



# THE GUARDIAN

## Protectors Group

The Guardian is one of a group of Character Types that we call Protectors. The Protectors, in turn, form a group within our overall Character Family as shown right.



## Character Summary

**Guardians are the people-centric doers, using their considerable organisational ability to make sure people are taken care of. They are extremely conscientious, hardworking, loyal and dedicated - to people, organisations, groups. Once they are allied to the cause they take their roles very seriously.**

It may be possible to overlook the value of a Guardian as they are the behind-the-scenes 'glue' for organisations and groups. Unlike the Organiser who will be more outspoken and articulate, the Guardian will work steadily and quietly to ensure all the routine details are taken care of, and that people are happy. The Guardian remembers specifics - details, names, faces and stores them in the pristine filing cabinet in their heads. Rarely will they share their own values, preferring to keep their own counsel and make their focus the needs of others. It may be a mistake to under-estimate the Guardian, although they may give very little out in terms of articulating their feelings, their detailed memory stores everything of relevance, including any slight against them.

## “DEVOTION TO THE CAUSE – WHATEVER THE CAUSE”

Because they don't necessarily share their feelings this does not mean they don't have any! Everything is stored up, in perfect order, and may come out later in a tirade of facts and evidence dating back a very long way. It is easy to transgress the values of a Guardian without ever knowing you have done it. Their values are so intrinsic to them, such a part of who they are, they share them with very few people. In the team, the Guardian will be the quiet one getting things done, almost invisible at times, but the strong glue holding the team together. The Guardian is the quiet, shy, gentle soul yet a behind-the-scenes mover and shaker who will hide their own light under the bushel. Loyal, shy, devoted to the cause, the Guardian has an intense need to belong and will work tirelessly for the cause and will channel their considerable energies into their work, or indeed anything which has been asked of them.

## What You Will See

Ideally, the Guardian will choose a role in which they can use their superb people-observation skills to determine what people want or need, and then use their excellent organisational abilities

Loyal, **Harmonious**, Completer, People-centred, Takes care of the routine, **Supports**, Nurtures, Quiet, shy, **Practical**, Behind-the-Scenes, Willing, Concerned

to create a structured plan or environment for achieving what people want. Their excellent sense of space and function combined with their awareness of aesthetic quality also gives them quite special abilities in the more practical artistic endeavours. They need to feel 'plugged in' to the environment and once they do they will be the most loyal.

- Highly observant and aware of people's feelings and reactions
- Can be depended on to follow things through to completion
- Stable, practical, down-to-earth - dislike theory and abstract thought
- A dislike of doing things which don't make sense to them
- They value security and tradition - dislike hostility and conflict
- Kind, considerate and service-oriented - focused on people's needs and wants
- Enjoy creating structure and order and are very good at it
- Take their responsibilities seriously, will work long and hard to get the job done

## What Comes Easy

Guardians are often unappreciated, at work, home, and play. Ironically, because they prove over and over that they can be relied on for their loyalty, duty, attention to the detail and unswerving, high-quality work, those around them often take them for granted - even at times taking advantage of them. The Guardians themselves sometimes aggravate this problem; for instance, they are notoriously bad at delegating ('If you want it done right, do it yourself').

- Warm and affirming by nature, they are service-oriented, and want to please
- Good listeners, make people feel special and appreciated
- Excellent organisational capabilities
- Taking their commitments, duties and obligations seriously
- Working hard to get the job done, and can be counted on to stay with it until it is finished
- Meaningful work is never a chore
- Harmonious - will find 'win-win' solutions
- Honesty and high ethical standards

## What Needs Developing

A Guardian is often the mainstay of organisations - whether commercial or public sector, such is their dedication and belief in the cause. They take care of people to make sure nothing slips between the cracks. However, they may go unnoticed in larger organisations unless others can see the value they add because they have no need to self-publicise - indeed the Guardian would have a fear of doing so. The Guardian will remain in a more support/background role ensuring everyone is protected and that whatever has been agreed will happen - even at his or her own personal cost.

- Seeking out change and exploring new ideas and territories
- Confronting difficult situations/conflict head on rather than avoiding it
- Taking time and opportunity to express their own needs and concerns
- Being more sensitive to the political environment
- Taking a more balanced and objective view of potential outcomes
- Being more objective when it concerns other people's views
- Giving others headroom, particularly when suggesting solutions to problems