



Refine What Defines You

archetype
interaction
guide
#25

ORIGINAL | ORIGINAL

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 Originals to work better with other Originals...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

$$1+1 = 3$$

Matching two coworkers of the same profile has the potential to amplify common strengths into super powers and to combine their individual differences to create capabilities that far exceed what either would be capable of on their own.

Two Originals should bond through their unique relationship with the world (both potentially feeling like outsiders), the way each is sensitive to and processes the world (typically through an emotional lens) and the great reserves of creative energy each possesses.



PRODUCTIVE ORIGINAL | ORIGINAL INTERACTIONS



+ Potential Productive Interactions +

Coaching

EMOTIONAL CONNECTION: A pair of Originals should find an emotional connection that makes both capable of reading the other's needs, comfortable sharing their feelings, and able to build a sense of mutual understanding...potentially in completely non-verbal ways.

Create opportunities for Originals to discover the emotional world of each other, and build bonds that can be used for practical business outcomes. Try to help both direct their interactions toward emphasizing positive emotions and not amplifying negative ones.

RESPECTFUL ACCEPTANCE: Originals usually respect individuality, encourage eccentricity and will willingly support a wide range of ideas (even when not in agreement). Each should feel safe and secure...potentially feeling they have found a 'soulmate' that finally understands them.

Make sure Originals apply this acceptance to achieve positive ends that enable more productive coworkers...not to encourage things like being different for the sake of being different or avoiding accountability for things like incompetence or neglect of work duties.

CREATIVITY: In many work environments, a pair of Originals can bring curiosity and creativity that leads to wildly new ideas or perspective overlooked by others. They can generate energy for change or see unrealized potential that can help refine and realize.

Recognize where Originals may have the ability to see things others do not, but may not be best equipped to further develop those ideas or complete the tasks necessary to achieve them.

ENCOURAGEMENT: Stemming from their own desire for encouragement, a pair of Originals should be generous in their attempts to encourage each other (and coworkers). Establishing this sense of self-worth and security will ultimately lead to greater confidence, productivity and contributions.

Coach Originals to appreciate their unique ability to offer sincere encouragement and a sense of security without ulterior motives. Look for areas where this can help make toxic environments less toxic.

OPEN COMMUNICATION: A pair of Originals should have no difficulty discussing their problems and issues, no matter how personal. This may help reveal broader concerns others have kept hidden, and create greater transparency that should help avoid future conflicts.

Put a pair of Originals in situations that empower others to agree with their concerns or feel safe expanding on their issues. Make sure it is done in a manner that produces solutions and actions, and just contribute to lower group morale or further poison an already toxic environment.

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

$$1-1 = 0$$

Combining individuals with matching profiles can create redundant capabilities, where one resource would have been sufficient for the task or a different profile pairing could have generated more unique contributions.

Matching personalities also risk creating scenarios where the pair get into a dangerous loop...feeding off a shared weakness or exaggerating a flaw that actually lowers their combined performance.

A pair of Originals risk competing for the attention, acceptance and adoration of coworkers. They may also feed each other's emotional instability and join each other on a journey that contributes little to the business.

- Potential Counter-Productive Interactions -

Coaching

EMOTIONAL INSTABILITY: A pair of Originals will likely allocate a unusually large amount of time seeking to make sense of who they are, who they want to be, and how they can fit in this world (and at their workplace). This process can produce a lot of emotional instability causing distraction and draining energy from anyone pulled into it...and conflict when others feel too much of it is expressed at work.

Keep Originals accountable for how much they blur the line between their professional and personal life...setting clear boundaries for how exploration and expression of their individuality will be tolerated at work, particularly when it has negative consequences on coworkers.

SELFISHNESS: The high value a pair of Originals will place on being true to who they are will likely appear to coworkers as being self-absorbed or standoff-ish. In response, coworkers may start to ignore them, reject them when they do attempt to connect or intentionally deny them the attention and approval they clearly crave.

Coach Originals to accept and practice some degree of conformity and be somewhat discreet in their journey of self-discovery to avoid developing a negative image and experiencing rejection from coworkers.

DEMAND FOR ATTENTION: A pair of Originals risk getting into competition for the attention and approval of coworkers...particularly when it appears scarce or few coworkers seem to accept them for who they are. This can potentially lead to more and more outlandish behaviors, increasing neglect of core work responsibilities, and intolerance from coworkers who are obligated to work harder to compensate for the time and energy these Originals waste on their performance.

When possible, connect work performance with the attention and praise Originals desire...ideally finding ways to use their originality to make unique contributes with tangible benefits coworkers can appreciate.

MELANCHOLY: The emotional instability of a pair of Originals more than doubles the potential for either to slip into melancholic mood. In an unhealthy work environment, the other is more likely to also slip into the same state instead of being the one that pulls the other out of depression. This, of course, leads to lost motivation, lower productivity, and a potential contagion that infects the attitude of other coworkers.

Carefully monitor any indications that melancholy is taking hold...and specifically if it is being caused by work-related factors that can actually be controlled (i.e. improved). Coach Originals to view these times as an opportunity to be a hero that helps their coworkers...not a fellow victim succumbing to the same illness.

INDIFFERENCE: Originals often limit the value they derive from their job...placing far more importance on the person they are and the life they live outside their work. A pair of Originals may lead each other down a path where work performance declines as each puts in less and less effort validating the fact that their worth is found elsewhere.

When pairing Originals, acknowledge that they probably find little self worth in their job, but be clear that each will be held accountable for their performance. Ideally, find ways to connect job performance with the ability to be more of the person each wants to be outside work.