



Understanding Yourself and Others: An Introduction to Temperament 4.0

Linda V. Berens

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Linda V. Berens has updated *Understanding Yourself and Others: An Introduction to the 4 Temperaments 4.0* to include the latest developments in Temperament theory. In this new edition, added content on the 4 variations of each temperament is included, leading to the 16 personality types. Our perennial best-seller on the application of Temperament theory, Dr. Linda V. Berens introduces us to the next evolution of Temperament the four new terms: Improviser, Stabilizer, Theorist and Catalyst. Dr. Berens has developed a resource used by thousands to better understand themselves and others. Engaging graphics and easy-to-read text lead readers on a journey of self-discovery. Also used widely by trainers, career professionals, coaches, managers and others to lead individuals, groups and teams through the dynamics of Temperament.

Linda Berens is renowned for taking Temperament Theory, which has been used for over 2 centuries and describes the core values, motivations and needs of individuals, and translating it into practical business applications.

Many corporate organizational development leaders recognize that understanding Temperament can enhance nearly every aspect of corporate performance, from leadership development to employee motivation and retention to creativity and innovation to navigating change. The challenge has been that the old names Rational, Guardian, Artisan and Idealist contribute to some bias in organizations. We found people resonate with words they identify with, says Berens. Who wouldn't want to be called Rational when the opposite is irrational and being an Idealist may not be highly valued in the real world of balance sheets and shareholder value.

Over the years, people have called the four temperaments by many names. Dr. Berens and her team selected the new names based on three core ideas the names had to be active, describe a contribution to organizations and get to the talent as well as the core values of each temperament pattern.

The new names, which are a culmination of more than 25 years of training thousands of people in Temperament Theory, are being very well received in the community of organizational development professionals and by Interstrength Associates (founded by Dr. Berens) corporate training and consulting clients. Our clients are very enthusiastic about integrating the new names into their training curriculums, says Berens. They appreciate the greater resonance with the realities of the current business environment.

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