



Refine What Defines You

archetype
interaction
guide
#27

ORIGINAL | ENGAGER

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 Engagers...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

$$1+1 = 3$$

The Engager's hard work and practicality should pair well with the Original's creativity. Together, they have the potential to discover new opportunities and gather others in the pursuit.

They will likely feed off each other's support and reassurance, more than doubling the pairs ability to be persistent and effective.

The Engager's stability should provide a means to rebalance when Originals might become too sensitive if left to themselves.



PRODUCTIVE ORIGINAL | ENGAGER INTERACTIONS



+ Potential Productive Interactions +

Coaching

EMPATHY: Originals & Engagers bring empathy and tolerance for each other and their coworkers, which should foster a favorable, comfortable workplace. Communication should be vibrant thanks to each understanding their own feelings and having awareness of what the other may be feeling.

Deploy a pair of Originals & Engagers when others are struggling to understand emotional undertones or an abrasive environment is having a detrimental impact on group dynamics or individual performance.

SUPPORT: Originals & Engagers will offer each other mutual support and reassurance that helps each re-energize when running out of motivation or dealing with unplanned events.

Separately coach Originals & Engagers to look for opportunities to show support, which should spontaneously create motivation that is greater than what either actually possesses.

STABILITY: When together, Originals & Engagers can find added stability in each other, allowing them to better manage stress or avoid significant emotional mood swings. They will likely fall into a predictable working routine where each knows their role, knows the other's expectations, and seeks to provide an experience both value.

Coach both Originals and Engagers to view their role as one of providing stability when the other appears to be on unsteady ground.

EMOTIONAL MOTIVATION: The more practical perspective of many Engagers can benefit from the greater emotional sensitivity of Originals. Originals can inject perspective that serves as a source of internal creativity and external awareness (of how to navigate or leverage the emotional state of coworkers).

Make sure Engagers recognize, and take advantage of the Originals ability to capture the power of emotion to drive better performance.

PERCEPTIVENESS: Originals usually choose to openly express their emotions which helps avoid misunderstandings with coworkers. Sometimes, Originals may even be able to understand Explorers better than Explorers understand themselves, facilitating meaningful emotional connection and clarity that can translate into better job performance.

Don't shy away from the ability and desire of Originals to express and communicate through the language of emotion. But, make sure it is used to accomplish business objectives, not just personal connection.



PRODUCTIVE ORIGINAL | ENGAGER INTERACTIONS



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PERSISTENT WORK ETHIC: Originals should appreciate the perseverance and work ethic of many Engagers, and be among the people Engagers motivate to contribute beyond their normal level, reducing the impact short-term mood swings have on progress toward long-term goals.

Be thoughtful about positioning the work ethic of Engagers as inspiring and contagious...not a threat or demotivation.

PRACTICALITY: At times, the creativity of Originals can stray beyond practical or realistic benefits. Engagers can manage this back into alignment, allowing joint projects to benefit from a balance of both creativity and efficiency.

While encouraging the creative potential of Originals, consider giving Engagers sufficient authority to keep all accountable that value must still be delivered from creativity.

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

$$1-1 = 0$$

Conflicts between Originals & Engagers often sprout from mistrust and the perception of unspoken criticism of each other.

Confusion can grow into frustration when Engagers decide Originals are emotionally unstable while Originals can become very irritated when Engagers reject their invitation (and by extension, them) to participate in activities they have no interest in or time for.

- Potential Counter-Productive Interactions -

Coaching

CRITICISM: Both Originals & Engagers are prone to self-criticism which can become viewed as criticism of the other when projected without a filter.

Make sure criticism (of self or others) is always a means to improvement (providing useful feedback to act on), not just a pointless exercise in venting frustration or disappointment.

PESSIMISM: In stressful situations, Originals & Engagers are likely to feed off each other's pessimism...artificially inflating problems, obscuring opportunities and significantly lowering productivity.

Coach Originals & Engagers to check that their emotions are always founded in reality. Take time to challenge their perception of reality or attitudes when you discover there is limited real-world support for their concerns.

MISTRUST: Originals & Engagers are somewhat mistrustful by nature and may regularly test coworkers in various ways in an attempt to measure their loyalty. When recognized, coworkers may view this as manipulation, feel insulted and reject to participate...which will be viewed as failure and evidence that mistrust is warranted (or at least that defaulting to a position of trust may be foolish).

Trust is complex...and certainly easier to ruin than to establish. While "trust...and verify" has its merits, make sure it does not become a game and individuals acknowledge that the appropriate response to occasional disappointment is not complete distrust.

CODEPENDENCE: Originals & Engagers can become codependent, with their reliance on each other perpetuating their weaknesses and helping each avoid areas of important personal development. Don't expect their interactions to automatically make Originals more practical and productive or Engagers more insightful and sensitive.

Coach Originals & Engagers to push each other, not coddle each other. Monitor the development of skills in each, not just the shifting of responsibility to avoid development.

CONSERVATISM: The conservative nature of many Engagers can irritate Originals when it hinders their ability to explore and expand. This will likely lead to disagreement where Originals want to move forward (on potentially unproven plans), but feel Engagers are acting to hold them back.

Coach Originals to understand that the hesitations of Engagers can be beneficial...and should be viewed as an opportunity to prove the validity of their plans.

- Potential Counter-Productive Interactions -

Coaching

MOODINESS: Under stress, expect Engagers to complain about Originals being undependable, unstable and too likely to act on whims. This may lead to direct conflict through confrontation about this 'moodiness' or passive avoidance...either of which ends collaboration and leads to disengaged Engagers working independently.

Coach Engagers to recognize the value that is unique to sometimes acute emotions of Originals and to be quick to address frustrations before they grow beyond repair.

REACTIVITY: When feeling cornered, Originals & Engagers are both prone to be highly reactive...able to quickly escalate conflicts that may have been simmering for a long time or got triggered by seemingly minor issues.

Proactively address reactions that appear disproportionate to the trigger, seeking to de-escalate responses and uncover the core issue needing to be resolved.