



# Engaging with **Supporters**



A guide for parents, teachers and counsellors

# SUPPORTER

## 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.

To learn more, become a certified MyCareerMatch Practitioner. Visit [MyCareerMatch Academy](#) to find out more.

**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.

DPSA is a Trademark of MyProfile Pty Ltd

## Create a positive climate at home or school

- Supporters like stability so make your home a secure environment. Try and avoid unnecessary change.
- If change is inevitable give your child time to prepare, discuss how the change will affect them.
- Supporters need to feel they really belong in the family. Include them in all family activities and let them know how valued they are.
- By nature Supporters are gentle and not assertive. Help them develop an appropriate assertiveness and encourage them to voice their opinions.
- Supporters are very patient, reward them for their patience and don't take advantage of their good nature.
- Supporters need a well structured environment. Agree with your partner the house rules. Explain to your child the rules and what you expect from them in terms of their responsibilities.
- Encourage your child to express their own emotions, share your feelings with them
- Reward them for their kindness and consideration.
- Supporters find decision making hard so don't force them to make quick decisions, be patient.
- Give Supporters choices to help them with their decision making. Avoid making decisions for them.
- Avoid shouting at your child, they will simply shut down and withdraw.
- Keep your promises. Supporters struggle voicing their disappointment and they will remember you broke your promise.
- If you are unable to deliver on a promise be apologetic and empathise with how your child is feeling.
- Always let your child know you will be there to support them.
- Answer their "how" questions. Give them step by step instructions to follow.
- Be warm and friendly when you give them a task to do.
- Be sincere in your appreciation of what your child achieves.

## Help your Supporter child develop

- Validate their self-worth.
- Show them how their efforts contribute to the family or class.
- Give them clear guidelines for accomplishing their tasks.
- Encourage them to be creative.
- Encourage them to be more assertive.
- Draw out their true feelings and encourage them to express them more.
- Teach them to look objectively at the actions and intentions of others rather than take things personally.
- Encourage them to do things differently and be more flexible.
- Help them let go of grudges.
- Teach them how to make decisions on their own.
- Help them be more accepting of change.
- Show them the benefits change can bring.
- Help them set and achieve goals. Get them to write the goals down and reward them for their efforts and results.

## Communicate in the following way

- Slow down your general communication, if you talk too fast you will lose them.
- Talk about emotions and people as oppose to logic and tasks.
- Tell them how valued they are as a family or class member.
- Listen to them fully. Supporters are excellent listeners and they will expect you to be too.
- Express genuine interest in them as a person and listen to what they have to say.
- Encourage them to express their feelings. They are somewhat reserved and more interested in how others feel.
- Encourage their progress with tasks. They need lots of encouragement along the way.
- When they have successfully completed their tasks express sincere praise on their accomplishment.
- Assure them of your personal support and follow up with any new goal they embark on.
- When they ask questions give them detailed explanations. They usually ask "how" questions.
- When they ask your opinion, ask them what they think first. Encourage them to express an opinion.
- Don't yell or speak loudly. They seek peace and harmony and will withdraw if you raise your voice.
- Don't tell them what they must do. Explain why and how they should go about completing the task.
- Help them understand how their actions will help in the big scheme of things.
- Don't make decisions for them. They are capable of making their own, just give them more time.
- To avoid conflict they ill agree with you even if they don't believe you. They tend to give in and suppress their feelings. Be aware of this trait and encourage them to express their true feelings.
- Don't become impatient. Allow them time to gather all the facts before they respond.

## To encourage Supporters use phrases like

- You are really kind and helpful.
- It is wonderful to see how considerate you always are of other peoples feelings.
- I don't know how we would manage with out your help.
- You're always ready to help others at any time it is great to have you around.
- You are such a good listener.
- People always trust you.
- It is OK to like things to stay the same.
- Your relaxed attitude is lovely to be around.
- I like it that you don't rush into things.
- I like that you always follow through and try and do things on time.
- You have a calming influence on people.
- You always give people the benefit of the doubt.
- Your never go out of your way to hurt peoples feelings.
- I like that you take the time to recharge your batteries.

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