

Personality types - mutual perceptions matrix

How different personalities perceive each other

Based on the Four Temperaments personality model (also referred to as DISC), this matrix shows how different personalities perceive each other. The left vertical axis is 'looking at' the top horizontal axis. See the key below for brief characteristics of each personality type. The blank worksheet on page two can be used for training exercises: ask participants to complete the matrix. It helps to first agree examples of each personality type, (for example: D = entrepreneur/adventurer, I = politician/entertainer, S = inspector/officer, C = academic/scientist), or identify known public figures that fit the personality types.

		being looked at			
		D	I	S	C
looking	Positive	respect, producer	plausible, persuasive	warm, friendly, reliable	accurate, precise
	D →				
	negative	competition, threat	soft, flashy, all talk	boring, slow, subordinate	blinkered, cool, inflexible
+	I →				
	+	objective, driving	mutual admiration	reliable, patient, 'worker'	disciplined, accurate
	-	aggressive, rebellious	competition	boring, easily led	obstructive, nit-picking
S →	+	leader, instigator	energetic, innovator	genuine, fellow, loyal	cautious, perfectionist
	-	risk-taker, bully	glib, untrustworthy	too passive, inactive	cold, pedantic
C →	+	leader, rule-maker	front-man, motivator	listener, reliable	factual, detailed
	-	shoddy, too hasty	illogical, superficial	soft, weak	possible threat

D = Results Driven - strategic planning and action towards identified aims - tends to be extraverted.
 I = Influence, persuasion, affability - communication and people skills - tends extraverted.
 S = Steadiness and process - routine, dependability, reliability, credibility, trustworthy - tends to be introverted.
 C = Compliance with rules, proven principles, detail, accuracy - tends to be introverted.

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looking	D	I	S	C
Positive				
D →				
negative				
+				
I →				
-				
+				
S →				
-				
+				
C →				
-				

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