

PATH-2-PASSION FRAMEWORK™

MODULE 1 - KNOWING WHO YOU ARE

SESSION 1: UNDERSTANDING YOUR PERSONALITY (TEMPERAMENT)

OVERVIEW

! WHY DOES TEMPERAMENT MATTER IN DESIGNING OR CHOOSING YOUR CAREER?

Your personality type or temperament is crucial in designing your personal work role within a career or choosing business opportunities, because it gives deep insight into how you're wired to feel, think, decide and work. It's like discovering your human operating system. Understanding your temperament, will allow you to make intentional career choices, aligned with who you are, which in turn will energize and inspire you to make meaningful contributions in your work wherever you are. This is part of the key to personal and professional fulfilment in your life.

Context:

Personality (Session 1) + Principles (Session 2) → informs Preferences (Session 4)

Personality (Session 1) + Passion (Session 3) → clarifies Purpose (Session 6)

GOAL

The objective of Module 1 is self awareness in terms of your uniqueness (who you are and what matters most to you) in order for you to better understand yourself.

Session 1 focuses on your personality as reflected by your temperament and specifically your unique dominant temperament combination and temperament “strengths” and “weaknesses”.

You will gain insight into what influences your emotions, your behaviour, your motivations and specifically how you make decisions and why.

OUTCOME

After completing Session 1, you will:

- Be able to identify your primary and secondary temperament, also referred to as your temperament combination.
- Begin to understand your unique temperament strengths and weaknesses.
- Become aware of how your temperament might serve or sabotage you in different environments, circumstances and careers.

COURSE OVERVIEW

Module 1 - Knowing who you are

Session 1: Understanding your Personality (Your Temperament)

Session 2: Identifying your Principles (Your Core Values)

Session 3: Discovering your PASSION (What Energizes You)

Module 2 - Deciding where you want to be

Session 4: Determining your Preferences (How You Work Best)

Session 5: Defining your Position (Your Personal Role & Life Goals)

Session 6: Clarifying your Purpose (Your “Why” or Mission)

Module 3 - Recognizing where you are

Session 7: Evaluating your Performance (Your Skills & Abilities or Track Record)

Module 4 - Validating your results and options

Session 8: Career Shortlisting

Session 9: Work Shadowing

Session 10: Role, Career and Career Path Design

TABLE OF CONTENT

OVERVIEW	1
! WHY DOES TEMPERAMENT MATTER IN DESIGNING OR CHOOSING YOUR CAREER?	1
🎯 GOAL	1
🏁 OUTCOME	2
COURSE OVERVIEW	3
COURSE CONTENT	5
Section 1.1	5
🟢 INTRODUCTION	5
🧩 CORE CONCEPTS	6
🔧 PRACTICAL APPLICATION OF TEMPERAMENTS	7
Section 1.2	8
🔍 FOUR HUMAN TEMPERAMENTS IN DETAIL	8
🔥 FIRE (CHOLERIC 🌹) - The Driver / The Doer	9
🌀 WIND (SANGUINE 🌴) - The Talker / The Performer	10
💧 WATER (PHLEGMATIC 🌲) - The Watcher / The Peacemaker	11
🌄 EARTH (MELANCHOLIC 🌳) - The Thinker / The Analyst	12
Section 1.3	13
🔑 OPTIMIZATION OF YOUR STRENGTHS AND WEAKNESSES	13
Section 1.4	14
🌱 IMPACT OF TEMPERAMENT ON YOUR WORK AND CAREER	14
1. Temperament influences your sense of motivation and purpose	14
2. Temperament shapes your natural strengths and struggles	14
3. Temperament affects your work preferences and environment needs	14
4. Temperament helps you predict where you'll flourish long-term	15
5. Temperament empowers you to design or choose your work and career, instead of copying someone else	15
Section 1.5	16
🌐 REAL-LIFE APPLICATION OF TEMPERAMENTS	16
IDEAL TEMPERAMENT COMBINATIONS OF POPULAR CAREERS	16
Section 2.1	20
🔄 THE PROCESS	20
Section 2.2	21
👣 NEXT STEPS	21
Section 2.3	21
📚 ADDITIONAL RESOURCES	21

Section 1.1

INTRODUCTION

You are absolutely unique and your temperament is not meant to put you in a box, but rather to be used as a tool to help you understand yourself better and to explain your natural tendencies and behaviour.

In summary, human personalities are commonly divided into four major categories, generally referred to as temperaments, as explained by the following table:

Four Human Temperaments

Temperament	Icon	Role	Nature	Orientation	Focus
Fire or Choleric	 or 	Driver / Doer	Strong-willed, driven	Extrovert	Organizational
Wind or Sanguine	 or 	Talker / Performer	Talkative, lively	Extrovert	Relational
Water or Phlegmatic	 or 	Watcher / Peacemaker	Calm, consistent	Introvert	Relational
Earth or Melancholic	 or 	Thinker / Analyst	Thoughtful, detailed	Introvert	Organizational

Every person's personality includes a degree of each of these four temperaments, but typically consists of two **dominant** temperaments, namely a primary temperament and a secondary temperament, expressed as follows: Primary/Secondary. Example: Choleric/Sanguine.

It is very important to understand that no temperament (personality type), is better than any other and each temperament has characteristics, which are generally considered to be "strengths" as well as characteristics which are generally considered to be "weaknesses".

Whether any characteristic of your temperament, is in fact a strength or a weakness, will depend on the circumstances. More on this later including examples to demonstrate the implication of this practically in Section 1.3 below.

CORE CONCEPTS

1. Temperament Is Inherited and Influenced

- Human behavior is shaped 50% by genetics and 50% by environment.
- Your temperament is part of your psychological DNA, as fixed and foundational as eye color.
- While inherited, it can be shaped and refined (not replaced) by growth, faith and environment.

2. Uniqueness Over Uniformity

- Every individual is a unique blend of the four temperaments.
- No temperament is better than another.
- Understanding and accepting your natural tendencies, is key to personal growth.

3. Strengths and Weaknesses Are Contextual

- No trait is inherently good or bad, therefore a strength in one context could be a liability in another.

Example: Choleric confidence is great in leadership but dangerous in situations requiring caution.

4. Temperament Combinations

- Most people are a blend of two dominant temperaments, namely a primary temperament and a secondary temperament, expressed in the following format: Primary/Secondary.

Example: Choleric/Sanguine

- Understanding your primary and secondary temperament, offers insights into your natural tendencies and behaviour. Practically:
 - A Melancholic/Phlegmatic may be precise, loyal and private, but prone to discouragement.
 - A Sanguine/Choleric may be dynamic and people-driven, but risk being disorganized and insensitive.

PRACTICAL APPLICATION OF TEMPERAMENTS

1. Self-Awareness Unlocks Purpose

- ◉ Recognizing your natural inclinations, energy patterns, and social preferences helps clarify the roles you will thrive in.
- ◉ Who you are, should drive what you do.

2. Temperament Impacts Relationships

- ◉ Opposites often attract (e.g., Sanguine–Melancholic), but shared temperaments may clash if differences aren't well managed.
- ◉ Understanding temperament types can improve teamwork, conflict resolution, marriage, parenting, and leadership.

3. Each Temperament Has Core Challenges

 FIRE (Cholerics ) must manage anger and impatience.

 WIND Sanguines ) must work on discipline and follow-through.

 WATER (Phlegmatics ) must fight indecision and passivity.

 EARTH (Melancholics ) must guard against self-criticism and pessimism.

🔍 FOUR HUMAN TEMPERAMENTS IN DETAIL

The four temperaments exist across two key axes, namely:

1. Extrovert ↔ Introvert - How are you energized: By external activity or internal reflection?
2. Organisational ↔ Relational - Do you prefer structure, tasks and outcomes or connection, empathy and harmony?

Your position along each axis reveal your dominant mode of interaction with the world and with others and gives clues to your ideal environment, role and even how you contribute to a team.

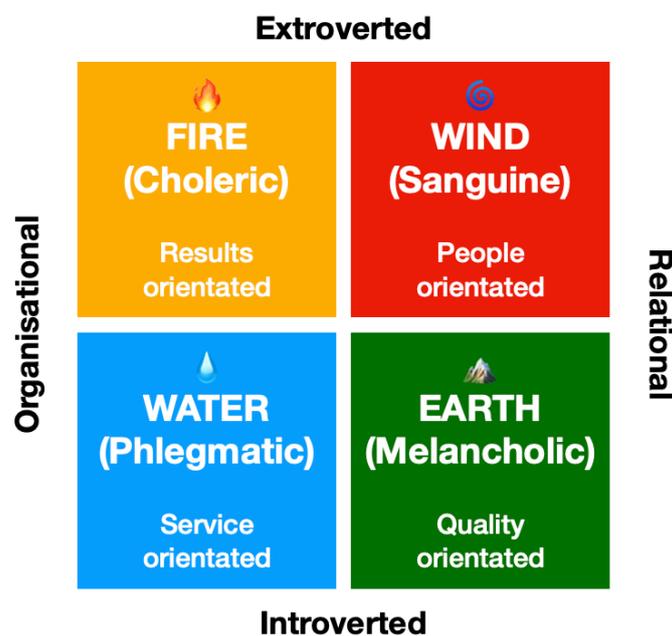


Figure 1 .1 Four Human Temperaments

Extrovert + Organisational = Driver: Fast-paced, goal-focused, takes charge, likes to lead.

Extrovert + Relational = Talker: Social, enthusiastic, loves collaboration and connection.

Introvert + Relational = Watcher: Loyal, caring, values harmony, works best in trusted relationships.

Introvert + Organisational = Thinker: Precise, detail-oriented, prefers structure & independence.

The next four pages are dedicated to a detailed view of the temperament types in terms of the nature and characteristics of each temperament as well as the application of temperaments in career design, including the Top 5 “strengths” and “weaknesses” of each temperament.

FIRE (CHOLERIC) - THE DRIVER / THE DOER

Core Verb: “ACT”

Alternate Verbs: Lead, Decide, Drive, Build.

Nature: Powerful.

Character Traits:

- Bold, decisive, dominant, passionate and energetic.
- Strategic, visionary, leadership-oriented, goal-focussed, results-driven.
- Motivated by challenges and thrives on achievement, drives progress, takes initiative, solves problems.

Motto: “I act decisively to lead, build and get things done.”

Association in terms of the classical four elements from ancient Greek philosophy: Fire 

Why: Fire burns brightly and forcefully, much like the choleric personality’s intensity and drive.

Alternative association in terms of a tree: Rose Bush 

Why: Roses often have thorns and are associated with strength and dominance.

Application in Career Design:

The Fire temperament (Choleric person) may thrive where vision, leadership and results are needed.

Top 5 “Strengths” of the Fire / Choleric temperament

1. Decisive & Goal-Oriented – Takes action quickly, driven by clear objectives.
2. Natural Leader – Confident, commanding presence, thrives in positions of authority.
3. Highly Productive – Energetic, focused, persistent in completing tasks.
4. Analytical & Strategic Thinker – Sees the big picture, systems-oriented, logical.
5. Independent & Self-Reliant – Doesn’t need much external validation and thrives on autonomy.

Top 5 “Weaknesses” of the Fire / Choleric temperament

1. Insensitive to Others’ Emotions – Prioritizes logic and results over feelings.
2. Controlling & Domineering – Struggles to delegate or submit to authority.
3. Impatient & Easily Angered – Quick-tempered and frustrated by inefficiency.
4. Argumentative & Intolerant – Enjoys conflict and struggles with diplomacy.
5. Workaholic Tendencies – Overworks, rarely slows down and is prone to burnout.

🌀 WIND (SANGUINE 🌴) - THE TALKER / THE PERFORMER

Core Verb: “EXPRESS”

Alternate Verbs: Inspire, Engage, Entertain.

Nature: Playful.

Character Traits:

- Outgoing, enthusiastic, emotional, social, optimistic, lively, spontaneous, expressive, pleasure-seeking.
- Connects through words, energy, inclusivity and creativity.
- Extroverted, bringing joy, inspiration and fun to others.

Motto: “I express freely to connect, inspire and energize people.”

Association in terms of the classical four elements from ancient Greek philosophy: **Wind** 🌀

Why: Wind reflects the sanguine’s social, carefree and enthusiastic personality, which is always moving freely and unpredictably, engaging and connecting.

Alternative association in terms of a tree: Palm Tree 🌴

Why: Palm trees are lively and tropical, representing a free-spirited nature, and willow trees are flexible and adaptable, reflecting a social and outgoing personality.

Application in Career Design:

The Wind temperament (Sanguine person) may gravitate to environments full of people, ideas and creative freedom.

Top 5 “Strengths” of the 🌀 Wind / Sanguine 🌴 temperament

1. Charismatic & Enthusiastic – Brings life and energy to any room or group.
2. Sociable & Friendly – Builds connections easily, highly relational.
3. Creative & Expressive – Imaginative, entertaining, great at storytelling and innovation.
4. Optimistic & Uplifting – Has a naturally positive outlook on life.
5. Adaptable & Fun-Loving – Welcomes change and finds joy in spontaneity.

Top 5 “Weaknesses” of the 🌀 Wind / Sanguine 🌴 temperament

1. Easily Distracted & Disorganized – Struggles to finish what they start.
2. Impulsive & Emotion-Driven – Makes decisions based on feelings rather than logic.
3. Inconsistent & Undisciplined – Needs help sticking to routines or commitments.
4. Overcommits & Forgets Responsibilities – Wants to please but often lets others down unintentionally.
5. Craves Stimulation – Gets bored easily, may chase excitement to an unhealthy degree.

WATER (PHLEGMATIC) - THE WATCHER / THE PEACEMAKER

Core Verb: “HARMONIZE”

Alternate Verbs: Support, Stabilize, Mediate.

Nature: Peaceful.

Character Traits:

- Reliable, empathetic, caring, adaptable, accommodating and reserved.
- Motivated by peace, calm, balance and their energy is steady, gentle, not impulsive.
- They mediate, support and stabilize environments.
- They observe, absorb and then respond thoughtfully.

Motto: “I create harmony and keep things steady.”

Association in terms of the classical four elements from ancient Greek philosophy: **Water** 

Why: Water flows smoothly and adapts to its surroundings, reflecting the phlegmatic’s peaceful, adaptable and nurturing qualities.

Alternative association in terms of a tree: Pine / Cedar Tree 

Why: Pine trees are calm and enduring and Cedar trees are known for their longevity and stability, symbolizing a relaxed and balanced personality.

Application in Career Design:

The Water temperament (Phlegmatic person) may feel at home in careers that value harmony, consistency and care.

Top 5 “Strengths” of the  Water / Phlegmatic  temperament

1. Peaceful & Calm – Brings stability and a soothing presence to any environment.
2. Kind & Compassionate – Genuinely cares for others and seeks harmony.
3. Reliable & Steady – Consistent, dependable, doesn’t quit easily.
4. Good Mediator – Excellent at resolving conflicts with empathy and patience.
5. Observant & Rational – Sees the whole picture, notices subtle details and dynamics.

Top 5 “Weaknesses” of the  Water / Phlegmatic  temperament

1. Indecisive & Reluctant – Avoids making decisions or taking initiative.
2. Avoids Conflict – May suppress their needs to maintain peace.
3. Passive-Aggressive Tendencies – Bottled-up emotions may surface indirectly.
4. Resistant to Change – Prefers comfort and familiarity, struggles with uncertainty.
5. Procrastinates & Lacks Drive – May struggle with motivation and assertiveness.

EARTH (MELANCHOLIC) - THE THINKER / THE ANALYST

Core Verb: “REFLECT”

Alternate Verbs: Plan, Analyze, Interpret.

Nature: Perfect.

Character Traits:

- Analytical, detail-oriented, organized, patient, deep, introspective, thoughtful, conscientious, idealistic.
- Plan, analyze, evaluate and perfect.
- Driven by meaning, truth, accuracy / precision, stability, growth and purpose.

Motto: “I reflect deeply and strive for what’s right and meaningful.”

Association in terms of the classical four elements from ancient Greek philosophy: **Earth** 

Why: Earth is stable, grounded and deep, just like the melancholic’s introspective, structured and principled disposition.

Alternative association in terms of a tree: Tree: Lollipop Tree 

Why: Lollipop trees have a delicate, almost fragile beauty and is often associated with quiet reflection and introspection, reflecting a contemplative and analytical mind.

Application in Career Design:

The Earth temperament (Melancholic person) may seek purpose in work that requires precision, responsibility and values-driven impact.

Top 5 “Strengths” of the Earth / Melancholic temperament

1. Detail-Oriented & Analytical – Thorough, meticulous and precise.
2. Deep Thinker & Feelings-Oriented – Highly reflective, emotionally rich.
3. Creative & Artistic – Often gifted in design, writing, music or art.
4. Conscientious & Idealistic – Holds high standards and strives for excellence.
5. Loyal & Dependable Friend – Builds deep, lasting relationships based on trust.

Top 5 “Weaknesses” of the Earth / Melancholic temperament

1. Perfectionistic & Overly Critical – Hard on themselves and others.
2. Prone to Depression & Guilt – Deep emotions can lead to pessimism or moodiness.
3. Introverted & Withdrawn – May isolate when overwhelmed or misunderstood.
4. Overthinks & Worries – Struggles with “what ifs” and future anxieties.
5. Difficulty Letting Go – Tends to dwell on hurt or failure for a long time.

OPTIMIZATION OF YOUR STRENGTHS AND WEAKNESSES

Whether a characteristic of your temperament is a strength or a weakness will depend on the situation. In the wrong context, even your greatest strengths can work against you, while in the right context, what seems like a weakness can become a powerful advantage. This is why it's essential to design or choose a career and role where your temperament strengths can truly shine and where your weaknesses won't hinder your performance or well-being to the extent that they jeopardize your career success.

Examples where Temperament “Strengths” can become Weaknesses

<u>Temperament</u>	<u>Strength → Can Become a Weakness</u>
 Fire (Choleric) - Driven, decisive	Strength: Strong leader and decision-maker → Weakness: Can appear controlling or impatient in team environments.
 Wind (Sanguine) - Outgoing, enthusiastic	Strength: Great communicator and networker → Weakness: Can dominate conversations or overlook details in collaborative projects.
 Water (Phlegmatic) - Calm, steady	Strength: Conflict-avoidant and peacekeeping → Weakness: May avoid necessary confrontation, leading to unresolved issues.
 Earth (Melancholic) - Detail-oriented, analytical	Strength: High standards and thoroughness → Weakness: Perfectionism can delay project completion.

Examples where Temperament “Weaknesses”, can be become Strengths

<u>Temperament</u>	<u>Weakness → Can Become a Strength</u>
 Fire (Choleric) - Driven, decisive	Weakness: Impatience → Strength: Pushes projects forward quickly in time-critical situations (e.g., emergency management, start-up launches).
 Wind (Sanguine) - Outgoing, enthusiastic	Weakness: Easily distracted → Strength: Adaptable and quick to shift focus in dynamic, fast-paced roles like event planning or crisis PR.
 Water (Phlegmatic) - Calm, steady	Weakness: Low urgency → Strength: Brings stability and reduces stress in high-pressure roles like healthcare or air traffic control.
 Earth (Melancholic) - Detail-oriented, analytical	Weakness: Overly cautious → Strength: Excellent at risk assessment and quality control in industries like engineering or compliance.

IMPACT OF TEMPERAMENT ON YOUR WORK AND CAREER

The objective of the **PATH-2-PASSION** Framework is not to prescribe careers or give career guidance or advice, it enables you to make intentional career decisions, aligned to your temperament “strengths” and “weaknesses”.

Here’s a detailed explanation of why your temperament is fundamental to your work role and career choices.

1. TEMPERAMENT INFLUENCES YOUR SENSE OF MOTIVATION AND PURPOSE

People are most fulfilled when their work aligns with their personality type, emotional needs and inner values. Temperament plays a significant role in this process. For example:

-  **FIRE** temperament (Cholerics) often need progress and influence to feel satisfied.
-  **WIND** temperament (Sanguines ) thrive on fun and connection.
-  **WATER** temperament (Phlegmatics ) are drawn to peace and security.
-  **EARTH** temperament (Melancholics ) crave meaning and excellence.

Understanding this helps you ask, “Will this role/work/career energize me or drain my energy?”

2. TEMPERAMENT SHAPES YOUR NATURAL STRENGTHS AND STRUGGLES

Each temperament has things that come naturally/easily or “strengths” and typical blind spots or “weaknesses” - For example:

- A Melancholic may thrive in roles requiring deep focus, analysis or design, but struggle in chaotic or highly social environments.
- A Sanguine might excel in communication, creativity and people-facing roles, but get bored with routine or isolation.

Alignment of your role and career to your temperament, means choosing or designing a role and career that lets your strengths shine and manages your weaknesses wisely.

3. TEMPERAMENT AFFECTS YOUR WORK PREFERENCES AND ENVIRONMENT NEEDS

Temperament influences:

- Whether you enjoy structured or flexible environments

- If you prefer to work alone or in teams
- How you handle pressure and deadlines
- Whether you're more driven by goals or by people, logic or emotion

Knowing this helps you filter careers not just by the job title, but by how that role plays out day-to-day.

4. TEMPERAMENT HELPS YOU PREDICT WHERE YOU'LL FLOURISH LONG-TERM

You can be skilled at something but hate it or struggle at first but grow to love it. When your career matches your temperament, it creates a sustainable path. You're more likely to stay energized, grow deeply and avoid burnout.

5. TEMPERAMENT EMPOWERS YOU TO DESIGN OR CHOOSE YOUR WORK AND CAREER, INSTEAD OF COPYING SOMEONE ELSE

Most students choose careers based on what others do or say, including friends or parents or follow job market trends.

But your temperament helps you say, "I'm not them - This is who I am."

That's a powerful mindset shift: From copying a path to designing your own unique work role and then blazing your own career path.

REAL-LIFE APPLICATION OF TEMPERAMENTS

Every career requires a certain temperament profile to “fit in”, experience fulfilment and add value.

Here is a list of ideal temperament combinations as it relates to some of the most popular careers, grouped by broad career categories.

IDEAL TEMPERAMENT COMBINATIONS OF POPULAR CAREERS

Click on a Career Category below to jump straight to the relevant section.

INDEX

[1. Engineering \(Civil, Mechanical, Electrical, Chemical, Software, etc.\)](#)

[2. Technology \(Software Developers, Data Scientists, IT Specialists\)](#)

[3. Finance \(Accountants, Analysts, Investment Bankers\)](#)

[4. Law \(Lawyers, Paralegals, Judges\)](#)

[5. Business \(Entrepreneurs, Managers, Marketers\)](#)

[6. Healthcare \(Doctors, Nurses, Pharmacists\)](#)

[7. Creative Industries \(Designers, Writers, Artists\)](#)

[8. Education \(Teachers, Professors, Trainers\)](#)

[9. Trades \(Electricians, Plumbers, Technicians\)](#)

[10. Public Service \(Social Workers, Police Officers, Civil Servants\)](#)

DETAIL - Temperament Profiles by Career Category

1. Engineering (Civil, Mechanical, Electrical, Chemical, Software, etc.)

Ideal Temperament Combination

Primary Temperament:  Melancholic 

Secondary Temperament:  Choleric 

- **Melancholic Strengths:** Precision, patience and structured thinking, which is ideal for complex systems, design and problem-solving that demand deep focus.
- **Choleric Strengths:** Focuses on outcomes, drives results, makes decisions and pushes projects forward when challenges arise and decisive leadership is required.

💡 This blend delivers both accuracy and action, balanced between planning and performance.

2. Technology (Software Developers, Data Scientists, IT Specialists)

Ideal Temperament Combination

Primary Temperament:  Melancholic 

Secondary Temperament:  Phlegmatic 

- **Melancholic Strengths:** Brings strong logic, attention to detail and a love for solving problems, which is perfect for software development and data analysis.
- **Phlegmatic Strengths:** Adds steadiness, reliability and team-friendly calm, which is valuable in IT environments and long development cycles.

💡 Quiet thinkers with high focus and emotional balance thrive here.

3. Finance (Accountants, Analysts, Investment Bankers)

Ideal Temperament Combination

Primary Temperament:  Melancholic 

Secondary Temperament:  Choleric 

- **Melancholic Strengths:** Excels in accuracy, data integrity and spotting patterns, which is great for accounting and financial analysis.
- **Choleric Strengths:** Handles the high-stakes, fast-moving side of finance, which is ideal for roles like investment banking or portfolio strategy.

💡 This combination brings together precision and high-pressure performance.

4. Law (Lawyers, Paralegals, Judges)

Ideal Temperament Combination

Primary Temperament:  Choleric 

Secondary Temperament:  Melancholic 

- **Choleric Strengths:** Argues persuasively, stands for justice and thrives under pressure and in adversarial settings.
- **Melancholic Strengths:** Provides critical analysis, deep thinking and a values-based approach to legal reasoning.

💡 Law demands both the fire of advocacy and the structure of logic.

5. Business (Entrepreneurs, Managers, Marketers)

Ideal Temperament Combination

Primary Temperament:  Choleric 

Secondary Temperament:  Sanguine 

- **Choleric Strengths:** Sets vision, leads boldly and drives growth, which is essential for entrepreneurs and executives.
- **Sanguine Strengths:** Brings people-skills, persuasion and optimism, which is ideal for sales, marketing and public relations.

💡 The leader + the connector = ideal in competitive, people-driven business environments.

6. Healthcare (Doctors, Nurses, Pharmacists)

Ideal Temperament Combination

Primary Temperament:  Phlegmatic 

Secondary Temperament:  Melancholic 

- **Phlegmatic Strengths:** Offers empathy, emotional steadiness and dedication to people, especially in nursing and caregiving roles.

- **Melancholic Strengths:** Brings meticulous care, focus on outcomes and diagnostic accuracy.

💡 This blend ensures care that is both compassionate and correct.

7. Creative Industries (Designers, Writers, Artists)

Ideal Temperament Combination

Primary Temperament:  Melancholic 

Secondary Temperament:  Sanguine 

- **Melancholic Strengths:** Contributes depth, emotion and originality, which is crucial for meaningful creative output.
- **Sanguine Strengths:** Adds imagination, flair and social energy, which is great for performing, presenting or pitching creative work.

💡 The artist and the entertainer combine to inspire and express.

8. Education (Teachers, Professors, Trainers)

Ideal Temperament Combination

Primary Temperament:  Sanguine 

Secondary Temperament:  Phlegmatic 

- **Sanguine Strengths:** Energizes the classroom, connects with students and makes learning fun.
- **Phlegmatic Strengths:** Provides the patience, structure and relational consistency students need.

💡 This combo makes for a relatable, reliable educator who balances warmth with wisdom.

9. Trades (Electricians, Plumbers, Technicians)

Ideal Temperament Combination

Primary Temperament:  Melancholic 

Secondary Temperament:  Choleric 

- **Melancholic Strengths:** Values quality, follows protocols and learns the craft with care.
- **Choleric Strengths:** Solves problems efficiently and pushes through challenges without hesitation.

💡 In the trades, skill and speed matter, this temperament blend delivers both.

10. Public Service (Social Workers, Police Officers, Civil Servants)

Ideal Temperament Combination

Primary Temperament:  Phlegmatic 

Secondary Temperament:  Choleric 

- **Phlegmatic Strengths:** Devoted to people and calm under stress, which is ideal for social work, civil service or community roles.
- **Choleric Strengths:** Brings the grit, resolve and authority needed in policing, leadership and crisis response.

💡 The servant and the protector, a powerful force for care and justice.

Section 2.1

THE PROCESS

👉 Complete Exercise 1.1.1 - 1.1.3 as outlined in the PATH-2-PASSION Workbook (My Career Guide - Input File).

Section 2.2

NEXT STEPS

- 1) Revisit Section 1.4, which summarizes the ideal temperament combinations of the most popular career categories. Select 3-5 career categories you are interested in and carefully consider the ideal temperament combinations. Pay attention to the “strengths” these temperaments typically bring and why it makes them uniquely positioned to thrive in these careers.
- 2) Refer to the additional resources below.

Section 2.3

ADDITIONAL RESOURCES

- 1) For an in-depth understanding of the strengths and weaknesses of each of the four temperaments, read “**THE FOUR HUMAN TEMPERAMENTS**” by Dr. D. W. Ekstrand - Appendix 2.
- 2) The book “Personality is Not Permanent” by Dr. Benjamin Hardy.