

Arno Profile System Temperament Analysis

Control: Supine Phlegmatic

Control is the need to establish and maintain a satisfactory relationship with people in respect to control and power. Control asks two questions:

1. How many people do I want to control?
2. How many people will I allow to control *me*?

General description of people who are **Supine Phlegmatic** in Control:

1. Is independent and self-motivated but appears to be dependent
2. Wants no control over the lives and behaviors of others and will accept only a moderate amount of control over his/her life and behaviors
3. Seldom takes on responsibility for others or makes decisions for others
4. Requires associates and deep relationships to reassure him/her that he/she is not making a mistake and not making a fool of himself/herself
5. Uses a "dry" (sometimes witty, often sarcastic) and "biting" sense of humor to maintain his/her independence (to get people to back off from attempting to control him/her)

Potential strengths which should be encouraged, used and developed:

1. Moderately good leader but lacks self-confidence
2. Very democratic -- expects others to work as hard as he/she does and to carry their end of the load

Potential weaknesses which should be noted and dealt with:

1. Because of a low energy reserve, he/she lacks the ability to go against popular opinion and make a stand against injustice
2. Extremely stubborn to change -- stubbornly refuses to move or change when asked to carry more than what he/she believes to be his/her fair share, will also stubbornly refuse to take on responsibilities or make decisions that are not his/hers to make

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