



Refine What Defines You

archetype
interaction
guide
#24

ACHIEVER | PEACEKEEPER

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 Peacekeepers...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

$$1+1 = 3$$

Combining the ambitions of Achievers with the support of Peacekeepers can be highly effective...empowered by shared accountability, optimism, and skills to navigate most organizational or interpersonal situations.



PRODUCTIVE ACHIEVER | PEACEKEEPER INTERACTIONS



+ Potential Productive Interactions +

Coaching

SUPPORT SYSTEM: With the added support of Peacekeepers at their side (or back), Achievers should feel empowered to release 100% of their effort into any challenge, knowing they've got help if they get over-extended.

While the ambition and accomplishments of Achievers tend to be more visible to others, be sure Peacekeepers are receiving an appropriate share of recognition for the role they're playing.

ENCOURAGEMENT: While some Achievers may not want to admit it, Peacekeepers can contribute critical encouragement, often evident in the pride they have for what Achievers have already accomplished, and in confidence in the potential for further success Achievers have yet to realize.

Make sure Peacekeepers are continually coached to provide encouragement...even when Achievers may neglect to show much appreciation for it.

DETERMINED OPTIMISM: The unwavering determination of Achievers focused on a goal can benefit from the additional hope of Peacekeepers that bring positivity to most situations. These different forms of genuine optimism should spread inspiration and motivation to others...even when difficult tasks lie ahead.

Deploy Achievers & Peacekeepers when both practical determination and a little impractical optimism are needed to succeed.

TEAMWORK: Together, Achievers & Peacekeepers tend to find success in their ability to establish trust with others, their ability to gather and share critical information to make good decisions, and to effectively execute actions, while honestly and accurately assessing results.

Look to maintain this collaborative "dream team" relationship between Achievers & Peacekeepers across projects and over time.

OPTIMISTIC IDEALISM: Both Achievers & Peacekeepers have the ability to envision a better future, and the motivation to pursue it. Together, they should find shared joy in the pursuit and bring added (potentially overflowing) energy to teams as they reach together toward higher goals.

Coach Achievers & Peacekeepers to preserve their reputation with others by making sure they remain objective in their optimism and acknowledge when reality is far from the ideal they envision.



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FLEXIBILITY: The stability and reliability provided by Peacekeepers can be a critical foundation that enables Achievers to be flexible and change plans when circumstances require it.

Make sure Achievers appreciate how stability is an enabler (not a hinderance) to flexibility, and that Peacekeepers are shown appreciation when significant changes strain their ability to maintain that stability.

AMBITION: The ability Peacekeepers have to build and maintain healthy coworker relationships will be extremely valuable at times when the other get exhausted or disillusioned by the energy and personal (sometimes viewed as selfish) ambition of Achievers. Working together, this can reduce distraction for Achievers while Peacekeepers remain aware of and manage potentially negative perceptions.

Coach Peacekeepers to be acutely aware of signs that coworkers are growing tired of Achievers, and to quickly engage both sides to resolve negative perceptions...particularly when the Achiever's ambitions become viewed as self-serving, not organizational-serving.

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

$$1-1 = 0$$

Lack of communication will be the likely source of conflict between Achievers & Peacekeepers because both tend to avoid tough conversations...believing it is best to tolerate or ignore minor annoyances or navigate around miscommunications.

- Potential Counter-Productive Interactions -

Coaching

COMFORT WITH COMFORT: Sometimes, excessive attachment to comfort and stability (or the fatigue that comes with discomfort) can get Achievers & Peacekeepers stuck in routines where little real progress is made.

Monitor evidence of fatigue, and make sure sufficient areas of comfortable routine exist to ensure sufficient energy reserves are available to take on more demanding tasks that are far from routine.

EMOTIONAL ABSENCE: When under stress, Peacekeepers may slip into emotional absence and disconnection that can progress into depression and substantial loss of focus. Achievers can be both blind to the earlier stages and intolerant to the later stages of this slide, being more likely to focus on their own feeling of being abandoned...discarding Peacekeepers as dysfunctional rather than taking action to reverse their emotional decline.

Coach both Achievers & Peacekeepers to recognize early indicators of this slippery slope, and work together to find and resolve the cause.

SCOPE OF CONTROL: In difficult situations (including when capacity is limited), Peacekeepers may neglect tasks or responsibilities they do not view as critical, assuming these situations will eventually resolve themselves. Meanwhile, Achievers tend to respond to difficult situations by attempting to maintain even tighter control which can include very prescriptive instructions that Peacekeepers could view as unwelcome control over their decision-making freedom.

Make sure Achievers & Peacekeepers communicate about the importance of different tasks, and agree to when tight control must be maintained and where it can be released.