



**BALANCING TEMPERAMENT,
COMMUNICATION, AND SELF-
CARE: ENHANCING
WORKPLACE HARMONY AND
WELL-BEING**

Catherine L. Polydore, Ph.D.

Owner

Polydore & Associates Educational Services, LLC

AGENDA

1. Introduction and Overview
2. Personality and **Temperament**
3. **Communication**
4. **BREAK**
5. **Self-Care**
6. Wrap-Up/Feedback
7. Q & A



PURPOSE

- To empower participants to workplace success through an increased understanding of self and others through an exploration of temperament, communication and self-care.

OBJECTIVES

GAIN

- an understanding of the four temperaments.

ASSESS

- assess their own temperament to enhance self-awareness, including how their traits influence communication, behavior, and interpersonal dynamics.

LEARN

- to recognize and adapt to different temperaments in others, improving their ability to communicate effectively across diverse personality types.

APPLY

- temperament-based strategies to real-life communication scenarios, fostering greater empathy, collaboration, and conflict resolution.

LEARN ABOUT AND IDENTIFY

- self-care strategies that are consistent with their temperaments to enhance workplace harmony and general well-being.



Who Are We?

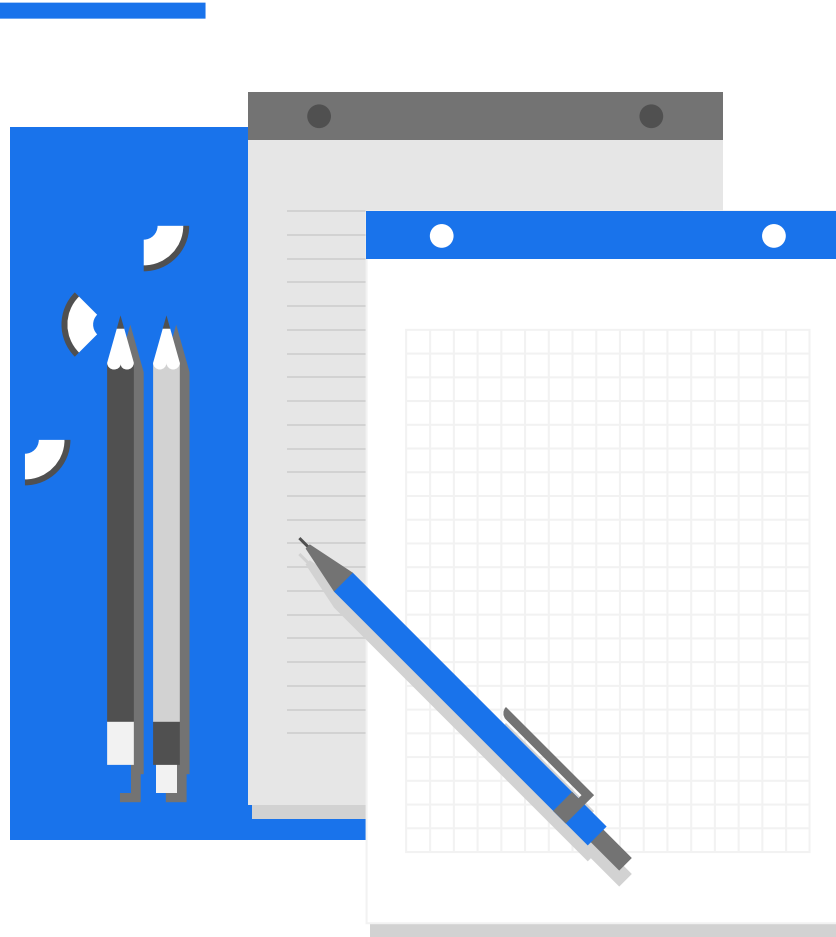




The Presenter







**Workbook:
What do you hope to
learn today?**

Exploring **Personality** versus Temperament

“

the enduring characteristics and behavior that comprise a person's unique adjustment to life, including major traits, interests, drives, values, self-concept, abilities, and emotional patterns.

”

Exploring Personality versus Temperament

“

a configuration of observable personality traits, such as habits of communication, patterns of action, and sets of characteristic attitudes, values, and talents.

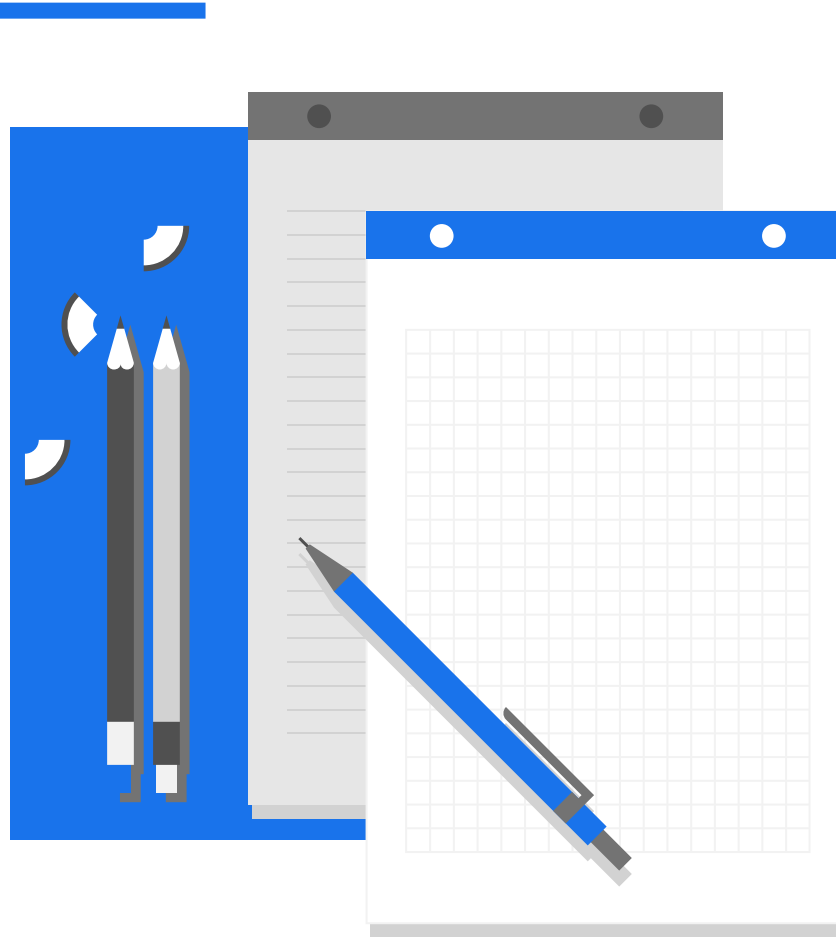
”

Exploring Personality Through Others

What Do Others Say

Section 1: What Loved Ones Say

Section 2: What My Ex Might Say



Workbook: 5 Words

Section 1: What Loved Ones Say

- How do they describe your personality?
- What do they appreciate most about you?
- What positive habits or traits would they mention?



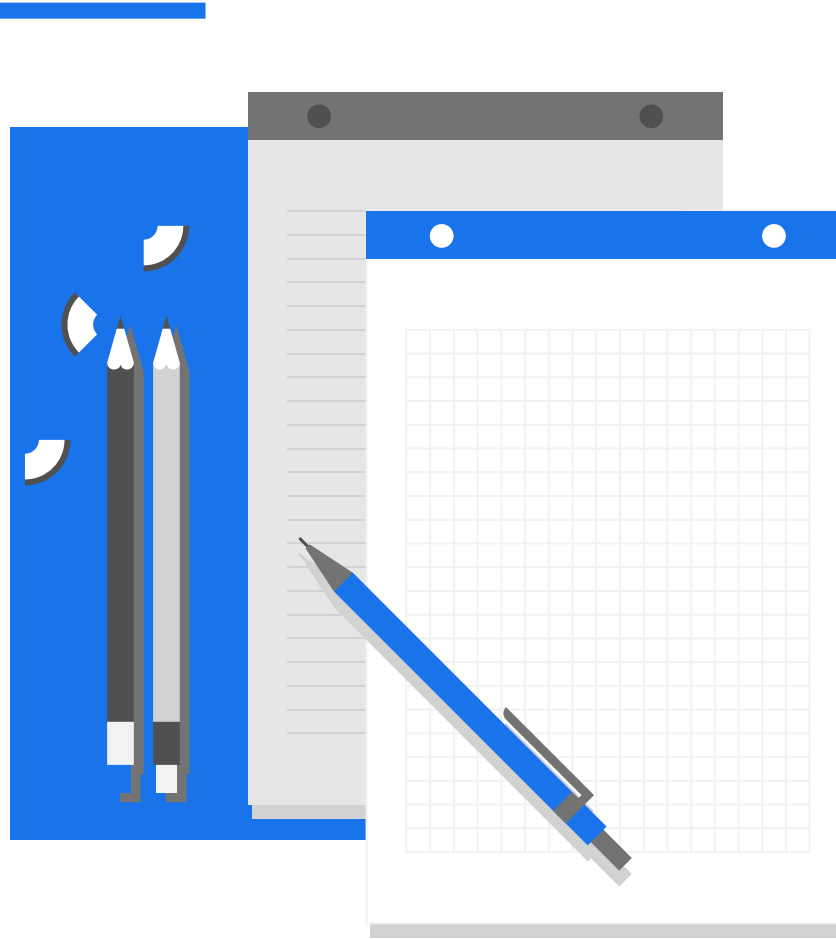
Section 2: What My Ex Might Say

- What aspects of your personality might they highlight?
- What they feel was challenging in the relationship?
- How would describe your communication style?



Let's Do A Quick Recap...

PERSONALITY



Workbook: My Two Letters

Are you an S or an N

S

- I remember events as snapshots of what actually happened.
- I solve problems by working through facts until I understand the problem.
- I am pragmatic and look to the “bottom line.”
- I start with facts and then form a big picture.
- I trust experience first and trust words and symbols less.
- Sometimes I pay so much attention to facts, either present or past, that I miss new possibilities.

N

- I remember events more as an impression of what it was like than as actual facts or details of what happened.
- I solve problems by leaping between different ideas and possibilities.
- I am interested in doing things that are new and different.
- I like to see the big picture, then to find out the facts.
- I trust impressions, symbols, and metaphors more than what I actually experienced.
- Sometimes I think so much about new possibilities that I never look at how to make them a reality.

Are you an F or a T

F

- I have a people or communications orientation.
- I am concerned with harmony and nervous when it is missing.
- I look for what is important to others and express concern for others.
- I make decisions with my heart and want to be compassionate.
- I believe being tactful is more important than telling the “cold” truth.
- Sometimes I miss seeing or communicating the “hard truth” of situations.
- I am sometimes experienced by others as too idealistic, mushy, or indirect.

T

- I enjoy technical and scientific fields where logic is important.
- I notice inconsistencies.
- I look for logical explanations or solutions to most things.
- I make decisions with my head and want to be fair.
- I believe telling the truth is more important than being tactful.
- Sometimes I miss or don't value the “people” part of a situation.
- I may be seen as too task-oriented, uncaring, or indifferent.

Are you a P or a J

P

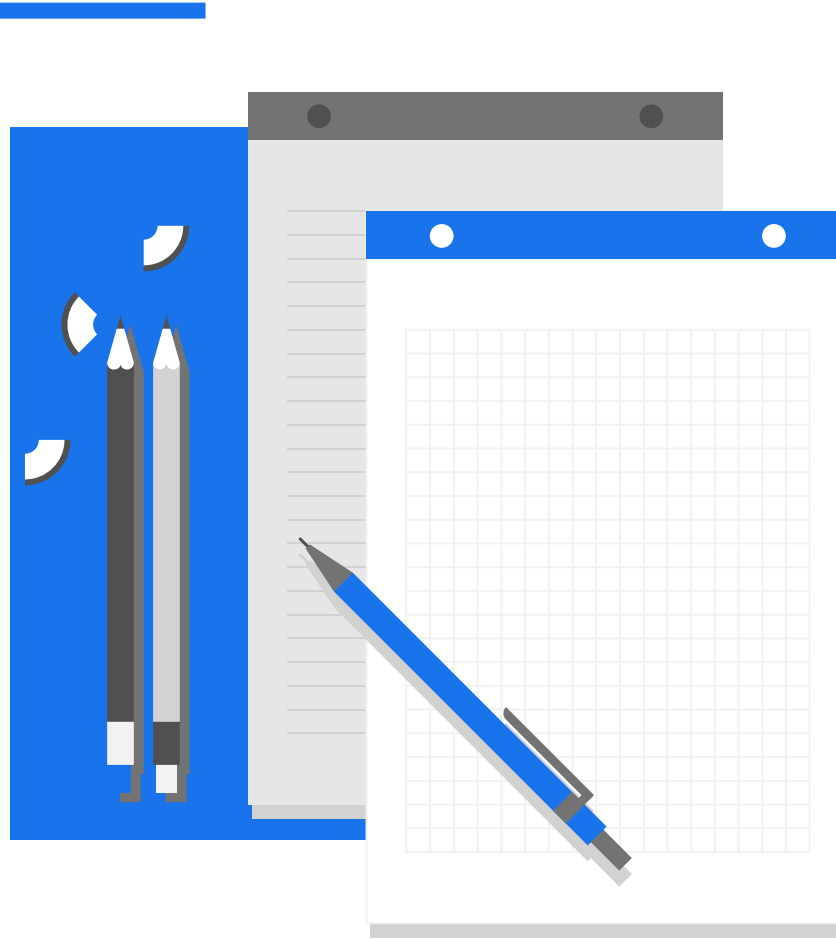
- I like to stay open to respond to whatever happens.
- I appear to be loose and casual. I like to keep plans to a minimum.
- I like to approach work as play or mix work and play.
- I work in bursts of energy.
- I am stimulated by an approaching deadline.
- Sometimes I stay open to new information so long I miss making decisions when they are needed.

J

- I like to have things decided.
- I appear to be task oriented.
- I like to make lists of things to do.
- I like to get my work done before playing.
- I plan work to avoid rushing just before a deadline.
- Sometimes I focus so much on the goal that I miss new information.

SO.....LET'S MAKE A PREDICTION....

NF	SJ	NT	SP
Idealist	Guardian	Rational	Artisan



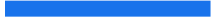
Workbook: I Think That I am....

Temperament Sorter

- When responding to each question, think about how you are most naturally.
- Don't think about how you wish you were, or how others expect you to be.
- For some questions, both choices may seem to fit. In those cases, just ask yourself, "Which one happens more automatically? Which alternative is slightly more comfortable for me?" And pick that option.
- **Four letter result**

(approx. time: 10-15 min.)





ARTISAN (SP)



- Spontaneous
- Action-oriented
- Adaptable
- Creative
- Risk-takers
- Practical
- Energetic
- Competitive
- Fun-loving
- Freedom-seeking
- Tactical
- Impulsive
- Observant
- Playful with rules



IDEALIST (NF)

- Empathetic
- Idealistic
- Warm
- Authentic
- Intuitive
- Compassionate
- Altruistic
- Inspiring
- Relationship-focused
- Values-driven
- Supportive
- Enthusiastic
- Imaginative
- Optimistic

GUARDIAN (SJ)



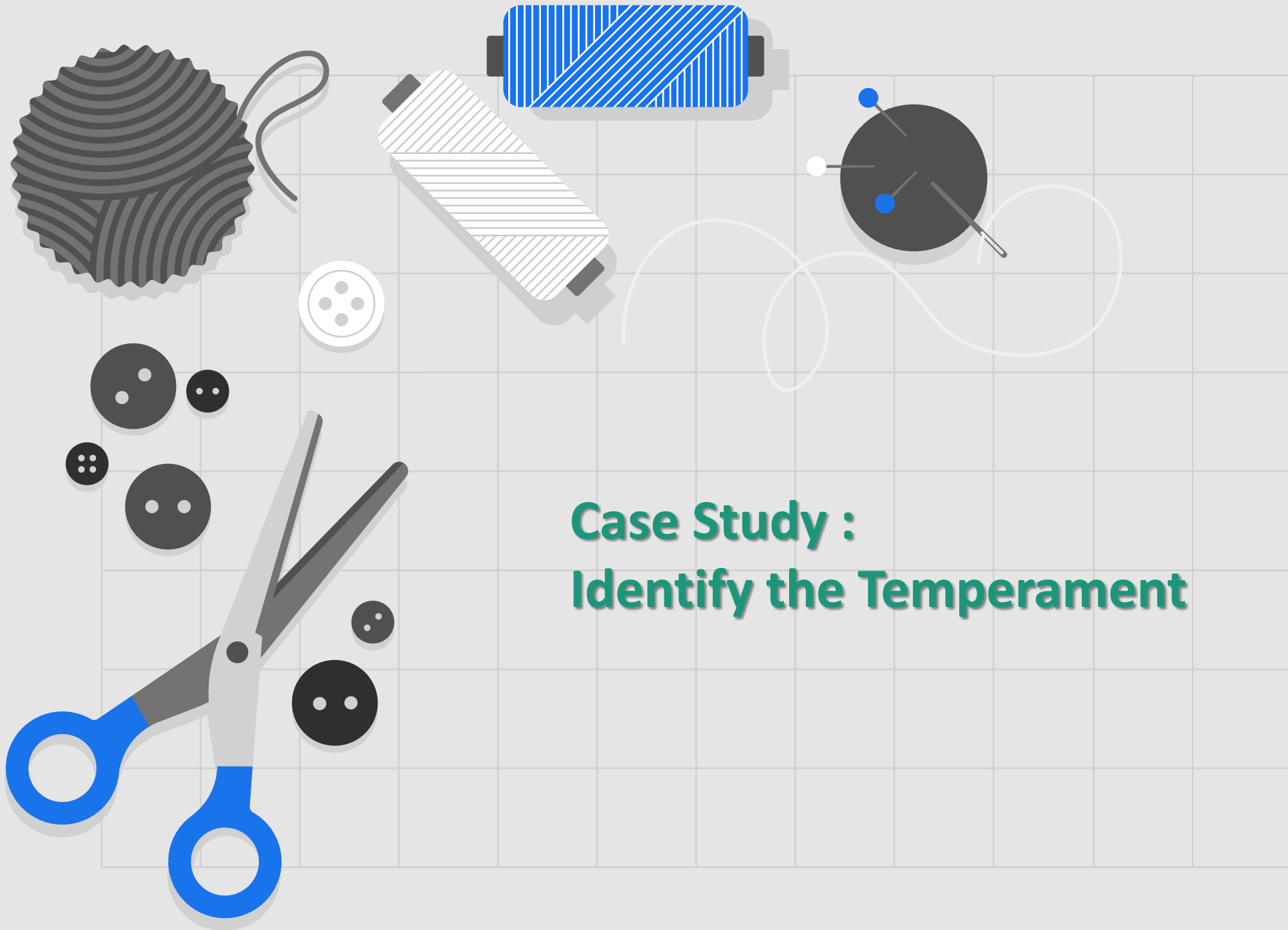
- Responsible
- Detail-oriented
- Dutiful
- Loyal
- Organized
- Rule-abiding
- Dependable
- Traditional
- Practical
- Security-focused
- Hard-working
- Cautious
- Structured
- Conscientious

RATIONAL (NT)

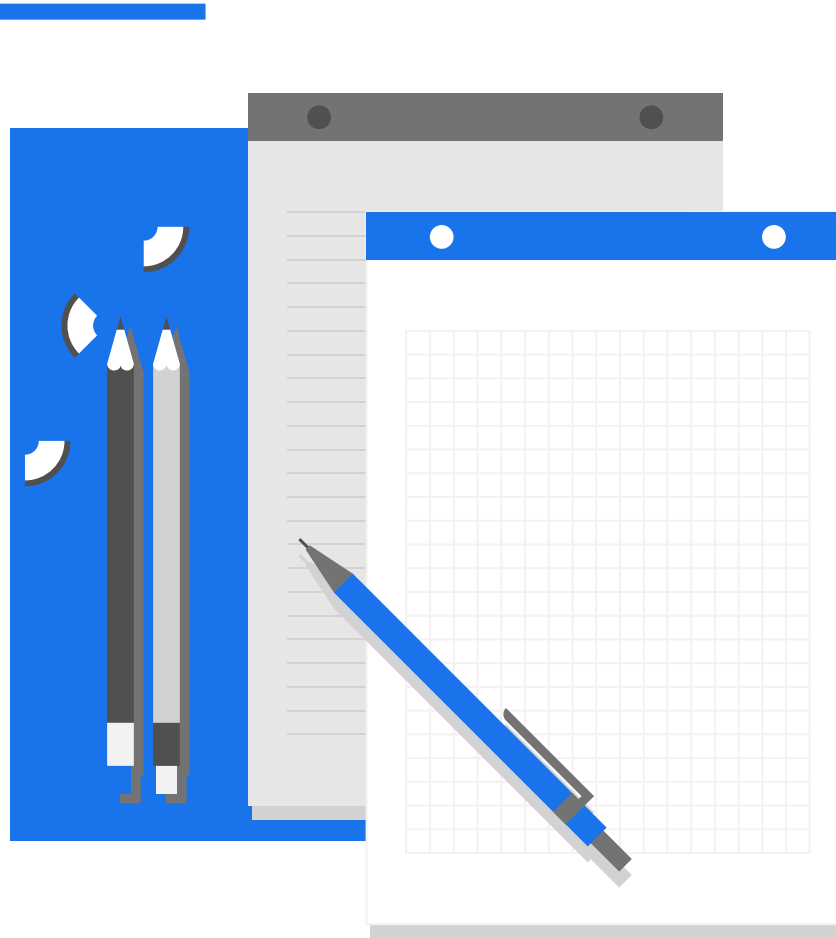


- Logical
- Strategic
- Analytical
- Independent
- Innovative
- Objective
- Problem-solvers
- Future-focused
- Curious
- Systems-oriented
- Skeptical
- Visionary
- Conceptual
- Intellectual





Case Study :
Identify the Temperament



Workbook: Identify the Temperament



COMMUNICATION



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What is communication?

 the process of sending and receiving messages that have meaning

(Williams, et al., 2012)



What is interpersonal communication?

 communication which occurs between two or more people



Communication Channel

 the medium through which the message is sent



Noise In Communication?

✍ Anything that interferes with accurately expressing or understanding a message



Interpersonal Conflict

 Whenever two or more people disagree



Sources of Conflict



- **conflicting goals or priorities.**
- **lack of shared goals.**

Sources of Conflict



- Differences in personality, or preferred ways of interacting with or responding to the environment

Sources of Conflict

- “birds of a feather flock together” and why
“opposites attract, but similarities bind.”



Values

Sources of Conflict

- **Competing over resources that are in limited supply.**



Sources of Conflict



- Differences in thinking style or communication style
- Can be adapted once aware

Mitigate Conflicts between Guardians and Idealists

- **Appreciate differences:** Both temperaments bring unique strengths. Idealists should recognize the value of Guardians' commitment to stability and responsibility, while Guardians can appreciate Idealists' passion for change and personal growth.
- **Balance innovation with tradition:** Guardians can become more open to change by acknowledging the potential for improvement, while Idealists can respect the importance of tradition and the practical reasons for preserving certain systems.

Mitigate Conflicts

- **Communicate clearly:** Idealists should communicate their ideas in a practical way that Guardians can relate to, while Guardians can try to address Idealists' emotional concerns, recognizing that personal values are deeply important to them.
- **Find common ground:** Both temperaments are often motivated by a desire to help others—Idealists through personal growth and meaning, and Guardians through responsibility and service. Focusing on shared goals can help resolve conflicts.



Case Study :
Communication Conflict

BREAK



SELF-CARE

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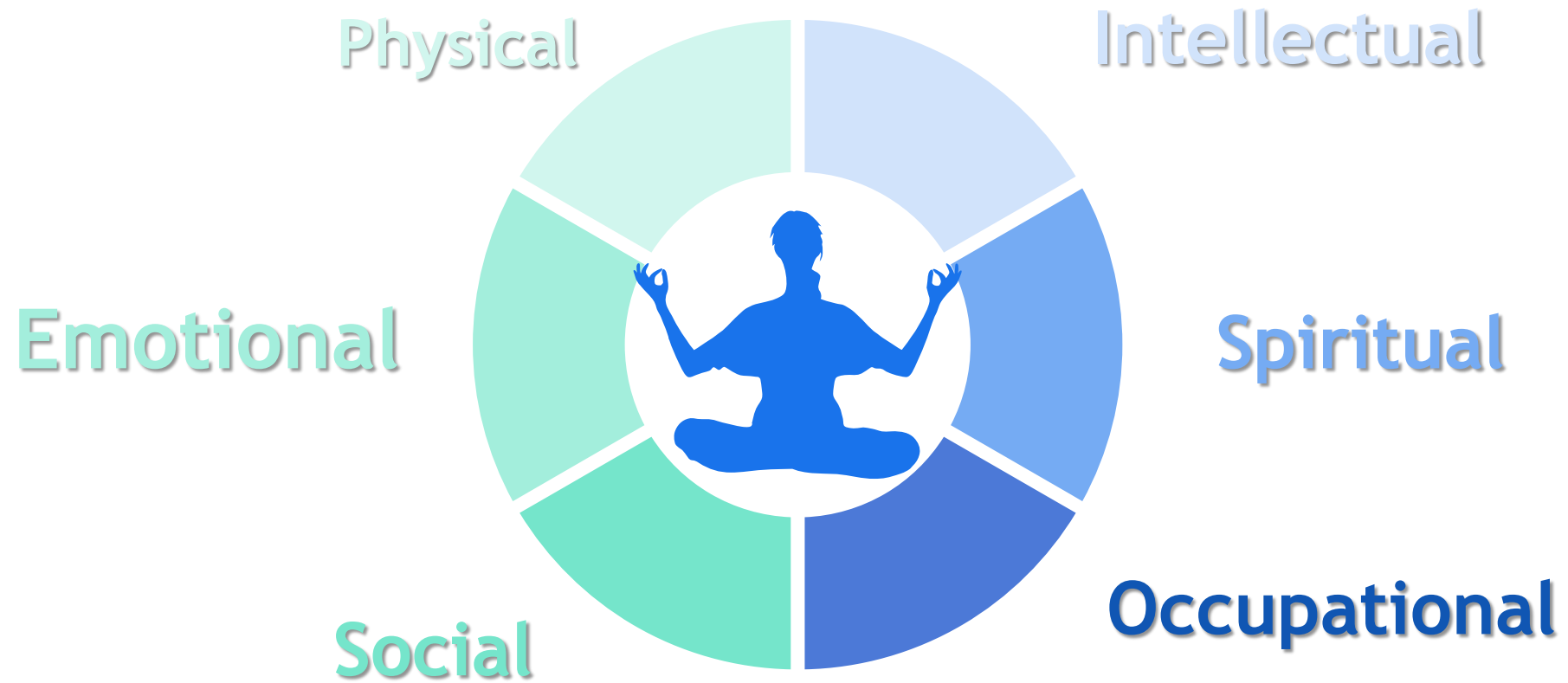
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Self-Care

- Taking care of yourself
- It goes beyond treating yourself to occasional luxuries
- It means taking responsibility for your well-being in ALL aspects of your life that are important to you.
- It involves taking to time to know yourself, then committing to giving yourself what you need to be happy.
- It's not just about feeling good; and the process is not always pleasant.



Dimensions of Self-Care



1. Physical Wellness

- Physical wellness involves taking care of your body through healthy habits that enhance your physical health.
- This includes activities that improve fitness, nutrition, sleep, and overall bodily functioning.
- Physical wellness is about maintaining energy levels, preventing illness, and ensuring the body operates at its best.



Strategies

- **Create Physical Self-Care Schedule**
- **Exercise Regularly**
- **Prioritize sleep**
- **Hydrate consistently**
- **Stretch regularly**

2. Emotional Wellness

- Focuses on understanding and managing your emotions effectively.
- This includes developing emotional resilience, coping with stress, and fostering positive relationships.
- Emotional wellness is about being able to express and process your feelings in healthy ways and maintain a positive outlook, even in challenging times



Strategies

- **Journaling**
 - Write regularly to process your emotions, reflect on your day, or express gratitude. This can help you recognize and manage your feelings.
- **Practice self-compassion**
 - Talk to yourself kindly, as you would to a friend.
 - If you make a mistake, acknowledge it with understanding and avoid harsh self-criticism.
- **Engage in creative expression**
 - Express your emotions through creative outlets such as art, music, or writing. Engaging in creativity can be a powerful way to process feelings.

3. Social Wellness

- **Social wellness emphasizes building and maintaining meaningful connections with others.**
- **It involves nurturing relationships, developing communication skills, and fostering a sense of belonging within your community.**
- **Social wellness promotes support systems that contribute to a sense of connection, love, and acceptance.**



Strategies

- **Schedule regular check-ins**
 - Set aside time each week to check in with loved ones, whether it's a quick phone call or a coffee date, to strengthen your support network.
- **Engage in acts of kindness**
 - Performing small, random acts of kindness—whether for friends, family, or strangers—can build positive connections and foster a sense of community.

4. Intellectual Wellness

- Intellectual wellness involves engaging in mentally stimulating activities that expand your knowledge, skills, and creativity.
- It's about fostering curiosity, learning new things, and challenging your mind to keep it sharp and adaptable.
- Intellectual wellness encourages personal growth through education, problem-solving, and critical thinking.



Strategies

- **Attend lectures or webinars**
 - Stay mentally engaged by attending talks, webinars, or TED Talks on topics that interest you, even outside of your usual field of knowledge.
- **Documentaries and podcasts**
 - Regularly listen to educational podcasts or watch documentaries that explore new perspectives, expanding your knowledge base on a wide range of subjects.

5. Spiritual Wellness

- Involves seeking purpose, meaning, and a sense of inner peace.
- Connecting with beliefs, values, or practices that provide a sense of direction and help you find deeper meaning in life.
- May be tied to religious beliefs or can be found through practices like meditation, mindfulness, or connection to nature



Strategies

- **Reflect on your values**
 - Take time to regularly reflect on your personal values, aligning your daily actions with your core beliefs and principles to foster a sense of purpose.
- **Attend spiritual or community gathering**
 - Participate in services, retreats, or community events that align with your spiritual beliefs, whether religious or secular, to strengthen your sense of belonging and purpose.

6. Occupational Wellness

- **Focuses on finding personal fulfillment and balance in your work life.**
- **Involves aligning your career or daily activities with your values, interests, and skills to foster a sense of satisfaction and purpose.**
- **Also includes maintaining a healthy work-life balance and engaging in work that provides personal enrichment.**



Strategies

- **Take regular breaks**
 - Step away from work periodically to recharge, whether through a short walk, deep breathing, or a lunch break. This helps maintain focus and avoid burnout.
- **Reflect on career goals**
 - Periodically assess your career goals, reflecting on what's working, what you'd like to change, and how your work aligns with your personal values and life vision.



Thank you

Catherine L. Polydore, Ph.D.

806-470-0130

drpolydore@GMAIL.COM



References

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