

The Introvert

The Thinker

The Pessimist

WEAKNESSES

STRENGTHS

THE MELANCHOLY'S EMOTIONS

Deep and thoughtful
Analytical
Serious and purposeful
Genius prone
Talented and creative
Artistic or musical
Philosophical and poetic
Appreciative of beauty
Sensitive to others
Self-sacrificing
Conscientious
Idealistic

THE MELANCHOLY AT WORK

Schedule oriented
Perfectionist, high standards
Detail conscious
Persistent and thorough
Orderly and organized
Neat and tidy
Economical
Sees the problems
Finds creative solutions
Needs to finish what he starts
Likes charts, graphs, figures, lists

THE MELANCHOLY AS A PARENT

Sets high standards
Wants everything done right
Keeps home in good order
Picks up after children
Sacrifices own will for others
Encourages scholarship and talent

THE MELANCHOLY AS A FRIEND

Makes friends cautiously
Content to stay in background
Avoids causing attention
Faithful and devoted
Will listen to complaints
Can solve other's problems
Deep concern for other people
Moved to tears with compassion
Seeks ideal mate

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THE MELANCHOLY'S EMOTIONS

Remembers the negatives
Moody and depressed
Enjoys being hurt
Has false humility
Off in another world
Low self-image
Has selective hearing
Self-centered
Too introspective
Guilt feelings
Persecution complex
Tends to hypochondria

MELANCHOLY AT WORK

Not people oriented
Depressed over imperfections
Chooses difficult work
Hesitant to start projects
Spends too much time planning
Prefers analysis to work
Self-deprecating
Hard to please
Standards often too high
Deep need for approval

THE MELANCHOLY AS A FRIEND

Lives through others
Insecure socially
Withdrawn and remote
Critical of others
Holds back affection
Dislikes those in opposition
Suspicious of people
Antagonistic and vengeful
Unforgiving
Full of contradictions
Skeptical of compliments

THE MELANCHOLY AS A PARENT

Puts goals beyond reach
May discourage children
May be too meticulous
Becomes martyr
Sulks over disagreements
Puts guilt upon children

INTERVIEW TECHNIQUES

1. They are most sensitive people in Unit. Do not criticize them or they won't work anymore.
2. They try to be perfect and get nervous and mess up.
3. Do a two-part interview.
4. Ask: Tell me what you have heard about Mary Kay, both positive and negative.
5. She's waiting to see if you are realistic, so bring in some facts to build credibility.
6. Benefits to them: financial statements, annual reports, facts in print. (Company literature.)

7. They would be impressed if you admitted you didn't know the answer to something, but you'd find out from the Dallas office.

GREATEST FEAR--Criticism of their work. They don't want to be wrong. They want a guarantee they can do it. They want step by step help.

INTERVIEW QUESTIONS

1. If you had a step by step plan, could you do a competent job? What is your background? Do you work better with figures or with people?