

I INFLUENCING or SANGUINE

The Extrovert

The Talker

The Optimist

WEAKNESSES

STRENGTHS

THE SANGUINE'S EMOTIONS

Appealing personality
Talkative, storyteller
Life of the party
Good sense of humor
Memory for color
Physically holds on to listener
Emotional and demonstrative
Enthusiastic and expressive
Cheerful and bubbling over
Curious
Good on stage
Wide-eyed and innocent
Lives in the present
Changeable disposition
Sincere at heart
Always a child

THE SANGUINE AS A PARENT

Makes home fun
Is liked by children's friends
Turns disaster into humor
Is the circus master

THE SANGUINE AT WORK

Volunteers for jobs
Thinks up new activities
Looks great on the surface
Creative and colorful
Has energy and enthusiasm
Starts in a flashy way
Inspires others to join
Charms others to work

THE SANGUINE AS A FRIEND

Makes friends easily
Loves people
Thrives on compliments
Seems exciting
Enviied by others
Doesn't hold grudges
Apologizes quickly
Prevents dull moments
Likes spontaneous activities

INTERVIEW TECHNIQUES

1. Long interview.
2. Let them talk.
3. Benefits to them: Seminar, Prizes, their impact on others.
4. I's want peoples' lives to be changed because of them. (Say, "Because you will become a Director, thousands will have a better life.")

GREATEST FEAR--loss of social recognition

The Extrovert

The Talker

The Optimist

THE SANGUINE'S EMOTIONS

Compulsive talker
Exaggerates and elaborates
Dwells on trivia
Can't remember names
Scares others off
Too happy for some
Has restless energy
Egotistical
Blusters and complains
Naive, gets taken in
Has loud voice and laugh
Controlled by circumstances
Gets angry easily
Seems phony to some
Never grows up

THE SANGUINE AS A PARENT

Keeps home in a frenzy
Forgets children's appointments
Disorganized
Doesn't listen to the whole story

THE SANGUINE AT WORK

Would rather talk
Forgets obligations
Doesn't follow through
Confidence fades fast
Undisciplined
Priorities out of order
Decides by feelings
Easily distracted
Wastes time talking

THE SANGUINE AS A FRIEND

Hates to be alone
Needs to be center stage
Wants to be popular
Looks for credit
Dominates conversations
Interrupts and doesn't listen
Answers for others
Fickle and forgetful
Makes excuses
Repeats stories

INTERVIEW COMMENTS AND QUESTIONS

1. Must affirm & affirm, validate, & stroke them.
2. "I've observed you, and you really have a way with communication."
3. "You already have some of the characteristics necessary for management. Do you like people?"
4. You are the best Director I've ever seen without a Director's suit.
5. Can you see yourself driving a pink car and having a significant income?