

WORKING ON YOUR WEAKNESSES

CHOLERIC LION

Strengths

Ability to take charge
Productive
Direct and confident
Usually sees correct solution
Independent
Enjoys work

Weaknesses

Pushy, bossy, demanding
Overlooks others, insensitive
Rude, offensive, cocky
Doesn't involve others, unpopular
Doesn't work well with a team/group
Can't relax, workaholic

Work On Your Weaknesses

- Speak with a smile and a kinder, gentler tone.
- Involve others in decision-making when possible.
- Allow someone else to be in charge and follow his/her leadership.
- See other team members as valuable. Don't be condescending.
- Plan leisure activity and make it a regular part of your life.
- Let someone else be right. Work on *making it right* instead of being right.

SANGUINE OTTER

Strengths

Good at motivating
Great storyteller
Enjoys change
Doesn't take life too seriously
Entertaining
Child-like optimism

Weaknesses

Manipulative
Talks too much
Doesn't follow through
Forgetful, irresponsible, easily distracted
Self-centered and not thoughtful
Disorganized and immature

Work On Your Weaknesses

- Talk half as much. Allow someone else to tell a story.
- Pay attention to and be sensitive to other people's interests.
- Write things down. Make lists. Set alarms.
- Pay attention to the time. Understand that being late is rude.
- Remember that your actions affect others.
- Text, call, or jot a note to someone IMMEDIATELY when you think of him/her.

MELANCHOLY BUMBLEBEE

Strengths

High standards, accurate
Detailed and thorough
Sensitive and compassionate
Analytical
Orderly and timely
Conscientious, aware

Weaknesses

Too critical, sees negative before positive
Procrastinates, difficulty completing projects
Easily offended, over-emotional response
Cannot see big picture
Rigid and inflexible, easily stressed
Feels alone, misunderstood

Work On Your Weaknesses

- Consider negative thoughts before speaking. List 3 positive thoughts for every 1 negative thought.
- Work on positive self-talk and talk to others.
- Practice gratitude. An attitude of gratitude helps gain perspective.
- Don't create drama or trouble where there is none. Look at the facts.
- Spend less time planning and preparing.
- Don't expect others to like to do things exactly like you do.

PHLEGMATIC GOLDEN RETRIEVER

Strengths

Even-keeled, not easily rattled
Adaptable
Not demanding
Loyal, patient
Laid-back, easy going
Accommodating

Weaknesses

Doesn't show enthusiasm or excitement
Easily persuaded, loses identity
Can be taken advantage of, pushed around
Doesn't express hurt, anger, frustration
Not motivated, seem lazy
Indecisive, appears wishy-washy

Work On Your Weaknesses

- Show enthusiasm/excitement with facial expression and tone of voice.
- Be aware that unexpressed feelings will come out eventually, much like a volcano. Learn to communicate your feelings.
- Assume responsibility for your life and the choices you make.
- Practice saying "no" and be aware of overcommitting to please others.
- When a task needs to be done, do it immediately. Don't put it off.
- Understand that sometimes peace is achieved through difficult conversations.