



Refine What Defines You

archetype
interaction
guide
#26

ORIGINAL | 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 Originals 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

$$1+1 = 3$$

Originals & Detectives share intellect and acute awareness, leading to a shared (sometimes unspoken) language of support and respect for each other.

Together, they can typically be very versatile (pairing a wide range of interests and creativity) and insightful (pairing analytic thinking with attention for details).



PRODUCTIVE ORIGINAL | DETECTIVE INTERACTIONS



+ Potential Productive Interactions +

Coaching

EMOTIONAL TEMPERAMENT: Detectives can bring focus to the artistic and emotional temperament of Originals...directing it to generate ideas and creativity to solve important problems. In return, Originals will often elevate the energy level and open-mindedness of Detectives to see and accept new things.

Coach Detectives to provide the guard rails that guide Originals...not roadblocks that prevent them from expressing their unique skills.

INTROSPECTION: Detectives can gain great insight from the introspection and sensitivity to feelings that Originals are typically strong in...helping avoid interpersonal conflicts and revealing deeper connections, associations or solutions Detectives might miss on their own.

Give Originals & Detectives enough unstructured time to interact and exchange their opinions and skills. This should reveal useful and more complete perspective neither would be likely to gain on their own.

DEPTH: Originals & Detectives both like depth, and do not mind taking time to explore things deeply. Together, they should be able to see details and discover opportunities or solutions overlooked by the other.

While deadlines can't be ignored, make sure Originals & Detectives are not forced to skim the surface when answers might lie below.

MUTUAL RESPECT: While they are very different in many ways, both Originals & Detectives should initially be respectful and appreciate the other's thoughtful perspectives...even when the methods to arrive there are also dramatically different.

Monitor interactions for evidence that respect is being (or has been) lost, as this is likely to trigger disagreement and conflict.

INNER COMMITMENT: Both Originals & Detectives typically have a deep-seated inner-drive to pursue their own interests, which helps sustain long-term motivation in the face of short-term disappointment or failure. Ideally, interactions can translate some of this drive to shared commitment for achieving business objectives.

Help Originals & Detectives recognize the shared trait of inner commitment, and find mutual motivation to apply it to their work similar to how they apply it to their personal interests.



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RULE BENDING: Both Originals & Detectives are willing to bend (or break) rules and stray from conventional thinking when it does not appear to serve a worthy purpose. Together, the two can co-discover new insights, methods, solutions or opportunities other coworkers would feel obligated to first get approval before investigating.

Monitor how far rules are bent or broken in their pursuits, and how coworkers perceive their actions to be detrimental to the organization or in conflict with organizational values.

DIVERGENT INTERESTS: While their particular interests may vary, Originals & Detectives should find mutual respect in their desire to better understand many subjects and appreciation for rich knowledge in its many forms. Together, this holds great potential to connect knowledge across subjects to find unlikely solutions in unlikely places.

Facilitate interactions for Originals & Detectives to learn more about what interests the other...hopefully establishing credibility, respect and awareness that allows the pair to better tap into each other's knowledge for work-related matters.

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

$$1-1 = 0$$

Expect Detectives to be fatigued by Originals and withdraw into more autonomous or independent efforts when Originals stray toward an over-emotional or unstable state.

What Originals view as creativity, Detectives can view as illogical or irrational.

- Potential Counter-Productive Interactions -

Coaching

ATTACHMENT: Originals are far more emotional than most Detectives and will likely push for more contact and more intimate interactions. This is likely to irritate Detectives when it crosses their personal boundaries and threatens their independence.

Coach Detectives to be open-minded towards the emotional needs of Originals, but to also establish and maintain boundaries before they are unintentionally invaded.

DEMAND FOR ATTENTION & AFFIRMATION: Originals often crave attention as much as Detectives are happy to avoid it. Detectives can view this need for constant reward and feedback as an unappealing weakness, intentionally withholding it in an attempt to not encourage the behavior or to perpetuate the need for it.

Coach Detectives to use affirmation as an acceptable and useful tool to deliver better performance and gain access to the problem-solving help of Originals they desire.

ISOLATION: Some Originals define themselves in the context of others...believing their best accomplishments are most likely to come through interactions or associations, while Detectives often conclude they are most productive and get their best thinking done in their own space. What an Original views as distant detachment and reclusive, a Detective might simply value as private undistracted progress.

Coach Originals & Detectives to appreciate their conflicting goals (of connection and separation) are different approaches to the same objective...and each has an appropriate time and place.

IMPRACTICALLY UNPREDICTABLE: In uncomfortable situations, Detectives are more likely to postpone actions until the last possible moment...and hypocritically accuse Originals of being unacceptably unpredictable if they are observed struggling with similar discomfort (either because they are too quick to pursue a course of action or they are equally indecisive).

Coach both Originals & Detectives to never forget that there is rarely a linear path between a problem and solution...and more complex problems typically have exponentially more complex paths before arriving at the solution.

OVER-ANALYSIS: At times, Originals will "feel" comfortable that they've found a solution and are ready to act on it while Detectives are still "thinking" about the issues, bogged down in analysis mode. When struggling to reach a conclusion, Detectives view arrival at a quick conclusion to a complex problem as evidence of a lack of rationality or unsophistication.

Coach Originals & Detectives that both over- and under-analysis can be dangerous. Provide a means for Originals to share their conclusions and seek alignment from Detectives (not wait in silence and increasing frustration) as a means to accelerate getting Detectives to a similar point.