

# CAREER PROFILE

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Name: **Sample Report**  
Profile: SUPPORTER ANALYSER

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# Make the RIGHT career choice

Suitability for a job is determined by a number of factors including a person's behavioral 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. **Career Profiles** provides valuable information on how to choose the right career path that maximizes your natural gifts and talents and helps you make a career choice – that's right for YOU.

## 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.

# Career PROFILE

**Career Profile** is a psychometric assessment that measures your behavioural profile and it is predicated on the understanding that each personality style finds certain jobs more rewarding and enjoyable than others.

Career Profile 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.

## 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.

## Add to your RESUME



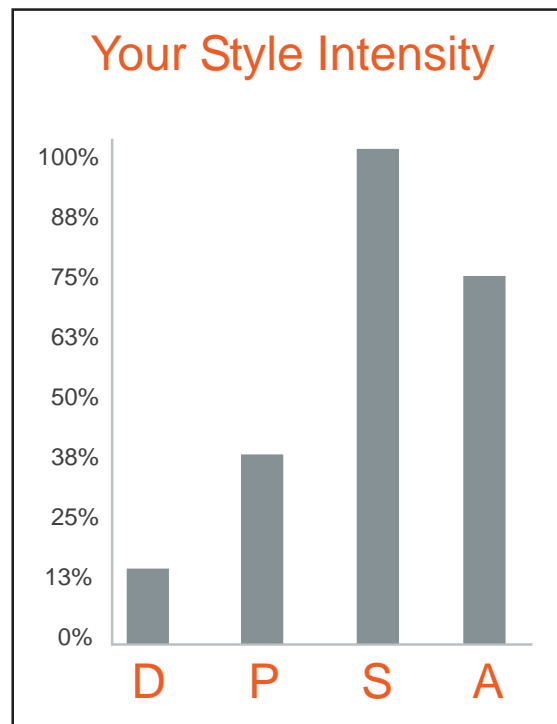
Use this content in your resume. Icon indicates suggested sections to include in your C.V

## what's YOUR style



### Words that describe you include:

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.



People are a blend of four styles and each style has it's 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 then order of the priority is D. P. S. then A.

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

# Supporter Analyser CAREER Options

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

**Supporter Analysers** can find well matched careers and jobs in: Business administration, Management, Logistics, Services, Specialist jobs such as – technical writer, police, aircraft or shipping, transport, Finance, Education, Legal, Technology and Health. The key for Supporter Analysers is to work in jobs that value their attention to detail, making things run smoothly, have a community involvement, have a structured environment where you know what is expected of you, where you can use your administrative skills and technical expertise.

Accountant  
Accounts Supervisor  
Actuary  
Administrator  
Agriculture Scientist  
Artist  
Auditor  
Building Inspector  
Cashier  
Chemical Engineer  
Company Secretary  
Compliance Officer  
Computer Programmer  
Construction Manager  
Contract Specialist  
Corrections Officer  
Cost Estimator  
Counsellor  
Credit Analyst  
Customer Service  
Customs Inspector  
Data Entry  
Database Administrator  
Debt Collector  
Demonstrator  
Dental Specialist  
Dentist  
Designer  
Doctor  
Draughtsman  
Electrician  
Engineer  
Engineer Supervisor  
Engineering Manager  
Environmental Inspector  
Farmer  
Financial Officer  
Fire Services

Flight Attendant  
Flight Engineer  
Forensic Specialist  
Government Employee  
Hardware Engineer  
Health Care  
Health Inspector  
Health-Care Administrator  
Hospitality  
Immigration Services  
Industrial Safety  
Insurance Claims  
Insurance Underwriter  
Investment Securities  
IT  
Lab Technician  
Landscape  
Law Researcher  
Lawyer  
Legal Secretary  
Logistics And Supply  
Manager  
Mechanic  
Medical Equipment Sales  
Medical Research  
Medicine  
Military Officer  
Negotiators  
Nurse  
Nursing Administrator  
Office Manager  
Paralegal  
Personnel Work  
Pharmaceutical Sales  
Pharmacist  
Photographer  
Physiotherapist  
Pilot  
Planner

Police Officer  
Postal Services  
Probation Officer  
Production Manager  
Production Supervisor  
Project Engineer  
Project Manager  
Property Manager  
Public Health Officer  
Public Relations  
Real Estate Agent  
Real Estate Valuer  
Receptionist  
Research and Development  
Sales - Soft Selling  
Sales Engineer  
Secretary  
Security Specialist  
Service Engineer  
Solicitor  
State Planner  
Statistician  
Stockbroker  
Student Services  
Supervisor  
Surgeon  
Systems Analyst  
Tax Agent  
Tax Examiner  
Technical Instructor  
Technical Writer  
Technician  
Training  
Veterinarian  
Vocational Education  
Welfare  
Word Processing

## your SUPPORTER ANALYSER style

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 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 about 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 your work and in your 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 like 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 central 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" is a motto you live by. You'll work at it 24/7 with the thought that you can do a better job yourself, and 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 strongly believe that you are right all the time. The battery advertisements, "keep on keeping on" and "never say die" are the Supporter Analysers' mottos.

Determination is your strength. Whether you are 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.



## your WORK related strengths include

- precision and accuracy and desire to get the job done right the first time
- readiness to follow established routines and policies
- ability to focus and concentrate on one task at a time
- ability to work alone
- good organisational skills
- thoroughness and close attention to the specifics, facts and details
- belief in the value of traditional structure and the ability to work within it
- strong sense of responsibility, you can be counted on to do what you say
- strong work ethic, you feel it's important to be efficient and productive
- perseverance and determination to accomplish your goals
- a commonsense and a realistic perspective

# Ideal environment

## for Supporter Analysers - working with systems and people

### Supporter Analysers are best where:



- Jobs in which standards and methods are established
- Environment where long standing relationships can be developed
- Personal attention and recognition for tasks completed and well done
- Stable and predictable environment
- Environment that allows time for change
- Critical thinking is needed and rewarded
- Assignments can be followed through to completion
- Technical, task-oriented work is required
- Close relationship with small group of peers
- Environment where quality and standards are important
- There's time to think

## What you bring to the job



You exhibit patience  
You demonstrate loyalty  
You are hard-working and dependable  
You are good at reconciling conflict  
You strive to produce accurate and precise work  
You follow directions and standards rigorously  
You are excellent at controlling quality output  
You focus on detail  
You enjoy working to guidelines  
You adhere to procedures and policies  
You try to avoid conflict

## What you value



Accuracy  
Approval  
Cohesiveness  
Competence  
Contribution  
Cooperation  
Details  
Efficiency  
Facts  
Friendliness

Logic  
Loyalty  
Organisation  
Quality  
Relationships  
Rules and regulations  
Security  
Stability  
Structure  
Tradition  
Trust

## What annoys you

Aggressiveness  
Change  
Clutter  
Conflict  
Controversy  
Disorganisation  
Disrespect  
Evasiveness  
Exaggeration

Harshness  
Impatience  
Inaccuracy  
Incompetence  
Insensitivity  
Mediocrity  
Pressure  
Pushiness  
Rudeness  
Rushing

Name:  
Profile:

# Sample Report

SUPPORTER ANALYSER

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# 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.

Name:  
Profile:

# Sample Report

SUPPORTER ANALYSER

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# Your SUPPORTER Learning Style

**Supporters** are imaginative learners. They learn through their experiences. They perceive information through their senses and feelings, and process it by deliberating. They seek meaning and clarity and connect new experiences with past ones. They learn by listening and sharing ideas. Learning has to have meaning and Supporters want to understand how what they learn, affects them. They need to feel comfortable in the class room to learn best. They have highly developed imaginations and are insightful. They are able to view problems from different perspectives. Supporters make good teachers and mentors helping others accomplish goals.

Supporters connect things to what they value and care about and they like to learn through personal experiences. They need time to reflect on the topic and absorb it slowly. Supporters tackle problems by reflecting alone then brainstorming with others. They are more comfortable listening when in the classroom, but quite chatty with close friends. Ideally a Supporter should find a good study partner so they can discuss and share ideas.

Supporters are easy going students who can take time to settle into a new class or subject. They believe that schools should help students to discover themselves and encourage self-awareness. They see knowledge as a way to achieve their potential. Supporters do best when they have a caring teacher who takes a genuine interest in them. Supporter students see education as a way to help the world become a better place.

## Tips for Supporters

- 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 too easily 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
- Set your objectives and goals.
- Say NO more often and don't try to please everyone
- Make time for yourself and give priority to your needs first

## Choosing a CAREER

### Do you have the right personality for the job?

Are the career options you've chosen match what you're naturally good at and is your Career Profile in line with who you are?

If your favourite job is not listed, don't despair, we are unable to list all jobs.

We do recommend that you stick with careers that match your overall natural style.

### Is the job of interest to you?

Does the job appeal to you? Is it one you could see yourself doing? If you're not sure check it out, talk to people who do that job, Google it, find out what it pays, look up the job description on a career website and find out what qualifications you need to have.

### Are you studying the subjects needed for the job?

Once you find out what the job requires you'll know if the subjects you're taking are the ones that job requires. Is your education path inline with your career goals?

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