



Refine What Defines You

archetype
interaction
guide
#28

ORIGINAL | EXPLORER

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 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:

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 introversion and self-doubting of Originals should be counterbalanced well by the openness and self-confidence common among Explorers.

The capability Originals have for thoughtful analysis and consideration in pursuit of unique solutions should push toward results that are superior to the "quickly find an acceptable option and take action" approach preferred by many Explorers.



PRODUCTIVE ORIGINAL | EXPLORER INTERACTIONS



+ Potential Productive Interactions +

Coaching

HEALTHY TEAM DYNAMICS: The quiet, introverted nature of Originals (often focused on assessing capacity and capability) and the extroverted nature of Explorer's (often prioritizing connecting with others over completing tasks) should foster team dynamics that are both productive and appealing.

Monitor and balance the influence both Originals & Explorers have on group dynamics, making sure they maintain interactions that are healthy yet productive.

HEALTHY SELF-DOUBT: Originals use self-doubt to objectively evaluate their skills, and analyze & learn from mistakes...things Explorers are prone to mask with their abundance of self-confidence.

Encourage Originals to express doubt when the certainty of Explorers may be unjustified...with the goal being to arrive at greater self-confidence through continual improvement (not a paralyzing lack of confidence).

OPENNESS: The openness of Explorers and their ability to easily interact with a variety of people is easily recognized by others, typically gaining them respect among coworkers. This example can motivate, guide or facilitate similar interactions for Originals who may be more reluctant to openly engage when they have the option to avoid or shy away from others.

Coach Explorers to feel some responsibility for Originals in social settings and look for opportunities to make introductions or provide conversation starters.

PASSION: Originals & Explorers typically possess deep passions which they love to talk about and teach others about. Finding connections between their passions can generate exceptional energy and new ideas of potentially great value to the organization.

Take time to understand what Originals & Explorers are passionate about...and try to identify business objectives where these might combine to create a unique contribution.

METERED OPTIMISM: Explorers are usually joyful and optimistic even in times of stress...and when it is not justified...which is still valuable for creating a favorable atmosphere appreciated by coworkers. In private, Originals can provide a useful counter-perspective that ensures decisions are being made based on a fairly complete and accurate picture.

Make sure optimism maintains high spirits, but doesn't get too far from reality. Do this by encouraging Originals to be ready to rebalance perspective by serving as a private (not public) devil's advocate.



PRODUCTIVE ORIGINAL | EXPLORER INTERACTIONS



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SPONTANEITY: Together, Originals & Explorers will have great capacity for spontaneity...creating the potential for fun group dynamics and allowing for fast and effective pursuit of solutions even in fluid situations.

Unless the risks are high, be supportive of spontaneous ideas that can provide excitement, distraction or unexpected insight to work environments that likely get dull, boring or routine.

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

$$1-1 = 0$$

Impulsive behaviors and narrowly-defined expectations can create conflict between Originals & Explorers.

This can be further complicated by Explorers that are more vocal or expressive of their opinions with others...which can be interpreted by Originals as being manipulative or insulting.

- Potential Counter-Productive Interactions -

Coaching

IMPULSIVENESS: A darker side to impulsive behavior can exist when either rash decisions are made (a form of mob mentality) or conflicting impulses cannot be reconciled (or peacefully co-exist).

Carefully monitor how often and how much impulsive decisions guide actions...making sure they are kept in moderation relative to more disciplined decision-making.

ESCAPISM: In certain situations, Originals & Explorers can both get easily frustrated when things do not go as planned or personal failure is experienced...whether it's business projects or personal interactions...leading to over-analysis of the situation or escapism.

Coach Originals & Explorers to quickly and effectively analyze painful lessons as they seek to understand the source of failure or disappointment. Limit how long this is allowed by creating events that force them to re-engage.

UNSPOKEN EXPECTATIONS: Originals & Explorers can create a recipe for failure when they have expectations that are extraordinarily high yet unspoken (or at least not well articulated) to others. When these are ultimately not met, disappointment and irritation can cascade into a blame game with everyone feeling like the unwitting victim.

Regularly connect with Originals & Explorers to discuss their expectations...seeking to reveal when expectations are unrealistic, when others may be unaware of them or both.

INTOLERANCE: Based on past experience, some Originals & Explorers will be quick to give up on others and hesitant to offer many second chances. Coworkers can be caught in a never-ending cycle of needing to prove themselves...or always know they are one mistake away from rejection.

Coach Originals & Explorers to feel responsible for the success of coworkers, recognizing their shared role in any failures and appreciating how important second chances have likely been in their own success.

ENVY: Originals are prone to envy the attention and acceptance Explorers enjoy thanks to their outgoing nature, high energy and resilience. Instead of addressing the lack of these personality traits, Originals tend to view social acceptance as a competition they resoundingly reject...and proclaim that rejection by further withdrawing from the communication and social interactions they actually crave.

Coach Originals to view this skill as an opportunity to partner (not compete) with Explorers...either to gain acceptance through association or to be mentored in social navigation techniques.

- Potential Counter-Productive Interactions -

Coaching

INSENSITIVENESS: Explorers can come across as detestably insensitive to Originals...unintentionally appearing coarse, insulting or self-centered when they express their opinions. Originals can find this not just highly inappropriate, but more of an attack on their core values of always wanting to be sensitive and respectful to others.

Monitor the behavior of Explorers for patterns of insensitivity and encourage a relationship where Originals are able to coach Explorers on the unintended ways others might be interpreting their behaviors.

SELFISHNESS: Originals & Explorers can both act self-absorbed as they fixate on understanding who they are and how they fit in the organization. This can lead to significant blind spots and self-interested habits that are counter-productive to achieving organizational goals.

While self-awareness is a worthy objective, keep Originals & Explorers focused on putting pursuit of shared objectives first...with the expectation that each will gain some self-discovery in the process of contributing to a common cause.

IMPATIENCE: Explorers often measure success in shorter time increments, creating a sense of urgency or narrower perspective that Originals (who often have a much broader and longer-term view) find immature and unnecessarily stressful. This can be particularly difficult when Explorers press demands on and attempt to exert control over Originals to seek short-term satisfaction at the cost of long-term success.

Manage how timeframes for success are established...being careful to avoid the extremes of constantly sprinting to artificial short-term thresholds and having prolonged, slow strolls to finish lines that represent little or no victory.