

Donor 3305 Temperament Report



*This report captures the results for
Donor 3305*

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the results for

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"There is much to be gained by appreciating differences, and much to be lost by ignoring them or condemning them. But the first step toward seeing others as distinct from yourself is to become better acquainted with your own traits of character."

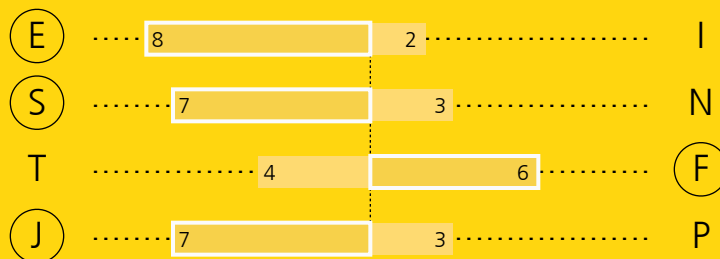
- David Keirse

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Guardian Provider

ESFJ





WHAT IS TEMPERAMENT?



In a world filled with unique individuals, understanding that there are different temperament types can help you make an informed decision about whether this donor is the right match for what you are looking for. Temperament is a configuration of observable personality traits, such as habits of communication, patterns of action, values, and talents. Based off more than 70 years of research, Dr. David Keirsey has identified humankind's four basic temperaments as the Artisan, the Guardian, the Rational, and the Idealist.

This donor's temperament is the Guardian. Guardians make up as much as 40 to 45 percent of the population. This donor's particular temperament type, the Guardian Provider, makes up at least 10 percent of the total population. This is fortunate for the rest of us, since friendly social service is a key aspect of Providers' natures.

WHAT IS THIS DONOR'S TEMPERAMENT?



There are four types of Guardians: Supervisors, Inspectors, Providers, and Protectors. These four personality types share several core characteristics. Firstly, Guardians are dependable, hard-working individuals focused on credentials and traditions.

Guardians tend to be both helpful and dutiful, with a strong work ethic that can take them far. However, grand rewards aren't necessarily very important to Guardians. Instead, they tend to be humble types who are happy to simply receive gratitude for a job well done. Guardians are typically more cautious and deliberate than many people are; this is not a temperament that jumps into any personal or professional situation half-cocked. Indeed, this group can serve as the very cornerstone of society. They tend to be concerned citizens who are willing to join together with others around them because Guardians typically value the camaraderie and security inherent in belonging to groups. As law-abiding individuals who place trust in authority, Guardians will often go out of their way to seek out justice.

All Guardians share the following core characteristics;

- Guardians pride themselves on being dependable, helpful, and hard working.
- Guardians tend to be dutiful, cautious, and humble.
- Guardians are the very cornerstone of society, and tend to focus on credentials and traditions.
- Guardians are concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice.

ABOUT THIS DONOR

This donor is a **Guardian Provider**. Providers are typically a sociable person who takes it upon themselves to insure the health and welfare of those in their care. This combination of traits can make them a great nurturer of social institutions such as schools, churches, social clubs, civic groups, and their family.

This donor is Apt to:

- have difficulty dealing with areas of conflict and even avoid seeking a solution.
- become overly sensitive to what they see as criticism.
- become overloaded in their efforts to help others.
- want a secure and stable work environment with routines that make sense.
- want appreciation and meaningful support from others
- work best with advance notice of changing circumstances or routines accompanied by information on the background and rationale for the change.
- be somewhat indirect in communicating, hinting at what they mean instead of giving a directive.

Wherever they go, it seems, Providers like this donor happily give their time and energy to make sure that others' needs are met and projects maintain their flow. They're ordinarily a highly cooperative person. This can make them a skilled facilitator, one who maintains teamwork among all of a project's helpers. They can be tireless in their attention to detail when furnishing goods and services. This is a quality others surely value in them.

Providers are the kind of individual people call upon to be the chairperson of dances, banquets, class reunions, charity fund-raisers, or any event that requires both social skills and strong multitasking abilities. In addition, because they're usually able to speak publicly with ease and confidence, there are few who are as adept as they are when it comes to being a master of ceremonies. When hosting an event, it's likely that Providers like this donor not only know everyone by name, but that they're also keenly aware of what everyone is doing. That way they can keep wallflowers occupied and make sure that everyone is having a good time. For Providers like this donor, entertaining comes almost second nature. They can find it highly satisfying when the social functions they've worked on are a success.

Friendly, outgoing, and neighborly are probably all words that others have used to describe this donor at one time or another. In fact, Providers like this donor can be so gregarious that they may feel a bit restless when they're isolated from people. They often love talking to others, so striking up a conversation with strangers feels more natural to them than it does to many people. They'll usually chat pleasantly about any topic that comes to mind.

As a Provider, this donor is a people person. So, their friendships matter a great deal to them, particularly the long-term, true-blue variety. However, new friends, acquaintances, and neighbors can also hold their attention. This donor seems to like to know what the people around them are up to, whether they're in their social circle, family, or community.

WHAT IS THIS DONOR **GOOD** AT?



- This donor excels at work that requires maintaining personal relationships, such as sales and personal service.
- This donor adds a personal touch to their work place.
- This donor accepts authority easily.
- This donor has a talent for handling irate and difficult people.
- This donor is very loyal to both people and organizations; they are very trustworthy.
- This donor is committed to pulling their weight.
- This donor contributes to the stability of organizations.

Family traditions can be almost sacred to Providers like this donor. Birthdays, anniversaries, holidays—events like these seem to hold special value to them. Perhaps it's because these traditions celebrate people and bring those they care about together. This donor is the type of individual who can be extremely sensitive to the feelings of others. In fact, Providers may be the most sympathetic of all the types. This focus on others can leave them somewhat self-conscious at times because they're often so hung up on what others think of them. Because Providers are loving and affectionate, they want to be loved in return. The downside of this strong desire is that they can sometimes be crushed by personal criticism. However, on the positive side, when they're given ample appreciation for who they are and what they do, Providers can be an extremely happy, satisfied person.

WHAT KIND OF INTELLIGENCE DOES THIS DONOR POSSESS?

The four temperament styles match up consistently with four general types of intelligent roles: Tactical, Logistical, Diplomatic, and Strategic. The four connections between temperament and intelligent roles are as follows:

Artisan - Tactical

Guardian - Logistical

Idealist - Diplomatic

Rational - Strategic

An individual's innate type of intelligent role is determined by temperament; however, the degree of skill in that role is determined by practice.

Artisans are best when they can use their tactical skills that enable them to take whatever is available in the moment and make the most of them. They are unusually skilled in being able to react quickly in emergencies. Artisans are most comfortable working in the moment without an excess of constraints or red tape. Tacticians are valuable since they can quickly react to changes in circumstances.

Guardians are at their best when they can use their logistical skills to ensure that the proper equipment is in the proper

place at the proper time. They are most comfortable when following step-by-step procedures and fulfilling their place within the hierarchy. Guardians and their logistical skills are valuable since any person can run into difficulty if supplies are not available when needed or if critical rules are not followed.

Idealists do their best work when they can use their diplomatic skills to communicate with others. They are particularly gifted in helping others perceive how valuable they are and how their gifts can best be applied within a group. With their ability to envision future possibilities for people, they encourage all to learn new skills. They act as the oil that keeps teams working harmoniously and efficiently together.

Rationals use their strategic skills in envisioning and setting long-term goals and milestones for meeting objectives. For Rationals, everything is part of a system. Making things work is a matter of understanding the strategic impact of each part of the system and manipulating them accordingly. The ability to think in the long-term and create new possibilities is particularly valuable when setting goals.

THE GUARDIAN PROVIDER AS A LEADER

Guardian Providers like this donor are likely to be seen as very friendly people who have many business contacts who are also friends. They tend to be very warm and prefer to ensure that everyone on their team has a place and feels comfortable. Providers make suggestions which they expect others to follow as if they were orders. They will be blunt only if they are very angry. When coming to this leader with suggestions, others need to take the Provider's personal set of values into consideration; otherwise suggestions are likely to be ignored.

- Providers manage in a personal, softly authoritarian way, focusing on making others comfortable and productive.
- Providers preserve traditions by encouraging and supporting rituals, ceremonies and celebrations within the organization.
- Providers foster a social climate where everyone is encouraged to communicate and work as an effective team member.
- Providers set up a secure and stable work environment with well-defined routines that seek to prevent problems and interruptions.
- Providers work in a steady, responsible fashion and expect employees to do the same.
- Providers feel personally betrayed when an employee has failed to complete tasks on time without warning them.
- Providers prefer giving suggestions or advice rather than direct commands since orders can detract from a harmonious environment.

Who are Some **Famous Leaders** that Share this Donor's Temperament?

“To feel valued, to know, even if only once in a while, that you can do a job well is an absolutely marvelous feeling.”

- **Barbara Walters** (born 1929)

“Those who are blessed with the most talent don't necessarily outperform everyone else. It's the people with follow-through who excel.”

- **Mary Kay Ash** (1918-2001)

“Opportunities are usually disguised as hard work, so most people don't recognize them.”

- **Esther Pauline Friedman** (1918-2002)

“Tell the truth, work hard, and come to dinner on time.”

- **Gerald Ford** (1913-2006)

“Never become alienated from the masses; learn from them and help them. Lead a collective life, inquire into the concerns of the people around you, study their problems and abide by the rules of discipline.”

- **Zhou Enlai** (1898-1976)

“I'm delighted that I can carry a message. I think that's what we're here on this earth for, to help others and if you can you ought to do it.”

- **Betty Ford** (1918-2011)

“The best index to a person's character is how he treats people who can't do him any good, and how he treats people who can't fight back.”

- **Pauline Esther Friedman** (1918-2013)

“I learned from a very early age that it was important for us kids to help provide for the home, to be contributors rather than just takers. In the process, of course, we learned how much hard work it took to get your hands on a dollar, and that when you did it was worth something.”

- **Sam Walton** (1918-1992)

“If you work just for money, you'll never make it, but if you love what you're doing and you always put the customer first, success will be yours.”

- **Ray Kroc** (1902-1984)

“I made a resolve then that I was going to amount to something if I could. And no hours, nor amount of labor, nor amount of money would deter me from giving the best that there was in me. And I have done that ever since, and I win by it. I know.”

- **Colonel Harlan Sanders** (1890-1980)

What are **Common Career Paths** for this Donor's Temperament?

Customer Relations Representative
Retail Sales
Sales Representative:
Wholesale and Manufacturing
Executive Secretary
Teacher: K-12
Peer Counselor
Professional Volunteer
Religious Worker/Educator
Intensive Care Nurse
Personal Assistant

Personal Trainer
Event Planning
Producer (Entertainment)
Clergy
Educational, Vocational, or School Counselor
Chiropractor
Occupational Therapist
Real Estate Agent
Pediatrician
Social Worker
Veterinary Assistant
Insurance Agent

