

Temperament at Work: Understanding Yourself and Others



Scott Blanchard

Executive Vice President
The Ken Blanchard Companies



Madeleine Homan-Blanchard

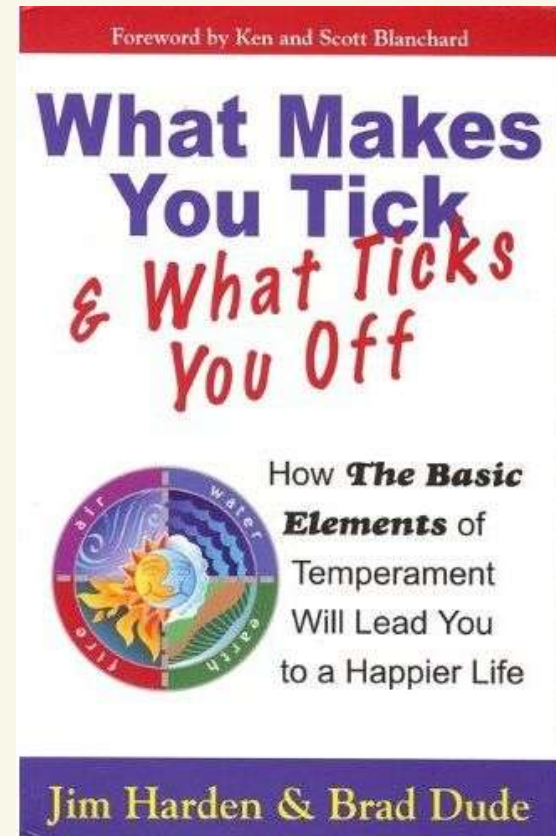
Cofounder, Coaching Services
The Ken Blanchard Companies

Legal Notice: These slides are being provided to support your participation in the online seminar which took place on March 28, 2012 and represent the proprietary intellectual property of The Ken Blanchard Companies and Greystone Consulting Group. They are protected under international copyright law and cannot be resold, rented, loaned, or circulated to any third party. Additionally, they may not be duplicated or reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise without the expressed written consent of The Ken Blanchard Companies and Greystone Consulting Group.

Agenda

- What is Temperament, how is it different from other “typing methods”?
- What is your dominant temperament?
- What is your shadow temperament?
- How to use the information to develop empathy for others who are different and build bridges.

The Temperament Journey



Poll:

What Typing Method Do you Use?

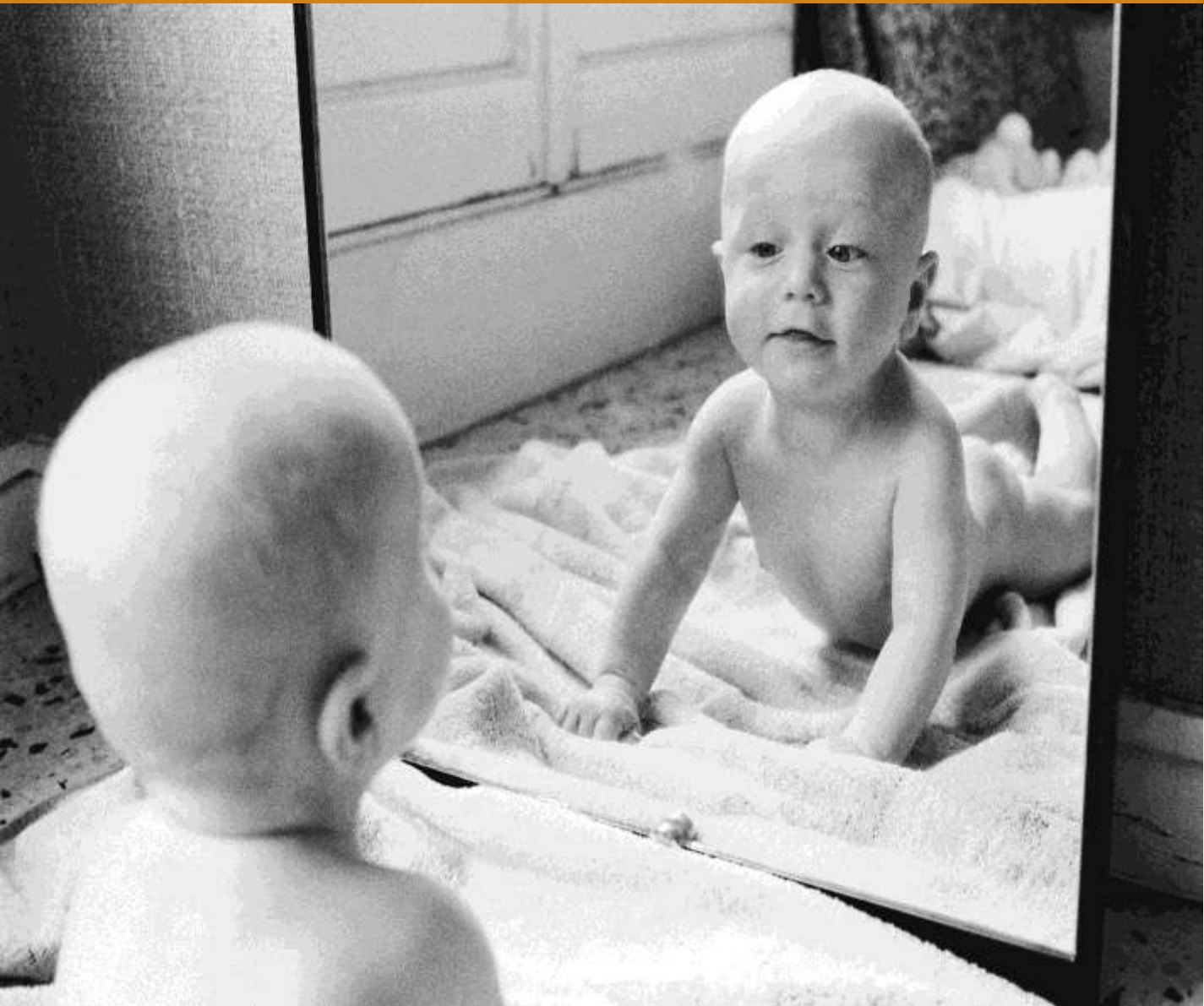
- a. Myers-Briggs Type Indicator
- b. Keirsey Temperament Sorter
- c. DiSC
- d. The Enneagram
- e. The Zodiac
- f. None – I can't put people into boxes
- g. Other



Why We Love this Version of Temperament

- Understand self at core level – things that do not change with age, context or stress
- All 4 elements really are essentials – no judgment
- Simple without being “simplistic”
- Immediately useful
- The notion of Shadow





“BLM”

Dominant vs. Inferior

Dominant Temperament:

**The way we see the world,
get the world, relate to the
world, and act in the world.**

Shadow Temperament:

Is a way that we cannot see the world, or will not see the world, or don't get or value—so we refuse to see the world this way.



EARTH TEMPERAMENT

- Reliable
- Traditional
- Dependable
- Organized
- Protective
- Serious
- Loyal
- Diligent
- Trustworthy
- Sensible



AIR TEMPERAMENT

- Intelligent
- Calm
- Analytical
- Logical
- Curious
- Rational
- Visionary
- Experienced
- Independent
- Unemotional



FIRE TEMPERAMENT

- Spontaneous
- Playful
- Troubleshooter
- Fearless
- Innovative
- Creative
- Uninhibited
- Flexible
- Humorous
- A Free Spirit



WATER **TEMPERAMENT**

- An Advocate
- Agreeable
- Friendly
- Caring
- Personal
- Harmonious
- Compassionate
- Concerned
- Benevolent
- Sensitive

1

2

3

4



A TEMPERAMENT EXERCISE

- What are your ***strengths***?
- How are you ***misunderstood***?
- What ***ticks you off***?
- How do you like to ***be led***?
- What do you ***need to support change***?
- How do you ***respond to conflict***?

Poll: What Do You Think is Your Dominant Temperament?

- a. Air
- b. Fire
- c. Water
- d. Earth



Shadow Temperament:

- **Think of someone who consistently ticks you off.**
- **Name one or two behaviors they engage in.**
- **What annoys you most about their behavior?**



EARTH TEMPERAMENT - Shadow

- Parental
- Manipulative
- Judgmental
- Inflexible
- Condescending
- Conservative
- Unimaginative
- Humorless



***AIR* TEMPERAMENT – Shadow**

- Cold
- Unemotional
- Calculating
- Condescending
- Elitist
- Patronizing
- Ruthless
- Unrealistic



***FIRE* TEMPERAMENT -** **Shadow**

- Unreliable
- Reckless
- Untrustworthy
- Boorish
- Thrill Seeker
- Immature
- Unprofessional
- A Cowboy
- Marching to their own drummer



WATER TEMPERAMENT - **Shadow**

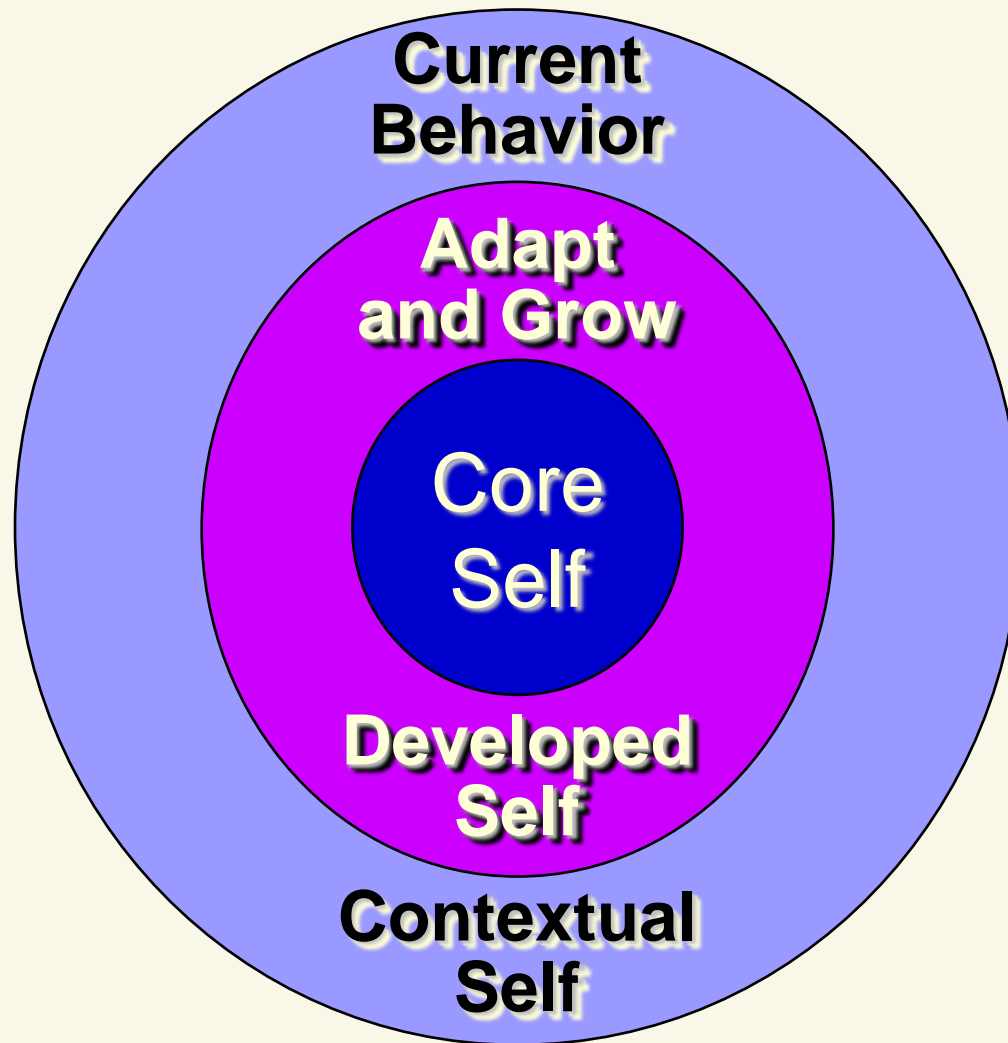
- Emotional
- Nosy
- Meddlesome
- Chatty
- A Time waster
- Clingy
- Overly Sensitive
- Always Prying into Other's Business

Poll: What Do You Think is Your Shadow Temperament?

- a. Air
- b. Fire
- c. Water
- d. Earth



Understanding the Whole Self



Questions & Answers



Scott Blanchard

Executive Vice President
The Ken Blanchard Companies



Madeleine Homan-Blanchard

Cofounder, Coaching Services
The Ken Blanchard Companies

Thank You

To learn more about how The Ken Blanchard Companies can help you improve leadership bench strength in your organization, please visit:

www.BlanchardCertified.com

Contact us at: **800-728-6000** or
webinars@kenblanchard.com

Continue the conversation at **www.leaderchat.org**