

Arno Profile System Temperament Analysis

Inclusion: Choleric Phlegmatic

Inclusion is the need to establish and maintain a satisfactory relationship with people in the area of surface relationships, association and socialization (parties, social gatherings, and people who come in and out of our lives every day). Inclusion asks two questions:

- How many people do *I* approach for socializing?
- How many people do I want to approach *me* for socializing?

General description of people who are **Choleric Phlegmatic** in Inclusion:

- Extrovert of a highly selective nature
- Approaches a great many people for socialization and association; however, he/she only requires a moderate amount of association
- Only attends social events of his/her own choosing and, without meaning to, he/she rejects people by turning down invitations
- Surface relationships must meet his/her requirements for independence and recognition for accomplishments.
- Task oriented - relates better to tasks and systems and has little understanding of people
- Highly motivated by his/her accomplishments and to receive recognition for those accomplishments
- Fast-paced - prefers fast-paced activities but runs out of energy reserves very quickly
- Motivated by rewards
- Strong-minded - once his/her mind is made up, it is very hard to change it

Potential strengths which should be encouraged, used and developed:

- Very optimistic, upbeat person - open, friendly and personable
- Has a very good mind for envisioning new projects to undertake
- Perfectionist
- "Dry" sense of humor

Potential weaknesses which should be considered and dealt with:

- Gives false messages - appears to want to socialize and associate when, in reality, he/she requires only a limited amount of socialization
- Becomes angry if not recognized for his/her accomplishments
- Perfectionist - expects perfection of self and others - highly critical of self and others when his/her idea of perfection is not realized

- “Dry” sense of humor - may be irritating, usually used to avoid social events in which he/she does not want to participate
- Will not accept punishment and tries to reverse it
- May have an angry, cruel temper

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