



University of
South Australia



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PARENT GUIDE

A guide for engaging with Supporters

The **Supporter** 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 **Analysers** 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.



Driver

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

- Supporters like stability so make your home a secure environment and try to avoid unnecessary change.
- If change is inevitable give your child time to prepare and discuss how the change will affect them.
- They need to feel they really belong in the family. Include them in all family activities and let them know how valued they are.
- Supporters need a structured environment. Explain to your child the rules and what you expect from them and their responsibilities.
- Encourage your child to express their own emotions and share your feelings with them.
- By nature, Supporters are gentle and not assertive. Help them develop an appropriate assertiveness and encourage them to voice their opinions.
- Be warm and friendly when you give them a task to do.
- Be sincere in your appreciation of your child's achievements.
- Reward them for their kindness and consideration.
- Always let your child know you will be there to support them.
- Give your child choices to help them with their decision making and avoid making decisions for them.
- Answer their "how" questions and give them step by step instructions to follow.
- Avoid shouting at your child, they will simply shut down and withdraw.
- Keep your promises. They won't voice their disappointment but won't forget either.

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 and not give in easily.
- Draw out their true feelings and encourage them to express them more often.
- Teach them to look objectively 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.
- Explain the benefits of changes you plan to make.
- 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...

- 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.
- Talk about emotions and people as opposed to logic and tasks.
- Assure them of your personal support and how valued they are.
- Help them to understand how their actions help you.
- Encourage them to express their personal opinions. When they ask your opinion, ask them what they think.
- 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 doing things.
- Don't make decisions for them. They are capable of making their own, just be patient and allow them time to gather all the facts before they respond.
- When they ask questions give them detailed explanations.
- They usually ask "how" questions.
- Encourage their progress with projects and homework and when they have successfully completed their tasks praise their accomplishment.
- To avoid conflict, they will 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.

To encourage Supporters use phrases like...

- You are really kind and helpful.
- It is wonderful to see how considerate you always are of other people's feelings.
- I don't know how we would manage without 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 others the benefit of the doubt.
- You never go out of your way to hurt people's feelings.
- I like that you take the time to recharge your batteries.



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