

The Donor Temperament Report



This report captures the
results for Donor 20002
June 24, 2024

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"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 Keirsev

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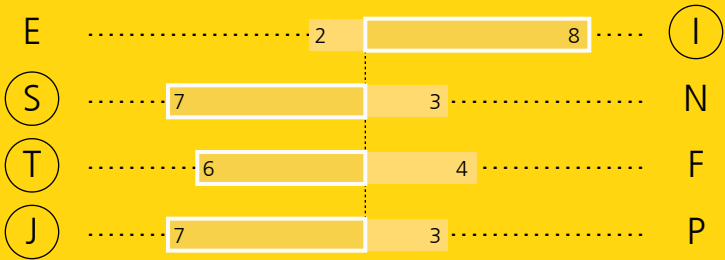
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Donor 20002

Guardian

Inspector

ISTJ





WHAT IS TEMPERAMENT?

In a word filled with unique individuals, understanding that there are different temperament types can help you make an informed decision about whether this donor is the right match for what you are looking for. Temperament is a configuration of observable personality traits, such as habits of communication, patterns of action, values, and talents. Based off more than 70 years of research, Dr. David Keirsey has identified humankind's four basic temperaments as the Artisan, the Guardian, the Rational, and the Idealist.

This donor's temperament is the Guardian. Guardians make up as much as 40 to 45 percent of the population. It is fortunate for us that Guardians make up nearly half of the population because they usually end up doing all the indispensable but thankless jobs the rest of the world takes for granted. This donor's particular temperament type, the Guardian Inspector, makes up at least 10 percent of the total population.

WHAT IS THIS DONOR'S TEMPERAMENT?



There are four types of Guardians: Supervisors, Inspectors, Providers, and Protectors. These four personality types share several core characteristics. Firstly, Guardians are dependable, hard-working individuals focused on credentials and traditions.

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. 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 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;

- Guardians pride themselves on being dependable, helpful, and hard working.
- Guardians tend to be dutiful, cautious, and humble.
- Guardians are the very cornerstone of society, and tend to focus on credentials and traditions.
- Guardians are concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice.

ABOUT THIS DONOR

This donor is a **Guardian Inspector**. The one word that best describes Inspectors is dependable. Whether at home or at work, this donor's type can be extraordinarily persevering and dutiful, particularly when it comes to keeping an eye on the people and projects for which they're responsible.

This donor is Apt to:

- want a structured routine in their work and home life.
- have a highly developed sense of right and wrong, and low tolerance for ambiguity.
- do whatever is necessary to avoid confrontation to avoid stress.
- take giving their word very seriously and expect others to live up to any agreements.
- take responsibility for ensuring the accuracy of detailed information.
- be very sensitive about making any errors and constantly improve their ability to be accurate and accountable.
- have an exceptional ability to sequence events or facts and come up with step-by-step plans.

Keeping within their own quiet way, Inspectors are the kind of people who will see that rules are followed, laws respected, and standards upheld. Inspectors like this donor are the true guardians of institutions. As a result, in professional settings they're one to be patient with their work and with any procedures they're expected to follow. People who aren't willing to behave accordingly tend to rub this donor the wrong way. Responsible to the core, this donor likes it when people know their duties, follow guidelines, and operate within the rules. Because of these beliefs and their hard-working nature, this donor can be the perfect person to examine the quality of products and services, monitor schedules, and oversee resources. If only everyone were as dependable as they are.

Because this donor can be hard-nosed about rules, others may not always look favorably on them. In fact, they may earn a reputation for being cold or unfeeling. People who feel this way about them misjudge their character and fail to see your good intentions. This is too bad, since their vulnerability means that they may take others' criticisms to heart. Sometimes Inspector's good work may also go unrecognized because they're not one to trumpet their accomplishments as they happen.

Inspectors can be highly sociable people. As a member of this type, this donor is likely to be both talkative and involved. Liking to stay connected, they may spend their free time with community service organizations, especially ones focused on traditional values. Perhaps this donor has volunteered with their nearby Sunday school, Little League team, Boy or Girl Scouts, or other local clubs now or in the past. Like all Guardians, Inspectors hold family social ceremonies dear. Weddings, birthdays, and anniversaries can be really important to them. However, that doesn't mean that they need a lot of public fanfare at these times. They'll usually prefer to keep such occasions intimate and may become shy if celebrations become too large.

WHAT IS THIS DONOR **GOOD** AT?



- This donor is dependable and exacting; their colleagues and customers depend on their work.
- This donor easily takes direction and work with precision.
- This donor rarely lets personality conflicts or personal problems interfere with their work performance.
- This donor doesn't deviate from instructions or protocol.
- This donor remains productive in the face of boredom.
- People can rely on this donor's consistency as they subscribe to a strong work ethic.
- This donor's attention to detail allows them to help others quality-check their work.

Generally speaking, Inspectors like this donor are not comfortable with anything that gets too fancy. When speaking, they usually will be plain and down-to-earth. Their clothes will tend toward the functional rather than the flashy. As for this donor's personal space, they strive to keep their home and work environments neat, orderly, and comfortably traditional. Regardless of the product type, they don't really trust newfangled gadgets. Instead, they'll stick with the tried-and-true option almost every time.

WHAT KIND OF INTELLIGENCE DOES THIS DONOR POSSESS?

The four temperament styles match up consistently with four general types of intelligent roles: Tactical, Logistical, Diplomatic, and Strategic. The four connections between temperament and intelligent roles are as follows:

Artisan - Tactical

Guardian - Logistical

Idealist - Diplomatic

Rational - Strategic

An individual's innate type of intelligent role is determined by temperament; however, the degree of skill in that role is determined by practice.

Artisans are best when they can use their tactical skills that enable them to take whatever is available in the moment and make the most of them. They are unusually skilled in being able to react quickly in emergencies. Artisans are most comfortable working in the moment without an excess of constraints or red tape. Tacticians are valuable since they can quickly react to changes in circumstances.

Guardians are at their best when they can use their logistical skills to ensure that the proper equipment is in the proper

place at the proper time. They are most comfortable when following step-by-step procedures and fulfilling their place within the hierarchy. Guardians and their logistical skills are valuable since any person can run into difficulty if supplies are not available when needed or if critical rules are not followed.

Idealists do their best work when they can use their diplomatic skills to communicate with others. They are particularly gifted in helping others perceive how valuable they are and how their gifts can best be applied within a group. With their ability to envision future possibilities for people, they encourage all to learn new skills. They act as the oil that keeps teams working harmoniously and efficiently together.

Rationals use their strategic skills in envisioning and setting long-term goals and milestones for meeting objectives. For Rationals, everything is part of a system. Making things work is a matter of understanding the strategic impact of each part of the system and manipulating them accordingly. The ability to think in the long-term and create new possibilities is particularly valuable when setting goals.

THE GUARDIAN INSPECTOR AS A LEADER



Guardian Inspectors like this donor are most likely to be found in their offices. They often start and end the day with a completely clean desk. Experts in finding errors or discrepancies, they spend time looking over details. This donor's directives are usually precise, detailed and step-by-step. They want others to listen carefully as they thoroughly go over all the details; they don't like to be interrupted when they are giving instructions. Inspectors need time to think over any suggestion and carefully weigh costs versus benefits. They don't appreciate being pressed for a decision, as they usually will get back in a timely manner with a solution after having carefully weighed the options.

- Inspectors manage in a predictable, hierarchical way, focusing on tasks to be completed and loyalty to the organization.
- Inspectors believe advancement must be earned through paying one's dues over a period of time.
- Inspectors choose the most effective sequences for completing work and for running meetings to meet objectives.
- Inspectors live by routines and schedules and expect employees to do the same.
- Inspectors expect great thoroughness in work produced.
- Inspectors expect people to honor a contract and keep their word.
- Inspectors expect employees to be grateful for correction so they can improve the quality of their work.

Who are Some **Famous Leaders** that Share this Donor's Temperament?

"They put me on the shift where they thought I could do the least harm, midnight to eight in the morning. Although the hours were lousy, they were perfect for an apprentice reporter."

- **Andrea Mitchell**
(born 1946)

"Rule No. 1: Never lose money. Rule No. 2: Never forget rule No. 1."

- **Warren Buffett**
(born 1930)

"No one can avoid aging, but aging productively is something else."

- **Katharine Graham**
(1917-2001)

"My job all along was to help Walt do the things he wanted to do. He did the dreaming. I did the building."

- **Roy O. Disney**
(1893-1971)

"Good leadership consists of showing average people how to do the work of superior people."

- **John D. Rockefeller**
(1839-1937)

"A nation is formed by the willingness of each of us to share in the responsibility for upholding the common good."

- **Barbara Jordan**
(1936-1996)

"I know of no single formula for success. But over the years I have observed that some attributes of leadership are universal and are often about finding ways of encouraging people to combine their efforts, their talents, their insights, their enthusiasm and their inspiration to work together."

- **Queen Elizabeth II**
(born 1926)

"Lawlessness is lawlessness. Anarchy is anarchy is anarchy. Neither race nor color nor frustration is an excuse for either lawlessness or anarchy."

- **Thurgood Marshall**
(1908-1993)

"A president either is constantly on top of events or, if he hesitates, events will soon be on top of him. I never felt that I could let up for a moment."

- **Harry S. Truman**
(1884-1972)

"The important thing is not what they think of me, but what I think of them."

- **Queen Victoria**
(1819-1901)

What are **Common Career Paths** for this Donor's Temperament?

Corporate Executive/Manager

Quality Control Supervisor

Auditor: Financial

Technical Writer

Land Surveyor

Lab Technician

Accountant

Legal Secretary

Underwriter

General Contractor

Detective

Civil Engineer

Pharmacist

Medical Equipment Preparer

Radiologist

Purchasing Agent

Forensic Technician

Administrative Law Judge/

Adjudicator/Hearing Officer

Logistician

Inspector

Physician: General Practice

Real Estate Appraiser

Assessor

Claims Adjuster/Examiner/

Investigator

Corporate Controller

