NIKHIL TANK

Idealist Teacher ENFJ

TEMPERAMENT & CAREERS
“There is much to be gained by appreciating differences, and much to be lost by ignoring them or condemning them. But the first step toward seeing others as distinct from yourself is to become better acquainted with your own traits of character.”

- David Keirsey
Contents

This report is designed to help you understand yourself and how your temperament shapes your career.

Understanding You and Your Career 4
Temperament and Talent Relationship
The Idealist (Diplomatic) Role at Work

Learn About Your Temperament in the Workplace 18
Being a Teacher
7 Things About You
7 Things to Be Aware Of
7 Things You’re Good At

Choosing the Best Occupation 22
Your Ideal Work Environment
Tips to Help You Find the Right Workplace

Your Leadership Style 26
Diplomatic Leadership
The Teacher as a Leader
Famous Idealist Teachers
Idealist Teacher

ENFJ

Nikhil Tank

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Understanding You and Your Career
ABOUT YOUR TEMPERAMENT

→ Idealist Teacher ENFJ

Nikhil Tank
Idealist Teacher ENFJ
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Your particular personality type, the Idealist Teacher (ENFJ), makes up little more than 3-4% of the total population. Yet their ability to inspire people with their enthusiasm and idealism has given them influence far beyond their numbers.

15-20% of the population are Idealist

There are four types of Idealist (NFs): Teachers, Counselors, Champions, and Healers. These four personality types share several core characteristics.

- Teachers: ENFJ
- Counselors: INFJ
- Champions: ENFP
- Healers: INFP
Temperament and Careers

In a world filled with unique individuals, when it comes to personality there are only four different temperaments and sixteen types of people. Understanding these personality types and mastering your own can be the keys to achieving your goals.

This report is designed to help you understand how the needs and preferences of your temperament shape your career development process. It includes a list of occupations that match the typical work style shared by people of your temperament.
Idealists

Spiritual, intuitive people who can enjoy spending a great deal of time and energy working toward a better understanding of who they are. The ultimate hope of this group is to attain true wisdom. For the most part, Idealists are enthusiastic individuals who can find joy in meaningful relationships as well as the world around them. People of this temperament can pride themselves on being loving, kindhearted, and authentic. Other fine traits include being more giving and trusting than many around them. An often-passionate temperament that yearns for romance, Idealists can make intense mates, nurturing parents, and inspirational leaders.

All Idealists share the following core characteristics:

1. Idealists pride themselves on being loving, kindhearted, and authentic.
2. Idealists are enthusiastic, trust their intuition, yearn for romance, seek their true self, prize meaningful relationships, and dream of attaining wisdom.
3. Idealists tend to be giving, trusting, and spiritual and are focused on personal journeys and human potential.
4. Idealists make intense mates, nurturing parents, and inspirational leaders.
# The Four Temperaments

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<tr>
<th>Artisan</th>
<th>Guardian</th>
<th>Idealist</th>
<th>Rational</th>
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<tr>
<td>Optimistic</td>
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<td>Daring</td>
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<td>Romantic</td>
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<td>Adaptable</td>
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<td>Law-Abiding</td>
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<td>Concerned</td>
<td>Kindhearted</td>
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<td>Playful</td>
<td>Steady</td>
<td>Empathetic</td>
<td>Pragmatic</td>
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<td>Tactical</td>
<td>Logistical</td>
<td>Diplomatic</td>
<td>Strategic</td>
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AN OVERVIEW

→ Temperament and Careers

OTHER TEMPERAMENTS

ARTISANS
are the temperament with a natural ability to excel in any of the arts—not only the fine arts such as painting and sculpting, or the performing arts such as music, theater, and dance, but also the athletic, military, political, mechanical, and industrial arts, as well as the “art of the deal” in business.

GUARDIANS
are the cornerstones of society, for they are the temperament given to serving and preserving our most important social institutions. Guardians have natural talent in managing goods and services—from supervision to maintenance and supply—and they use all their skills to keep things running smoothly in their families, communities, schools, churches, hospitals, and businesses.

RATIONALS
are the problem solving temperament, particularly if the problem has to do with the many complex systems that make up the world around us. Rationals might tackle problems in organic systems such as plants and animals, in mechanical systems such as railroads and computers, or in social systems such as families, companies and governments. Whatever systems fire their curiosity, Rationals will analyze them to understand how they work, so they can then figure out how to make them work better.
What is the Relationship Between Temperament and Talent?

The four temperament styles match up consistently with four general types of intelligent roles: Tactical, Logistical, Diplomatic, and Strategic. The four connections between temperament and intelligent roles are as follows:

<table>
<thead>
<tr>
<th>Temperament and Intelligent Roles</th>
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<tr>
<td>Artisan TACTICAL</td>
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<td>Guardian LOGISTICAL</td>
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<td>Idealist DIPLOMATIC</td>
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<tr>
<td>Rational STRATEGIC</td>
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Relative Strengths of Intelligent Roles in Idealists

An individual’s innate type of intelligent role is determined by temperament; however, the degree of skill in that role is determined by practice. Leaders who study temperament and talent can achieve higher results and productivity by recognizing and developing the natural talents of their team members. The best policy for a leader of any temperament is to look for the best intelligence and talent match and put it to work where it is most effective.
Guardians are at their best when they can use their logistical skills to ensure that the proper equipment is in the proper place at the proper time. They are most comfortable when following step-by-step procedures and fulfilling their place within the hierarchy. Guardians and their logistical skills are valuable since if supplies are not available when needed or if critical procedures are not followed, any company can run into difficulty.

Idealists do their best work when they can use their diplomatic skills to communicate with others. They are particularly gifted in helping others perceive how valuable they are and how their gifts can best be applied within a company's workforce. With their ability to envision future possibilities for people, they encourage all to learn new skills. They act as the oil that keeps teams working harmoniously and efficiently together.

Rationals use their strategic skills in envisioning and setting long-term goals and milestones for meeting objectives. For Rationals, everything is part of a system. Making things work is a matter of understanding the strategic impact of each part of the system and manipulating them accordingly. The rarest of all gifts, the ability to think in the long-term and create new possibilities is particularly valuable in business.
As an Idealist, your best bet is first to do some soul-searching about your life purpose. Think about how you might live out that purpose, whether in a job, career, or non-paying work. Decide how you want to make your living within the context of your whole life, then interview people who are doing the work you’re considering. How you approach this depends on how outgoing you are.

For some, meeting a wide range of people and exploring all kinds and levels of positions is the best strategy. For others, working through personal contacts and initiating in-depth conversations with selected mentors is better. In either case, stay focused on your goal of putting together a life that is both meaningful and prosperous. Otherwise you may enjoy the discovery process so much that you are tempted to stay in the quest rather than make a decision about your career!
People who share a temperament often share aptitudes: those things that a person can do well without much training, enjoys doing, and will usually volunteer to do when the opportunity arises.

Idealists reported that their talents for written and oral communication were among their most valuable contributions to their workplaces. Idealists combine fluency with language and sensitivity to individual and group needs. Words—both spoken and written—are their primary tools, whether those words entertain, explain, advocate, mediate, translate, persuade, or express.

Idealists also claimed good interpersonal skills. Perhaps the best support for this claim is their over-representation in the counseling profession. Even when they do not work as counselors, Idealists use their interpersonal savvy as managers, mediators, and employees who enable harmonious work relationships.
THE IDEALIST ROLE AT WORK

Idealist

Favorite Activities

Idealists are interested in personal growth—for themselves and for others—and in harmony and understanding between people. They are happiest with positions that provide them with formal or informal opportunities to promote people’s growth and welfare. Many Idealists counsel professionally as therapists, spiritual directors, and high school and college teachers.

Keirsey describes Idealists’ communication style as abstract. They are keenly aware of the way that judicious use of analogies, metaphors, and stories can bridge gaps in understanding. While skills and abilities are important, people perform best and are most satisfied when engaged in activities they enjoy.

Counseling

More than half of the Idealists in our poll reported that they enjoy counseling tremendously. While other temperaments may be stressed by listening to other people’s problems, Idealists feel uplifted by being able to work closely with other people, helping them to grow.

Working with Others

Idealists enjoy talking with others during the workday. The exact context of the activity varies. While more extroverted Idealists may enjoy spending time in meetings, working on dynamic teams, or unscripted public contact, those who are introverted are more likely to enjoy one-on-one contact or even rehearsed public speaking as experts on topics that excite them.
THE IDEALIST ROLE AT WORK

Idealist

Values

People most enjoy working where they can relate to their co-workers and to the world as their own values would dictate. For Idealists, harmony and benevolence are top values.

Seek meaningful connections

harmony & benevolence

interpersonal relations

depth passion for the welfare of others

Altruism

Idealists valued altruistic service more than any other temperament. In institutional work, they must believe in the organization and the human benefits it produces. All people need meaningful work; however, “meaningful” is defined differently by each temperament. For Idealists, in order to be meaningful, work should provide direct, personal benefit to others.

Teamwork

Teamwork is also important to Idealists, who are stressed and distracted by interpersonal conflict. They sometimes shy away from benign disagreements and from expressing their needs to others. Ironically, formal team environments do not always suit their preferences: the Idealist envisions an inclusive team that accommodates the needs of each, not one that sacrifices the uniqueness of each to form a group whole.
THE IDEALIST ROLE AT WORK

Idealist

Rewards

With their concerns about authenticity, Idealists may have the most trouble of all the temperaments finding balance between their personal loyalties to people (in their work and personal lives), allegiance to institutions, and integrity (upholding their own values). In the most popular Idealist careers, i.e., teaching, ministry, counseling, Idealists have private, personal relationships with their clients or charges. When working for organizations, Idealists must share the institution’s values. Since Idealists often cannot meet all of these sometimes-conflicting needs in their paid work, they seek benefits that support their pursuit of outside priorities.

Flexibility

Flextime enables Idealists to juggle eclectic interests and inject variety into their lives. Many Idealists hold multiple jobs, simultaneously work on several creative projects, and devote more time than other temperaments do to maintaining personal relationships. They find it difficult to compartmentalize those things and often create lifestyles that allow them to integrate their roles.

Balance

Life-work balance programs help Idealists to maintain family and community commitments that they are unwilling to defer for the sake of career objectives. Idealists may perceive these programs as a sign that the company takes good care of its employees.
Learn About Your Temperament in the Workplace
BEING A TEACHER

EXPRESSIVE
As a Teacher, you rarely hesitate to let your feelings be known. In fact, there are times when you may absolutely bubble with enthusiasm. Because you’re able to imbue the things you say with a dramatic flourish, you can become a charismatic public speaker. This verbal ability can also afford you a good deal of influence in groups. You may even be asked to take on a leadership role.

PRINCIPLED
In most aspects of your life you tend to like things settled and organized. As a result, you probably schedule work and social engagements well ahead of time. That way you can make certain to honor your commitments. However, if others aren’t quite as steadfast, you’re likely to be quite generous and forgiving. Interpersonal cooperation and harmonious relations are often more important to you than holding others to their word. You can be extraordinarily tolerant in this way—a trait that is sure to make you both easy to get along with and quite popular.

INTUITIVE
As a Teacher, another trait you are often prized for is your well-developed sense of intuition. It allows you to be highly sensitive to others and mindful of your own needs and desires. However, because you can identify with other people so easily, there are times when you may find yourself picking up the characteristics, emotions, or beliefs of those around you. Connecting with people is great, but be mindful of when you’re taking on qualities that may not be true or advantageous to you. You can be yourself and still show a sincere interest in others joys, concerns, and pains.

INFLUENCE
As a Teacher, you, even more than the other Idealists, have a natural talent for leading others toward learning, whether you’re helping to mentor students, direct trainees, or simply counsel the people close to you. In part, your talent may be due to an almost endless ability to dream up fascinating activities for others to engage in.

IDEALISTIC
If you’re like most Teachers, firing others’ imaginations is a skill you take pride in. You likely enjoy helping people dream up new potentials for themselves and the world around them. However, even more than this ability, perhaps your greatest strength may lie in believing in those whom you teach. Just like classroom teachers look for the best in their students, individuals like you tend to tease out the best from the people you surround yourself with. By clearly communicating your faith that each “student” has untold potential, your confidence can inspire people to grow and develop more than they ever thought possible.

INTERPERSONAL
In whatever roles you take on, you’ll likely consider people to be your highest priority. As a Teacher, you often instinctively communicate your personal concern for others and your willingness to become involved where needed. This warm, outgoing nature can make you the most expressive of all the personality types, as can your knack for using language. This is especially true when communicating face to face.

About You

Nikhil Tank

January 28, 2019
BEING A TEACHER

→ 7 Things About You

IDEALIST TEACHER ENFJ

Idealist Teachers are Apt to:

1. Want to encourage and applaud your co-workers’ successes.
2. Enjoy being a member of a team that works together to accomplish goals and objectives.
3. Become preoccupied with the welfare of others and experience pleasure in helping others learn valuable skills.
4. Be somewhat critical of rules and regulations if they cause a lot of wasted motion and lost enthusiasm.
5. Want new tasks to experience so you can increase your talents to become a more valuable contributor.
6. Value the ethical and the moral and have a desire to make work meaningful.
7. Find meaning and significance in even the smallest event.

7 Things to Be Aware of:

1. You may have a tendency to meddle in other people’s affairs or begin to believe that you are always right about what other people should do.
2. You may resent or avoid credentialing processes, thereby limiting your own options.
3. When your success is measured by other people’s results, you may either micromanage or, alternatively, ignore the standards set before you.
4. A strong inner agenda leads to you ignore uninteresting parts of your assigned duties in favor of additional projects that are outside of your scope.
5. Because you dislike conflict, you may tend to be indirect when you correct people—this can backfire and make you seem hypocritical.
6. You may be seen as bossy or condescending to peers.
7. You may tend to rebel against direction and correction.
BEING A TEACHER

7 Things About You

1. You communicate well with other people, even when you have conflicting viewpoints.

2. People most often recognize that you generally care about them, so they give you their trust.

3. You have probably developed good learning skills, because learning is a primary tool that permits you to help others.

4. You will often go above and beyond the call of duty, because duty isn’t your benchmark.

5. You have a talent for nudging people beyond their fears.

6. You are attentive to ethical concerns.

7. You are usually well liked by most people in your workplace.

The Teacher’s warm, outgoing nature can make them the most expressive of all personality types, as can their knack for using language. This verbal ability can also afford them a good deal of influence in groups. They may even be asked to take on a leadership role.
Choosing the Best Occupation
Teachers and Choosing the Best Occupation

Your attention is naturally drawn to the individual and collective needs, desires, and experiences of people in your environment. Indeed, once you identify those people’s core issues, you often feel driven to address them in some way.

In your ideal work environment, you would likely be able to use your inner beliefs as a guide for empowering others. Perhaps you would do this by teaching individuals to better meet their own needs through self-knowledge and mutual understanding. Your sense of reward usually comes from seeing how your efforts have resulted in others’ growth, healing, or progress. Though you are comfortable with leadership, you don’t like arbitrary hierarchies. You care deeply about people as people and often feel that maintaining official role boundaries interferes unnecessarily with both communication and progress.

Like other Idealists, you are wired to pursue personal growth, authenticity, and integrity. You yearn to develop yourself fully as an individual and to facilitate that growth in others. You tend to thrive when you can turn your attention to the personal concerns of your co-workers, clients, and customers, as well as to your own personal growth.
Your Ideal Work Environment

1. Lets you focus on relationships where you can express your warmth.

2. Provides opportunities for learning and for your personal and professional growth.

3. Calls upon you to act spontaneously and juggle tasks and projects.

4. Allows you both structure and variety.

5. Affords you a great deal of autonomy and supportive collaborators.

6. Calls upon your talent for improvisational speaking.

7. Lets you work directly with other people as a leader or guide.

Teachers have a natural talent for leading others toward learning. They enjoy helping people dream up new potentials for themselves and the world around them.
BEING A TEACHER

Choosing the Best Occupation

4 Tips to Help You Find the Right Workplace

1. Seek out an aesthetically pleasing, personal, democratic environment in which you and your co-workers are free to be yourselves and to build friendships.

   You will probably be stressed by workplaces that require a lot of social conformity or competition and where titles, rank, and credentials are more important than unique contribution. The goals of the organization and your work itself must be in harmony with your beliefs and values.

2. Be wary of career moves that take you away from the core of what you love.

   You feel rewarded when you serve other people directly through your creative and original expression and improving yourself through learning and positive relationships. Being highly compensated for what you do and the status of your job or the business where you work matter less for you than for the other temperaments.

3. Don’t underestimate the value of life experience you picked up beyond the parameters of formal schooling or paid work.

   An ability to carry insights from one domain to another is the natural result of your enthusiasm combined with the fluid intelligence that results in the most often cited Idealist weakness—dislike of detail.

4. Consider creating your own job.

   Consider working for yourself or promoting yourself to organizations as a unique package who can expand the usefulness or enhance the value of their product or service.
Your Leadership Style
**People-Oriented**

Idealist leaders use their diplomatic talents to create and nurture productive personal relations. Idealists are people-oriented and tend to become committed to the progress of their followers, always alert to possibilities in both career development and personal growth. These leaders might be called Inspirational because they have a natural ability to animate, motivate, and even inspire their people to do their very best work and to work together in an atmosphere of mutual caring and respect.

**Nurturing**

When in charge of personnel, Inspirational leaders focus primarily on the potentialities of their staff and secondarily on the rules and regulations of the institution. Idealists are naturally participative and democratic leaders, preferring a climate where meetings are unstructured and everyone has a vote. Their ideal is an informal, harmonious, nurturing workplace, with documents and products as supportive tools rather than primary objectives.

Inspirational leaders give their team members considerable personal freedom to be creative and encourage them to take initiative, but this may result in projects getting off schedule or the team moving in a non-productive direction. Idealist leaders have to bear the responsibility for this, which can cause them a good deal of grief. If their people are under criticism from superiors, or if things do not go well within their unit, Idealists may quickly lose confidence, internalizing what may be the failures of others as their own failures.

**Sympathetic**

Idealists are sympathetic to their people, willing to listen to employee troubles, and sincerely concerned with employees’ personal problems. However, Inspirational leaders sometimes find that their involvement with employees takes too high a toll on their time and energy, leaving them with little left for themselves. Because they are so generous with their time, and so responsive to other people’s needs and priorities, Idealists can find themselves neglecting their own family, community obligations, or recreational time. Idealists need to schedule renewal time for themselves so they do not have their energies drained to the point of emotional exhaustion.

**Enthusiastic**

With the proper balance of professional and private time, Inspirational leaders are enthusiastic advocates for their business or organization. They are forever looking for, and reacting to, the best in their company, office, school, church, and so forth, and they are happy to tell people about all the good things they see. Idealists often have a gift for speaking and writing and can be quite compelling when expressing themselves through words.
THE TEACHER AS A LEADER

Creators of harmony and effective team leaders, Teachers strongly dislike conflict and confrontation.

Teachers enjoy mentoring employees to become the best that they can be. They have strong values and want to help achieve the dreams of the company and everyone in it. With their strong sense of empathy, Teachers can often be counted upon to understand difficulties and be a strong support. But if the people receiving the support do not try to solve their problems, the Teachers’ support will be withdrawn. Teachers can become overburdened with others’ problems but are strengthened by others’ caring and concern. Creators of harmony and effective team leaders, Teachers strongly dislike conflict and confrontation. Communication with this type of leader is usually verbal and needs to be done in a calm, relaxed atmosphere.

Idealist Teacher Leadership Traits

Idealist Teachers are apt to:

- Manage in a democratic and participative way and trust their intuition about others.
- Expect employees to be moral and ethical and work in harmonious teams.
- Believe that it is the people in the organization who create goals and achieve objectives.
- Have low tolerance for employees who are dogmatic or do not want to grow by increasing their talents and knowledge.
- Provide a warm environment through coaching, encouraging, and positive feedback.
- Communicate in a caring way with global, rather than specific, terms.
- Become preoccupied with the welfare of others and experience pleasure in helping others learn valuable skills.
## Famous Leaders

### Idealist Teacher

#### The Educating Leader

<table>
<thead>
<tr>
<th>MARIA SHRIVER</th>
<th>OPRAH WINFREY</th>
<th>MAYA ANGELOU</th>
<th>MARGARET MEAD</th>
<th>JANE ADDAMS</th>
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<td><strong>1955-Present</strong></td>
<td><strong>1954-Present</strong></td>
<td><strong>1928-2014</strong></td>
<td><strong>1901-1978</strong></td>
<td><strong>1860-1935</strong></td>
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<td>“Don’t sell yourself short by being so afraid of failure that you don’t dare to make any mistakes. Make your mistakes and learn from them.”</td>
<td>“I consider myself to be a teacher at heart. In every show that I’ve ever done, that is what I’m striving for. That is my intention, regardless of what the subject is.”</td>
<td>“When you learn, teach. When you get, give.”</td>
<td>“We are now at a point where we must educate our children in what no one knew yesterday, and prepare our schools for what no one knows yet.”</td>
<td>“The child becomes largely what he is taught; hence we must watch what we teach, and how we live.”</td>
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<th>DESMOND TUTU</th>
<th>MIKHAIL GORBACHEV</th>
<th>POPE JOHN PAUL II</th>
<th>JOHN WOODEN</th>
<th>LEO TOLSTOY</th>
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<td><strong>1931-Present</strong></td>
<td><strong>1931-Present</strong></td>
<td><strong>1920-2005</strong></td>
<td><strong>1910-2010</strong></td>
<td><strong>1828-1910</strong></td>
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<td>“None of us comes into the world fully formed. We would not know how to think, or walk, or speak, or behave as human beings unless we learned it from other human beings. We need other human beings in order to be human. I am because other people are.”</td>
<td>“What the 21st century will be like depends on whether we learn the lessons of the 20th century and avoid repeating its worst mistakes.”</td>
<td>“Faith and reason are like two wings on which the human spirit rises to the contemplation of truth; and God has placed in the human heart a desire to know the truth.”</td>
<td>“Knowledge alone is not enough to get desired results. You must have the more elusive ability to teach and to motivate. This defines a leader; if you can’t teach and you can’t motivate, you can’t lead.”</td>
<td>“What I saw in Marseille and in all other countries amounts to this: everywhere the principal part in educating a people is played not by schools, but by life.”</td>
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WHAT IS TEMPERAMENT? WHAT DOES IT HAVE TO DO WITH MY CAREER?

Temperament theory describes distinct patterns of approaching the world. Just as young children show a preference for using the right or left hand from a very early age, people seem to display one of the four temperaments: Artisan, Guardian, Rational, or Idealist. Unless you are blocked or deflected from doing so, you develop a unique personality that expresses that temperament.

You will be most satisfied with your work if you choose an occupation that permits you to be yourself—one that encourages and rewards your natural preferences.

As an example, most people of the Rational temperament like to work in a self-directed manner. They prefer taking orders only from people who have earned their authority by demonstrating their own expertise. People of the Guardian temperament, by contrast, are comfortable nestled within a hierarchy, where they have a named role between their superiors and subordinates.

Can My Temperament Tell Me What Career to Pursue or Whether or Not I Should Take a Particular Job?

Temperament alone cannot determine your career choices.

First, temperament is more likely to influence your choice of role and function within a career field than to dictate the path itself. For example, a Rational who chooses a career in the business world is more likely to be an engineer than a stockbroker. However, a Rational reared in a family with a long tradition of work in the arts may be drawn more to one in motion picture sciences than to a business career.

Second, temperament is one of many filters that contribute to your ultimate choice of work. Some people will sacrifice fit out a sense of duty to a particular cause:

Richard is an Idealist whose father had been a successful executive for a major international oil company before leaving the corporate world to establish his own import-export business. His mother’s family was actively involved in the management of an insurance company. Ever since he could remember he assumed he, too, would become a businessman. After he completed his military service, he obtained his MBA from a top Ivy League business school and went to work for an international financial services company. Over the next 15 years he worked for a number of investment banking firms, where he was a successful broker and trader. However, he always felt unfulfilled: he knew there was much more to being successful than making money. Several years ago, he made a conscious decision to found an Internet company where he could align his work, his convictions about the world, and his beliefs about himself. He craved authenticity. Richard’s company is up and running, is profitable, and he has never had so much fun nor felt as fulfilled as he finds himself now.

Some people value status or need money and will sacrifice their temperamental preferences to acquire those things:

Angela is an Idealist who entered the professional clergy because she was drawn to the religious life as she imagined it—immersing herself in theological concepts and communion with God, working intimately with congregants, and attending to the poetic and aesthetic work of writing sermons and planning ceremonies. Her articulate and caring manner earned her an appointment as leader of a small congregation. As a sole administrator, Angela finds that she cannot retreat into ideas and warm relationships the way she had fantasized. Her responsibilities require her to draw on capacities that are outside of her Idealist preferences. Angela must make strategic decisions, monitor operational systems, and manage volunteers and staff as they complete routine tasks. Sometimes, on various community boards, she has to act like a tactical politician. She understands that serving her flock means going beyond her own comfort zone.

TEMPERAMENT TIPS

• Your temperament is fundamental to your optimal ways of learning and working.

• Trying to force yourself to become what you’re not is likely to lead to dissatisfaction in your career and possibly to poor performance as well.
What Motivates People of Different Temperament?

**Artisans**
Artisans (SPs) are wired to seize freedom and spontaneity. They hunger for the liberty to act on their impulses, to play, and to create. Artisans thrive in “action” occupations—those that involve precision, endurance, strength, boldness, and timing.

**Guardians**
Guardians (SJ) are wired to seek belonging to a group or community. They stabilize relationships and institutions through responsible, conventional, and traditional behavior. They thrive as conservators who establish, nurture, and maintain social structures.

**Idealists**
Idealists (NFs) are wired to pursue personal growth, authenticity, and integrity. They yearn to develop themselves fully as individuals and to facilitate growth in others. Idealists thrive when they can turn their attention to personal concerns of their co-workers, clients, and customers and their own personal growth.

**Rationals**
Rationals (NTs) are wired to acquire competence and intelligence. They strive to learn, know, predict, and control the resources and ideas in their environment. They thrive in intellectually stimulating, innovative work environments where they are recognized for their expertise.