



University of
South Australia



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PARENT GUIDE

A guide for engaging with Analysers

The Analyser personality profile

This report is to be read together with your child's mycareermatch report

This report will help parents and caregivers 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 **Analyser** influence the most.

Analysers

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 don't like taking risks and are not spontaneous or outwardly enthusiastic. Analysers are perfectionists and set high standards.

Drivers

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.

Promoter

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.

Supporter

Supporters are Helpers and are naturally concerned and responsible people. 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.

Create a positive climate at home and school

- Analysers are perfectionists who enjoy structure, neatness and order.
- They are logical and accurate so give them time to do their work. Don't rush or push, they want to do the job "right"
- Analysers are reserved. Help bring them out of their shell by asking questions such as "What are you thinking?" "How would you solve...?"
- Keep your promises and follow through on the detail, don't be vague.
- They need a well structured environment. Explain to your child the rules and what you expect from them in terms of their responsibilities.
- Set appropriate routines for them to follow.
- Analyser children need time alone. Ensure they have somewhere to go where they can recharge.
- Try and avoid interrupting your child when they are doing their homework.
- If you disagree with your child explain why. Be prepared to give an in-depth explanation.
- Avoid using gimmicky incentives to try and motivate your child, they will see straight through them.
- Analysers are very considered in what they say, be patient and supportive of their thoughtful approach. Don't tell them their concerns are silly.
- They need time to make decisions so don't rush or force them into making one.
- Allow them time to think before giving you their response. It's not always instant.
- Avoid shouting or threatening, they will withdraw but not submit and then plan their next move.
- When talking with your Analyser child, stick to the facts, avoid being too emotional.
- Show appreciation for your child's quality work, be specific on what you thought was good.
- Use direct to the point communication without a lot of social chatter. Check at the end of discussion to make sure that everything was heard and understood.

Help your Analyser child develop

- Give them opportunities for careful planning.
- Help them respect people's personal worth as much as their accomplishments.
- Help them develop tolerance for conflict and imperfection.
- Help them focusing on "who" they are, rather than "what" they do.
- Reassure and affirm their high value as a person.
- Be patient answering all their questions and explain "why".
- Help them set more realistic expectations of themselves and others.
- Encourage them to verbalise how they feel.
- Show them how their natural abilities and strengths can achieve great results.
- Help them overcome procrastination so they can meet deadlines.
- Help them minimise their tendency to complain and criticise others.
- Help them show more appreciation and warmth to others, get them to smile!

Communicate in the following way...

- Slow down your communication, if you talk too fast or too much you lose them.
 - Talk about logic and tasks as oppose to emotions and relationships.
 - Avoid the temptation to interrupt to speed the conversation up.
 - Respect their privacy. Arrange a time to meet. Don't barge into their room.
 - Avoid interrupting them when they're studying.
 - Stick to the subject you want to discuss. Don't wander off the topic.
 - Describe the pros and cons of your proposed ideas it will help them understand.
 - Have information at hand they are likely to ask for.
 - If you disagree explain why, and always answer their 'why' questions.
 - If you agree be specific on what you agree on.
 - Allow time for questions. Give as much in-depth explanation as you can.
 - Help them understand that sometimes they can't get it right all the time.
 - Show appreciation for their work and their thoughtful approach to problem solving.
 - Be specific in your praise. Don't just say "well done", tell them precisely why you thought it was good.
 - Don't rush them into making decisions. Allow time for them to consider.
 - Help them understand how their tasks fit into the big picture of life.
 - Don't threaten or confront in a loud voice. Stay calm they take criticism very personally.
 - Don't be vague about what you want. Say it straight and clear without confusion.
- Stick to facts and don't get emotional. It won't help as they are more factually oriented.
 - Allow them time to respond. They like to think before speaking and work at a slower and more thoughtful pace.
 - Avoid setting standards that are higher than theirs. They already have high standards and you may impose unrealistic expectations that they can't meet.
 - Check for points of disagreement or misunderstanding and clarify.

To encourage Analysers use phrases like...

- I like that you have such high standards.
- I like that you always try to do the best you can.
- I like that you keep things tidy and in their place.
- You are so well organised.
- You are excellent with details and technical things.
- I like that you always want to understand how things work.
- You are good at taking your time and thinking things through.
- You have an excellent questioning mind.



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