



Refine What Defines You

archetype
interaction
guide
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ACHIEVER | 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 Achievers 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

$$1+1 = 3$$

Achievers & Detectives both have sharp minds that typically lead to deep competence in their respective roles. Others recognize and respect this...further helping them be successful in their endeavors.

Together, the communication and presentation abilities of Achievers can help expand the impact of the detailed, thoughtful work of Detectives that might otherwise go unappreciated.



PRODUCTIVE ACHIEVER | DETECTIVE INTERACTIONS



+ Potential Productive Interactions +

Coaching

DEPTH: Detectives can bring depth to the efforts of Achievers, helping with perseverance and addressing small details necessary for success. This allows Achievers to remain focused on orchestrating the bigger picture or broader elements.

Make sure Achievers don't just respect, but welcome the desire of Detectives to explore or resolve small details Achievers may view as inconsequential.

CREATIVITY: The creativity and curiosity of Detectives should provide unexpected value in unexpected ways while Achievers focus on tasks that bring more immediate or tangible results.

Coach Achievers & Detectives to appreciate that a little impractical investigation or experimentation can be as valuable as sticking to a practical plan.

CONFIDENCE: The confidence of Achievers can be contagious...giving Detectives added determination and energy when their efforts are not as fruitful as anticipated.

Coach Achievers to be a source of encouragement for Detectives...recognizing how a lot of effort can remain hidden or be taken for granted until an apparent overnight success appears.

PRESENTATION SKILLS: Detectives should seek to learn from the presentation skills that are typically strong among Achievers...learning how to earn confidence and commitment from coworkers by sharing information and asking for involvement in the right way.

When possible, have Achievers & Detective collaborate on the creation and delivery of presentations or other formal communication.

COMMUNICATION SKILLS: Achievers are aware of the importance of communicating effectively with others...something Detectives often under-appreciate, dislike or avoid.

Set the expectation that Detectives observe and learn how Achievers exchange information with others to both inform and motivate...and start practicing their own exchange of more information to keep others aligned and engaged.



PRODUCTIVE ACHIEVER | DETECTIVE INTERACTIONS



+ Potential Productive Interactions +

PERSONAL PRIVACY: Both Achievers & Detectives usually keep a clear separation between their professional and personal lives, and should actually bond over a mutual respect for each other's privacy.

Coaching

While keeping work focused on work is generally a good thing, try to create opportunities for Achievers & Detectives to build personal bonds that can bring more meaning to their professional interactions.

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

$$1-1 = 0$$

In difficult situations, Achievers & Detectives both tend to become impatient and territorial.

Directly or indirectly questioning the other's intents or competencies can poison interactions with tension and conflict...potentially leading to more overt competition to earn scarce recognition or reward based on their individual contribution or success, not outcomes from their collaborative efforts.

- Potential Counter-Productive Interactions -

Coaching

COMPETITIVENESS: Achievers & Detectives can become openly contentious when they see the other getting credit for their original ideas or independent effort. Whether intentional or accidental, this will end collaboration and cause lasting animosity.

While many work accomplishments owe credit to multiple people, be sure to understand individual contributions and make these distinctions. Regularly confirm with Achievers & Detectives that they feel their unique role is appropriately appreciated.

EXCESSIVE THOROUGHNESS: Achievers can feel work is "good enough" or "done" before Detectives are comfortable arriving at the same conclusion. What Detectives feel is rushed, Achievers may feel has already been overly delayed.

Coach Achievers to be open-minded to how Detectives make progress through mental "tinkering", while still holding Detectives accountable for meeting deadlines.

RESOURCE ALLOCATION: Conflicts can erupt over how priorities are set and resources are appropriately used...with Achievers potentially viewing Detectives as procrastinators and Detectives viewing Achievers as too willing to take risky, uninformed action.

Take notice of contradicting priorities and then take time to ensure Achievers and Detectives find common ground between speed and thoroughness.

SITUATIONAL ETHICS: Detectives may begin to lose respect for the ethical standards of Achievers when they feel corners are being cut or "truths" are being exaggerated. While they may share the same goal, they may disagree on what compromises are acceptable to get there.

Work with Achievers & Detectives to clearly define how rigid or fluid certain values or ethics are. Make sure both are comfortable with the means used in pursuit of the ends.

SILENT DISTANCE: When many small issues go unaddressed, both Achievers & Detectives can unintentionally drift apart...replacing opportunities to collaborate with preference for the ease of isolated, independent effort that feels more productive, but is less effective.

Monitor indications that Achievers and Detectives are in a drifting pattern, and act to resolve potentially minor issues or create situations that remind both of the value gained through their collaboration.

- Potential Counter-Productive Interactions -

Coaching

IMPATIENCE: In difficult situations, Achievers & Detectives are likely to become impatient and potentially even arrogant with each other...withholding support and being more vocal about frustrations.

Provide a private environment where Achievers & Detectives can productively vent their frustrations. Use these sessions to identify and address underlying issues.