**The Keirsey Temperament Sorter II Research**

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**Guardian Provider (ESFJ)**

**Guardians (SJ's)** are the cornerstone of society, for they are the temperament given to serving and preserving our most important social institutions. Guardians have natural talent in managing goods and services--from supervision to maintenance and supply -- and they use all their skills to keep things running smoothly in their families, communities, schools, churches, hospitals, and businesses.

Guardians can have a lot of fun with their friends, but they are quite serious about their duties and responsibilities. Guardians take pride in being dependable and trustworthy; if there's a job to be done, they can be counted on to put their shoulder to the wheel. Guardians also believe in law and order, and sometimes worry that respect for authority, even a fundamental sense of right and wrong, is being lost. Perhaps this is why Guardians honor customs and traditions so strongly -- they are familiar patterns that help bring stability to our modern, fast-paced world.

Practical and down-to-earth, Guardians believe in following the rules and cooperating with others. They are not very comfortable winging it or blazing new trails; working steadily within the system is the Guardian way, for in the long run loyalty, discipline, and teamwork get the job done right. Guardians are meticulous about schedules and have a sharp eye for proper procedures. They are cautious about change, even though they know that change can be healthy for an institution. Better to go slowly, they say, and look before you leap.

Guardians make up as much as 40 to 45 percent of the population, and a good thing, because they usually end up doing all the indispensable but thankless jobs everyone else takes for granted.

As a **Provider (ESFJ)**, you can be very cooperative and enjoy serving the needs of people, especially those close to you. You approach tasks in an organized and thoughtful matter and are excellent with follow through and detail work. You enjoy working on projects that improve situations for people and enjoy working on committees and organizing celebrations. You are the keepers of tradition like special holidays, and go to great lengths to make sure people are cared and provided for.

**National Occupation Classification (NOC) Research**

* **Database Analysts and Data Administrators**
  + **Classification code:** 2127
  + **Job titles:** data administrator, data custodian, data dictionary administrator, data warehouse analyst, database administrator (DBA,) database analyst, database architect, and technical architect – database.
  + **Description:** database analysts design, develop and administer data management solutions using database management software. Data administrators develop and implement data administration policy, standards and models. They are employed in information technology consulting firms and in information technology units throughout the private and public sectors.
* **Computer Network Technicians**
  + **Classification code:** 2281
  + **Job titles:** Internet Web site technician, LAN (local area network) administrator, LAN (local area network) technician, Web technician, computer network technician, data center operator, network administrator, and network support technician supervisor.
  + **Description:** Computer network technicians establish, operate, maintain and co-ordinate the use of local and wide area networks (LANs and WANs), mainframe networks, hardware, software and related computer equipment. They set up and maintain Internet and intranet Web sites and Web-server hardware and software, and monitor and optimize network connectivity and performance. They are employed in information technology units throughout the private and public sectors. Supervisors of computer network technicians are included in this unit group.
* **Computer Programmers and Interactive Media Developers**
  + **Classification code:** 2174
  + **Job titles:** Web programmer, application programmer, business application programmer, computer game developer, computer programmer, e-business (electronic business) software developer, interactive media developer, multimedia developer, operating systems programmer, programmer analyst, and scientific programmer.
  + **Description:** Computer programmers write, modify, integrate and test computer code for microcomputer and mainframe software applications, data processing applications, operating systems-level software and communications software. Interactive media developers write, modify, integrate and test computer code for Internet applications, computer-based training software, computer games, film, video and other interactive media. They are employed in computer software development firms, information technology consulting firms, and in information technology units throughout the private and public sectors.