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Personal Profile

for

First Name:

Last Name:

Organisation:

Report sent to:

Report code & reference:

Date:

SAMPLE

Your personal profile styles are,

Driver (D) =

Promoter (P) =

Supporter (S) =

Analyser (A) =

FOUR Personality Styles

People have four basic personality styles. When blended together in varying percentages, they make you who you are. One style is not better than the other. 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.

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, 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.

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. They are interested in the “outer world”, they are extroverts. These people 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.

Those whose magnet is attracted to the tasks, 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” they are introverts. These people rely on fact 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.

How FAST do you go

The other factor that determines our personality style is our internal motor, or rather the speed 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 much slower pace, we also want to get things done but done correctly and in a considered manner. We decide slower, we are more cautious, we don’t take risks and we are discerning. We are not impulsive. We 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.

One style is NOT better than another

Drivers have a high desire to achieve. They are self-motivated, independent, and highly individualistic. They like a fast paced environment. They enjoy the competition and the challenge. They want to do it their way.

Promoters are independent, outgoing individuals who like socialising and meeting people. They are enthusiastic and optimistic. They make friends easily and are inspirational and popular.

Supporters are dependable, practical and kind people. They’re patient. They want to help others. They prefer to work in teams and they dislike rapid change. They prefer a secure and constant environment that’s free of conflict.

Analysers are perfectionists who look to systems, rules and order within a structured environment. They are accurate and precise. They are reserved, detailed and logical and follow the rules and standards.

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

Name:

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Supporter Analyser

General comments about your dominant **Supporter** 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.

Supporters are family orientated. They 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 Analyser** Style

Supporter Analysers display combinations of both Supporter and Analyser styles. Your dominant style is that of a Supporter and secondary style an Analyser. Supporters and Analysers work at a much slower pace and less assertive than other types. They are realists and like to follow rules and procedures. They are patient and accurate, hardworking and thorough. Often described as objective and analytical, Supporter Analysers calmly go about their business in a non emotive manner. They see themselves as the rock; dependable, always there, solid and self-disciplined.

As a Supporter Analyser you tend to be successful through your persistent efforts to follow through and complete tasks. You enjoy the power of a position that allows you to be in control. You are a steady, thorough and fairly relaxed person who is dependable and predictable.

You have a need to understand the reason behind things and how they work. You prefer to be calculated and factual. You are not dominant or autocratic. As a leader you lead people in a predictable, steady, and friendly manner avoiding controversial or hostile situations. You seek clear and purposeful goals and objectives. You plan in advance strategising how you will complete the task. You are a well organised, rational individual.

Your self-discipline ensures an unemotional approach which is sometimes seen as dispassionate. You aspire to a stable relationship both in work and in personal life. You want to know where you are going and why. You adapt to the needs of the team, but prefer to do tasks alone. You enjoy a quiet environment in order to concentrate.

You seek an unchanging, familiar and secure environment with predictable work patterns, clearly defined structure and objectives. You are challenged by projects of a technical nature where you can use data and information to provide answers or suggestions. You prefer to sell or recruit using logic rather than emotion.

Supporter Analysers are like "elephants", they never forget. Sometimes you can hold a grudge for too long. Punctuality is also a key to you being in control. On time, every time. You are tenacious in reaching your objectives. "My idea is a good one and I'll prove it". You'll work at it 24/7 with the thought that you can do a better job yourself, what's more, you usually do.

You are able to listen unemotionally to abuse, complaints and disagreement without taking it personally. You prefer to focus on non emotional activities and you have a very strong belief in your ability to be right all the time. The battery advertisements slogans, "keep on keeping on" and "never say die" are the Supporter Analysers motto's. Determination is your strength. Whether solving a problem or collecting all the cards, or winning all the events in your age group, you are a determined unassuming and careful individual.

Modify your behaviour and improve your effectiveness

As a Supporter Analyser 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 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 tend to judge others factually. On how they use factual information. This can be a cause of dissatisfaction. You prefer to work in smaller groups and dislike large crowds.

Being so factual you find difficulty in selling or promoting intangible or abstract ideas or products. You're not really interested in pleasing others and this makes you remote.

You need to improve your people skills and become more animated and emotive. When stressed you can become blunt, tactless and suspicious of others. This is partly due to your inability to express yourself outwardly and therefore you internalise these issues bottling them up.

Words used to describe Supporter Analysers

Careful, Moderate, Compliant, Orderly, Logical, Perfectionist, Conventional, Dependable, Deliberate, Reliable, Patient, Predictable, Kind, Easy-going, Even tempered, Steady, Thorough and Accurate, Quiet, Factual, Sincere and Loyal.

Strengths & Weaknesses

STYLE & BEHAVIOUR SUPPORTER - Analyser	
At work you tend to use your	Experience & knowledge
You mostly communicate by	Listening & writing
You are motivated by	Stability & clear objectives
You are de-motivated by	Insecurity & conflict
Your value to the company is	Service, support, specialisation and administration
Your management style is	Procedural, practical and precise
Your negotiating strengths are	Service support and technical contracts
You enjoy	Team exercises, group activity planned logically
You dislike	Unplanned and vague activity
You influence others by	Tenacity, determination and consistency of factual and logical performance

Career Opportuntites

Supporter Analysers seek an unchanging, familiar and secure work environment with predictable work patterns. Clearly defined structure and objectives, as well as close relationships with a small group of close associates are also required. There should be little or no need to discipline others or make harsh or unpopular decisions.

Supporter Analysers are best suited for positions of an administration and operation nature where tasks are being cyclically and consistently repeated. Positions such as Planner, Accountant, Database Administrator, Office Manager, General Administrator, Production Supervisor, Data Entry/WPO, Research and Development, Systems Analyst, Engineering Manager, Technician, Property Manager, Draughtsman, Soft Selling, Doctor, Receptionist, Company Secretary, Cashier, Computer Programmer, Statistician, Security Specialist, Project Manager

How you make a difference

You make a difference by "being yourself". "Being yourself" means using your natural gifts and talent. 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 and... You *will* make a difference.

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 utilizing your organisational skills, 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 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, 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 minimize 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 natural 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.

Your career

You can see you have much to offer. You have been born with many natural gifts and talents. Your qualities form the foundation of how you can contribute and make a difference.

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So where to from here?

Now that you know yourself a bit better you can understand how to position yourself in your career. It is useful to be aware of what your style and behaviours are in reference to your colleagues, managers and peers.

Adapting behaviour is an important step in self development that will enable you to grow and demonstrate strong qualities as your career progresses.

Read more career advice article

Take a look at myambition.com in relation to [personal branding](#) and start to consider what aspects you may need to have flexibility with in [interviews](#) or [performance reviews](#).

Take up a career coaching session

You can also understand how to adapt your skills and behaviours to specific situations with the help of a Career Manager with our range of coaching programs.

[View our coaching program on our website](#)

Take action on the report

Detailed below are 5 things to do with this Personal Profile report:

1. Take some time to read and reflect on the document.
2. Work out what your strengths and weaknesses are and how you may pitch this in an interview.
3. Observe your colleagues and manager's behaviours and identify where you may need to shift in order to get better or more positive outcomes.
4. Take this home – you will be surprised at how much of the content is relevant to your personal situation!
5. Diarise to re-read this report in a year and see if there is any growth in your style by completing the assessment again.



Advance yourself with career webinars

myambition frequently runs online seminar events for topics including interview techniques, bouncing back from redundancy and resume preparation.

[View the upcoming events schedule](#)
