

# Phlegmatic:

Respect me!!!

\*\*\*Humor of Phlegm: Associated with Water, Winter, Old-Aged Adulthood, White and Green\*\*\*

\*\*\*Introvert --- Watcher --- Pessimist\*\*\* "Mountain??? Okay... tomorrow, after a nap."

\*\*\*Supervisors, Guardians, Providers, Inspectors, Protectors\*\*\*

- \*Give them reminders of their value -- show them they are important to you often
- \*Help them to see that their viewpoints and ideas matter – they are worthy
- \*Be very careful to be considerate of their privacy
- \*Do not overlook them just because they are quiet – don't ever treat them as if they don't exist or have an idea to share
- \*Realize that just because their expression is blank does not mean they do not care
- \*Do not think that they are lazy or disinterested when they withdraw – they recharge by being alone
- \*Listen to them – don't interrupt or finish their thoughts
- \*They are fiercely loyal and protective – often may appear as another person's 'shadow'
- \*Recognize (and appreciate) their faithfulness, loyalty and stability
- \*Don't confront them or draw attention to them publicly
- \*Tone down big gestures, loud voices or bright colors around them
- \*Excellent managers and administrators
- \*Their motto is "slow and steady wins the race"
- \*They are very indifferent to external situations – may seem to care very little about what is happening around them
- \*They have a low desire to work – prefer rest, relaxation and leisure – things develop very slowly
- \*Tend to work slowly – but with a great deal of perseverance – provided it does not require a lot of thinking or stress
- \*Not easily upset by failure, suffering or offensive comments or actions – they remain thoughtful, composed, deliberate and have a cold, clear-headed view of events, which gives them very practical judgment
- \*Has no intense passions and does not demand very much out of life – little or no ambition
- \*They are very deliberate in all their actions
- \*Tend to be slow to make decisions
- \*Overly cautious – even about minor situations
- \*Reserved and distant – they often blend into the scenery
- \*Moves at a slow and careful pace
- \*Moods are very constant – stable – no highs and no lows
- \*Like the Sanguine, has many friends – but is more compassionate, reliable and dependable
- \*Logical and likes to investigate things – but not rapidly or under pressure
- \*Calm, cool and collected
- \*They are patient and well-balanced – they lead a consistent life (which may seem boring to others)
- \*Tend to be competent, steady, peaceful, agreeable and kind – you temper the other extreme personalities
- \*They are good listeners with a very dry sense of humor – inoffensive to everyone
- \*Can be shy and withdrawn – but they often have an iron will and can be immovable
- \*Tends to be disorganized, avoid responsibility and find the easiest way to accomplish tasks
- \*Never in a hurry, can take the good with the bad without getting frustrated, angry or upset
- \*Good mediators when there is conflict

## \*\*\*Dark Side\*\*\*

- \*\*Can sometimes be too compromising – can be hard to get moving and have high resentment for being rushed or pushed
- \*\*Often lack self-motivation and can be lazy or resistant to change
- \*\*They often dampen the enthusiasm of others – by not getting involved or being indifferent (no enthusiasm) for plans
- \*\*Tend to judge others and can be sarcastic

## \*\*\*Advice\*\*\*

- \*\*\*Since the Phlegmatic lacks internal motivation and external influence also has little affect, it is essential to give them very detailed explanations and repeat important elements multiple times
- \*\*\*Realize that they have good ideas and don't ignore them or make comments about their shyness or withdrawal – You will push them further away
- \*\*\*Set specific goals and deadlines so there is a clear understanding of what needs to be done and when
- \*\*\*Recognize that still waters often run deep and value the insight and ideas of a Phlegmatic
- \*\*\*Never push them into the spotlight or try to force them to "get moving" – realize that they have a slower pace
- \*\*\*Recognize that for them, the joy is in the journey – not the destination