

# The Keirsey Temperament Sorter

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## Mike Pothering the Guardian

The Keirsey Temperament Sorter is compiled of four types: Artisans, Guardians, Idealists, and Rationals. After taking the personality test my results concluded that I was a Guardian. Guardians make up close to half of society. It describes guardians as hardworking valuable members of society who pride themselves in tradition, family, organization, and supporting people around them. We keep the things surrounding us running efficiently while also believing in honor and justice. A downfall as a guardian is that we sometimes fear immediate or drastic changes.



Photo of myself  
Mike Pothering

## The Guardian's behavioral traits

As a guardian there are certain ways I will handle activities or situations. For example when there is project which needs to be done I can be counted on to do my share of the work. I would not feel comfortable if I was thrown into a situation where I needed to perform on spot. Much like during the speech class which the university requires each student to take, we were given a random topic which we were asked to give a short speech to the class right away. When put in an unusual situation I would most likely observe the task being done due to my reserved style and if asked to join I would do so but rarely volunteer. An example of this situation was during a previous class the professor gave the students a flexible hose ring which the students were asked to lower the ring to the ground from above their heads by keeping their fingers underneath the tube and without losing contact. There were several rounds of this activity where an addition student was added to the circle until finally there were a total of 8 people. While this activity was being conducted I watched from my seat smiling and laughing much like the rest of the class. I was picked to participate during the late stages of this activity for I was the 7<sup>th</sup> person added. It situation shows how as a Guardian I am uncomfortable being thrown into a situation but overtime can adapt and cooperate with the group or activity. Throughout my years in the Architectural Engineering program I have done countless group projects from designing a building with three fellow students for the center for sustainability or creating an idea to earn money in the Crash and Burn project in ENGR 407. I always viewed myself as a very flexible group member willing to take on any task or challenge the projects could throw at me.

# The Keirsey Temperament Sorter

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Vince Lombardi

"I will demand a commitment to excellence and to victory, and that is what life is all about."

## Self Reflection

The Keirsey description of my personality is quite accurate to how I view myself. It explains how guardians are observant, cooperative, law-abiding citizens, plus family and community orientated. I believe all of these things are some of my best attributes. I hold family and friends to the highest respect and importance in the world. Without them with me through this journey called life I am quite sure I would be miserable and quite unapproachable. I have volunteered as a firefighter since I was 14 years old and I am also a certified EMT. This was not only something that was part of my life for 9 years but it is a type of tradition in my family. I am a fourth generation firefighter and am proud to say there was a Pothering in our local fire company since the day it was founded in 1908. It also says that the guardians do the jobs with are often taken for granted and being part of an emergency response organization is definitely one of those jobs. Often people forget about us until something happens locally or to something that they can be connected with. Keirsey's description as a guardian fits me perfect I am unable to find any inconsistencies.

## The Pro's of a Guardian as a Leader

In a position as a leader a guardian has great potential to excel. Guardians honor traditions which allow them to learn from the past and keep a strong set of core values. They hold strong to their beliefs while protecting and providing for the people surrounding them. As a leader they gain respect from their peers by contributing to the overall good of a group, company, or team. Imagining myself in a leadership role I believe that I would not be afraid to get my hands dirty with a task at the same time teaching others and gaining their trust.

## The Con's of a Guardian as a Leader

The inability to accept change could hinder myself as a leader. Much like the description from Keirsey "They are cautious about change, even though they know that change can be healthy for an institution", I am afraid to make any drastic moves in my life much like taking a job far away from my family. In a leadership role this inability to change could hinder a company or project due to the inability to quickly adapt or implement a drastic change. It will be important for a guardian as a leader to develop the ability to manage change correctly or they may be left behind in the industry and society. Much like the election of President Obama, the country was looking for a change from the ways of President Bush and Obama's competition did not supply enough view towards the change the American people needed.

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## How the Guardian teams up with the Rationals, Artisans, and Idealists

Interaction among other personalities for Guardians is quite easy. Being cooperative and accommodating comes natural, in fact a Guardian is the strong foundation and binding member for any intermixing of personality types. Artisans may pose as a challenge for Guardians with their impulsive nature. Guardians like to take their time and follow a set procedure while Artisans want things done their way. The two remaining types Rational and Idealist can work fairly effectively together with a Guardian. Minor things that could slow the progress down could be the Rational's unsocial side but their ability to take on a task as a personal goal could be enough for the group to work past. As for the Idealist, their ability to inspire the people is a trait that each personality type need. Everyone could use that extra pat on the back to boost their confidence and performance. All the personality types are going to have their ups and downs while working together but each has their own unique trait or ability that will compliment the group. It is important to have a diverse group of people when working together since one type will pick up the other ones slack while another will have that winning idea the other could never imagine. Having a group with the same personalities could be problem some. For example a group of Artisans working together much like the old music groups need to work extremely hard to stay together since they all are set in their ways and are very competitive. A movie called *That Thing You Do!* is about a group called *The Wonders* and their constant struggle once they become famous to maintain their group, each member has their own views of how the band should be ran and who is the "Leader". They eventually break up from too much conflict because their egos get the best of them.



*George Washington was a Guardian*

*"I hope I shall always possess firmness and virtue enough to maintain what I consider the most enviable titles the character of an "Honest Man."*

# The Keirsey Temperament Sorter

## Personality Compatibility Matrix

The following table is based on how I as a Guardian view the potential compatibility of the four temperaments. The row and column next to the four temperaments describe several strengths and weaknesses for each of different type. Follow the column down to a row to see how each personality type matches up with the personality at the beginning of the row. The following scale is how the compatibility was measured.

- 5 – Most Compatible with no Interferences
- 4 – Compatible little interferences
- 3 – Compatible with minor interferences
- 2 – Compatible with many interferences
- 1 – Compatible with Major interferences
- 0 – Completely Incompatible

		<b>RATIONAL STRENGTHS</b>	<b>ARTISAN STRENGTHS</b>	<b>GUARDIAN STRENGTHS</b>	<b>IDEALIST STRENGTHS</b>
		1. Strong willed 2. Devotion 3. Innovators 4. Charitable	1. Competitive 2. Adaptable 3. creative 4. realistic	1. Dependable 2. Hardworking 3. Honors Tradition 4. Organized	1. Giving 2. Passionate 3. Ethical 4. Inspiring
<b>RATIONAL WEAKNESSES</b>	1. unsocial 2. Reclusive 3. Impatient 4. Controlling	3	2	4	4
<b>ARTISAN WEAKNESSES</b>	1. Impulsive 2. Uncontrollable 3. Inflexible 4. Unmanageable		1	2	3
<b>GUARDIAN WEAKNESSES</b>	1. Rigid 2. Insensitive 3. Communication			4	4
<b>IDEALIST WEAKNESSES</b>	1. Fears controversy 2. Perfectionists 3. Shy 4. Rash				3