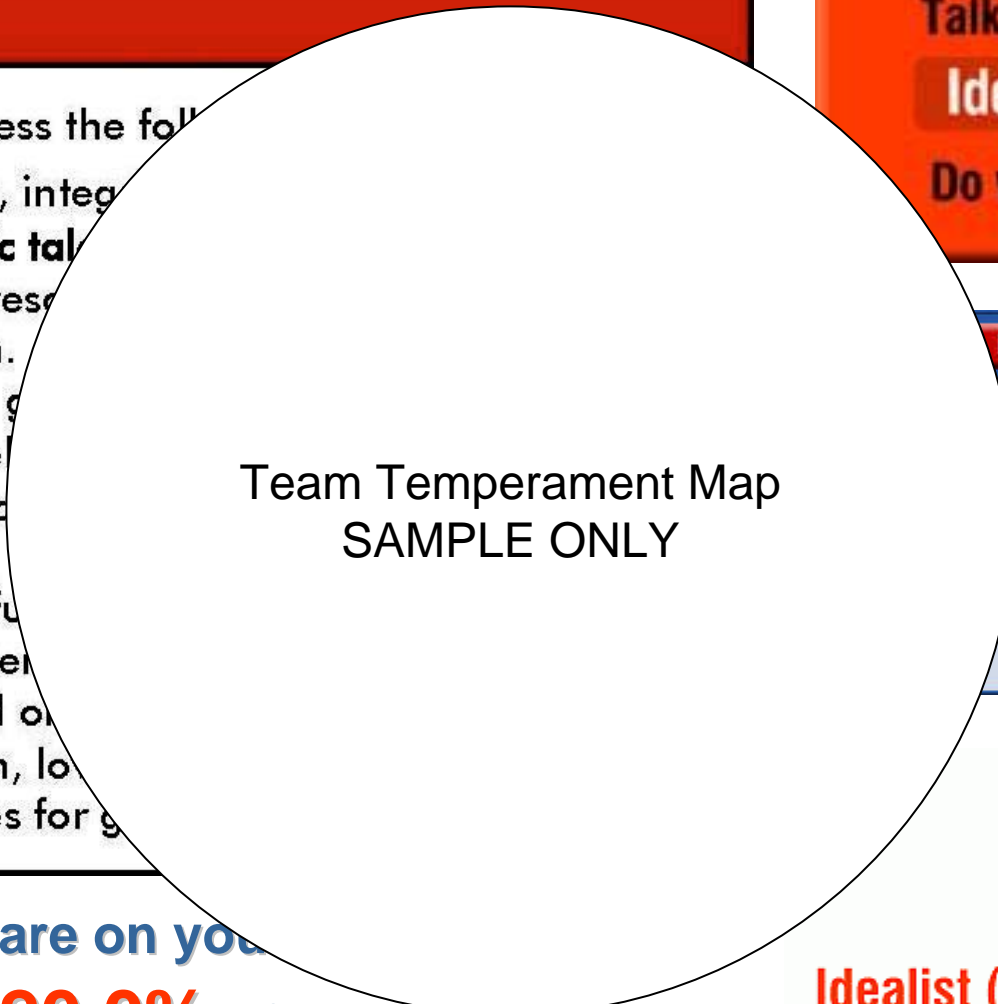
15 % of U.S. Population.

Idealists™

Idealists can possess the following characteristics:

- value meaning, integrity, and ethics
- have diplomatic talk style, focus on development, respect, and effective communication.
- seek harmony, growth, and balance
- express themselves through writing, championing causes, and realizing their potential.
- need meaningful work and a supportive work environment
- can be counted on to provide a nurturing warm, low-pressure environment and new possibilities for growth

Talk about *Ideas*
Idealist (NF)
 Do what's *Right*



Idealist (NF)	
Teacher	(ENFJ)
Counselor	(INFP)
Champion	(ENFP)
Healer	(INFP)

4 Idealists™ are on your team representing **20.0%** of your team.

