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100% Effective Natural Hormone Treatment
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!

We Aim To Please

By John Boe

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A working understanding of temperament styles (personality types) will have a profound impact on the way you perceive yourself and will greatly enhance all of your relationships. If you are a salesperson, this information will significantly increase your sales effectiveness by enabling you to build trust and rapport quickly with your prospects and customers. Business owners and managers find this knowledge invaluable. It can improve the way you supervise your employees and allow you to recruit more effectively. As a parent, it can dramatically improve the way you relate to your children. If you are single, it can provide you insight into selecting a compatible mate.

Hippocrates, the father of medicine, has been credited with originating the basic theory of temperament styles twenty-four hundred years ago. Hippocrates believed that we are born with a combination of four genetic influences that he called humors; Choleric (Worker), Sanguine (Talker), Phlegmatic (Watcher), and Melancholy (Thinker). He observed that these four styles have a direct influence on our physiology, character traits and outlook on life. In fact, the word temperament which is commonly used to describe personality types is a Latin term which means, "a mixing in due portion." While we are each born with a primary temperament, our personality is comprised of all four styles. My temperament training system gives you the tools and knowledge to recognize a person's primary temperament style through observation. Each primary temperament style exhibits a body language preference and has distinctive physical features and characteristics that are neither gender, race, nor age specific. This is a significant breakthrough in the study of temperament understanding because it is a practical system that can be used with everyone you meet. My temperament-training program allows you to put this information to use in your day-to-day encounters from the boardroom to the kitchen table. This article showcases the Phlegmatic/Watcher temperament style.

The Watcher temperament style is the S in the D.I.S.C. temperament profiling system. The Watcher is introverted, seeks harmony and their primary need is to accommodate others. This temperament is service oriented, dependable and unemotional. When interacting with others they warm up slowly, but are always cordial and accommodating. They are peacemakers and avoid confrontations by negotiating when possible. Their calm manner and unexcitable nature is a major asset. They have an innate ability to defuse hostile situations and soothe ruffled feathers. Watchers often have a nervous

We Aim To Please

laugh that they use to create a sense of harmony when ending a conversation. They have difficulty accepting compliments or praise and become embarrassed when they are made the center of attention. Watchers are bashful and it is not uncommon for them to partially hide their face in a group photograph. Family and home life is extremely important to the Watcher and they protect their privacy.

This temperament style loves the status quo and resists change. Under pressure Watchers sleep in to avoid the situation at hand and hope that it will eventually disappear. This avoidance behavior is similar to the Ostrich burying its head in the sand. They dislike pressure and will do almost anything to avoid it. Due to their need to please others and promote harmony, Watchers use the tactic of sidestepping controversial issues by postponing or delaying decisions. When pressured, they will become extremely stubborn, dig their heels in and refuse to budge. Because they are uncomfortable with direct confrontation their behavior is often perceived as passive-aggressive. Watchers dislike taking personal

responsibility and are apt to make excuses or blame others. The downside of this behavior is that they seldom learn from their mistakes. This temperament has a tendency to play the role of martyr and indulge in self-pity. Watchers are quiet, unassuming, people watchers. Their biggest fears are disharmony, change, infringement on home life and pressuring others.

Because they attempt to blend in and avoid attracting attention to themselves, Watchers are the most difficult temperament style to identify physically. They have a stoic expression and are difficult to read. They often have a pear-shaped body and due to their sedentary nature they tend to gain weight. When you think of a Watcher think of Jimmy Carter, Bob Newhart, Gerald Ford and Jean Stapleton.

Watcher's Positive Traits

Stable - Tolerant - Supportive - Harmonious - Patient – Agreeable

Watcher's Negative Traits

Indecisive - Passive - Undermining - Uninvolved - Selfish - Possessive

Watcher Behaviors

1. Avoids holding direct eye contact.
2. Soft spoken and patient
3. Listens with genuine interest.
4. Prefers to follow rather than lead.
5. Dislikes friction and conflict.
6. Can be stubborn and snooty.
7. Tends to offer excuses when things go wrong.

How Watchers Can Improve

1. Speed up everything you do.
2. Speak your mind and don't be afraid of disagreements.

3. Stand up for yourself and be more assertive.
4. Accept credit, compliments and praise.
5. Avoid the tendency to "smother love."
6. Don't try quite so hard to please people.
7. Learn to make decisions and stop procrastinating.

John Boe, based in Monterey, CA, helps companies recruit, train and motivate top-quality people. To view his online Video Demo or to have John Boe speak at your next event, visit www.johnboe.com or call (831) 375-3668.

"Ready, Fire, Aim"

By Jeff Earlywine

"Ready, Fire, Aim"

by: **Jeff Earlywine**

Does the sub-title to this edition of Footprints and Monuments sound familiar? It does to me in a very real way. When I was a teenager my dad and I loved to go hunting. We would hunt whatever animal happened to be in season at the time, and anything else that moved. Especially snakes, but that is another story.

On one hunting trip my dad and I were about thirty yards from each other waiting for a particular kind of bird to fly over. I was ready. My gun was loaded. My mind was focused. I was going to "out shoot" my dad on this trip. Well, as I was sitting in my "ready" position I accidentally pulled the gun's trigger. Boom! As my shotgun let off a great blast I realized that my gun was pointing just a few feet from where my dad was sitting. Obviously, I fired before I aimed and almost killed my father in the process.

I see something similar in people's personal and professional lives all the time. Many get themselves ready with advanced education, power thoughts, and influential friends, but they fire before they aim. Aiming is a planning process that takes time and must be done before you can fire your way into a successful life, organization, or relationship.

You may ask, "I know how to get ready, and how to fire, but how do I take aim and then fire?" Or, "Is this just another goal setting exercise?" No, this is actually an exercise in life planning. In order to take aim you must know where you want to go, and what your passion is.

I have listed several questions below that will spark the creative part of your mind and help you establish your aim so that you will be able to achieve the kind of life, organization, and relationships you want.

Life Planning with accurate AIM: Where do you want your life, organization, and relationships to be in five, ten, or twenty years? One way to answer this is to draw a picture. This picture will give you purpose, passion, and energy. It will also keep a visual in your mind as to what you are aiming at. What standards of excellence, consistent growth, and specific review of progress do you need to set?

We Aim To Please

Do you have someone in your life to hold you accountable so you don't fire before you are ready or before you have taken aim? A good system is better than a good friend when comes to life planning, therefore, what is on your to-do list today that will help you become more like your picture tomorrow?

Jeff Earlywine began his ministry career while working on his undergraduate Business degree. His experiences have led him to work in many difference areas that have all benefited the local church.

CONSULTANT – Jeff has spent the last fifteen years consulting with hundreds of different organizations all across the nation. Serving as a consultant at The Injoy Group challenged him to be

his best while he worked with the best. Jeff has assisted many ministries in Vision Casting, Strategic Planning, and Future Planning.

EXECUTIVE PASTOR – Jeff's unofficial title was, "Pastor of Organization," and by this title you might know this is his greatest skill. That skill gave him the passion to organize many different ministries in the local church. That skill also developed a volunteer staff capable of growing each of these ministries. He did this by equipping them to fulfill their God-given potential.

Jeff's passion is to come along side the leader and help him to identify and develop his dream, organize the needs of that dream, and then to train and equip leaders to fulfill that dream.



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