The Keirsey Temperaments

<table>
<thead>
<tr>
<th>Temperament</th>
<th>Examples of Characteristics</th>
<th>Examples of Abilities</th>
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| Artisan     | • Tend to be spontaneous and act on impulse  
             | • Feel comfortable taking risks  
             | • Like to make an immediate impact  
             | • Tend to be fun-loving, tolerant and easy-going  
             | • Like variety and may find rules and procedures restricting | • Strong problem-solvers  
             |                                     | • Good negotiators  
             |                                     | • Effectively respond to crisis situations  
             |                                     | • Resourceful  
             |                                     | • Highly perceptive of human behavior  
             |                                     | • Can improvise and adapt to tasks at hand |
| Guardian    | • Tend to be practical, realistic and down-to-earth  
             | • Prefer clearly defined tasks  
             | • Value structure, stability and security  
             | • Value tradition and a sense of affiliation  
             | • Like activities to be useful and practical  
             | • Enjoy contributing to the larger group | • Dependable, loyal and punctual  
             |                                     | • Detail-oriented  
             |                                     | • Strong organizational skills  
             |                                     | • Ability to successfully complete tasks and meet goals  
             |                                     | • Good at interpreting and following procedures, regulations and policies |
| Idealist    | • Tend to be sensitive, supportive and empathic  
             | • Value authenticity and personal growth  
             | • Live by their own values  
             | • Tend to be optimistic and enthusiastic  
             | • Appreciate and respond to praise and positive feedback | • Ability to resolve conflict between people  
             |                                     | • Strong written and oral communication skills  
             |                                     | • May act as a catalyst for change or growth  
             |                                     | • May act as a mentor to help others achieve their potential |
| Rational    | • Tend to be analytical, independent and sometimes self-critical  
             | • Prefer to work with theories and abstract ideas  
             | • Seek complexity and challenge  
             | • Value knowledge and competence  
             | • Prefer calm and relaxed situations | • Logical, systematic and strategic  
             |                                     | • Critical thinking and analytical skills  
             |                                     | • Ability to see the big picture  
             |                                     | • Precise in their way of thinking and use of language  
             |                                     | • Ability to see the big picture  
             |                                     | • Can accept constructive criticism without taking it personally |

Retrieved from [www.keirsey.com](http://www.keirsey.com) (Dr. David Keirsey)