



Refine What Defines You

archetype
interaction
guide
#12

ENABLER | ORIGINAL

How to utilize this guide:

Build Better Coworker Interactions: *Archetype Interaction Reports* save time and frustration by revealing details about how two personalities should find complementary strengths and where they may struggle to embrace differences. Greater appreciation of commonalities, complementary traits and potentially contradictory preferences improves the value gained from professional relationships by appropriately sharing responsibilities.

View this as a customized compatibility manual...

- Gain 1+1 = 3 results by identifying specific ways to get Enablers to work better with Originals...combining strengths to create unique capabilities.
- Avoid 1-1 = 0 consequences where weaknesses get amplified or complementary characteristics neutralize each other...creating more conflict and less contribution."

It provides guidance on the similarities and differences related to how two archetype profiles (or two specific individuals with those profiles) use cognitive functions to make decisions, emotional intelligence to sense interpersonal dynamics, and behavioral inclinations to complete tasks.

- Similarities should provide common ground or shared expectations, but poor communication or misunderstood intentions can create unnecessary friction.
- Differences can be the source of contradictory expectations or conflicting approaches, but can also become complementary and advantageous when accepted and appreciated.

This guide answers the question:

How do I get two archetypes to work better together?

Use this insight to nurture more productive interactions:

- **PREDICT:** Recognize how two archetypes *should* create unique capabilities by combining their traits in positive ways...and provide better coaching to guide them to these commonalities.
- **PREVENT:** Watchout for how two archetypes *could* have dysfunctional friction or counter-productive interactions...and provide proactive coaching to avoid these risks when you recognize warning signs.
- **DIAGNOSE:** Quickly identify underlying issues that are *already* causing conflict...and use the coaching to understand the origin and find resolution that doesn't just treat the symptoms.
- **DEVELOP:** Discover ideas and inspiration for how to unlock even more potential by combining qualities across archetypes or inspire individuals to utilize dormant talent.
- **PRAISE:** Acknowledge and encourage individuals when their interactions are clearly producing 1+1 = 3 contributions or results.



Gaining the Best Benefits of Shared or Complementary Archetype Attributes

$$1+1 = 3$$

Expect Enablers & Originals to bring practicality, creativity, sociability and emotional depth to their interactions.

Enablers should maintain focus on taking actions and being practical about measuring results while Originals contribute creative inspiration and the ability to build and maintain connection with others.



PRODUCTIVE ENABLER | ORIGINAL INTERACTIONS



+ Potential Productive Interactions +

Coaching

CONNECTION: Expect Enablers & Originals to recognize the mutual desire to feel connection. Both are likely to prefer regular interactions that provide the opportunity to share ideas and opinions that ensure they're on the same page.

Provide Enablers & Originals with tasks that both allow for close interactions and benefits from combining their unique skills.

SOCIABILITY: While both Enablers & Originals tend to be very sociable, each can find confidence in different situations. Together, they should be able to navigate through a wider range of interpersonal dynamics.

Encourage Enablers & Originals to learn from the communication skills of the other, and have each navigate through situations they're more comfortable with.

ENERGY: Enablers should be a source of energy and motivation to Originals (and coworkers) that may otherwise lose momentum when they lack inspiration.

Make sure Enablers feel accountable for contributing energy that motivates others to make greater contribution. Monitor indications that they choose to absorb work or have become the coworker others like to delegate unappealing tasks to.

DETERMINED ACTION: Enablers tend to be practical and action-oriented...willing to pitch in where needed and do whatever must be done, even when the tasks are unglamorous. This can help carry Originals forward when tasks lack the creativity or inspiration more likely to keep them motivated.

As they work together, use the determination of Enablers to maintain progress, but make sure Originals are not excused from their share of owning unglamorous tasks.

AESTHETICS: Expect Originals to bring creativity and a sense of beauty that values work being aesthetically pleasing and not just practical. Enablers should help avoid an excessive amount of creative effort that distracts from true priorities, complicates routines or causes deadlines to be missed.

Set clear expectations for what tasks benefit from more creative contributions, and when better aesthetics are not adding more value. Coach Enablers to develop appreciation for the tangible and intangible benefits that can be gained by making things more aesthetically pleasing.



PRODUCTIVE ENABLER | ORIGINAL INTERACTIONS



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MEANING: Enablers can help moderate the more emotionally sensitive or impulsive nature of Originals, ensuring the desire to find connection with coworkers does not manifest as illogical decisions or rash actions.

Make sure Enablers & Originals are given the opportunity to form meaningful connections with each other and coworkers, while learning how to make sure those connections are used to accomplish organizational objectives.

THOUGHTFULNESS: Enablers tend to be thoughtful decision-makers and considerate action-takers, which can be balanced by the more spontaneous nature of Originals to avoid the extremes of overthinking and inflexibility.

Recognize when tension exists between planning and spontaneity, and coach Enablers & Originals to find a balance that gains the benefits of both.

Avoiding (or Resolving) Counter-Productive or Contradictory Archetype Attributes

$$1-1 = 0$$

Originals are prone to envy when they observe the ability Enablers have to find connection and quickly get involved with coworkers.

In frustration, Originals can question the sincerity of Enablers, believing their easy-going manner is just a performance intended to gain acceptance.

At the same time, Enablers can experience frustration and irritation if they become convinced that Originals are too internally-focused and indifferent to the struggles or well-being of coworkers (including themselves).

- Potential Counter-Productive Interactions -

Coaching

IMPULSIVENESS: Expect Enablers to be irritated when Originals appear to take rash actions influenced by fluctuations in their short-term feelings...leading to both suffering consequences that could have been avoided.

Coach Enablers to stay open-minded to the emotional journey many Originals are on, finding the right balance between tolerance, acceptance, and accountability for the consequences coming from any lack of self-control.

UNspoken DEMANDS: During prolonged stressful or unhealthy situations, expect both Enablers & Originals to fail to express their discontent in a direct and productive manner. Unspoken expectations (that exist, but are not acknowledged) will be unfulfilled...leading to disappointment and distance.

Coach Enablers & Originals how open communication is critical to positive interactions. Monitor, and investigate, any evidence of disappointment before it begins a cycle of lower and lower expectations leading to less and less interaction.

NEED FOR ATTENTION: Both Enablers & Originals tend to thrive on attention and praise from coworkers. When either of these appear to be scarce, expect each to become distracted from more important tasks as they compete for their share of appreciation and respect...and either may not be above a little manipulation or sabotage to get it.

While attention may be a finite or fairly scarce resource, praise and appreciation do not need to be. Consider how a little generosity in this area can create value with little or no cost.

SELF-ABSORBED: Anticipate Enablers to be frustrated when Originals respond to stress by becoming hyper-sensitive and self-focused, while simultaneously showing little concern for the welfare of others. Enablers may respond with their own hyper-focus on interacting with and showing concern for the welfare of coworkers. Enablers are also likely to reject Originals when their temporarily selfish is viewed as revealing how little commitment they have to the organization.

During stressful times, coach Enablers to take equal interest in their interactions with and the welfare of Originals (not just other coworkers)...searching to find a balance that shows sincere concern without perpetuating a prolonged slide into selfish and counter-productive patterns.

INSINCERITY: Originals can find the personality of Enablers to be too artificially sweet and upbeat...developing contempt for how they believe Enablers use flattery or fake interest to get close to people and to feel needed. They may display outright disgust towards this approach which is likely to be noticed and offensive to Enablers.

Recognize that Originals can often sense hidden motivation and insincerity before others see it. Monitor how Enablers are perceived...being quick to act on any indications that others also sense manipulative intent.

- Potential Counter-Productive Interactions -

Coaching

ENVY: While Originals often crave acceptance for who they are, Enablers often earn acceptance for what they do. Originals can become envious when Enablers appear to have more success...getting more positive reactions because they are offering something to coworkers (help), not just asking for something from them (appreciation).

Coach Originals to learn from Enablers and view the acceptance they desire to earn as the outcome of effort they put into helping others, not just something received like a gift.

ABANDONMENT: The greater external focus of Enablers allows them to be more socially active while Originals can be hindered by their absence when they are spending similar effort being internally-focused. Over time, Originals can feel left behind, abandoned or even betrayed when Enablers appear to be putting little effort into keeping Originals engaged in their shared network of coworkers.

Coach Originals to feel accountable for maintaining their own engagement...particularly after they are spending more time withdrawing for their own introspection. Make sure Enablers are aware of this rhythm and sensitive to making Originals feel welcome in social or team settings.