

Arno Profile System Temperament Analysis

Inclusion: Phlegmatic Sanguine

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?
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General description of people who are **Phlegmatic Sanguine** in Inclusion:

- Extrovert of high intensity, though on the surface he/she is less outgoing than most extroverts
- Approaches a moderate amount of people for socialization and is happier when approached by others
- Has very little concern about past or future, lives for today
- Relationship-oriented -- has little understanding of tasks or systems, likes people, socializing
- Highly responsive to the senses: sight, smell, touch, taste and hearing
- Responsive to the environment -- if the environment is negative, he/she becomes negative and despondent; if the environment is positive, he/she becomes positive and optimistic
- Motivated by rewards, especially the reward of acceptance and approval

Potential strengths which should be encouraged, used and developed:

- Has a "dry" (witty, often sarcastic) sense of humor which is used as a device to attract people
- Under the right circumstances can be very vivacious and optimistic

Potential weaknesses which should be considered and dealt with:

- Has a fear of rejection and may perceive rejection where none exists
- Seldom learns from past mistakes -- will apologize very quickly but keeps on repeating the same mistakes
- Has a tendency to walk away from responsibilities and decisions to go places and be with people
- May be impulsive -- acts on impulse without thinking about the consequences of words and actions

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