



Mycoach

Personal Profile

for

First Name:

Last Name:

Organisation:

Report sent to:

Report code & reference:

Date:

Congratulations on completing your assessment. Your behavioural style is that of a **SUPPORTER**

Sample Report Only

www.myprofile.com.au/mycoach
Personal Profile - **Supporter**

D.P.S.A

Four behavioural identifiers

Drivers, Promoters, Supporters and Analysers, are the four terms we use to identify your profile. Everyone has each of these styles in their behavioural make-up however only one or two styles influence our behaviour.

10% of the population has one dominant style and the rest, have one dominant and at least one secondary style present. You cannot be dominant in all four styles.

Within these four styles there are 16 variations. You can be a combination of two styles.

Your profile indicates which style or styles you have. Each style has unique strengths and weaknesses not shared by the others.

16 Behavioural styles

Driver D	Driver Promoter DP	Promoter Driver PD	Promoter P
Driver Analyser DA	Driver Supporter DS	Promoter Analyser PA	Promoter Supporter PS
Analyser Driver AD	Analyser Promoter AP	Supporter Driver SD	Supporter Promoter SP
Analyser A	Analyser Supporter AS	Supporter Analyser SA	Supporter S

D.P.S.A.

Key behavioural summary

Drivers

D, DA, DS, DP

Want to get it done
Want to make things happen
Great at tactics
Best with tools & equipment
Tends to direct too much
Prefers verbal communication that is factual & concise
Doesn't like being taken advantage of or losing control

Analysers

A, AS, AD, AP

Want to get it right
Want to figure things out
Great at strategies
Best with plans and technology
Tends to question too much
Prefers written communication that is factual & precise
Doesn't like criticism of work or lack of standards

Promoters

P, PA, PD, PS

Want to get noticed
Want to work with people
Great at diplomacy
Best with people & communication
Tends to talk too much
Prefers verbal communication that is emotive & talkative
Doesn't like rejection or loss of support

Supporters

S, SA, SD, SP

Want to get along
Want to keep things running smoothly
Great at logistics
Best with schedules and supplies
Tends to agree too much
Prefers written communication that is chatty & friendly
Doesn't like sudden change or threats to their security

General comments about your dominant **Supporter [S]** style

Supporters are team players. They are generous with their time and use their relationship skills to achieve results and get along with others. Supporters are sensitive to others feelings and exhibit great patience. They see the good in others and are genuinely interested in hearing what others have to say rather than expressing their own views. They are family orientated. Supporters are the helpers, always there to lend a hand and never leaving till the job is done. They're fun to be with and they love the company of people either socially or at work. They tend to work in a methodical and structured manner although they're not big on goal setting. They achieve their objectives by using understanding and respect rather than force and authority. Supporters are less assertive and therefore often defer decisions and will feel more comfortable deciding after discussion with a trusted colleague or friend. Supporters are steady and calm people who want to maintain harmony and are insecure by change or indecision. They are good listeners and treat others with respect. Supporters won't rock the boat and are the true stabilisers of society. Supporters are the most social of all four styles. They are the most amiable. Power is not an important objective. They prefer to be accepted as a valuable contributor to the organisation.

Most often Supporters are seen for their potential weaknesses rather than their strengths. People first tend to observe the negative behaviours rather than the positive. They see Supporters as the opposite of their strengths. Supportive can be seen as *conforming*, Respectful as *unsure*, willing as being *pliable*, dependable as *dependent* and kind as *soft*.

Your personal **Supporter [S]** style

You are by nature thorough, quiet, though independent and stubborn. You are non-aggressive and dislike antagonistic situations and tend to avoid confrontation. However, you will show defiance if faced with injustice. You are a practical individual who likes to get on with it but who will resist being pressurised into taking short-cuts.

You are not a socialite and will avoid attempts to place you in the spotlight. You are however, responsive to sincere appreciation but quick to see through idle praise. You dislike making decisions particularly those which require a quick answer, as you need time to assess the consequences of your actions. You tend to avoid disciplining others for fear of alienating others and causing disharmony. You are an excellent administrator who can apply yourself to most tasks requiring the practical application of acquired knowledge.

You are a conscientious person who will drop everything to assist a fellow worker. You are willing to volunteer your time to assist the less needy and are often the unsung hero. You are friendly person, easy going, who gets on well and is liked by most people.

As a Supporter you see your self at ease with people fitting comfortably into most situations. You are law abiding and tend to be more factual than intuitive.

You're great at organizing and have a talent for logistics. You love your family and friends and stay in contact with them frequently. You do not believe in instant success but that you have to work in order to achieve. Whilst you don't see yourself as set in your ways you dislike sudden changes. You work hard at not letting others down.

Modify your behaviour to improve your effectiveness

As a Supporter your working pace is slow and deliberate. You tend to make sure that relationships are established and a positive attitude exists before you start the task. This can make you slow to act and will often cause you not to complete the task by the deadline set. To overcome these traits you need to increase your pace. Your friendly warm style is acceptable instantly to most people so get on with the job without delay.

Don't worry about offending people or getting offside, you won't. They'll appreciate your action and welcome your responsiveness. You also need to get tough. Not overbearing but more decisive. Go with your instinct and make a decision or tell someone

off if you need to. You have a great strength in being able to sense disharmony, read peoples reactions and body language. Use this to your advantage by not being too passive. Most importantly don't try to please everyone. It's an impossible task so focus on decisions and actions that will achieve the goals set by you or by your organisation.

Speak your mind. Supporters would rather listen than speak especially in groups. You have much to contribute so don't be shy. Speak up. Learn to be more assertive. That is speak with confidence. Don't use words that are too passive, i.e. maybe, not sure, uncertain, could, might, perhaps, and so on.

Words used to describe **Supporters**

Amiable, supportive, reliable, respectful, willing, kind, considerate, reflective, sincere, loyal, hard-working, dependable, agreeable, diplomatic and patient

Name:
Report Code:
Date:

Strengths & Weaknesses

STYLE & BEHAVIOUR OF SUPPORTERS	
At work you tend to use your	Experience
You mostly communicate by	Listening
You are motivated by	Stability
You are de-motivated by	Insecurity
Your value to the company is	Service, support, specialising, administration
Your management style is	Procedural & practical
Your negotiation strengths are	Service support
You enjoy	Team exercises, group activity
You dislike	Unplanned activity
You influence others by	Tenacity, determination and consistency of performance
You would be more effective with	More enthusiasm, flexibility and a sincere appreciation of people
Your communication style is	Tends to be quiet and reserved. Doesn't say a lot and are poor at small talk and often say no more than necessary

Career Opportuntites

Supporters seek security and structure in their work environment. They also seek a friendly, and stable work environment where they are accepted as an integral part of the team. They are well adapted to cope with routine and repetitive work and require job security and tenure without the need for much travel or to deal with quick changes.

They are best suited for technical, support and administrative work. They require practical positions without a need to motivate others, make harsh decisions, short cuts and improvisations. These positions also include Administrator, Production, Research and Development, Sales, Service, Draughtsman, Designer, Florist/Floral Designer, Painter, Landscape Gardener, Plumber, Chef, Accounting, Telemarketing, Engineering

Personal Contribution

- You perform consistently
- You exhibit patience
- You love developing special skills
- You demonstrate loyalty
- You are great listeners
- You are extremely work focused
- You complete your assignments
- You are hard-working and dependable
- You are good at reconciling conflict

Preferred Environment

Supporters enjoy working conditions that include predictability, recognition and appreciation. They enjoy group activity and are most happy where there are procedures, routines and most of all, a conflict free working environment. Supporters show patience and are excellent in conditions where specialisation, assistance and good listening skills are required.

Leadership & Management

Supporters tends to be dependable, agreeable and in most cases contented. They remain calm, reserved and usually conform to the norm. They are often slow to change. As a Supporter they prefer to be organised and have things stay pretty much the same. They tend to be patient and are good listeners.

Supporters enjoy participation in groups rather than lead them. They like being with people who get along and enjoy helping people. They can definitely be counted on to get the job done.