

Creative Temperaments

Objectives

- To highlight and experience the behavioral differences between each of the Temperaments
- To help participants further validate their four-letter type through a greater understanding of Temperament
- Facilitate an awareness of the contribution that each Temperament makes to the other Temperaments

Trainer Instructions

1. Divide the participants into Temperament groupings.
2. Give participants the following verbal instructions:

“Using as much or as little of the environment as you wish, come up with something. You have 20 minutes.”

3. **Variation:** If the group has a space larger than the training room or could go outside, consider setting the boundaries for the exercise more broadly than the room.
4. **Variation:** If you need to confine the boundaries, consider asking the group to come up with a picture. This tends to keep the group more focused on the newsprint and using materials such as markers and other supplies available in the workshop.

Debriefing Instructions

1. Have each Temperament group present their results to the participants. Ask them to discuss their list as well as the process they used in developing it. Discuss the differences and similarities that are emerging after each group presentation.
2. After each group presents, give a brief (10 minute) lecturette on the general characteristics of that Temperament. Ask participants to comment on their perspectives on this Temperament, as well as stories from experiences that relate to this particular Temperament.
3. To complete the group debriefing, give a brief lecturette and handout to reinforce Temperament differences and group learnings.

Video Option: OKA’s *The 4 Temperaments* video is an excellent debriefing aid for this exercise. You may choose to use the videos for each of the Temperaments to stimulate discussion about the differences, or you may choose to use a video for a particular Temperament that is missing in the workshop. Each Temperament video can be run in a full length or abbreviated version (approximately 45 minutes each or 10-12 minutes each respectively). Be sure to include this extra time into your workshop planning.

Category

Temperament Exercise

Exercise Stage

Basics

Number of Participants

Minimum: 2-3 of at least two of the four Temperament groups
(Note: Sometimes with this exercise you may not have enough participants, or only one, of a particular Temperament, especially SPs. If a particular Temperament is not represented, the exercise will still demonstrate differences. If only one participant represents a Temperament, you should ask if he or she would prefer to work alone or to be an observer.)

Ideal: 5-7 of each Temperament group

Maximum: 10 of each Temperament group
- If you have more than 10, divide that Temperament group into sub-groups.

Time Required

Minimum: 45 minutes

Maximum: 3 hours

(Time will vary by group size)

Materials Needed

- Flip chart paper (several sheets) for each group
- Markers
- Masking tape
- Handouts on Temperaments or OKA’s *The Four Temperaments Workbook* (optional)
- If you do this exercise, consider keeping your participant data to use as examples of groups not represented in the training.

