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Surrounded by Idiots

The Four Types of
Human Behavior
and How to
Effectively Communicate
with Each in Business
(and in Life)

Thomas Erikson



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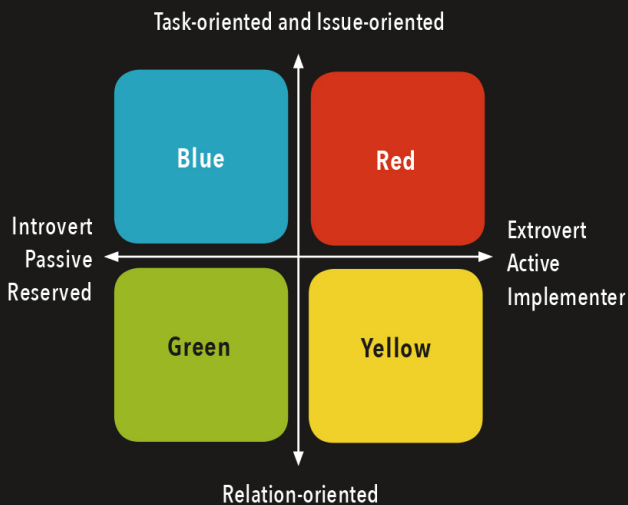
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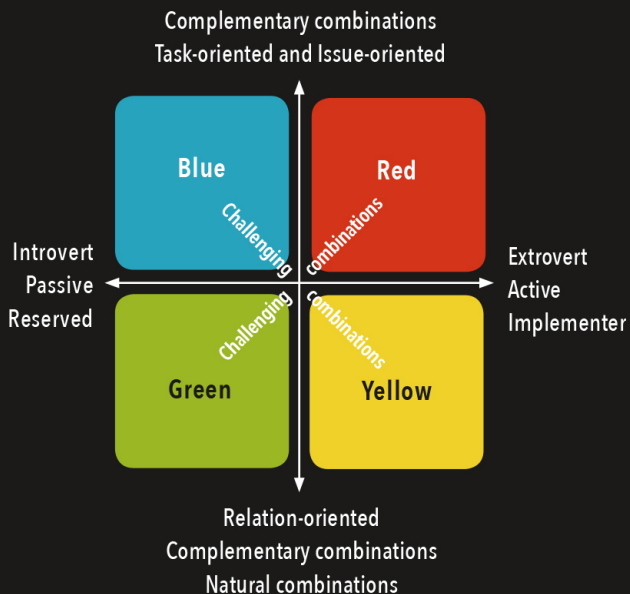
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RED

Aggressive
Ambitious
Strong-willed
Goal-oriented
Pushing
Problem-solver
Pioneer
Decisive
Innovator
Impatient
Controlling
Convincing
Performance-oriented
Powerful
Results-oriented
Initiator
Speed
Timekeeper
Intense
Opinionated
Straightforward
Independent

YELLOW

Talkative
Enthusiastic
Persuasive
Creative
Optimistic
Social
Spontaneous
Expressive
Charming
Full of vitality
Self-centered
Sensitive
Adaptable
Inspiring
Needs attention
Encouraging
Communicative
Flexible
Open
Sociable
Imaginative
Easygoing

GREEN

Patient
Relaxed
Self-controlled
Reliable
Composed
Loyal
Modest
Understanding
Lengthy
Stable
Prudent
Discreet
Supportive
Good listener
Helpful
Producer
Persistent
Reluctant
Thoughtful
Conceals feelings
Considerate
Kind

BLUE

Conscientious
Systematic
Distant
Correct
Conventional
Seems insecure
Objective
Structured
Analytical
Perfectionist
Needs time
Reflecting
Methodical
Seeks facts
Quality-oriented
Scrutinizes
Follows rules
Logical
Questioning
Meticulous
Reflecting
Reserved

*(page 14)**(page 194)***Analytical****NEGATIVE**

Critical
Indecisive
Narrow-minded
Fastidious
Moralizing

POSITIVE

Diligent
Thoughtful
Serious/Persistent
Demanding
Methodical

Stable**NEGATIVE**

Stubborn
Uncertain
Compliant
Dependent
Awkward

POSITIVE

Supportive
Respectful
Obliging
Reliable
Pleasant

Dominant**NEGATIVE**

Pushy
Strict
Tough
Dominant
Hard

POSITIVE

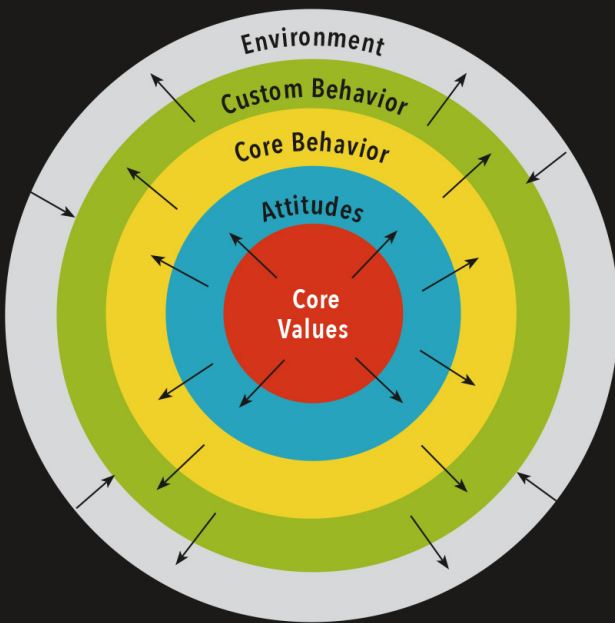
Strong-willed
Independent
Ambitious
Determined
Effective

Inspiring**NEGATIVE**

Manipulative
Hot-tempered
Undisciplined
Counteractive
Egotistic

POSITIVE

Inspiring
Stimulating
Enthusiastic
Dramatic
Outgoing



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ANALYTICAL

- Slow reaction
- Maximum effort to organize
- Minimal interest in relationships
- Historical time frame
- Cautious action
- Tendency to avoid involvement

DOMINANT

- Quick reaction
- Maximum effort to control
- Minimal interest for caution in relationships
- Current time frame
- Direct action
- Tendency to avoid involvement

STABLE

- Calm reaction
- Maximum effort for connection
- Minimal interest in change
- Current time frame
- Supportive action
- Tendency to reject conflict

INSPIRING

- Rapid reaction
- Maximum effort to involve
- Minimal interest in routine
- Future time frame
- Impulsive action
- Tendency to reject isolation



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RED people often see themselves as:

Driven

Resolute

Ambitious

Decisive

Competitive

Independent

Prompt

Determined

Time-conscious

Persuasive

Strong-willed

Results-oriented

YELLOW people often see themselves as:

Enthusiastic

Charming

Outgoing

Inspiring

Optimistic

Flexible

Open

Creative

Spontaneous

Convincing

Easygoing

Communicative

GREEN people often see themselves as:

Friendly

Calm

Reliable

Considerate

Pleasant

Patient

Predictable

Stable

Team player

Discreet

Thoughtful

Good listener

BLUE people often see themselves as:

Accurate

Cautious

Correct

Detail-oriented

Logical

Methodical

Orderly

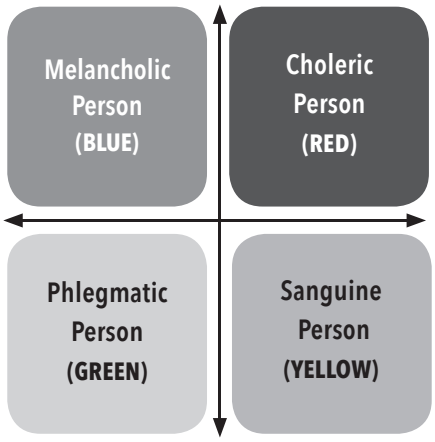
Quality-oriented

Reflective

Systematic

Thorough

Unassuming



Melancholic
Person
(BLUE)

Choleric
Person
(RED)

Phlegmatic
Person
(GREEN)

Sanguine
Person
(YELLOW)

WATER (BLUE)



FIRE (RED)



EARTH (GREEN)



AIR (YELLOW)

A Quick Little Quiz to See What You've Learned

Here's a chance for you to test your skills! This is a fun thing that you can use to test out your acquaintances. How much do you really know about how people work? I hope the answers you get will lead to interesting discussions, either around the water cooler or at the dinner table at home.

1. Which combination of profiles would naturally agree on a social level?
 - Two Yellows
 - Two Reds
 - Yellow and Red
 - Blue and Green
 - All of the above
2. Which combination of profiles naturally work well together?
 - Green with anyone else
 - Two Yellows
 - Two Reds

Blue and Red

All of the above

3. Which profile will always prefer to be the head of a project?
Red
Yellow
Green
Blue
4. Which profile would make the best surgeon?
Red
Yellow
Green
Blue
5. Which person would enjoy giving a speech the most?
Red
Yellow
Green
Blue
6. Which person would know exactly where he saved that email from his boss?
Red
Yellow
Green
Blue
7. Which person would want to do more tests or get more information before making a decision?
Red
Yellow
Green
Blue

8. Which person can you always rely on to arrive on time?
- Red
 - Yellow
 - Green
 - Blue
9. Which person doesn't follow the rulebook to get a job done?
- Red
 - Yellow
 - Green
 - Blue
10. Which person would be the most willing to try something new to get the job done?
- Red
 - Yellow
 - Green
 - Blue
11. Which person will remember personal criticism the longest?
- Red
 - Yellow
 - Green
 - Blue
12. Which person is the least organized but knows exactly where to go to get what he needs?
- Red
 - Yellow
 - Green
 - Blue

13. Which profile always wants to make decisions?

- Red
- Yellow
- Green
- Blue

14. Which profile wears the latest fashions?

- Red
- Yellow
- Green
- Blue

15. Which profile would enjoy new challenges the most?

- Red
- Yellow
- Green
- Blue

16. Which profile would be the quickest to judge other people?

- Red
- Yellow
- Green
- Blue

17. Which combination of profiles would form the best team?

- Two Greens
- Two Reds
- Yellow and Red
- Blue and Green
- A mixture of all the colors

18. Which profile will probably talk the most?
- Red
 - Yellow
 - Green
 - Blue
19. Which profile would assimilate new ideas the quickest?
- Red
 - Yellow
 - Green
 - Blue
20. Which profile would delegate a task but then still do it himself?
- Red
 - Yellow
 - Green
 - Blue
21. Which profile is the best listener?
- Red
 - Yellow
 - Green
 - Blue
22. Which profile wouldn't miss the last step of the instructions?
- Red
 - Yellow
 - Green
 - Blue

23. Which profile is most common in your social circle?

Red

Yellow

Green

Blue

The answers can be found on page 269.

More About Question 23

At work, you can't always choose the people you'll work with. They're just there, whether you would have chosen them or not. In the professional world, you have to play a good game with the cards that you have. But outside of work, when you can choose who you will spend your time with, what kind of people do you choose? Have you chosen people who are similar to yourself, or do you hang out with people who are your total opposite?

Of course, there are no right or wrong answers, but it's interesting to think about it. When we can choose, whom do we choose?

And how do we choose the partner we want to spend the rest of our lives with? Your mirror image, or your opposite? A fascinating question, right?

The Answers to the Questions in Chapter 20

1. Two Yellows
2. Green with anyone
3. Red
4. Blue
5. Yellow
6. Blue
7. Blue
8. Blue
9. Red
10. Yellow
11. Green
12. Yellow
13. Red
14. Yellow
15. Red
16. Red
17. A mixture of all the colors
18. Yellow

19. Red
20. Red
21. Green
22. Blue
23. To this there is no given answer, as you might understand.

Further Reading

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