

The Donor Temperament Report



This report captures the
results for XY 5328
August 16, 2019

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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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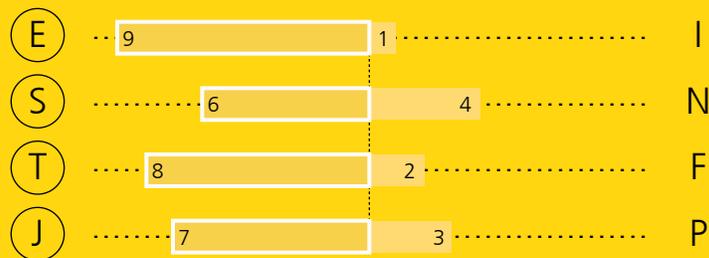
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XY 5328

Guardian

Supervisor

ESTJ





WHAT IS TEMPERAMENT?



In a word 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 Keirse 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. It is fortunate for us that Guardians make up nearly half of the population because they usually end up doing all the indispensable but thankless jobs the rest of the world takes for granted. This donor's particular temperament type, the Guardian Supervisor, makes up at least 10 percent of the total population.

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 Supervisor**. Supervisors can be highly social, community-minded individuals. As a result, many of this donor's type rise to positions of responsibility at schools and churches, in industry, or in civic groups. By being generous with their time and energy, they may find that at any one time they belong to a number of service clubs, lodges, associations, or other groups.

This donor is Apt to:

- want to be in control of situations for which they are responsible.
- want things to make sense and be reasonable, logical and easily communicated.
- carefully weigh risk and innovation against the likelihood of success.
- want others to live up to their standards and norms.
- rely excessively on people they can count on so events will be more predictable.
- spend time discussing situations until agreed-upon actions are devised and taken.
- be direct in their communication and, at times, be seen as blunt or lacking in tact.

As a Supervisor, this donor probably likes to take charge in group situations. This donor may also find that they are more comfortable issuing orders than many around them are. Oftentimes, this will result in them taking on the outspoken leadership role in the organizations they belong to. However, being outspoken doesn't mean being difficult. Ordinarily this donor is the kind to be very cooperative with superiors—just as they appreciate cooperation from those working under them. For the most part, hierarchies make sense to them. This donor likely feels that rank is something someone earns; it has its obligations, but it also has its privileges.

Supervisors like this donor are better than most at making schedules, agendas, inventories, and the like. Perhaps this is because they enjoy doing these things. Organization gives them a certainty that feels very comfortable. Also, if this donor has a choice between using an established way to accomplish something or experimenting with new methods, they'll usually opt for the tried-and-true. Speculation can make them nervous. Whether at work or at home, Supervisors like this donor are ones who like to keep their feet firmly on the ground and would like those around them to do the same. This donor is part of a group that has no problem evaluating others. In their own life, they may find that they tend to judge how the people around them are doing in terms of their compliance with, and respect for, schedules and procedures.

It's in this donor's makeup to be a respectful person and an incredibly hard worker. Even as a child, this donor was likely quite industrious and showed respect for their parents and other authority figures. In school, these qualities often make Supervisors model students. If this was true of this donor, they likely followed directions dutifully, did all their homework, and made it to class on time. Supervisors typically wish nothing more than to do what they're supposed to do. As a result, this donor's type is not one to question teachers' assignments, methods of instruction, standards, or authority.

WHAT IS THIS DONOR **GOOD** AT?



- This donor's personal style meshes well with the demands of conventional workplaces.
- This donor is organized and is better than most at making schedules, agendas, and inventories.
- This donor brings stability to the workplace; they are comfortable giving and taking orders.
- This donor rarely lets personality conflicts or personal problems distract them from their work duties.
- This donor is comfortable working towards goals set by other people or by the organization.
- This donor is supremely practical.
- This donor takes commitments seriously.

As a Supervisor, this donor will tend to approach human relations along traditional lines. Marriage and parenthood are likely sacred bonds to them. This donor will also tend to keep a large circle of friends, faithfully maintaining many friendships across the years. Social gatherings and ceremonies can also have a special place in their heart. Supervisors seem to like seeing people come together. As a result, they're usually one who looks forward to holiday parties, club dances, weddings, class reunions, awards banquets, and the like. In most social situations, Supervisors like this donor are apt to be friendly to others and make conversation easily. However, because of their traditional nature, they can come off as a bit formal sometimes. But for the most part Supervisors like this donor are pretty easy to get to know. They are at ease in polite company and tend not to confuse people by sending double messages or putting on airs. What people see is what they generally get—and this is a quality to be appreciated.

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 SUPERVISOR AS A LEADER

Guardian Supervisors like this donor are often seen going to meetings or being in communication with others. They tend to have a very extensive network of contacts. Supervisors are very concerned with correct behavior within the organization's hierarchy. They are among the most likely to bark out orders and believe that their employees have the ability to fill in the details. This donor may be seen as very blunt in their communications. They can get impatient with receiving too many details up front and want to hear the bottom line as soon as possible. Once the benefit of a suggestion is made evident, then they have patience for the details.

- Supervisors are results-oriented, authoritarian, decisive, and gifted at getting the right thing in the right place at the right time.

- Supervisors work to preserve the traditions of the organization to achieve stability and security.

- Supervisors run everything according to a plan with things being on time and on schedule with no surprises.

- Supervisors expect employees to follow the rules and standard operating procedures without question.

- Supervisors believe employees must prove themselves as capable and that any appreciation must be well-earned.

- Supervisors regularly check to see that they are on schedule and producing to their high quality standards.

- Supervisors are direct in their communications and at times be seen as blunt or lacking in tact.

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

"It's not the heart that compels conclusions in cases, it's the law."
 • **Sonia Sotomayor** (born 1954)

"Anybody who's ever dealt with me knows not to mess with me."
 • **Nancy Pelosi** (born 1940)

"I never dreamed about success. I worked for it."
 • **Estée Lauder** (1906-2004)

"The biggest sin is sitting on your ass."
 • **Rose Kennedy** (1890-1995)

"We shall not lightly talk about sacrifice until we are driven to the last extremity which makes sacrifice inevitable."
 • **Chiang Kai-Shek** (1887-1975)

"Once you realize that you have identified a passion, invest in yourself. Figure out what you need to know, what kind of experience and expertise you need to develop, to do the things that you feel in your heart you will enjoy, and that will sustain you both mentally and economically."
 • **Martha Stewart** (born 1941)

"I firmly believe that any man's finest hour, the greatest fulfillment of all that he holds dear, is the moment when he has worked his heart out in a good cause and lies exhausted on the field of battle—victorious."
 • **Vince Lombardi** (1913-1970)

"When morals decline and good men do nothing, evil flourishes. A society unwilling to learn from past is doomed. We must never forget our history."
 • **John Edgar Hoover** (1895-1972)

"Discipline strengthens the mind so that it becomes impervious to the corroding influence of fear."
 • **Bernard Law Montgomery** (1887-1976)

"Nothing can be more hurtful to the service, than the neglect of discipline; for that discipline, more than numbers, gives one army the superiority over another."
 • **George Washington** (1732-1799)

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

Corporate Executive/Manager
Administrator
Military Officer
General Contractor
Construction Foreman
School Principal
Analyst: Financial, Legal
Line/Production Supervisor
Judge/Magistrate Manager
Union Representative
Security Guard
Police Officer

Detective
Professor: Law
Auditor
Fire Inspector/Investigator
Corrections Officer
Administrative Law Judge/
Adjudicator/Hearing Officer
Logistician
Funeral Director
Stock Broker
Paralegal

