Four-Element Temperament Assessment

Brad Dude and Jim Hardin in *What Makes You Tick, What Ticks You Off* (2009) have described the personality traits in the Four Basic Elements/Temperament model below. **Please check off what traits you resonate with in each group – do not overthink it** – just go with your gut.

AIR

☐ Analytical
☐Unemotional
☐Loves intelligence
☐Curious
☐Critical of own capabilities
☐Sees and articulates the "Big Picture
☐"Should be able to…"
☐Loves the theoretical
☐Expects perfection in self and others
☐May appear arrogant

☐Thinks logically and globally
☐Often skeptical in outlook
☐Visionary
☐Often oblivious to others' emotions
☐Analyzes personal relationships
☐Enjoys being alone
☐Fixated on self-improvement
☐Future focused
☐Expects others to see the obvious

Water

☐Personal
☐Caring and empathetic
☐Compassionate
☐Is a romantic
☐People and relationships come first
☐Strives for harmony and cooperation
☐Sees potential and value in others' contributions
☐Seeks a life of significance and meaning
☐Sensitive to reactions and feelings of others

☐Flair for writing and speaking
☐Spiritual
☐Has difficulty saying "No."
☐Looks on the bright side
☐Hates being lied to
☐Committed to love
☐Will sacrifice for others
☐Good motivator
☐Benevolent

Fire

☐Action/action/action
☐Uninhibited and innovative
☐Thrive in crisis
☐Improviser
☐Loves life
☐Flourishes in the Unknown
☐Good at troubleshooting
☐Must have change
☐Resists being told what to do
☐Takes things lightly
☐Humorous
☐Loves travel and the unexplored
☐To wait is to "die."
☐Will rebel if trapped in a routine or boring situation
☐Lots of short-term relationships
☐Goals are nice but often need to change
☐Informal rather than formal
☐Thrives on adventure

Earth

☐Reliable
☐Traditional
☐Organized
☐Sensible
☐Practical
☐Down-to-earth
☐Lives in the present
☐Strong work ethic
☐Often projects a parental attitude
☐Needs structure and order
☐Expects preparedness in self and others
☐Protector of home and family
☐Hates wasting time
☐Driven by "shoulds" and "oughts"
☐Dislikes change
☐Believes s/he is under-appreciated
☐Loyal to family and co-workers
☐Detailed-oriented
☐Formal rather than informal