1. Introduction

The Keirsey Temperament Sorter is an instrument to determine an individual’s personality traits. It provides a better understanding on each characteristic of a person and how that person interacts with other personality types. The Keirsey Test was used to produce my personality type that is described and analyzed in further detailed throughout this paper.

2. My Profile

After taking the personality test, the Keirsey Temperament Sorter Results indicated that my personality type is a guardian. According to the results, a guardian is described as the cornerstone of society because their temperament is given to serving and preserving our most important social institutions. Guardians use their skills to keep things running smoothly in all aspects of their lives such as their businesses, families, and communities. Guardians are also known to have a lot of fun with their friends, but they are serious about their duties and responsibilities. The results also described guardians as taking great pride in being dependable and trustworthy. Law and order is another trait described of guardians. They sometimes worry that respect for authority, even a fundamental sense of right and wrong, is being lost. Guardians honor customs and traditions very strongly. The report also describes guardians as practical, down to earth, loyal, disciplined, dutiful, cautious, structured, and humble. Guardians believe in teamwork and in the end a strong team will get the job done right.

At work guardians enjoy being a valued member of a team whether leading or following a credible leader. They enjoy working with others who carry their weight and appreciate clear cut responsibilities. Guardians enjoy being recognized for their dedication and achievements. The ideal job offers the guardian a clear chain of command, and lets them progress through a hierarchy based on them meeting expectations.
3. Behavioral Traits

Based on my Kiersey type, when I am feeling pressure to change, I am likely to assess the facts and tangible outcomes before making a decision. I will be cautious and fully informed when making change and will revert to past experiences and traditions for guidance.

During a group activity or task, I am likely to pull my own weight and contribute for the greater good and success of the team. I will not necessarily take a leadership role unless I feel credible and worthy of the role based on experience and group customs. I will be helpful, but demanding; and the work will follow past ideals and be done “by the books.”

Based on my Kiersey type, when I am feeling dismay, confusion, or lack of structure, at work on in my personal life, I am likely to re-asses the situation and instill a sense of order and structure. I will become more organized and plan ways to avoid future happenings.

During lunch break, I am likely to converse and have fun with fellow colleagues. I will joke and be easy going as long as I am comfortable with them. However, when work starts again I am likely to be much more focused on the task. I am also likely to work hard, work well with the team, and see the project through to the end.

4. Profile Reflection

I believe that my Keirsey Temperament Profile description is consistent with my perceived personality. I feel that I strongly portray and follow many of the traits outlined in the guardian template. I see these certain personality traits when I relate the description to real life. I am a structured individual who is neat and organized. I play hard when necessary, but work hard when required. Tradition and old family values mean a lot to me and I honor them in everything I do. I enjoy helping others and being part of a successful team. I like to think I contribute all that I have to the completion of a
project and can be a strong leader when the position is available. I tend to be humble and sometimes unwilling to step out of my shell. I understand change and its benefits, but will meticulously analyze all possible positive avenues for change before making a commitment. I may appear hesitant at first; however, after that commitment is made, I will be fully focused and driven to make it work. I can relate well with others, but I do not approach strangers and engage in conversation.

5. Behaviors – Enhance Leadership Abilities vs. Hinder Leadership Abilities

Enhance:
I believe that a good structure and my ability to work with others and relate to them provide a sound basis for leadership. I can take a team and, based on previous experiences, lead by example. I will continue to pull my own weight and demonstrate to the team my commitment. My loyalty to an organization shows that I can be trusted and easily followed. The ability to form a strict schedule and adhere to that will give followers a good idea as to my plans, goals, and direction. I am dependable; my followers can know that they can count on me. I will run things smoothly and honor traditions and hard work.

Hinder:
I feel the biggest trait of my personality, as related to the test, that hinders my leadership ability is the resistance to change. Sometimes there is a need to change and, although my personality will not disallow change, it may be a struggle for me to convert from old traditions and norms. Also, I do not like to “wing it” or make very quick decisions with my heart. I like to think things through. Sometimes sporadic decisions need to be made for the good of the organization. My temperament does not coincide with creative processes. Followers may not like my structured style and organizational hierarchy. These could cause problems for my followers if they feel the need to be more creative and unstructured.
<table>
<thead>
<tr>
<th>Keirsey Matrix</th>
<th>My (Guardian) Strengths</th>
<th>Rational Strengths</th>
<th>Artisan Strengths</th>
<th>Idealist Strengths</th>
</tr>
</thead>
<tbody>
<tr>
<td>My (Guardian) Weaknesses</td>
<td>1 Resistant to change</td>
<td>2 Self-contained</td>
<td>3 Risky decisions</td>
<td>1 Focused on personal journeys</td>
</tr>
<tr>
<td>2 Creativity</td>
<td>2 Narrow focused</td>
<td>2 Generous to a fault</td>
<td>2 Afraid of conflict</td>
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<tr>
<td>3 Rigid routine</td>
<td>3 Disregard for authority and customary procedure</td>
<td>3 Need to be free</td>
<td>3 Focus on what might be, rather than what is</td>
<td></td>
</tr>
<tr>
<td>4 &quot;By the Book&quot;</td>
<td>4 Cold and distant</td>
<td>4 Not forward, future thinkers</td>
<td>4 Too compassionate and loving</td>
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</tbody>
</table>

**Key**

Correlation Between Strengths and Weaknesses -