



Engaging with **Drivers**



A guide for parents, teachers and counsellors

DRIVER

Personality Profile

This report is to be read together with the child's
MyCareerMatch report

This report will help Parents, Teachers and Counsellors understand and improve relationships with your child or children. Each child has a unique personality that develops as an infant and stays with them for life.

This personality style is constant throughout their lives and determines how they learn, manage their time, tasks and relationships, communicate, respond to stress and form relationships.

Understanding and accepting their style will help you understand why they behave the way they do and to recognise how to motivate, communicate, improve their learning ability, minimize any conflict and enhance your overall relationship with them. When personality styles are not understood conflicts arise and create relationship problems.

This guide uses the four personality styles used in the MyCareerMatch report. Whilst people are a combination of styles the four dominant, **Driver**, **Promoter**, **Supporter** and **Analysers** influence the most.

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D

Drivers are Adventurers and are always looking for excitement so can't sit still. They want to test their limits and enjoy anything that goes fast. They are natural born risk takers who act bold and are often hyperactive. They want to take control and be in charge. They may not follow the rules and are not interested in a tidy room or remembering schedules.

P

Promoters are Socialisers and have a vivid imagination and sense of fantasy. As young children they love to have stories read to them. They live in a world of make believe. Promoters are emotional people and use their gut instinct. They talk a lot. They are enthusiastic and can be oversensitive. They like the limelight and enjoy being the centre of attention.

S

Supporters are Helpers and are naturally concerned and responsible children. They follow the rules and are happy to please others. They respect their elders, parents and teachers. They are dependable. At home Supporters are busy kids. They enjoy being given responsibility for tasks. At school they do well and work hard. They worry about change and prefer routines.

A

Analysers are Thinkers and are precise, neat, orderly and tidy. They enjoy figuring out how things work and ask lots of questions. They are non aggressive and avoid conflict. They excel at subjects that require thoughtful, logical and creative solutions. They hate taking risks and are not spontaneous or outwardly enthusiastic. Analysers are perfectionists and set high standards.

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Create a positive climate at home and school

- Drivers are active who like to take risks, compete and win. They want to lead.
- Give them opportunities to compete.
- Bored Drivers can cause trouble! Have activity plans for the weekend and evenings after school (homework permitting).
- Get them involved in sporting organisations or other social groups, where they can master new skills, compete and burn energy.
- Answer their questions. Drivers want to know answers and they want to know it now.
- If "now" isn't appropriate agree a more convenient time to discuss.
- Avoid activities that require them to sit for long periods.
- Give them opportunities to be involved in the decision making process. It is in their nature to make their own decisions.
- If you want to have some control over their decisions, give them choices instead.
- Make your own awards to present to them for their achievements. Let them display these awards.
- If they question the way things are done, listen to them, they may have actually have a better way. If not, explain why not, be logical brief and non emotional.
- Agree to house rules. Explain "why" these rules are in place. Don't over do the rules!
- Vary routines. Drivers love variety so even by changing where you have dinner will delight an Drivers such as a picnic in the lounge or fish and chips at a park.
- Challenge them, give them real problems to solve.
- Drivers function well with lots to do. Give them multiple projects or problems to work on.

Help your Driver child develop

- Give them challenging assignments.
- Help them understand that they need to be nice to others and appreciate them more.
- Help them identify with a group.
- Showing them how to verbalize their reasons for their conclusions.
- Allow them to make choices and be accountable for those choices.
- Teach them to accept the importance of limits and boundaries, even if they disagree.
- Work on ways to constructively deal with their anger.
- Help them understand that occasional failure is a part of life and doesn't mean they are a failure.
- Help them see the effect their actions have on others.
- Help them slow down, teach them to take time out and relax more.
- Help them learn how to forgive others if mistakes are made
- Show them how to compliment others and the importance of doing so.
- Help them learn to be more patient and less argumentative.
- Teach them how to listen more effectively to others; they can have good ideas too!
- Ensure they say "I'm sorry" when they should do.
- Help them analyse the details to become more effective and less rash with their decisions.
- Don't allow them to be rude.
- Don't let them over dominate or rule the family!

Communicate in the following way

- Be brief, direct and to the point.
- Speed up your conversation otherwise they will have moved on.
- Avoid repeating yourself, Drivers got you the first time.
- Ask them "what" and "how" questions then listen patiently.
- In communicating your ideas highlight the logical benefits to them to gain their buy in.
- Give them choices. Do you want to do this or that or would you prefer to do it later?
- When it is time for action, give them short commands such, "clean your room!", "bedtime!"
- Don't get into a power struggle with an Driver. When correcting behaviour focus on specifics, explain exactly what needs to be done.
- Reason with them sensibly and logically. Don't use emotions or threats. Be brief, factual and to the point.
- When issues occur show how these issues prevent them from achieving their goals.
- Let them know who's in charge. They'll want to control you.
- Allow them to brag about their achievements.
- In an attempt to control discipline they may openly question the way you want things to be and attempt to negotiate for a less.
- Listen, then give an appropriate answer as you would an adult.
- Don't force issues or argue. If you do they've won because they were able to control your emotions and reactions.
- Don't threaten or give ultimatums. Power struggles over control are the most frequent source of friction and conflict.
- Don't shout at your Driver child they will just shout back
- Don't lecture. Sit down and discuss with them rules to get along. This will train them to become responsible and understand the limits.
- Praise and reward their achievements.

To encourage Drivers use phrases like

- I like your confidence.
- You have amazing energy.
- You are brilliant at sticking to things and not giving up easily.
- You're very independent & resourceful.
- You play hard and compete to win.
- I really admire your courage.
- I admire the way you set your mind on something and just work to get it.
- I like that you are independent and capable.
- You tackle new situations fearlessly.
- You respond quickly to a situation and seek solutions.
- I admire that you express yourself honestly and say exactly what you think.
- I like that you can't be pushed into doing things you don't want to do.
- I like the way you feel you can handle things on your own.

This report is prepared based on general Driver personality traits. As children are a blend of all four styles some of the comments contained in this report may not apply to every Driver child.