

“Instruction Manual for Connecting with People”  
“Perfecting Connecting® Starts at Hello”  
How to Make a Lasting Connection by understanding Personality Differences  
By Sarah Michel

How many times have you gone into an interview and realized by the end that you completely misconnected with that person? How often do you say to yourself, “I just don’t understand where that person was coming from?”

Understanding how people are different and how your personality is hard wired is the most important and life- changing career knowledge you need to have for success. Understanding your personality pattern or temperament will help you to increase your self awareness which is the key to better self-management. When you understand how people are different from you and how you can modify your behavior to improve your connections, then you will be on your way to *Perfecting Connecting®!*

For many centuries, our great philosophers, educators and researchers from the ancient Greeks to the Native American Indians have identified four distinct patterns of behavior that all man kind fall into. Dr. David Keirse, author of *Please Understand Me*, is often referred to as the modern grandfather of *temperament* and he gave us the modern words for these four patterns which we call today; Artisan, Guardian, Rational and Idealist.

**The Idealist:** These are people who’s core needs are for the meaning and significance that comes from having a sense of purpose and working toward some greater good. Idealists need to have a sense of unique identity and they value unity, self-actualization and authenticity. Idealist prefer cooperative interactions with a focus on ethics and morality and their gifted at unifying people and helping individuals realize their potential. They are very good at building bridges between people through empathy and clarification of deeper issues, which makes them effective connectors.

**When connecting with an Idealist remember to;**

- Be passionate and sincere
- Talk and listen empathically to build rapport
- Use metaphors, symbols and stories to connect with them
- Focus on future-what might be, not what is
- Talk about relationships-ask about theirs-expect relating
- Discuss how your connection contributes to the growth of individuals or the organization

**The Rational:** These are people whose core need is for mastery of concepts, knowledge, and competence. Rationals want to understand the operating principles of the universe and to learn or even develop theories for everything. They value expertise, logical consistency, concepts, ideas and they seek progress. Rationals abstractly analyze a situation and consider previously unthought-of possibilities. Research, analysis, searching for patterns, and developing hypotheses are quite likely to be their natural modus operandi when connecting with them.

**When connecting with Rationals remember to;**

- Don't waste words...avoid irrelevant, trivial and redundant conversation...be concise
- Avoid emotion, they like it calm
- Recognize their achievements and accomplishments and how it has affected you
- Watch your use of words and avoid exaggerations and mispronunciations
- Present a logical reason/connection if you want something from them-they're wired to be skeptical
- Give conceptual view when your presenting information

**The Guardian:** Their temperament core needs are for group membership and responsibility. Guardian's need to know they are doing the responsible thing. They value stability, security and a sense of community. They trust hierarchy and authority and may be surprised when others go against these social structures. Guardians know how things have always been done, and so they anticipate where things can go wrong. They have a knack for attending to rules, procedures, and protocol. They make decisions based on what worked in the past. They are usually very loyal to their network.

**When connecting with Guardians remember to;**

- Acknowledge what they've done/contributed
- Be very factual, use detailed descriptions and quantify if possible
- Talk about what you have learned from the past using comparisons
- Be dependable, consistent and follow through
- Provide structure to your connection with them
- Appeal to their need for membership and belonging

**The Artisan:** These are people whose temperament core needs are to have freedom to act without hindrance and to see a marked result and or impact from action. Artisans highly value aesthetics, whether in nature or art. Their energies are focused on skillful performance, variety and stimulation. Artisans tend to be gifted at employing the available means to accomplish an end. Their creativity is revealed by the variety of solutions they come up with. They are talented at using tools, whether the tool is language, theories, a paint brush or a computer. Their natural negotiators and risk takers.

**When connecting with Artisans remember to;**

- Talk about your actions, what have you done, results?
- Respond to their non-verbal cues (they get bored easily) First 17 seconds is critical
- Talk about impact on others (yours/theirs)
- Who, When, How to get things done...Now!
- Show them the action!!
- Appeal to their need for freedom/options/variety

Remember to ask questions that start with the words *who, what, where, how and why* and then listen for temperament clues that will tip you off to their core needs and values as well as their talents. The more you begin to “temperament watch” when talking with people, the easier it becomes to pick it up. The more you use it, the quicker it will become second nature.

Knowing how to start a connection with someone (your “17 second drill”) and then knowing how to cultivate it by appealing to a person’s core needs and values is what it takes for you to be on your way to ***Perfecting Connecting®!***

To take a free online assessment to help you understand your temperament pattern and personality preferences click here; (Add Link for Temperament Assessment)

Sarah Michel works with organizations and companies who want to improve their connections with people, opportunities and ideas. She is an internationally recognized speaker, trainer, career coach and author. For more information on Sarah’s programs or to purchase her Perfecting Connecting® products or book visit her website

[www.perfectingConnecting.com](http://www.perfectingConnecting.com)