



Guardian

A Guardian is unselfish and approachable with a preference for detailed, skill-based work.

NEEDS:

Reassurance

Time to trust others

Freedom from changing priorities

Freedom from risk of error

BEHAVIORS:

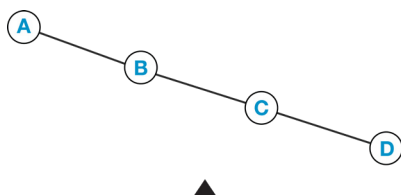
Helpful

Pensive

Steady

Diligent

Average Behavioral Pattern



Signature work styles:

Communication

- Reserved, formal
- Detailed communication style

Delegation

- Tight with delegation
- Likes to hold onto his/her work

Decision making

- Looks for consensus
- Follows "the book"

Action & risk

- Conservative, cautious
- Avoids risk

Strengths:

- Thoughtful approach when communicating
- Close attention to detail
- Strong discipline and execution

Common traps:

- May be sensitive to criticism
- May avoid conflict
- May struggle in ambiguous situations

How to work well with them:

- Train them; Guardians do best with thorough, step-by-step training "by the book".
- Be supportive of Guardians; they don't like conflict.
- Keep it steady, because Guardians like a stable work environment.