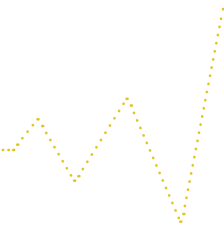


EXAMPLE Donor

Guardian Supervisor ESTJ



TEMPERAMENT IN THE WORKPLACE



This report has been
prepared exclusively for

EXAMPLE Donor



Jan 1, 2018

"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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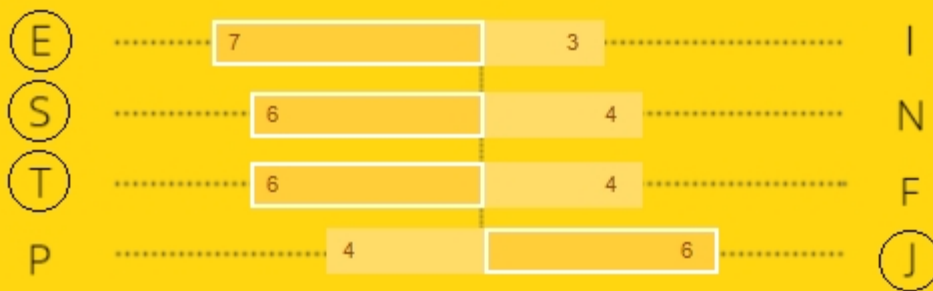
Guardian Supervisors

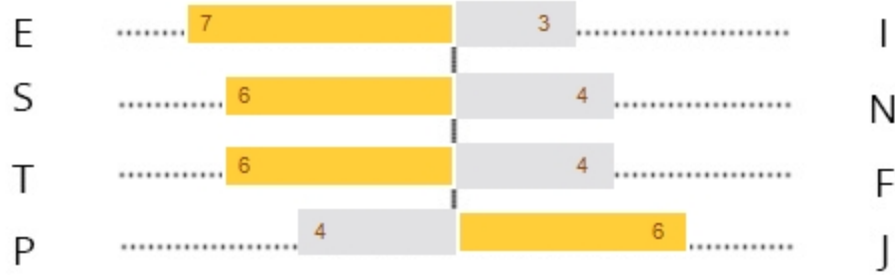
Guardian Supervisor

ESTJ



EXAMPLE Donor





Guardian Supervisor ESTJ

EXAMPLE Donor

Your particular personality type, the **Guardian Supervisor (ESTJ)**, makes up at least 10% of the total population. This is a good thing because Guardians usually end up doing all the indispensable but thankless jobs the rest of the world takes for granted.

ABOUT YOUR GUARDIAN TEMPERAMENT

There are four types of **Guardians (SJs)**: **Supervisors**, **Inspectors**, **Providers**, and **Protectors**. Perhaps 40 to 45 percent of the population, these four personality types share several core characteristics.



Supervisor
ESTJ



Inspector
ISTJ



Provider
ESFJ



















Protector
ISFJ

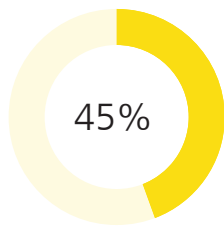
OBJECTIVE

In a world filled with unique individuals, when it comes to personality there are only four different temperaments and sixteen types of people. Understanding these personality types and mastering your own can be the keys to achieving your goals.

This report is designed to help you understand how the needs and preferences of your temperament shape who you are and how you behave. Based on more than 50 years of research by Dr. David W. Keirsey, the Keirsey Temperament Sorter-II has been completed by millions of people worldwide.

Artisan	Guardian	Idealist	Rational
 Promoter ESTP	 Supervisor ESTJ	 Teacher ENFJ	 Fieldmarshal ENTJ
 Crafter ISTP	 Inspector ISTJ	 Counselor INFJ	 Mastermind INTJ
 Performer ESFP	 Provider ESFJ	 Champion ENFP	 Inventor ENTP
 Composer ISFP	 Protector ISFJ	 Healer INFP	 Architect INTP

AN OVERVIEW OF THE GUARDIAN



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. Their grounded approach to life can make Guardians loyal mates, responsible parents, and stabilizing leaders. 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. Perhaps this is 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

1

Guardians pride themselves on being dependable, helpful, and hard working.

2

Guardians make loyal mates, responsible parents, and stabilizing leaders.

3

Guardians tend to be dutiful, cautious, humble, and focused on credentials and traditions.

4

Guardians are concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice.

The Four Temperaments



Artisan

Optimistic
Daring
Adaptable
Excited
Impulsive
Enticing
Playful
Tactical



Guardian

Factual
Cautious
Respectable
Dependable
Law-Abiding
Concerned
Steady
Logistical



Idealist

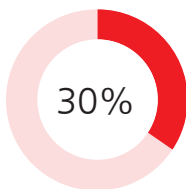
Imaginative
Romantic
Authentic
Intuitive
Relational
Kindhearted
Empathetic
Diplomatic



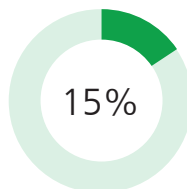
Rational

Ingenious
Calm
Innovative
Logical
Curious
Independent
Pragmatic
Strategic

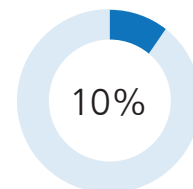
AN OVERVIEW OF THE OTHER TEMPERAMENTS



Artisans are the temperament with a natural ability to excel in any of the arts—not only the fine arts such as painting and sculpting, or the performing arts such as music, theater, and dance, but also the athletic, military, political, mechanical, and industrial arts, as well as the “art of the deal” in business.



Idealists, as a temperament, are passionately concerned with personal growth and development. Idealists strive to discover who they are and how they can become their best possible self—always this quest for self-knowledge and self-improvement drives their imagination. They want to help others make the journey as well. Idealists are naturally drawn to working with people, and whether in education or counseling, in social services or personnel work, in journalism or the ministry, they are gifted at helping others find their way in life, often inspiring them to grow as individuals and fulfill their potentials.



Rationals are the problem solving temperament, particularly if the problem has to do with the many complex systems that make up the world around us. Rationals might tackle problems in organic systems such as plants and animals, in mechanical systems such as railroads and computers, or in social systems such as families, companies and governments. Whatever systems fire their curiosity, Rationals will analyze them to understand how they work, so they can then figure out how to make them work better.