







When teams and families learn about the differences in each other's personalities and how to effectively communicate with one another without being reactive, the dynamic of relationships starts to change and this is when true communication and connection begins.

People actually start working together, not against one another.

Opinions can be given, not forced.

People can be asked, not told.

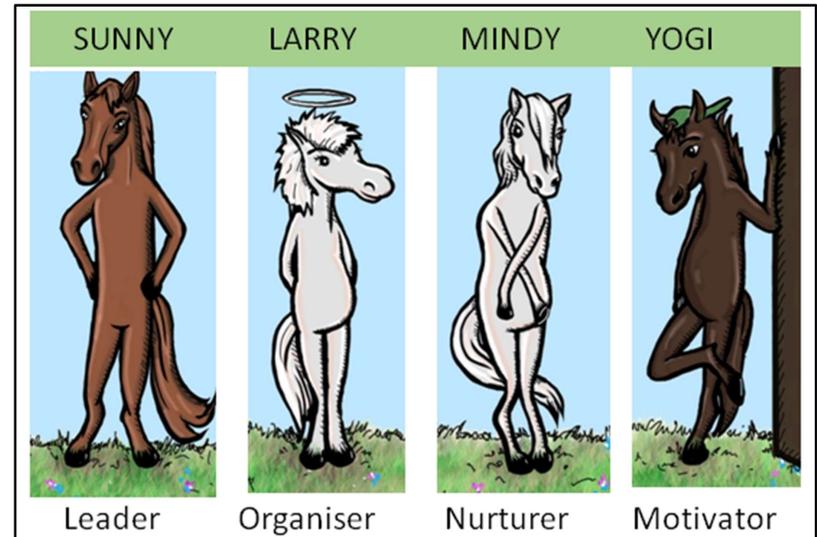
People can be heard without being shut down.

## Respect and dignity are restored

# How can I tell which Horse or Pony I am? Knowledge is Power! The Four Personality types

The Four Horse Personality Types identified by Sue Spence (in her Horses Helping Humans program) align perfectly with the Four Temperaments Model of Human Behaviour.

Understanding our personality type gives us a clear view of our talents and values. Once we learn the meaning of the clues from other people's body language, we can truly understand our reactions to them and slightly alter our reaction so that we communicate in the language they understand, and we can work with people different from ourselves.



We each have a dominant personality type, as well as traits from the other types. There is no one personality type which is better than any other – they all have equal (but different) traits.

Understanding other personality type's behaviour helps us to be able to truly value other personality types. Even though it seems like they speak a different language!

Learning about all personality types helps you to understand others perfectly and makes the personalities we interact with every day feel valued and appreciated.

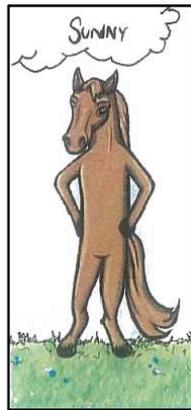
# The Four Horse Personality Types

The *Four Horse Personality Types* identified by Sue Spence (in her *Horses Helping Humans* Program) align perfectly with the Four Temperaments and DISC personality types.

The *Four Temperaments Model of Human Behaviour* was first introduced by Hippocrates 400 years before Christ. Around 190BC, Galen identified four classic types: Choleric, Sanguine, Phlegmatic and Melancholy to describe human behaviour and personality insights.

The *Disc* model is now perhaps the most popular of all the Personality models. In 1928 William Marston changed the old Greek titles to: Dominant, Inspirational, Submissive and Compliant, however these titles have changed over the years to those used below.

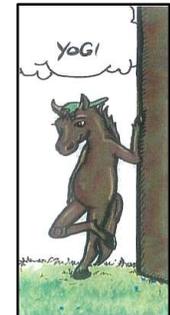
**Sunny:** **Choleric** Ambitious and leader-like  
**Dominant** Outgoing and task



orientated  
Sunny's have a lot of ambition, energy and passion. They like to be leaders and be in charge. Great at quick decision making in situations which need instant action and in areas which need authority, may come across as intimidating to introverted personality types. Sunny's are both direct and firm when responding to others and they do not easily empathise with the feeling of others. Their activity almost always has a purpose because they are by nature, result orientated and usually do not give in to the pressure if what others think. Many great and present leaders were and are Sunnys. When under pressure they can be dominant and demanding; when they are calm, they are loyal, protective, reliable and decisive.

Sunny's role in life is to make others feel safe.

**Yogi:** **Sanguine** Pleasure seeking and sociable  
**Influential** Outgoing and people orientated

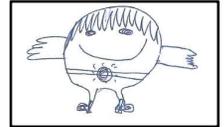


The Yogi temperament is fairly extroverted. Yogi's tend to enjoy social gatherings and making new friends. It is not unusual to feel as if you have known a Yogi for years after only a few minutes. Yogi's are so people orientated that they easily forget about time and are often running late. Yogi's get bored easily because of their orientation towards social involvement and activity. Their attention span is based on whether or not that are interested in the person event. They can change their focus or interest in an instant.

# Body Language and Boundaries

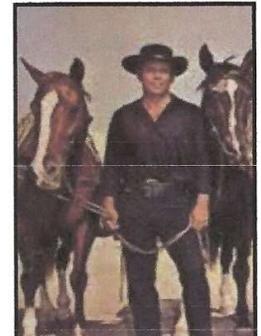
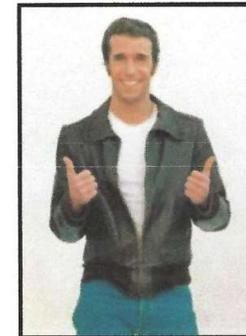
The most important thing is to keep your shoulders and arms completely relaxed through all communication. Tight shoulders and arms look defensive. Extrovert out softly, breathe out softly while taking your arms away from your sides. Remember introverting your body language in and up closes the doors of communication.

The softly extroverted cartoon puffer fish is a great example of soft, open, confident body language!



The three main body language things to remember are:

1. To be strong on the bottom (power stance), feet shoulder width apart. For women it's the Wonder Woman stance, for men it's the old-fashioned Cowboy hero's stance from the old western movies.
2. Project confidence from the middle. For women, imagine that you are showing a beautiful shiny belt buckle or imagine you have a belly button piercing that you are proud of! Yours arms are soft and held gently away from the body. For men imagine you are wearing a Chippies belt, a fully equipped tool belt so your arms are of course away from your sides and your hands are open and soft, so there is no tension.
3. Staying soft on top. This means being conscious that your jaw, shoulders and arms stay completely relaxed throughout the communication so you at not time come across as reactive or defensive.



# The three steps to achieving successful communication

## "Diffuse before you discuss"

### 1. Emotional control

Become neutral, drop your energy, take some deep jelly belly breaths, whatever it takes to become calm and clear headed. DO not proceed with communication in fact do not even enter the room until you are in control of your impulse emotions (conditioned response).

Overcoming our fears and natural impulses (whether they are aggression, frustration, anxiety, panic, indecisiveness, feeling out of control or apathy).

Staying calm, assertive, focused and confident builds trust and respect (in both horses and humans)

### 2. Focus

Focus on your energy and body language, breathe out between your sentences and keep our body soft and open. Do not allow your reactions to take over.

### 3. Intent

Have a positive purpose, what is it you need to express? Express it clearly and calmly without excessive words or emotion.



Yogi's tend to be competitive and dis-organised. They are enthusiastic, vivacious, can be impulsive and have a sense of humour. Yogi's are very motivated but can come across as boisterous when their energy is up. When under pressure they become pushy, bossy, tune out or shut down. When calm they are playful, fun to be around and adventurous. Yogi's life role is to motivate others.



**Mindy:**      **Melancholic**      Introverted and thoughtful



**Conscientious**      Reserved and task orientated

The person who is a thoughtful ponderer, has a melancholic disposition. Often very considerate they get rather worried when they are not on time for events. Mindy's are self-sacrificing, gifted and tend to be perfectionists. They are very sensitive to others. Mindy's are well-organised and determined to make the right and best decision. They can fear taking the risk and making the wrong decision. Mindy's find it hard to say "No" and can feel intimidated by extroverted personality types. They are sensitive and empathetic to others and are thoughtful, deep thinkers. When under pressure they can be nervous, fearful, anxious, defensive and have a lack of boundaries. When calm they are loving and sensitive to others.

Mindy's role in life is to make others feel cared for.

**Larry:**      **Phlegmatic**      Relaxed & quiet

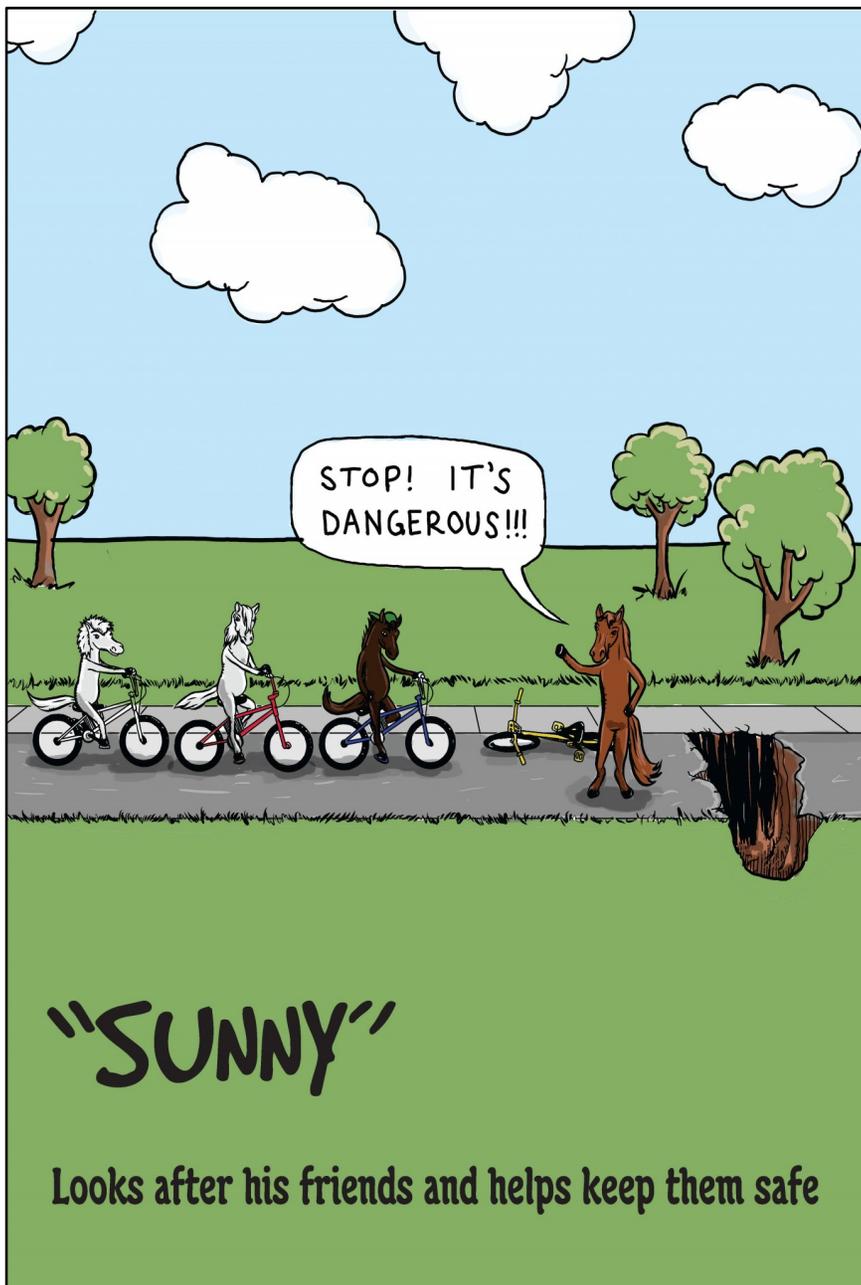
**Steady**      Reserved and people orientated



Larry's are calm, easy-going people. They are very consistent, rational, curious and observant, making them good administrators. Larry's are great mediators as they get along with everyone and they have a quiet sense of humour. Larry's like routine and are great at attention to details. They are persistent and consistent in whatever they undertake. Due to Larry's dislike of confrontation, they can become defensive when pushed. When under pressure Larry's can be uncomfortable and nervous. When calm Larry's are fun, loving, sensitive to others and confident.

Larry's role in life is to organise and instil security in people.





## The importance of breathing correctly when communicating

"Breathing is critically important to successfully maintaining low adrenaline levels. Adrenaline down, communication and learning up."

*Monty Roberts*

Remember that your body is communicating exactly what you are really thinking and feeling whether you realise it or not. This is what is known as our body language.

### The steps to follow to drop your adrenaline

Start by standing fully relaxed and expelling all the air out of your lungs. Then breathe in deeply through your nose to a count of 8, hold for a count of 7, exhale completely through your mouth to the count of 8, pause before breathing back in, completely relax your belly. Release all tension from your mid-riff, then repeat breathing back in through the nose, hold, completely out through the mouth, now relax your belly even more.

During each round of slow calm breathing, relax your belly more and more. It is very important to keep your eyes very still, so focus on something in front of you or close your eyes.

### Intuition

Usually, our intuition will always let us know when we are starting to cross a line which is not good for us to cross!

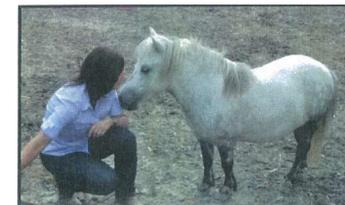
By learning to listen to this inner warning device we can help avoid potentially uncomfortable or dangerous situations.

Stress is one of the main reasons people are not aware of their intuition nudging them. Being continually busy, never having quiet time and not knowing how to relax is why this God given ability to help guide us is now almost non audible.

Anxiety or frustration dulls our intuition so jelly belly breathe until calm and centred! Relaxation is one of the most valuable habits we can form.

It will:

- ✓ Improve clarity of thought
- ✓ Help lead you towards emotional control
- ✓ Improve your health – the benefits of which are too many to list!



# Assertive, Aggressive or Passive?

## How do you react to challenging circumstances?

Do you?

**Avoid any sort of confrontation** as the thought of it can fill you with dread or fear.

Or

**Get so angry** that you feel as if you will explode if you don't get your point across.

Or

**Face circumstances calmly and confidently**, saying what you feel without being demanding and aggressive or apologetic and fearful?

Learning to **control our emotions** is a huge step towards becoming **calm and assertive**. We are usually totally unaware of our emotions getting out of control until it is too late.

**Being aggressive** encourages others to be aggressive and defensive, sometimes fuelling a confrontation into violence.

**Staying passive** leads to a decrease in self-respect and a loss of control in a situation which could affect our safety.

**By learning to become assertive we can be in control, respecting others and yourself!**

### Reactive

Defensive  
Aggressive  
Timid and nervous  
Frustrated  
Out of control

### Responsive

In control  
Assertive  
Confident  
Calm  
Focused

**As you feel yourself starting to react, deep jelly belly breathing can help you respond to the situation instead of reacting to it.**



## Quick Tips for Personality Types

**SUNNY:** Take hands off hips and hook thumbs into the back pockets Breathe Out relax that Belly Smile and engage before asking anyone to do anything



Sunny Choleric, remember to breathe out before you enter a room and to breathe out between your sentences.

**Your strength is in your softness.**

### TIPS For Sunnys

Never underestimate how much people can feel the tension you hold when you have reactive emotions running. So breathe it all out and relax that belly as soon as you start to get reactive! If you struggle with frustration and anger rises quickly, be very conscious of breathing out completely before you ask anyone to do anything. If you don't all that energy will come across as a "TELL" and doors of communication will quickly close.

More sensitive anxious personalities will shut down, as they will feel intimidated. Be very conscious also that you don't have " Agenda " energy, relax your whole body, even your feet (as they will stride your agenda into the room and set off reactions). Imagine changing yourself from a Karate instructor to a Tai Chi instructor! Doors of communication open so much more when you realise that your strength lies within your ability to be soft, as soft calmness is something everyone respects.



## Quick Tips for Personality Types

**LARRY:** Breathe Out with Belly Smile and engage



Larry Phlegmatic, focus on keeping your shoulders completely relaxed so at no time will you look defensive.

**Your strength is your calm, consistent energy**

### TIPS for Larry's

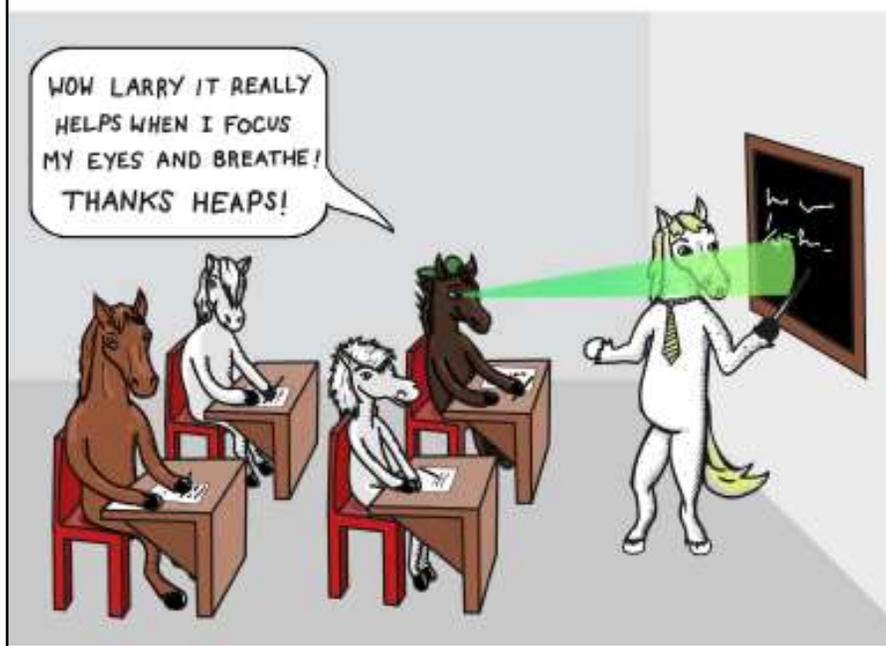
Larry represents personalities that are more laid back, are great at organising and are really helpful to other personalities.

They like to do things well so may at times overthink how they are producing their work and sometimes they are trying so hard to get everything perfect, . their body language can tense up to the degree that it closes off the flow of productivity.

The best thing to do is just relax as you do your best.







"Larry" helps organise his friends

# Quick Tips for Personality Types

**MINDY:** Breathe Out with Belly  
Shiny Belt Buckle  
Sell those Shoes



Mindy Melancholic, be conscious especially when you are speaking to extroverts, that displaying the strong on the bottom confident in the middle and soft on your top so your words will be heard!

**Your strength is your soft energy with strong body language**

## TIPS For Mindys

You tend to get more anxious when working with people, so its important that you also remember to breathe out completely. Nervous energy is uncomfortable for others also.

Make your body wider by standing with feet shoulder width apart and not locking your arms into your sides. The Wonder Woman or Super Hero stance!

Closing your body language down (as well as making you look not confident) will also make you feel less confident. Its amazing the difference in how you feel once you have adjusted your body language.

As the power pose increases testosterone. If you have a problem saying NO using this same open body language helps immensely. You now look more decisive and it reduces the risk of a disrespectful person thinking they can wear you down to say Yes.



# Quick Tips for Personality Types

**YOGI:** Breathe Out and be still  
Thumbs in Back Pockets not on Hips  
Concentrate Laser Eyes  
Smile and engage



Yogi Sanguine, also breathe out between your sentences and focus on standing still when you are speaking things of importance.

**Your strength is in your stillness**

## TIPS for Yogi's

When its hard to focus, if you imagine you have laser beams coming out of your eyes like torch beams shining onto what you have to apply yourself to, or where you need to walk to, it helps to turn on the focused part of your brain, as when your eyes have less movement so does your brain!

You will feel calmer and teamed with your belly breathing, you appear much more calm and focused . Breath slow , move slow when you start to feel energy building up and you're having trouble concentrating on something you need to do.



