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# Refine What Defines You

archetype  
interaction  
guide  
**#22**

ACHIEVER | EXPLORER

# How to utilize this guide:

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**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 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:

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## How do I get two archetypes to work better together?

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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.



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*Gaining the Best Benefits of Shared or Complementary Archetype Attributes*

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$$1+1 = 3$$

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Achievers & Explorers should find comradery in applying their high energy, optimism and assertiveness to goals  
Achievers find sufficiently ambitious and Explorers find sufficiently adventurous.



# PRODUCTIVE ACHIEVER | EXPLORER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**ASSERTIVENESS:** Achievers & Explorers both want to be participants, not just observers. Together, they'll be extremely effective at taking on significant responsibility and delivering on tasks that demand substantial effort and commitment.

Make sure Achievers & Explorers are given the opportunity to be in the center of the action...and both make contribution that feel central to realizing success.

**SUSTAINED ENERGY:** While Achievers & Explorers typically have no shortage of ambitious ideas and the energy to pursue them, their combined effort should lead to even more refined and better ideas supported by endless energy as their interactions are able to continually recharge each other.

Combine Achievers & Explorers when tasks demand creative thinking and sustained effort.

**ADMIRATION:** Achievers & Explorers are outgoing and capable of being around a variety of people with relative ease. They often find connection through the admiration others have for their accomplishments and the accompanying stories each can tell about how they were achieved. This projects confidence and encouragement to coworkers excited to be a character in the next success story.

Find opportunities for Achievers & Explorers to share stories of their past successes (and perhaps failures), emphasizes the difficulty and sacrifice that was most likely an unavoidable part of the journey.

**OPTIMISM:** Achievers & Explorers tend to think positively and focus their attention on opportunity and possibility (not be overwhelmed by threats or barriers)...making it easier to overcome difficulties.

When needed, use Achievers & Explorers to encourage others, but don't let this lead to overlooking possible pitfalls and failing to be prepared for unplanned consequences. Include sharing of lessons from past failures as reminders that optimism cannot equate to ignorance.

**FUTURE- ORIENTATION:** Together, Achievers & Explorers should have a longer-term future-oriented view, not fixated on pursuing short-term success at the cost of longer-term prosperity. This should manifest as smart, patient planning built on healthy delayed gratification and resilience when challenges prove difficult to overcome.

Make sure long-term focus does not cause the neglect of important (but potentially less inspiring) short-term obligations.



# PRODUCTIVE ACHIEVER | EXPLORER INTERACTIONS



## + Potential Productive Interactions +

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**RESILIENCE:** Compared to others, Achievers & Explorers are less likely to be concerned with temporary failure. Both have likely learned how containable failures are both necessary and helpful steps toward greater success.

Clearly establish how much failure will or will not be tolerated...including what can be considered containable failure versus catastrophic failure. Make sure Achievers & Explorers are encouraged to share failure as a means to share what was learned.

**GOAL-ORIENTATION:** While the adventure might be in the journey, Achievers & Explorers typically recognize how important the ending is, though Explorers are more prone to get distracted by less critical incremental activities they find more fun or entertaining. Together, they should remain focused on accomplishing overall objectives or end goals while supporting each other's necessary steps to get there.

Consider giving Achievers more authority to monitor progress toward goals and moderate how much effort or attention is allocated to incremental steps (steps that may be appealing to Explorers, but not critical to the objective).

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

$$1-1 = 0$$

Achievers & Explorers can develop their own idea of perfection...either in the perfect ending or the perfect journey to get there.

This can lead to unproductive pressure and conflicts when Achievers narrow their attention and become workaholics only to leave Explorers feeling excluded or abandoned.

Reluctance to discuss problems can further widen the gap between the perfection each seeks and the disappointing reality of today.

- Potential Counter-Productive Interactions -

Coaching

**PERFECTIONISM:** Achievers & Explorers can confuse the pursuit of great accomplishment with the desire to perfect the individual steps along the way. They can focus on making activities look successful while neglecting what should be done to deliver the greater goal.

Monitor how resources (time, money, attention, effort) are allocated, finding a balance that prevents individual components from consuming resources that compromise the bigger objective.

**INSENSITIVE CRITICISM:** Achievers & Explorers can express matter-of-fact situational assessments that come across as insensitive or critical of individuals...though that rarely is the intent. Hurt feelings lead to defensive posturing that replaces healthy, productive debates with pointless disagreements.

Clearly define the boundary between being blunt and being disrespectful, holding both Achievers & Explorers accountable for how their comments cut into others (intentionally or unintentionally).

**LONE WOLF MENTALITY:** Achievers can become workaholics, focused on independently completing tasks in a manner that makes others feel excluded. This can be further compounded when they realize this bad behavior gains them prestige and admiration from others for their "failure is not an option" mentality.

Even when it produces positive results, be careful how managers appear to tolerate or even reward behavior that does not align with organizational values or operating principles (such as collaboration or team work).

**DISLOYALTY:** Explorers tend to have a broad or less serious definition of a successful career, and (true to their nature) are typically more willing to jump between positions or companies when a particular role proves to be unsuccessful or unsatisfying. In difficult times, this attitude can become evident to others...and viewed by Achievers in particular as disloyal and irresponsible.

Monitor how engaged Explorers are...particularly when success has been scarce... Be particularly sensitive to any indicators that they have checked out or may be in the process of packing their bags and heading for the door.

**ENVY:** The broader way Explorers define success (and sometimes manipulate the definition of success to preserve their ego) can be frustrating to Achievers who might be keeping score. Achievers can grow envious when they think Explorers are given unearned credit for activity inaccurately labeled as successful.

Monitor any apparent score-keeping, and don't be too quick to praise Explorers (or let Explorers praise themselves) for completing routine or mediocre tasks that are just steps toward more meaningful accomplishments.

- Potential Counter-Productive Interactions -

Coaching

**DENIAL:** Neither Achievers nor Explorers enjoy talking about their shortcomings, failures, or even negative feelings. While avoidance can work during normal times, it can cripple attention and productive effort during difficult times. This can be particularly evident when significant time is consumed hiding or masking issues just to perpetuate the creation of similar issues that will need to be hid in the future.

Don't let the snowball start. Coach Achievers & Explorers that addressing shortcomings now will pre-empt the need to address more or more serious shortcomings in the future.

**SUSPICION:** Under sufficient pressure or in unhealthy conditions, both Achievers & Explorers can get caught in The Prisoner's Dilemma...questioning if their sacrifice and focus on long-term goals is being compromised by the other's lack of effort or loyalty.

Encourage Achievers & Explorers to privately vent concerns and discuss how they may be assuming inaccurate intent behind actions (or inaction).

**SELF-CENTERED ATTITUDE:** If trust is lost, expect Achievers & Explorers to let their self-interest guide more and more individual decisions and priorities...leading to isolated activity and conflicting effort that is more likely to cancel each other out instead of amplifying their energy.

Aggressively stop contradictory activities or efforts, holding both Achievers & Explorers accountable for acting in the interest of the broader organization and contributing to the accomplishment of team (not individual) goals.