## Classification of Personality Types

Since the days of the Greek civilization, philosophers and scholars have been classifying people into four categories that, perhaps unsurprisingly, have remarkable similarities.

<table>
<thead>
<tr>
<th>Name</th>
<th>Date</th>
<th>Type 1</th>
<th>Type 2</th>
<th>Type 3</th>
<th>Type 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Empedocles</td>
<td>400 BCE</td>
<td>Fire</td>
<td>Air</td>
<td>Water</td>
<td>Earth</td>
</tr>
<tr>
<td>Hippocrates</td>
<td>460 BCE</td>
<td>Yellow bile</td>
<td>Blood</td>
<td>Phlegm</td>
<td>Black bile</td>
</tr>
<tr>
<td>Galen</td>
<td>131 CE</td>
<td>Choleric</td>
<td>Sanguine</td>
<td>Phlegmatic</td>
<td>Melancholy</td>
</tr>
<tr>
<td>DISC</td>
<td>1920s</td>
<td>Dominant</td>
<td>Influential</td>
<td>Steady</td>
<td>Cautious</td>
</tr>
<tr>
<td>Jungian</td>
<td>1940s</td>
<td>NF</td>
<td>SP</td>
<td>NT</td>
<td>SJ</td>
</tr>
<tr>
<td>Keirsey</td>
<td>1960s</td>
<td>Idealist</td>
<td>Artisan</td>
<td>Rational</td>
<td>Guardian</td>
</tr>
<tr>
<td>Handy</td>
<td>1990s</td>
<td>Apollo</td>
<td>Dionysus</td>
<td>Athena</td>
<td>Zeus</td>
</tr>
</tbody>
</table>

**Empedocles**

(ca. 490–430 BC) was a Greek pre-Socratic philosopher and a citizen of Agrigentum, a Greek colony in Sicily.

- Empedocles’ philosophy is best known for being the origin of the cosmogenic theory of the four classical elements.
- These physical speculations were part of a history of the universe which also dealt with the origin and development of life.
- Influenced by the Pythagoreans, he supported the doctrine of reincarnation.
- Empedocles is generally considered the last Greek philosopher to record his ideas in verse.

**Hippocrates**

- was a Greek physician born in 460 BC on the island of Cos, Greece.
- He became known as the founder of medicine and was regarded as the greatest physician of his time.
- Based his medical practice on observations and on the study of the human body.
- Held the belief that illness had a physical and a rational explanation. He rejected the views of his time that considered illness to be caused by superstitions and by possession of evil spirits and disfavor of the gods.
- He was also the first physician that held the belief that thoughts, ideas, and feelings come from the brain and not the heart as others of him time believed.
- He died in 377 BC. Today Hippocrates is known as the "Father of Medicine".

**Galen**

- was born in Pergamos in Asia Minor in the year 131 C.E.
- Received medical training in Smyrna and Alexandria
- Gained fame as a surgeon to the gladiators of Pergamos.
- Eventually summoned to Rome to be the physician of the Emperor Marcus Aurelius.
- Galen spent the rest of his life at the Court writing an enormous corpus of medical works until his death in 201 C.E.
- A supporter of observation and reasoning, he was one of the first experimental physiologists, researching the function of the kidneys and the spinal cord in controlled experiments.
DISC

- Is the four quadrant behavioral model based on the work of William Moulton Marston Ph.D. (1893 - 1947) to examine the behavior of individuals in their environment or within a specific situation. (otherwise known as environment)
- It focuses on the styles and preferences of such behavior.
- The father of DISC graduated from doctoral studies at Harvard in the newly developing field of Psychology and was also a consulting psychologist, researcher, and author of five books, either solely or through joint effort.
- His works were showcased in Emotions of Normal People in 1928.[1] among others.
- Research has found that characteristics of behavior can be grouped into four major 'personality styles' and they tend to exhibit specific characteristics common to that particular style. All individuals possess all four, but what differs from one to another is the extent of each.
- DISC is also used in an assortment of areas and used by many companies, HR professionals, organizations, consultants, trainers and the list goes on, due to its host of benefits.
- DISC is acronym for
  - Dominance- relating to control, power, and assertiveness
  - Influence - relating to social situations and communication
  - Steadiness (submission in Marston's time) - relating to patience, persistence, and thoughtfulness
  - Conscientiousness (or caution, compliance in Marston's time) - relating to structure and organization

Jungian

- Carl Gustav Jung is the Swiss psychiatrist whose importance in the history of psychoanalysis rivals that of Sigmund Freud.
- Early in his career Jung worked at the Burghözli mental clinic in Zurich (1900-09), and he later he held professorships in Zurich (1933-41) and Basel (1944-61).
- His early working relationship with the elder Freud, begun around 1906, deteriorated as Jung became increasingly critical of Freud's insistence on the psychosexual origins of neuroses.
- After Jung published The Psychology of the Unconscious in 1912, their theories diverged and Jung developed his own school of "analytical psychology."
- He emphasized understanding the psyche through exploring the worlds of dreams, art, mythology, religion and philosophy.
- His most notable ideas include the concept of psychological archetypes, the collective unconscious and synchronicity.
- The Myers-Briggs Type Indicator (MBTI) assessment is a psychometric questionnaire designed to measure psychological preferences in how people perceive the world and make decisions.
- These preferences were extrapolated from the typological theories originated by Carl Gustav Jung, as published in his 1921 book Psychological Types (English edition, 1923).
- The original developers of the personality inventory were Katharine Cook Briggs and her daughter, Isabel Briggs Myers.
They began creating the indicator during World War II, believing that a knowledge of personality preferences would help women who were entering the industrial workforce for the first time identify the sort of war-time jobs where they would be “most comfortable and effective.”

The initial questionnaire grew into the Myers-Briggs Type Indicator, which was first published in 1962.

The MBTI focuses on normal populations and emphasizes the value of naturally occurring differences.

For most adults (75–90%), though not for children, the MBTI is reported to give the same result for 3–4 preferences when the test is administered to the same person more than once.

Charles Handy is regarded by many as the most advanced management thinker in the world. His early work, such as his 'Motivation Calculus' outlined below, has been steadily surpassed and extended by his more recent modern and sophisticated thinking about the purpose of work, business and organizations.

Keirsey

The roots of Keirsey Temperament Theory™ is based in the 1940’s during David Keirsey’s World War II service as a U.S. Marine fighter pilot serving in the Pacific.

The one book Keirsey carried with him through his entire war service was a psychology book; this book was the first spark of his journey into the field of personality.

At Pomona College and the Claremont Graduate School Keirsey began his research and study of human behavior.

He researched historical literature in psychology, philosophy, and the sciences, he became intrigued by the patterns of four temperaments. These four distinct patterns of human behavior were woven throughout history, dating back to such figures as Hippocrates.

He published his theory in the book, Please Understand Me® (1978), where he publicly introduced the Keirsey Temperament Sorter® (KTS®) to the world.

The KTS is closely associated with the Myers-Briggs Type Indicator (MBTI); however, there are significant practical and theoretical differences between the two personality questionnaires and their associated different descriptions.

Identified the four temperaments described below. These are further broken down into eight roles and sixteen role variants.

- Artisans are observant and pragmatic. Seeking stimulation and virtuosity, they are concerned with making an impact. Their greatest strength is tactics. They excel at troubleshooting, agility, and the manipulation of tools, instruments, and equipment.

- Guardians are observant and cooperative. Seeking security and belonging, they are concerned with responsibility and duty. Their greatest strength is logistics. They excel at organizing, facilitating, checking, and supporting. The two roles are as follows

- Idealists are introspective and cooperative. Seeking meaning and significance, they are concerned with personal growth and finding their own
unique identity. Their greatest strength is diplomacy. They excel at clarifying, individualizing, unifying, and inspiring.

- Rationals are introspective and pragmatic. Seeking mastery and self-control, they are concerned with their own knowledge and competence. Their greatest strength is strategy. They excel in any kind of logical investigation such as engineering, conceptualizing, theorizing, and coordinating. The two roles are as follows:

Handy

- Handy was born in 1932 and is regarded as Britain’s greatest management visionary.
- He graduated from Oxford and worked for Shell International, and during two years at the Sloan School of Management became a protégé of Warren Bennis, the organizational and leadership guru.
- Handy uses a metaphor of the Greek Gods to explain different organizational cultures:
  - Zeus (power, patriarchy, 'the club' culture)
  - Apollo (order, reason, bureaucracy, the 'role' culture)
  - Athena (expertise, wisdom, meritocracy, 'task' culture)
  - Dionysus (individualism, professionalism, non-corporate, existentialist culture)
- Handy was one of the first to identify that ‘careers for life’ were destined to become a thing of the past, and as a thinker,
- In the 1990’s and 2000’s Charles Handy increasingly focused on ethical and philosophical issues for business and society,