

THE SOLID GOLD (SJ) TEMPERAMENT

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Description Of Solid Golds

The Solid Gold's strengths are being realistic, practical, responsible and loyal. As such, they are also known as **Duty Seekers**. They like to stick to standard ways of doing things. They respect and honor the traditions, customs, and laws of society which give them a sense of safety, stability, and belonging. Feeling useful and needed is important to them. Being of service and making things run the way they should gives them satisfaction. Consequently, they have high expectations of themselves and others.

At work, Solid Golds like to be fully in charge of their area of responsibility. They want to be useful and have difficulty refusing to take on extra assignments. Their attitude is "If I don't do it, who will?" They have a strong work ethic and believe that everyone can make something of himself or herself if they just work hard enough.

Solid Golds want to contribute to institutions they serve and they bring stability to an organization. They like jobs where performance is judged by established rules and explicitly stated criteria. They pay attention to an organization's hierarchy, have respect for the chain of command, and rely on stated policies and standard operating procedures. Their natural resistance to change can be reduced once they understand the rationale behind the change. In order to accept new ideas, they need to see the practical applications and benefits. Their approach to problem-solving is to apply past experience and follow the rules. They are usually precise with data, good with facts and figures and pay attention to detail. They can be sticklers for accuracy in fact. They have a good sense of time so they are realistic about how long it takes to complete tasks.

Solid Golds generally don't like surprises, and have a gift for anticipating problems that might disrupt their stability. They have a tendency to make decisions too quickly without considering possible options. They are famous for having a good grasp of "common sense" in whatever they do. Unfortunately, they sometimes have a hard time seeing beyond their common sense to consider the suggestions of others.

Solid Golds are loyal and faithful partners and take their personal commitments and obligations seriously. They often feel more comfortable being the giver or caretaker than being the receiver. They tend to feel at ease in the traditional roles of provider or homemaker. When not appreciated, they can feel bitter and hurt, but they have difficulty expressing it. They can be pessimistic and worry excessively and think people who don't worry are irresponsible.

When stressed, Solid Golds can be pessimistic and see no way out of difficult situations. They tend to imagine worst-case scenarios rather than positive possibilities. They like to anticipate bad news and are

generally prepared for setbacks and unpredictable events which they believe are bound to occur. At work they are often put in charge of disaster planning. They save their money and are willing to make sacrifices in the present for the sake of future security.

Solid Golds provide an ordered and predictable environment for their children. They may find it difficult to allow their children independence and self-expression. Commitment to family is seen as a responsibility and breaking family rules is seen as disloyalty. They can sometimes instill guilt in their children when they don't meet their expectations. Solid Gold parents want their children to have the "proper" social attitudes and to obey the rules of society. They tend to place importance on grades, college, and traditional education, and they encourage practical careers.

Solid Golds with a strong Extraverting preference (ESTJ, ESFJ) are more talkative, gregarious, and initiate activities with friends. Solid Golds who have a strong Introverting preference (ISTJ, ISFJ) are more reserved and interested in their inner world of thoughts and one-on-one conversations.

As children and teens Solid Golds are reliable and conscientious, and they try to please adults. They become very responsible starting at an early age and can act like a parent toward other children, or even toward their own parents. They thrive in an organized environment where there are clearly defined rules and routines. They prefer subjects that deal with facts and have practical application such as history, geography, civics, biology, math, spelling, typing, computers, or business. They like to participate in school activities and feel a sense of belonging.

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Duty Seeker (SJ) Characteristics:

- . Prepared
- . Punctual
- . Loves to Plan
- . Strong Sense of Duty
- . Detail Oriented
- . Belief in Policies
- . Conscientious
- . Well Organized
- . Conservative and Stable
- . Family Value Traditions
- . Strong "Shoulds" and "Should Nots"
- . Comfortable in a Structured Environment

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How to get along with Solid Golds

- Express regret if you have done something wrong. They like to hear "I'm sorry. It sets the world right for them.
- Appreciate their thoroughness, industriousness, loyalty, and willingness to take responsibility and handle the practical details.
- Try to have things run smoothly and efficiently. Solid Golds dislike confusion, delays, and waste.
- Honor your commitments in order to win their trust and loyalty.
- Don't take advantage of their tendency to take on extra responsibility.
- Respect their sense of tradition and social order.
- Be specific and practical. Solid Golds value common sense and may be impatient with vague information, theories, or abstract thinking.
- Don't try to force them into new ways of doing things. Be understanding about their resistance to change.

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Tips for Solid Golds

- Avoid getting stuck in ruts. Just because it's the way you've always done it doesn't mean it's the only way.
- Beware of wanting too much control and giving orders laced with "shoulds."
- Remember that there is more than one right way to live. Develop the "to each his own" attitude.
- Learn to be tolerant of new ideas and theories -- try some on for size!
- Don't rule out options too quickly because you consider them unrealistic. Practice using your intuition, playing with your imagination; learn to trust your dreams and hunches.
- Enjoy the moment for what it is, not for how you can make use of it, or how you can improve it.
- Allow the more spontaneous and free sides of your personality to develop and to have expression.
- Learn to ask for help and to delegate work to others. Don't try to do it all at the expense of becoming exhausted, resentful, ill, or depressed.
- Make time for fun.
- Realize that you can be supportive of others without doing things for them.
- Become aware of your own values. Ask yourself, "What is my life really about?" "What do I want to do with the rest of it?" (especially at midlife).

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Core Needs of Solid Golds

Membership or Belonging: This is related to Spranger's Economic Value Type, for whom the major concern is that the world go on. There is a strong need for connectedness and affiliation among Solid Golds.

Responsibility or Duty: Solid Golds need to be and feel responsible. They hunger for responsibility. This need is so strong that they will take on too many responsibilities at times, and if they do not feel that they have done the responsible thing, they will experience stress.

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Duty Seekers: SJ Temperament

NEEDS: (1) Membership or Belonging
(2) Responsibility or Duty

VALUES: (1) Conformity
(2) Preservation of Social Groups
(3) Security
(4) Hierarchical Procedures
(5) Stability
(6) Group/Bonding Relationships
(7) Rules and Regulations

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Solid Gold Innate Values

The relationships Solid Golds foster are based on bonds within a group. **Hierarchical Procedures** let them know the structure of the relationships, and that in turn provides **Stability** and **Security**. **Rules and Regulations** and **Conformity** serve to **Preserve Social Groups**.

What follows are just some of the inborn, intrinsic values of Solid Golds. They are especially important to keep in mind when looking for work that will be most fulfilling.

Accuracy

Achievement

Affiliation

Appreciation for contributions/help

Authority (having a chain of command)

Being a good citizen

Being meticulous

Belonging

Caution

Commitment

Community

Conformity

Consistency

Cooperation

Dependability

Doing a task well

Doing the "right thing"

Duty

Efficiency

Facts and data

Family

Having a plan

Honesty

Justice

Loyalty

Morality

Orderliness

Organization

Perseverance

Practicality

Predictability

Profit

Punctuality

Recognition for doing a good job

Reliability

Religion

Respectfulness

Responsibility

Reverence for traditions

Routine

Rules and standards to follow

Safety

Security

Service

Stability

Status

Structure

Time to complete tasks

Tradition

Using time and resources well

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Typical Annoyances and Stressors for Solid Golds

- Change (fear of the unknown)
- Dishonesty
- Disorganization
- Disrespect
- Flaky, wishy-washy people
- Immorality
- Inaccuracy
- Inappropriateness
- Inconsistency
- Inefficiency
- Irreverence for traditions
- Lack of commitment
- Lack of leadership
- Lack of order
- Lack of security/stability
- Lack of control
- Loud, obnoxious people
- Not being able to get things "right"
- Not belonging
- Not knowing what is expected
- People who don't follow the rules
- People who jump from one thought to another mid-sentence
- Procrastinators and time wasters
- Sloppy work
- Unconventional non-conformists
- Uncooperative people
- Undependable/irresponsible people
- Unpatriotic people
- Unpredictability
- Unrealistic dreamers
- Waiting for people who are late

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Typical Solid Gold Roles

Monitor or Overseer: It suits the Solid Gold temperament well to make sure that things are done right, and more directive Solid Golds frequently find themselves in-monitoring and overseeing roles. In these roles, they are often given the authority required to regulate and standardize to keep production quality consistent.

Conservator or Provider: More informative Solid Golds are drawn to these roles. In this way they contribute to maintaining life by saving and providing. They facilitate and accommodate, making life easier and more comfortable for those in their charge.

Stabilizer/Traditionalist: In a group, Solid Golds are likely to be the ones who focus on traditional ways of doing things. This provides the stability to ensure that life goes on. Be aware that traditions vary according to the group. The membership group is what is important, not tradition in the absolute sense.

Rule Maker/Enforcer: Given their core need for responsibility and duty, Solid Golds often find themselves making rules and enforcing them. Rules make things predictable and stable, as well as facilitate accountability.

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Typical Solid Gold Skills

Logistics: Getting the right things and the right information in the right place, at the right time, in the right quantity, in the right quality, to the right people, and not to the wrong people. All manner of things are logistical.

Measurement: Measurement is an important aspect of logistics. Solid Golds are most interested in accurate measurement.

Sequential Thinking: Solid Golds naturally look at things in sequence and are very interested in putting first things first and getting them in order.

Supervise: They take very seriously the responsibility of making sure things are done right.

Protect: Protecting is one important way of preserving the world.

Provide: Solid Golds take pride in their ability to provide for others, either for their comfort or their material well-being.

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Typical Solid Gold Behaviors

Authority Centered: Solid Golds are quite concerned with authority. They want to have the necessary authority to do what they are supposed to do, and they want those giving orders to be duly authorized to do so.

Stabilizing Organizations: In organizations, Solid Golds often work toward making the organization stable. They put great stock in the procedures, rules, and regulations that make the organization last.

Economical: The drive to preserve life often translates into conserving resources-money, time, energy, and so on. This relates to Spranger's Economic Value Type. Solid Golds hate to waste resources and may focus on money-saving efforts.

Structured: They want structure in what they do – sequence, schedule, a beginning and an end.

Dependable: Solid Golds usually can be counted on to follow through on commitments. They often are so dependable that they are taken for granted. This does not mean they are the only ones who are dependable. It is just that they must be dependable or they feel shame.

Appraising: One of their talents is to notice when something is missing or not done right. Thus, they are prone to be critical of things that are out place or not done according to accepted standards or social norms.

Meticulous: Solid Golds are very careful of small details that others may not notice. These are usually logistical.

Past Orientation: Solid Golds look to the past to know what to trust for the future. Their point of reference is what has gone before and the tangible sense of their experiences.

Cautious/Careful: Wanting to protect and preserve, Solid Golds are alert to danger and the possible things that could go wrong. They frequently give cautions and warnings about these negative possibilities. They recognize Murphy's Law - if anything can go wrong, it will - and prepare so things don't go wrong.

Responsible: They generally are very responsible, but that does not mean they never break rules or do irresponsible things. It does mean that they are likely to feel ashamed if they have not behaved responsibly.

Standardizing: Logistics become much easier when things are standardized and uniform.

Fatalistic: This refers to the willingness to accept situations the way they are and not expecting them to change. This does not mean Solid Golds are not willing to change; they just don't waste resources on change for change's sake. Not expecting things to change allows them to conserve resources.

Comparisons: Given their sequential thinking style, Solid Golds frequently compare one thing to another. It is by making a connection to what they already know that they understand, explain, and trust.

Customary Language: In keeping with their traditional bent, Solid Golds tend to use the language of the group to which they belong. They are not prone to be on the cutting edge of word use but will use words as they become more accepted among their peers.

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Solid Gold Innate Gifts and Talents

These are just some of the inborn, intrinsic gifts and talents of Sold Golds. They are especially important to keep in mind when looking for work that will be most fulfilling.

Administering policies and procedures – managing the standard procedures and courses of action to be adhered to for a business, organization, or institution

Allocating resources – assigning or allotting resources for a particular purpose.

Attending to detail – taking or showing extreme care about details.

Bookkeeping – the work or skill of keeping account books or systematic records of money transactions .

Budgeting – planning the allocation, expenditure, or use of resources (especially money or time) that is available for, required for, or assigned to a specific purpose.

Calculating – (1) determining by mathematical computation; (2) considering a situation carefully and deciding what is likely to happen.

Caretaking – (1) taking care of the physical needs of another; (2) being in charge of the maintenance of a building, estate, etc.

Collecting data – gathering information carefully and meticulously.

Coordinating – organizing a complex enterprise in which numerous people are involved and being able to bring their contributions together for an event to flow smoothly.

Decision-making – making choices or reaching conclusions, especially on important matters.

Delegating – giving a task to somebody else with the responsibility to act on your behalf.

Dispatching – sending off something to a particular destination; instructing somebody to go somewhere to carry out a task (such as a police officer, firefighter or paramedic).

Establishing procedures – constructing a series of steps to be taken to accomplish an end or for conducting the affairs of an organized body such as a business, club, or government.

Estimating cost – making a rough or approximate calculation for cost of goods or services.

Evaluating – considering, examining, or appraising something in order to judge its value, quality, importance, extent, status, or condition.

Following directions – exactly following the instructions given by someone else and doing nothing else.

Following through – responsibly completing an activity or project once begun

Guarding – protecting or defending someone or something against danger or loss

Handling logistics – managing the planning, implementation, and coordination of the details of a business or other operation (especially the control of goods, materials, and services).

Maintaining schedules – ensuring that schedules are up-to-date by checking them regularly and making any necessary adjustments.

Maintaining records – ensuring that records are accurate and up-to-date by checking them regularly and making any necessary adjustments.

Managing – directing, administering or running something such as a store, department, or project; being responsible for its smooth running and any personnel employed.

Monitoring – watching over somebody or something, especially in order to ensure that good order or proper conduct is maintained.

Organizing – arranging things in a way that creates a particular structure; applying efficient working methods in order to work effectively, and/or help somebody else work effectively.

Planning – developing an effective and efficient method of doing something that is worked out in the mind, usually in some detail, before the project is begun.

Preparing – making something ready for use or action, or for a particular event or purpose.

Protecting – preventing somebody or something from being harmed or damaged.

Proofreading – checking proofs for errors.

Quality control – achieving or maintaining the desired level of quality in a manufactured product by inspecting samples and assessing what changes may be needed in the manufacturing process.

Recording – setting down in writing or other permanent form.

Regulating – organizing and controlling an activity or process by making it subject to rules or laws.

Securing – making a building or area safe to occupy by ensuring that all sources of danger are removed or that the area is defended against attack.

Serving – rendering assistance or making a contribution to the welfare of another/others.

Supervising – being in charge of a group of people engaged in a particular activity or task and ensuring that the activity or task is carried out correctly.

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Duty Seeker (SJ) Natural Gifts & Talents

Administering policies	Delegating	Maintaining records
Allocating resources	Dispatching	Managing
Attending to detail	Following procedures	Monitoring
Bookkeeping	Estimating cost	Organizing
Budgeting	Evaluating	Planning
Calculating	Following directions	Preparing
Care taking	Following through	Recording
Collecting data	Protecting	Regulating
Decision-making	Scheduling	Securing
		Serving
		Supervising

Career Satisfaction for Solid Golds

I believe everyone on Earth would be most happy making a contribution to society in a way that expresses his or her own unique nature. Each of the four temperaments has its own unique set of innate core needs, values, gifts, and talents. Understanding your inborn, basic nature (i.e. temperament) can help facilitate your choice of career. We all know that there are numerous factors that affect career choice but understanding and fulfilling the innate desires of your temperament is one of the most important factors to satisfy for optimum health and happiness.

There are four Myers-Briggs types that are Golds. They are: **ESTJ**, **ESFJ**, **ISTJ**, and **ISFJ**. You will notice that all of these Myers-Briggs types have the letters "**SJ**" in common. **S** stands for **Sensing** and **J** stands for **Judging**. Having sensing dominant, Golds focus on being responsible and sensible. They look for concrete, tangible results for their practical efforts. Having judging dominant, Golds like to make and, as much as possible, stick to a scheduled plan. They prefer structure and organization. Making decisions and having things settled as soon as possible makes them comfortable. Although ESTJs, ESFJs, ISTJs, and ISFJs are different in many ways, they all have in common innate gifts and talents related to their shared Gold temperament.

Golds are characterized by their inborn desire to be orderly, organized, and well-prepared for almost everything as well as to belong to part of a group. They honor society's laws, customs, and traditions and want to work within the system and do the right thing. They are conscientious, respectful, loyal, hard-working, and dutiful. They offer a down-to-earth, stabilizing influence to other temperaments. Like Freedom and Fun Seekers, Golds focus on the here and now and trust concrete information that they take in via their senses. That is to say, they trust what is more than what could be. Like Inspiration and Ideal Seekers, they act in good conscience, working toward their goals without compromising their principles, morals, or personal code of ethics.

What follows are some of the appealing majors and careers for Solid Golds. If you also look at the types of careers most suited to you from astrology, numerology, the Enneagram, the Myers-Briggs system, the aura color system, and multiple intelligences you will see a recurring theme identifying your greatest career potential.

So, if Solid Golds are responsible, law-abiding, service-oriented citizens who like tangible/practical results for their efforts AND like to be organized, orderly and well-prepared, what types of careers do you think would be appealing to them? Let's take a look! Below is a list of careers, grouped into different career paths, that are most often appealing to Solid Golds. Keep in mind that Solid Golds are actually well-suited for a variety of career paths but they all have a common theme of being practical and realistic. Solid Golds are logistical, meaning they are best at administering goods and services, supporting and protecting people/property, as well as scheduling (people, times, events, venues, etc.).

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Appealing Solid Gold Majors



Appealing Duty Seeker (SJ) Majors:

Pharmacy
Gerontology
Dentistry
Mathematics
Nursing
Forestry
Finance/Banking
Quality Control
Economics
Auditing
Statistics

Urban Planning
Hospital Administration
City Planning
Legal Assistant
Law Enforcement
Library Science
Accounting
Horticulture
Public Health
Electrical Engineering
Brokerage & Investment

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Appealing Solid Gold Careers

Clerical: Most Golds are well-prepared, super organized and very dependable. They are great at following rules and procedures, adhering to schedules and timetables, and following through on jobs in a responsible and timely fashion. Needless to say, they often find clerical professions most satisfying because they are able to be of service using their strengths.

Administrative assistant
Archivist
Bank teller
Bookkeeper
Cashier
Clerical worker
Closet organizer
Court reporter

Customer service representative
Data entry operator
Payroll/accounting clerk
Post office clerk
Receptionist
Secretary
Statistical clerk
Telephone operator

Administrative/Managerial: Some Golds like being in charge, managing people, supervising, and/or directing operations. They can delegate tasks to be performed, keep an eye on people's performance, as well as enforce policies and procedures. Others get moved up to a management position not so much because they like being in charge but because they are so hard working, responsible, trustworthy and good with people.

Athletic director
Bank officer
Hospital administrator
Maitre d'hôtel (a.k.a., Maitre d', headwaiter)
Manager (business – city – financial – food service – geriatric care – guest services – hotel – human resources – office – reservation – restaurant – supermarket)

Museum curator
Police/Fire chief
Politician
Public administrator
School administrator
School system superintendent
Staff supervisor
Tournament director (sporting events)

Creative: Golds, like all of the temperaments, can be creative. Here are some of the more common creative professions that appeal to Golds.

Artist
Caterer
Chef/cook

Floral designer
Interior decorator
Photographer

Regulation/Quality Control/Regulatory Compliance: Golds are excellent at following and enforcing rules, regulations, policies, procedures and protocols. They are well suited to take a close look at people, products, and accounts to make sure that errors, inconsistencies and fraudulent activity is spotted and corrected. The following jobs are often appealing to Golds:

Accountant
Admissions officer/Registrar
Attorney (tax – contracts – anti-trust)
Auditor
Bank inspector
Bookkeeper
Claims clerk
Collections agent
Customs agent
Escrow officer

FDA/Health inspector
Grant management specialist
Immigration officer
Insurance appraiser
IRS agent
Lab technician
Medical billing service provider
Property assessor
Public administrator
Quality assurance inspector

Civil Service/Legal/Security & Protection: Golds are honest, law-abiding, service-oriented and patriotic. They are interested in safeguarding people and property as well as upholding law and order. They derive great satisfaction from serving their town, community and country. The following occupations are particularly appealing to Golds.

Air marshal	Judge
Attorney	Legal assistant
Border patrol officer	Legal secretary
Corrections officer	Military serviceman/woman or officer
FBI agent	Paralegal
Firefighter	Police officer
Fish and game warden	Probation officer
Forester	Public prosecutor
Government worker	Security guard

Trades/Technical Professions: Golds find the following occupations appealing because they offer concrete, tangible results and allow them to be of service to others.

Air traffic controller	General contractor
Computer programmer or operator	Machinist/Metal worker
Computer security specialist	Mechanic
Construction worker	Statistician
Electrician	Surveyor
Engineer	Technician

Health Care: Many Golds love tending to the physical health and welfare of those in need of care. Since they love to help people in a practical, tangible way, the health care professions are full of Golds.

Dental assistant	Occupational therapist
Dental hygienist	Optometrist
Dentist	Orthodontist
Dietician	Pharmacist
Health service worker	Physical therapist
Home health aid	Physician
Massage therapist	Radiology technician
Medical assistant	Recreational therapist
Medical doctor	Respiratory therapist
Medical technician	Speech pathologist
Nurse	Surgeon
Nutritionist	Veterinarian

Education/Social Service/Counseling: Golds are conscientious, service-oriented people who are concerned about helping others and doing the right thing for their children, their community, and their country.

Alcohol and drug addiction counselor	School guidance counselor
Athletic coach	School principal
Child-care worker	Social worker
Clergy	Teacher (especially preschool/elementary school – business – history – mathematics – special education – technical – trade school)
Community welfare worker	
Librarian	
Religious educator	

Finance: Since security and stability are important to Golds, some of them go into professions that help people manage their money or save for the future.

Budget analyst	Financial planner
Economist	Stockbroker

Business/Sales/Service: Golds are well-suited for a variety of career paths that make use of their reliability, industriousness, and organization. They make excellent planners and agents. The following jobs appeal to many Golds:

Estate planner
Insurance agent
Loan officer
Merchandise planner
Real estate agent
Real estate broker
Retail store owner

Reunion planner
Sales representative (especially retail)
Shipping agent
Special events planner/coordinator
Telemarketer
Underwriter
Urban planner

Other Appealing Professions:

Beautician
Botanist
Cleaning person
Credit counselor
Detective
Farmer

Flight attendant
Geneticist
Geologist
Marine biologist
Conservative clergyman
Nun (especially as it relates to service)

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