

# Personality Plus

## Florence Littauer

### The Big Idea

The key to understanding others lies in understanding yourself. In this revised and expanded edition of Personality Plus, Florence Littauer draws upon the latest findings in the field of personality development to give you valuable insight for appreciating your one-of-a-kind personality.

Through humorous anecdotes and straightforward counsel, the author helps improve upon your strengths and weaknesses. Personality Plus is the tool you need to change your life and the lives of those who care about, for the better.

### Why You Need This Book

This interesting book provides keys to understanding those around you. You'll learn how to accept and enjoy the traits that make each of us so different.

### Your Personality Profile

In each of the following rows of four words across, place an X in front of the one word that most often applies to you. Continue through all forty lines; be sure each number is marked.

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| 31 ___ Worrier        | ___ Withdrawn         | ___ Workaholic     | ___ Wants credit   |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

### Personality Scoring Sheet

Now transfer all your X's to the corresponding words on the Personality Scoring Sheet and add up your totals. For example, if you checked Animated on the profile, check it on the scoring sheet.

### Strengths

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

### Totals—Strengths

\_\_\_\_\_

| <b>Weaknesses</b>        |                      |                       |                        |
|--------------------------|----------------------|-----------------------|------------------------|
| Popular<br>Sanguine      | Powerful<br>Choleric | Perfect<br>Melancholy | Peaceful<br>Phlegmatic |
| 21 ___ Brassy            | ___ Bossy            | ___ Rashful           | ___ 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 ___ Naive             | ___ 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       |
| <b>Totals—Weaknesses</b> |                      |                       |                        |
| ___                      | ___                  | ___                   | ___                    |
| <b>Combined Totals</b>   |                      |                       |                        |
| ___                      | ___                  | ___                   | ___                    |

This test is very easy to interpret. Once you've transferred your answers to the scoring sheet, added up your total number of answers in each of the four columns, and added your totals from both the strengths and weaknesses sections, you'll know your dominant personality type.

## Personality Potential and Plan

You've taken the test. Now you can distinguish what personality or combination you are from the following types:

### ***POPULAR SANGUINE PERSONALITY***

The typical Popular Sanguines are emotional and demonstrative, they make work into fun, and they all love to be with people. They see excitement in each experience and repeat the flavor of each occasion in colorful descriptions. They are outgoing and optimistic. There are two major problems, however, that keep them from making the necessary improvements:

1. No follow-through. While they have good intentions, they seldom follow through with any given plan.
2. No-fault people. They are such a fun-loving group, with such engaging personalities, that they can't really believe they have any major faults. They don't really take themselves seriously.

### ***THE PERFECT MELANCHOLY***

The perfect melancholy person is a study in contrasts. He has the highest highs and the lowest lows. He loves the study of the temperaments because it gives him analytical tools to use in his constant search for introspection.

However he resists the temperaments because he is afraid the theory is too simple, too easy to understand, and he is not deep enough to be significant.

He refuses to be put in a box with a label, because he feels that, unlike other temperaments, he is a unique being, complex, not known even to himself, and surely not able to be put in any general grouping.

## THE POWERFUL CHOLERIC

Powerful Choleric refuse to believe there is anything about them that could be offensive. Because of their basic premise that they are always right, they naturally can't see that they could possibly be wrong.

Right there is the heart of the Powerful Choleric problem, and the reason they don't try to improve. They are always able to rationalize why the weakness is not theirs but is a fault in others.

If a Powerful Choleric can ever be convinced of his abrasive nature, he will be the quickest of all to improve, because he is goal oriented and must prove to himself that he can conquer anything if he sets his mind to it.

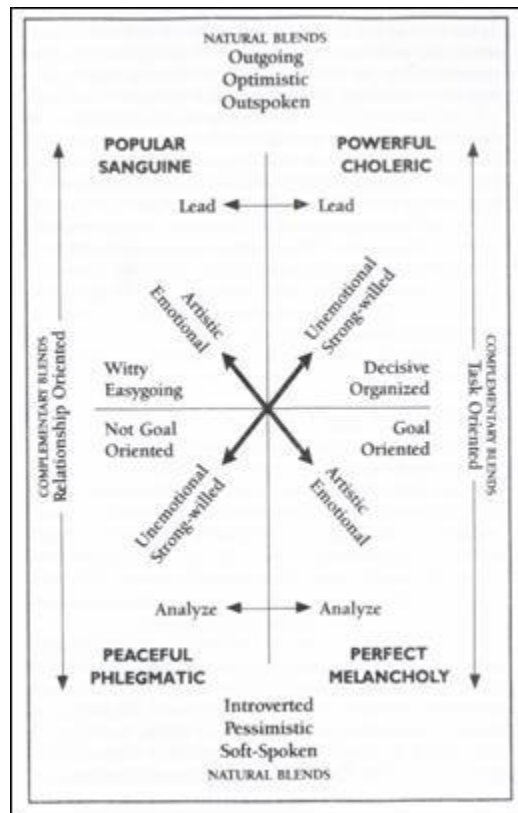
## THE PEACEFUL PHLEGMATIC

Peaceful Phlegmatics have low-key strengths, so they have low-key weaknesses. Where Powerful Choleric lays his strengths right out before you, so his faults are obvious and out in the open; they keep both their best and their worst under wraps.

Many Peaceful Phlegmatics can't imagine they could possibly be offensive because they are so quiet and kind. It is difficult to communicate with them since they just stay unenthusiastic, worry quietly, and can't make decisions. Hardly faults obvious enough to demand correction.

## Each Person is a Unique Blend

Let's look at some of the possible blends:



**Natural Blends.** As you can see by the chart, the Popular Sanguine/Powerful Choleric combination is a Natural Blend. They are both outgoing, optimistic, and outspoken. This blend takes the extremes of work and play and produces a person who puts them in proper perspective. In the negative, such a blend could spawn a bossy individual who didn't know what he was talking about.

The other Natural Blend is the Perfect Melancholy/Peaceful Phlegmatic. They are both introverted, pessimistic, and soft-spoken. They are more serious, they look into the depths of situations, and they don't want to take center stage.

**Complementary Blends.** The Powerful Choleric/Perfect Melancholy temperament is a Complementary Blend, a combination that fits well together and completes the lacks in each other's natures.

The other complementary blend is the Popular sanguine/Peaceful Phlegmatic. The combination of double portions of humor with easygoing natures makes the Popular Sanguine/Peaceful Phlegmatics the best friends possible.

**Opposites.** There are obvious internal conflicts that the Popular sanguine/Perfect Melancholy and the Powerful Choleric/Peaceful Phlegmatic can put into one person - the introvert and extrovert natures with the optimistic/pessimistic outlooks.

This split personality can lead to emotional problems. The Popular Sanguine nature says, "Let's go and have more fun," and on the way, the Perfect Melancholy nature checks the progress.

### **Recognize Differences in Others**

Once you have an understanding of yourself through the study of the four personalities, you can open up a whole new world of positive human relationships. You can take the principles you've learned and apply them in a practical direction.

You can know:

Popular Sanguines are best:

- In dealing with people enthusiastically
- In expressing thoughts with excitement
- In up-front positions of attention

Perfect Melancholies are best:

- In attending to details and in deep thinking
- In keeping records, charts, and graphs
- In analyzing problems too difficult for others

Powerful Choleric are best:

- In jobs that require quick decisions
- In spots that need instant action and accomplishments
- In areas that demand strong control and authority

Peaceful Phlegmatics are best:

- In positions of mediation and unity
- In storms that need a calming hand
- In routines that might seem dull to others

As you begin to understand the different personalities and start to observe people, you will find that you can often recognize a person's personality as he enters a room. You should never use this knowledge to judge or label anyone, however, but only to help you in your relationships with others and in anticipating reactions.

### **How to Get Along with Others**

When you begin to understand the difference in your basic temperaments, it takes the pressure off your human relationships. You can take the following steps for each personality:

#### ***For The Popular Sanguine:***

- Recognize their difficulty in accomplishing tasks
- Realize they talk without thinking first
- Realize they like variety and flexibility
- Don't expect them to remember appointments or be on time
- Praise them for everything they accomplish
- Remember they are circumstantial people
- Bring them presents; they like new toys
- Accept that they make fun out of what would be embarrassing to others
- Realize they mean well

#### ***For the Perfect Melancholy:***

- Know that they very sensitive and get hurt easily
- Realize they are programmed with a pessimistic attitude
- Learn to deal with depression
- Compliment them sincerely and lovingly
- Accept that they like it quiet sometimes
- Learn to enjoy quiet
- Try to keep a reasonable schedule
- Realize that neatness is a necessity
- Help them not to become slaves to the family

#### ***For the Powerful Choleric:***

- Recognize they are born leaders
- Insist on two-way communication
- Know they don't mean to hurt
- Don't push your luck
- Try to divide areas of responsibility
- Realize they are not compassionate
- Know they are always right

***For the Peaceful Phlegmatic:***

- Realize they need direct motivation
- Help them set goals and make rewards
- Don't expect enthusiasm
- Realize that putting things off is their form of quiet control
- Force them to make decisions
- Don't heap all the blame on them
- Encourage them to accept responsibilities