



Refine What Defines You

archetype
interaction
guide
#13

ENABLER | DETECTIVE

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 Detectives...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

$$1+1 = 3$$

Enablers & Detectives should find balance between the slower decision-making of Detectives (delayed by deeper thinking and analysis) and more impulsive action of Enablers (based on greater confidence in their intuition and a desire to take action).

Enablers should also provide connection and commitment with others when the introverted nature of Detectives would tend to create an unhealthy distance.



PRODUCTIVE ENABLER | DETECTIVE INTERACTIONS



+ Potential Productive Interactions +

Coaching

ALIGNMENT: Detectives tend to be more task- than people-oriented, which can hinder development of their interpersonal abilities. This can be resolved by Enablers that make great first impressions, are easy-going and open-minded, and enjoy daily interaction with others. This high volume of human contact helps many Enablers to develop an uncanny ability to recognize motivations and be a good judge of character...factors that are critical to getting others aligned to shared purpose.

Encourage Detectives to utilize and learn from the communication skills of Enablers when tasks demand the involvement and alignment of others.

INFORMED INTUITION: Enablers might not possess a brilliant analytic mind but they do have intuition and understanding of motives and needs, allowing them to quickly get allies and maintain healthy relationships with most coworkers. Working with a Detective should reduce the risk that this intuition is only driven by potentially unreliable subjective or emotional influences, but is built on a logical and unbiased foundation.

Look for opportunities where information is imperfect and a combination of logic and intuition are necessary to make good decisions or complete tasks.

THOUGHTFULNESS: The social approach most Enablers take to getting things done can compensate for the tendency Detectives have to remain distant as they work on problems. This should make coworkers feel less neglected or left out of the process when Detectives get lost in deep internal thought and analysis.

Encourage Detectives to make their ideas and thoughts available to the "thinking through interacting" mentality many Enablers use to combine brainpower.

INITIATIVE: Coworkers are likely to recognize the more visible leadership and initiative Enablers appear to have due to how they interact with others. While Detectives may be working just as hard, they are often more content to remain hidden in private effort or internal thinking...with little concern for showing progress to others.

While being careful to preserve the appropriate credit, look for opportunities for Enablers to make the efforts of Detectives more public...both to make improvements with broader perspective or feedback, and to gain the Detective appropriate credit for their work.

STABILITY: Detectives often show little impact from external circumstances or the mood swings of others, while Enablers are more prone to show fluctuations in their performance level based on situational elements.

Coach Enablers to turn to Detectives when they feel a temporary lack of stability, comfort or confidence.

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

$$1-1 = 0$$

The over-involvement of Enablers is likely to eventually conflict with the slow, internal decision-making process of Detectives.

- Potential Counter-Productive Interactions -

Coaching

UNRESPONSIVENESS: Expect Enablers to become frustrated when Detectives consistently fail to provide an immediate response to them. The introverted nature of Detectives can be misperceived by Enablers in a variety of negative ways...as a reluctance to communicate, as a sign of rejection or neglect, or an indication that little effort or progress is being made (when the Detective may actually believe they are putting in huge amounts of effort and contributing to significant progress).

Coach Enablers to stay open-minded and be slow to make assumptions about the different process Detectives may follow and the progress they may be making that is not immediately obvious.

MISPERCEPTION: Whenever they feel a lack of feedback from Detectives, Enablers can get anxious and start to think they have done something wrong.

Monitor relationships for under-communication and the misperceptions that can be born in silence. Be quick to identify and address real issues versus imagined issues.

INTRUSIVENESS: The more distanced Detectives act, the more talkative, curious and questioning Enablers can get. This can lead to an unproductive cycle where Detectives attempt to further escape only to prompt Enablers to more aggressively pursue.

Monitor this attraction vs. repulsion routine, coaching Enablers that respecting the need Detectives have to regularly withdraw can actually be a faster path to better interactions in the future.

DISABLING: Efforts by Enablers to help others can backfire and actually produce the opposite effect. Offers of assistance can be perceived as questioning the competence of others or threatening their independence or autonomy.

Coach Enablers to carefully frame their offers to help in a non-threatening manner...and coach Detectives to see additional skillsets as an addition to (not a substitution for) their own abilities.

EMOTIONAL DETACHMENT: In stressful situations, the limited influence and expression of emotions by Detectives can become even more evident and unacceptable to Enablers. What Detectives perceive as objective, logical decisions can be viewed by Enablers as cold, calculated and even callous when the personal consequences appear to be largely ignored.

Coach Detectives that their decisions are always viewed through an emotional lens, and they must be sensitive to how others perceive their intent...even when those perceptions have little basis in reality.