Caregiver

Overview: In the workplace, Caregivers are most fulfilled when they can make a difference for someone else. Naturally compassionate, nurturing and dedicated, they enjoy demonstrating their supportiveness and can motivate others to provide better service or care. They’re usually excited and challenged by responding to need. Subtypes include:

- **Supporter**: Lends encouraging help, guidance or counsel to others
- **Advocate**: Stands up to others on behalf of those at a disadvantage
- **Developer**: Brings out and/or fosters capabilities and potential in others
- **Service provider**: Provides consistent, high-quality service or support
- **Altruist**: Gives selflessly to make a difference for others

**Core professional gift:** Support & development

**Motto:** Do unto others as you would have them do unto you.

**Underlying assumptions/perspective:** People should do whatever is required to help those who need them.

**Fundamental question:** Who will this affect?

**Strengths:** Providing great service, care or counsel; advocating for and marshalling people resources; creating stable, supportive environments where people can develop/grow/heal; putting structures in place to help others and/or keep them safe from harm; responding to need/offering assistance; modeling servant leadership

**Values:** Nurturance, compassion, dedication, generosity, service, personal sacrifice for good of others

**Qualities:** Supportive, kind, helpful, altruistic, caring, concerned with well-being of others
STORY TYPE PROFILES: 12 PATTERNS OF MEANING AND MOTIVATION

**Helps people:** Feel comfort and compassion; feel supported and nurtured; find help in solving their problems; have concern for the larger world; balance self-care with care for others

**Potential pitfalls:** Martyrdom, enabling others/co-dependency, too little self care, resentment/guilt tripping, taking on too much

**Communications Snapshot**

<table>
<thead>
<tr>
<th>Style</th>
<th>Personality</th>
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<tbody>
<tr>
<td>Delivery:</td>
<td>Positive tone:</td>
</tr>
<tr>
<td>Response:</td>
<td>Dedicated</td>
</tr>
<tr>
<td>Preferred mode:Facilitating</td>
<td>Negative tone:</td>
</tr>
<tr>
<td></td>
<td>Resentful</td>
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<tr>
<td></td>
<td>Focus: Human potential</td>
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</tbody>
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**Motivators**
- Making a case for others
- Motivating others to provide or be of service
- Demonstrating compassion and concern

**Strengths**
- Providing truly helpful information and counsel
- Listening to other people's points of view
- Describing ways to provide better service/care/support

**Challenges**
- Holding back difficult news or tough feedback
- Sublimating personal voice/failing to speak up
- Failing to connect people perspective with business outcomes

**The great story:**
- **Plot:** Making a difference by helping someone in need/jeopardy
- **Leading roles:** Selfless caregiver makes sacrifices to help others
- **Happy ending:** People are helped and show their gratitude