



Refine What Defines You

archetype
interaction
guide
#15

ENABLER | EXPLORER

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 Explorers...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

$$1+1 = 3$$

The high priority Enablers & Explorers place on cooperation should bring a lot of productive interactions between the two.

This will extend to coworkers that will likely be attracted to their shared values of being social, engaging, optimistic and spontaneous.



PRODUCTIVE ENABLER | EXPLORER INTERACTIONS



+ Potential Productive Interactions +

Coaching

SOCIABILITY: Both Enablers & Explorers can be great representatives for the heart and soul of an organization. They almost always make a warm first impression, coming across as easy-going and able to find common topics (often of personal, not professional interest) to engage others in intimate and meaningful conversation.

Look for opportunities to use Enablers & Explorers as ambassadors for your organization when improved personal bonds are needed to strengthen professional interactions.

PUSH: Explorers should both push the limits and lift the spirits of Enablers, who often limit their own ambitions based on the ambitions of the coworkers they are tasked to enable.

Coach Explorers to assume the capabilities and capacity of Enablers are more elastic than they might realize...and to not shy away from stretching them until feeling sufficient resistance.

OPTIMISM: Both Enablers & Explorers are capable of capturing and spreading big visions. Both see potential in almost everything and can help each other embrace the process of overcoming difficulties that lie in the way.

While there will likely be no shortage of optimism, coach both to assess and admit when reality is difficult, and not feel obligated to maintain an artificially positive perception all the time.

ENGAGEMENT: Enablers & Explorers are defined by their willingness and ability to be a participant...not an observer...and to welcome others to join in their activities. They usually create a happy and healthy atmosphere where coworkers feel free to express their opinions and to take on new tasks for the first time.

Deploy Enablers & Explorers with the mission of enrolling coworkers, potentially relying on self-organization of team structures, to achieve atypical business objectives or address unusual challenges.

SPONTANEITY: Together, Enablers & Explorers should be extremely flexible and fearless, thriving at quick decision-making, changing plans or pivoting without hesitation.

Position Enablers & Explorers where flexibility will be a key advantage, but monitor their behavior to make sure it doesn't become impulsive or lack thoughtful consideration of potential consequences.



PRODUCTIVE ENABLER | EXPLORER INTERACTIONS



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EMPATHY: While Explorers can neglect (or at least overlook) the emotional needs of coworkers in pursuit of their objective, Enablers can perceive needs and have sincere concern for the welfare of others. Together, coworkers should trust that the two are capable of accomplishing their goals while keeping everyone safe throughout the journey.

While Explorers typically get plenty of credit as they push toward and eventually achieve goals, make sure the contribution of Enablers gets proportionate recognition and is not taken for granted.

QUICK MIND: Explorers can thrive in fluid situations, where opportunity needs to be found in threats and new ideas need to be quickly generated. Enablers can complement this by both providing a pragmatic perspective (to ensure the best ideas are pursued) and being one that shifts those ideas into actions.

Coach Enablers & Explorers to play off each other's ideas...looking for ones that are stretching and creative, but still practical to act on.

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

$$1-1 = 0$$

Many Explorers regularly seek privacy and can appear to be selfish when they focus on their personal needs or personal objectives.

This can cause Enablers to question their commitment or withhold support when no longer sure what it is they're helping accomplish.

This can extend into frustration and disappointment when Explorers appear to have little concern for the well-being of others or have little interest in maintaining open communication.

- Potential Counter-Productive Interactions -

Coaching

INTRUSIVENESS: When under stress, expect Explorers to be irritated when Enablers attempt to insert themselves into activities, collaborate or initiate time-consuming communication. While the intent might still be pure, Enablers will view these efforts as intrusiveness or infringing on their independence.

Coach Enabler's to be sensitive to how Explorers may interpret their intentions...being particularly careful to respect boundaries when stress levels are high or miscommunication has been more common.

REJECTION: Explorers can lash out in frustration when they believe coworkers are limiting their opportunities or hindering their progress. This may be expressed in a dramatic manner or they may quietly abandon Enablers (who will feel it) after losing faith in their competence and commitment.

When dysfunction is evident, regroup with Enablers & Explorers to make sure concerns can be expressed and addressed before false conclusions are made leading either to check out of their working relationship.

POOR PRIORITIES: At times, Explorers can appear driven more to create a fun adventure than to efficiently accomplish an important business objective or consider the burdens placed on coworkers. This can be insulting to Enablers that often care as much about protecting people as completing a mission, while Explorers can view this inflated concern for coworkers to be both foolish and a sign of weakness.

Regularly participate in conversations with Enablers & Explorers about what needs to be accomplished, why it needs to be done, and how to appropriately approach it...agreeing on how to balance what's good for the mission with what's good for the people working to achieve it.

DISTRUST: Enablers can get suspicious of Explorers when their preference for independent work becomes more pronounced...interpreting it as judgement of the limited value contributed by Enablers.

Monitor for evidence of increasing isolation, being proactive to confirm what is driving it and if any issues need to be resolved to get Enablers & Explorers interacting again.

NEED FOR ATTENTION: Explorers usually find satisfaction, and therefore motivation, by being the center of attention. While Enablers usually think little of this...being happy to perform behind the scenes...issues will appear when Explorers act desperate for attention (potentially doing provocative things to get it), when Enablers find themselves stealing too much of the spotlight (intentionally or unintentionally) or when Enablers feel neglected and underappreciated while they see Explorers enjoying undeserved praise.

Monitor how attention is sought and how it is shared between Explorers & Enablers to avoid a dangerous imbalance (or perception) that too much undeserved attention exists.