

# Youth Build

# Irwin, Dalton

Jan 2012 - Aug 2012

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Petoskey

Construction

Employment

**KEIRSEV™ TEMPERAMENT SORTER™ - II**  
personality InstrumentCustom Keirsev Temperament Report for: **dalton**

Your Keirsev Temperament Sorter Results indicates that your personality type is that of the

**GUARDIAN™**

**Guardians** 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.

**Guardians at Work**

As a Guardian, you enjoy working as a valued member of a team, whether you are leading it or following a credible leader. You like to work with people who carry their weight. You appreciate having clear-cut responsibilities and being recognized for your dedication and achievements. Your natural traits are those that employers have traditionally valued - and that successful companies still respect. You are responsible and loyal to an organization once you've signed on.

On the job, you seem to innately understand how to create smooth, working processes in your environment. You can excel at directing others to fulfill their duties. In your ideal workplace, you and your colleagues would know what is expected of you and be predictably rewarded for meeting these expectations.

**The four types of Guardians are:**

**Provider (ESFJ) | Protector (ISFJ) | Supervisor (ESTJ) | Inspector (ISTJ)**

**Which one are you?****Purchase your Comprehensive Advanced Keirsev Temperament Reports™ now!**

Print this page



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**The Four types of Guardians are:**

- Supervisors (ESTJ)
- Protectors (ISFJ)
- Inspectors (ISTJ)
- Providers (ESFJ)

**Which One Are You?**

Purchase Advanced Reports

**All Guardians share the following core characteristics:**

- Guardians pride themselves on being dependable, helpful, and hard working.
- Guardians make loyal mates, responsible parents, and stabilizing leaders.
- Guardians tend to be dutiful, cautious, humble, and focused on credentials and traditions.
- Guardians are concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of making out justice.

Like | 14k

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Use the power of your personality to find an exciting career, become a more dynamic leader,  
or improve your relationships

Comprehensive Advanced Keirsey Temperament Reports are provided by AdvisorTeam.com, a division of Keirsey.com

**Your personalized Classic Temperament Report™ contains:**

- An in-depth interpretation of your temperament and type
- Explanations of what each of the four letters for your type mean
- Graphic illustrations of how you scored in each instrument category
- Relationship and career advice based on your temperament
- This 18-page report is available immediately online in print-friendly pdf format
- Price: \$14.95

**Your personalized Career Temperament Report™ contains:**

- An in-depth interpretation of your temperament and how it relates to your career choices
- Specific information about the types of work environments others of your type like
- Specific information about the types of work environments others of your type have found best to avoid
- A list of jobs, with links to O-net and CareerBuilder in which others of your type have found success and fulfillment
- This 18-page report is available immediately online in print-friendly pdf format
- Price: \$19.95

**Your personalized Learning Styles Temperament Report™ contains:**

- An in-depth analysis of your personality type and learning style
- Specific tips for effective studying and test taking, improvement in reading skills, writing and research and taking notes
- Tips for how to be successful with all temperaments of teachers
- Suggestions for career preparation
- This 15-page report is available immediately online in print-friendly pdf format
- Price: \$14.95

**Your personalized Temperament Discovery Report™ contains:**

- Your 4-letter Keirsey temperament and type
- An overview description of your 4-letter type
- An overview of career considerations for your type
- An overview of love and relationships for your type
- An overview of your type's learning style
- This 3-page report is available immediately online
- Price: \$4.95

In addition, receive a 20% discount on the purchase of 2 reports, or 30% off when purchasing 3 or more reports.

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PROCEED TO PURCHASE ▶

# Application for Employment

Equal access to programs, services and employment is available to all persons. Those applicants requiring a reasonable accommodation to the application and/or interview process should notify a representative of the Human Resources Department. We are an equal opportunity employer.

Please Print

Position applied for RMX Application Date 2/22/12

Name Irwin Delton Michael  
LAST FIRST MIDDLE

Address 5180 Arthur Hills Rd Indian River MI 49749  
STREET CITY STATE ZIP CODE

Home Phone (231) 738-2010 Cellular/Other # (231) 330-5506 E-mail address \_\_\_\_\_

Shift preferred  1  2  3  Any Expected pay \_\_\_\_\_

Would you accept full-time work?  Yes  No Would you accept part-time work?  Yes  No

On what date would you be available for work? 9/5/9P

If necessary, best time to call you is 90% AM  Home  Cellular/Other  
PM

How were you referred to our Company? T.V.

Have you submitted an application here before?  Yes  No If yes, please give date(s) and position(s): \_\_\_\_\_

Have you ever been employed here?  Yes  No If yes, please give dates: \_\_\_\_\_

Is this application a request for reemployment following an extended military leave of absence from our Company?  Yes  No  
If yes, additional information may be requested.

If you are under 18 years old, can you provide a work permit if required?  Yes  No

Are you legally eligible for employment in the United States? (If yes, proof is required if hired.)  Yes  No

Are you able to perform the "essential functions" of the job for which you are applying (with or without reasonable accommodation)?  
NOTE: This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage, to the extent permitted by law.  
 Yes  No  Need more information about the job's "essential functions" to respond

Will you travel if required?  Yes  No Will you work overtime if required?  Yes  No

If they have been explained to you, are you able to meet the attendance requirements of the position?  Yes  No  N/A

Have you ever been bonded?  Yes  No

Please provide your driver's license number, if driving is required for this job. \_\_\_\_\_ State \_\_\_\_\_

Have you entered into an agreement with any former employer or other party (such as a noncompetition agreement) that might, in any way, restrict your ability to work for our Company?  Yes  No If yes, please explain: \_\_\_\_\_

NOTE: Answering "yes" to the following question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.

Have you ever pleaded "guilty" or "no contest" to, or been convicted of, a crime?  Yes  No  
If yes, please provide date(s) and details: \_\_\_\_\_

## Employment Experience

Place an X by the employer(s) you DO NOT want us to contact. List your most recent employer first.

Employer \_\_\_\_\_

Contact Name \_\_\_\_\_ E-mail \_\_\_\_\_

Address \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Job Title \_\_\_\_\_ Supervisor \_\_\_\_\_

Dates employed: from (mm/yy) \_\_\_/\_\_\_ to (mm/yy) \_\_\_/\_\_\_ Hourly rate/salary: starting \_\_\_/\_\_\_ final \_\_\_/\_\_\_

Work performed \_\_\_\_\_

Reason for leaving \_\_\_\_\_

What did you like most about your position? \_\_\_\_\_

What were the things you liked least about the position? \_\_\_\_\_

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Employer \_\_\_\_\_

Contact Name \_\_\_\_\_ E-mail \_\_\_\_\_

Address \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Job Title \_\_\_\_\_ Supervisor \_\_\_\_\_

Dates employed: from (mm/yy) \_\_\_/\_\_\_ to (mm/yy) \_\_\_/\_\_\_ Hourly rate/salary: starting \_\_\_/\_\_\_ final \_\_\_/\_\_\_

Work performed \_\_\_\_\_

Reason for leaving \_\_\_\_\_

What did you like most about your position? \_\_\_\_\_

What were the things you liked least about the position? \_\_\_\_\_

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Employer \_\_\_\_\_

Contact Name \_\_\_\_\_ E-mail \_\_\_\_\_

Address \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Job Title \_\_\_\_\_ Supervisor \_\_\_\_\_

Dates employed: from (mm/yy) \_\_\_/\_\_\_ to (mm/yy) \_\_\_/\_\_\_ Hourly rate/salary: starting \_\_\_/\_\_\_ final \_\_\_/\_\_\_

Work performed \_\_\_\_\_

Reason for leaving \_\_\_\_\_

What did you like most about your position? \_\_\_\_\_

What were the things you liked least about the position? \_\_\_\_\_

## Employment Experience (continued)

Explain any gaps in your employment, other than those due to personal illness, injury or disability.

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Have you ever been fired or asked to resign from a job?  Yes  No

If yes, please explain: \_\_\_\_\_

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## Education Background

**High School:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**College:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**Graduate School:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**Vocational Training/Other:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**Continuing Education:** \_\_\_\_\_

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## Special Training or Skills

Languages, machine operation, etc., that would be of benefit in the job for which you are applying.

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## Social Security Number

SS# \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ The Company will make reasonable efforts to safeguard the privacy of this information and will use it only for employment purposes.



## References

List names and telephone numbers of three business/work references who are **not** related to you and are **not** previous supervisors. If not applicable, list three school or personal references who are **not** related to you.

Name	Title	Relationship to You	Telephone	E-Mail	Years Known

## Applicant Statement

I certify that all the information submitted by me on this application is true and complete, and I understand that if any false or misleading information, omissions or misrepresentations are discovered, my application may be rejected, and if I am employed, my employment may be terminated at any time.

If hired, I agree to conform to the Company's rules and regulations, and I understand that these rules and/or the employee handbook do not form a contract of employment either express or implied, and I agree that my employment and compensation can be terminated, with or without cause and with or without notice, at any time, at either my or the Company's option.

I also understand and agree that the terms and conditions of my employment may be changed, with or without cause and with or without notice, at any time by the Company. I understand that no Company representative, other than its president, and then only when in writing and signed by the president, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the forgoing.

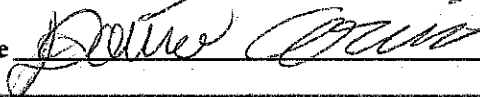
I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, résumé or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives for seeking, gathering and using truthful and nondefamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

I also understand that, if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States as required by federal immigration laws.

This Company does not tolerate unlawful discrimination or harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state or local law. No question on this application is used to limit or exclude an applicant from employment consideration on any basis prohibited by applicable federal, state or local law.

Applicant's signature



Date

2-17-12

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APPROVED