

Arno Profile System Temperament Analysis

Inclusion: Supine 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 **Supine Phlegmatic** in Inclusion:

- Introvert/extrovert -- expresses (behaves like) an introvert, but will respond like an extrovert when others initiate social interaction
- Relates well to tasks, systems and ideas, and also relates well to people and is able to socialize when the need arises
- Slow-paced -- works at a steady, slow pace and tends to lose momentum as the day progresses
- Places the burden of proof on others -- others must prove they will accept him/her before he/she will respond
- Low energy reserve -- tires very easily

Potential strengths which should be encouraged, used and developed:

- Self-motivated
- Best suited to tasks that require precision and accuracy
- Rolls with the punches -- can take rejection and approval equally well (if you like him/her it's okay, and if you don't, it's also okay)
- Dry sense of humor which can be very witty

Potential weaknesses which should be noted and dealt with:

- Will only make changes and move from the present state when he/she makes the intellectual decision to do so and not before
- Dry sense of humor which can be biting and sarcastic
- Strong-minded and very resistant to change