

# Supporter Promoter

- First Name: Susan
- Last Name: Sample
- Employnow Job Services
- Date: 3 October 2009

**employ**  
*now!*

people management service  
recruitment - retention - development

# Make the right career choice

Suitability for a job is determined by a number of factors, including a person's behavioural or personality style. People who choose a career based on their natural abilities are more productive and happier at work.

The right job lets you use your talents in ways that come naturally. Your **JobProfile** provides valuable information on how to choose the right career path to maximise your natural gifts and talents and help you make a career choice that's right for YOU.

## Four personal styles

People have four basic personality styles. When blended together in varying percentages, they make you who you are. These styles define the way you act, think, learn, socialise and behave. You are "wired" with these traits from birth. It's like a default factory setting. One style is not better than the other.

Who you are is of course more than just four styles; it's also how you were raised, your home life and family heritage, your ethnic and religious upbringing, and your education and learning environment. If you imagine that who you are is like an iceberg, then the part people see above the water line is your personality style.

## Finding job satisfaction

### 1. What attracts you

We each have an internal magnet. It's attracted to either people or tasks, or somewhere in between. Some people need people around them; it energises them, stimulates and excites them. They don't like being alone and are interested in the "outer world". They are extroverts, people who trust their own intuition and are persuaded by an emotional argument. We call them PROMOTERS and SUPPORTERS. These personality styles tend to be good with people.

Then there are those whose magnet is attracted to tasks and have their energy drained by being around people. They'd rather curl up with a book than go out, they enjoy their own company, and can work alone on detailed tasks. They live in an "inner world" and they are introverts. These people rely on facts and logic. They are persuaded by rational arguments and emotion does not play a big part in their decision making. We call them DRIVERS and ANALYSERS. These personality styles are good with tasks and information.

### 2. How fast do you go

The other factor that determines our personality style is our internal motor, or rather the speed at which we do things. Some of us are dynamic and move at a rapid pace. We are outgoing and do things quickly – we want things done now. We make decisions quickly, we fall in love quickly, we shop quickly and so on. We like variety, action and adventure. We call these people DRIVERS and PROMOTERS.

Others of us are conservative and work at a slower pace. We also want to get things done, but done correctly and in a considered manner. We decide more slowly, we are more cautious, we don't take risks and we are discerning. We are not impulsive and are reserved. We see no need to rush and we prefer the steady approach to completing tasks. We are organised and prepared. We call these people SUPPORTERS and ANALYSERS.

# JobProfile

**JobProfile** is a behavioural assessment that measures your personal preferences and it is predicated on the understanding that each style finds certain jobs more rewarding and appealing than others.

JobProfile uses four style identifiers, **(D) DRIVER**, **(P) PROMOTER**, **(S) SUPPORTER** and **(A) ANALYSER**.

Most people are a combination of two styles, and having both provides additional talents and an ability to utilise either at the appropriate time.

The first style is your **DOMINANT** one. This is the one that governs how you behave most of the time.

The second style is your **BACKUP** style. It's like your co-pilot and kicks in when there's a need for balance and sound decision making.

## Each style has unique job strengths

**DRIVERS** bring: problem solving, vision, drive and ambition to succeed, confidence and natural leadership, high standards, strong work ethic, ability to create systems to achieve objectives, courage, drive to reach goals, ability to run many projects, energy, action and a strong motivation to excel.

**PROMOTERS** bring: excellent communication and presentation skills, enthusiasm and ability to enlist cooperation with others, decisiveness and organisational skills, ability to see the big picture, drive to be productive, commitment to work they really believe in and adaptability to change direction.

**SUPPORTERS** bring: strong work ethic, responsible and hard-working, good cooperation skills, harmonious relationships with others, practical and realistic, accurate with facts and attention to detail, enjoy being of service to others, supportive of fellow workers and strong organisational skills.

**ANALYSERS** bring: ability to see possibilities and implications, creative problem solving, determination, independence, high standards, strong work ethic, logical and analytical decision making, strong organisational skills, ability to absorb information, follow rules and a desire to be expert in field.

## Add to your resume



Use this content in your resume. Icon indicates suggested sections to include in your CV.

## Your style is

Dominant Style

Supporter

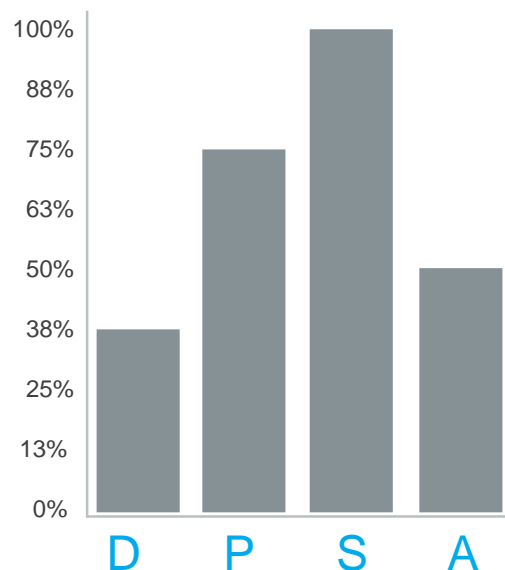
Backup Style

Promoter

### Words that describe you include:

Dependable, agreeable, friendly, independent, tolerant, caring, loyal, steady, tenacious, patient, easygoing, attentive, supportive, sociable, inspiring, optimistic.

## Your style intensity



People are a blend of four styles and each style has its own **Level of Intensity**.

The highest percentage is your **Dominant** style. You can have one or two **Backup** styles. When styles are of equal percentage the order of priority is D, P, S then A.

The intensity percentage indicates how strongly that style influences your personality and behaviour.

Name: Susan Sample

Profile: SUPPORTER PROMOTER

3

[www.jobprofile.com.au](http://www.jobprofile.com.au)

Copyright Myprofile Pty Ltd 2009

# Supporter Promoter career options

**Supporter Promoters** can find well matched careers and jobs in: Sales, Services, Social Welfare, Hospitality, Technology, Management, Professions – Dental, Lawyers, Pharmacists. The key for Supporter Promoters is to work 'hands on' in the real world with people. Jobs that give you tangible rewards. You have a technical ability coupled with an outgoing people interest. You will do well in jobs that you can work systematically with facts and people, where the environment is friendly, and stable.

In listing occupations that are popular among **Supporters Promoters** , it's important to note that there are successful people of all types in all occupations. However, the following are careers Supporters Promoter may find particularly satisfying.

|                          |                                |                                |
|--------------------------|--------------------------------|--------------------------------|
| Accounting               | Hairstylist                    | Project Manager                |
| Accounts Supervisor      | Hospitality                    | Property Manager               |
| Actuary                  | Hotel Manager                  | Psychologist                   |
| Administrator            | Hotel Manager                  | Public Relations               |
| Adviser - Business       | Image Consultant               | Purchasing Manager             |
| Auditor                  | Industrial Engineer            | Purchasing Officer             |
| Aviation Inspector       | Information Services           | Real Estate Sales              |
| Banking                  | Insurance Adjuster             | Real Estate Valuer             |
| Building Inspector       | Internal Auditor               | Religious Services             |
| Business Executive       | Judge                          | Retail                         |
| Charitable Organizations | Lawyer                         | Sales - Services               |
| Chef                     | Lecturer                       | Sales - Specialist Products    |
| Child Care               | Legal                          | Sales Engineer                 |
| Civil Engineer           | Lifestyle Coach                | Secretarial                    |
| Clergy                   | Loan Officer                   | Security Guard                 |
| Clinical Technician      | Make Up Artist                 | Service Engineer               |
| Compliance Officer       | Manufacturing Supervisor       | Social Councillor              |
| Computer Analyst         | Mechanical Engineer            | Social Worker                  |
| Computer Sales           | Mediator                       | Solicitor                      |
| Construction Manager     | Military Officer               | Sound Technician               |
| Contractor               | Network Administrator          | Sports Coach                   |
| Cost Estimator           | Nursing                        | Sports Equipment Sales         |
| Counsellor               | Occupational Health And Safety | Stockbroker                    |
| Counsellor               | Office Manager                 | Supply And Logistics Manager   |
| Court Clerk              | Operations Consultant          | Teacher                        |
| Credit Analyst           | Paralegal                      | Technical Instructor           |
| Customer Service         | Personal Assistant             | Technical Teacher              |
| Database Administrator   | Personnel                      | Technical Trades Teacher       |
| Database Manager         | Personnel Adviser              | Technical Trainer              |
| Dentist                  | Pharmaceutical Sales           | Telecommunications Security    |
| Designer                 | Pharmacist                     | Therapist                      |
| Diplomat                 | Photographer                   | Tourism                        |
| Doctor                   | Physiotherapist                | Trades Teacher                 |
| Drawing and Design       | Police Officer                 | Transport Coordinator          |
| Electrical Engineer      | Primary School Teacher         | Travel                         |
| Engineer Supervisor      | Probation Officer              | Vocational Education           |
| Factory Supervisor       | Production Manager             | Water & Air Quality Protection |
| Financial Controller     | Production Supervisor          | Welfare Officer                |
| Flight Engineer          | Project Engineer               | Youth Worker                   |

# Your Supporter Promoter style

As a **Supporter Promoter** you make people feel genuinely wanted and you are responsive to their needs. You are willing to help others whenever you are asked and you often volunteer your services. You are naturally giving and cooperative.

You appreciate words of encouragement and welcome positive feedback and friendship. You dislike conflict and work hard to bring harmony to those around you by resolving disagreements in your "peacemaker" style. You are sensitive to the emotions of others and seek to provide comfort wherever possible.

Your superb listening skills make you an excellent "sounding board" for ideas as well as problems. Your patience and the way you actively respond to people's problems make you the natural choice for those around you to seek your guidance and advice.

Supporter Promoters are excellent at remembering details such as birthdays, anniversaries, special events, names and interests. You enjoy calling friends, sending an email or a card to congratulate them.

Being a good listener makes you excellent at gathering information, organising it and then relating that information to people and tasks. One of your great skills is management, particularly where customer service and people-related services are required.

As a leader you can bring the team together in harmony to achieve goals. You are great at organising work and accomplishing effective results. You enjoy planning and often make lists of things to do. Stable and predictable, your strength is consistency of performance in a non-aggressive manner. This does not mean you are a "pushover". You have very strong views, are independent and have your own opinions. You are tenacious and always complete the tasks you undertake.

## Your work-related strengths include



- Practicality and focus
- Toughness when necessary
- Ability to stay focused on the organisation's goals
- Precision, accuracy and desire to get the job done right
- Desire to follow established routines and procedures
- Ability to recognise what is illogical, inconsistent, impractical or inefficient
- Being good at making objective decisions
- Belief in the value of traditional structure and the ability to work within it
- Sense of responsibility – you can be counted on to do what you say
- Strong work ethic
- Need to be efficient and productive
- Commonsense and realistic perspective
- Good organisational skills

# Ideal job environment

## for Supporter Promoters – working with people and systems



### Supporter Promoters are best where:

- Standards and methods are established
- Long-standing relationships can be developed
- They receive personal attention and recognition for tasks completed and done well
- The environment is stable and predictable
- People can be dealt with on a personal basis
- Being part of a team is required
- There is a high degree of people contact
- Tasks involve motivating groups and establishing networks
- Flair and creativity are required

## What you bring to the job



You show patience  
You enjoy developing special skills  
You demonstrate loyalty  
You are a great listener  
You are extremely work focused  
You like helping others  
You are hard-working and dependable  
You are good at resolving conflict  
You are excellent at getting people to act and think positively  
You generate enthusiasm  
You are good at morale boosting  
You find the easiest, simplest solutions

## What you value



Approval  
Cohesiveness  
Comfort  
Compassion  
Contribution  
Cooperation  
Creativity  
Enthusiasm  
Flexibility

Friendliness  
Innovation  
Loyalty  
Peacefulness  
Stability  
Trust  
Uniqueness  
Unpredictability  
Versatility  
Vision

## What annoys you

Boredom  
Conflict  
Controversy  
Disharmony  
Disrespect  
Formality  
Harshness  
Impatience

Insensitivity  
Lack of creativity  
Pressure  
Pushiness  
Rudeness  
Stagnation  
Tedium  
Unoriginality

# How you make a difference



You make a difference by “being yourself”. “Being yourself” means using your natural gifts and talents. The key to a successful career is to focus on what you are good at. But “being yourself” is not enough. You need to acquire skills and qualifications so that you can utilise your strengths to be the best you can be.

**People with a SUPPORTER dominant style similar to yours make a difference by:**

## **Caring about others**

You are genuinely concerned about others and will come to the aid of those less fortunate or in distress. You make a difference by helping to create a kinder, more sympathetic and environmentally friendly place to live and work.

## **Being in control**

Your natural administrative skills help you to make a difference, utilising your organisational skills and your tendency to be tidy and have “to do” lists and checklists.

## **Being there for others**

You make a difference by helping others and you are prepared to drop whatever you’re doing to be there for them in difficult situations. You accept people for who they are.

## **Always being friendly**

You make a difference by making sure that everyone is involved and no one is left out. You contribute positively to the team. Your friendly nature makes you a fun person to have around and one who can solve conflict and ensure harmony.

## **Behaving respectfully**

Because you want people to be treated respectfully, you do the same to others. You make a difference by showing respect and honesty and treating everyone fairly.

## **Smoothing conflict**

Your natural style is to avoid conflict and you do your best to make sure that stress is not part of your life. The difference you make is to be the peacemaker, accommodating and thoughtful.

## **Making things easier to do**

You make a difference by making the difficult easy. Your skill of being able to minimise tasks to make them simple and easy to do is a great talent to have.

## **Showing loyalty**

You are a trusted and loyal person who is good at keeping confidentiality. The difference you make is to be a trusted confidant and adviser.

## **Staying positive**

By offering encouragement you make a difference by helping others believe in themselves. Your positive reinforcement and upbeat outlook offers support to those in need.

## **Getting to know others**

Your naturally inquisitive style makes you want to get to know others better. This helps you get on with them regardless of their background. You make a difference by being concerned and sympathetic.

# Interview tips

Supporters are great listeners but can also be reserved with people they don't know. The interview is not the place to be shy or quiet. You need to speak up and express yourself even though it's difficult for you to talk about the things you've accomplished. You need to brag a little and not hold back. Interviews are an opportunity for you to tell about the things you're good at and what you can do for the employer.

Reliability, honesty and loyalty are important to you and to the employer, so tell them about your strengths. Be enthusiastic. Ask the interviewer questions about the job that are important to you. Don't forget to discuss the salary package. As a Supporter you may not wish to confront this topic.

## Market yourself

The ideal job is where you **combine your competencies with what you're passionate about**. Ask yourself, "what am I good at" and "what do I really care about". The combination of these two is an unbeatable success formula. Leveraging your personal strengths in a job that allows you to use your natural advantages merges passion with success.

**You need to be motivated and show it.** People can't motivate you - only you can motivate yourself. There has to be a burning desire to succeed. Your career is your responsibility alone and is a product of your aspirations, motivation, needs and behaviour. You may be smart but if you behave badly you're not going to go far. Understanding who you are is critical to your success and will help you make better career choices.

**Create a portfolio of skills.** Rather than focusing on jobs you've held, or people you've reported to, shift your focus to experiences you've mastered and values you bring to the job. The most persuasive resumes are written in the context of a portfolio of skills rather jobs and positions. Don't limit your horizons by looking for jobs that resemble your current or previous job, look for ones that you can use your core skills, natural talents and competencies.

In order to be irreplaceable one must be different. Learn to **differentiate yourself** by the contributions you've made and can make. What are your differences? Rebuild your brand. Like corporations a brand distinguishes and defines the product or service. Build your personal brand by focusing on, who you are, what you stand for, believe in, what you're exceptional at and how can you make a difference.

## Learn to adapt

The key to success in business and life is being able to adapt and modify your own behaviour. Each personality style has qualities and strengths not shared by the others however when over used these strengths become weaknesses and if unchecked will inhibit your success. So play to your strengths but be careful not to over play them.

Here's a few things **SUPPORTERS** can do.

- Realise your own potential and self worth
- Develop clear guidelines for accomplishing tasks
- Be more creative, you've great ideas so share them with others
- Be more assertive, don't give in to others
- Express your true feelings, don't always hold them in
- Look objectively at the actions and intentions of others rather than take things personally
- Be prepared to take a little more risk
- Make decisions on your own, use your initiative more and don't play safe all the time
- Be more accepting of change, break out of your daily routine
- Say NO more often, don't try to please everyone and make time for yourself and give priority to your needs first