

Arno Profile System Temperament Analysis

Inclusion: Phlegmatic Supine

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 **Phlegmatic Supine** in Inclusion:

- Extrovert, even though on the surface he/she is less outgoing than most extroverts
- Approaches a moderate number of people for socialization and is happier when people approach him/her -- the other person must prove they want to associate and socialize with him/her before he/she will respond
- Slow-paced -- works at a steady, slow pace and tends to lose momentum as the day progresses
- Motivated by the reward of recognition for services performed
- Responsive to the senses: sight, smell, hearing, taste and touch -- highly responsive to the environment, in that a change of environment increasing his/her ability to cope

Potential strengths which should be encouraged, used and developed:

- Relationship-oriented -- relates better to people than to tasks but is able to perform tasks quite well as a means of establishing and maintaining relationships
- "Dry" (witty but sometimes sarcastic) sense of humor which he/she uses as a device to attract people to meet his/her need for socialization
- Has ability to serve surface relationships but must receive recognition (appreciation) for services rendered

Potential weaknesses which should be noted and dealt with:

- If he/she does not receive recognition for services rendered, he/she can become very angry and react with a biting sense of humor in order to hurt people
- Suffers from anxiety when forced by life situations to be isolated from people often or for long periods of time
- Will perceive rejection where none exists and tends to internalize anger and mask it as "hurt feelings"

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