



Refine What Defines You

archetype
interaction
guide
#2

PERFECTOR | ENABLER

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 Perfectors to work better with Enablers...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

$$1+1 = 3$$

Perfectors & Enablers tend to be guided by ideals, operate with a high sense of duty, and be comfortable when given independent responsibilities.

Perfectors can provide an appealing vision and stable environment that allows enablers to find clearly defined roles and plenty of opportunity to contribute.

Enablers can also bring communication skills and the ability to build coworker connections...areas Perfectors can sometimes struggle with or even outright neglect.



PRODUCTIVE PERFECTOR | ENABLER INTERACTIONS



+ Potential Productive Interactions +

Coaching

CALL OF DUTY: Both Perfectors & Enablers want to feel committed to something that matters, and find satisfaction in their ability to fulfill their duties to accomplish that end. Together, they should stay on top of deadlines as they willingly distribute tasks based on who has the better skill.

Make sure coworkers see the progress accomplished when Perfectors & Engagers cooperate...both as a form of recognition, and for broader motivation that encourages others to find ways to participate in the success.

STAMINA: Together, Perfectors & Enablers should generate remarkable energy and ongoing stamina to pursue their objectives...with Perfectors providing the reassurance of a strong and clear vision and Enablers providing the encouragement of creating meaningful and measurable progress.

Separately, coach Perfectors & Enablers to feel accountable for their unique contribute to help sustain this stamina (providing confidence in the vision and confidence in the progress, respectively).

RESPONSIBILITY: Both Perfectors & Enablers are not just comfortable, but often prefer to have more than their fair share of responsibility...reflecting the confidence each has in their ability to perform as well as anyone else.

Make sure Perfectors & Enablers find the right balance...where each feels they can take on all the responsibility they want, but each is wise enough to engage coworkers and delegate tasks in a manner that maximizes total contribution or progress.

COLLABORATION: Perfectors & Enablers should both thrive on interactions that allow each to feel part of a bigger contribution. Each should have reasonably good awareness of their limitations and appreciation for when others need to contribute in these areas.

Set clear expectations for how Perfectors & Enablers should collaborate, and maintain ongoing communication to ensure the right people are doing the right tasks.

COWORKER WELFARE: The sincere concerns most Enablers have for coworkers can help compensate for Perfectors that often become too focused on tasks or objectives, and fail to appreciate the critical role of the coworkers achieving them.
Enablers can be a critical connection between the intellectual (objective) nature of establishing goals and the emotional (personal) costs involved in pursuing them.

Coach Perfectors and Enablers to utilize the communication and connection skills of Enablers. This will improve the odds that the ideas and ambitions of Perfectors are understood and embraced by coworkers.



PRODUCTIVE PERFECTOR | ENABLER INTERACTIONS



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CONSISTENCY: Perfectors & Enablers can contribute different forms of stability to their interactions...creating a support system that empowers each to increase their contribution level. Perfectors can cast a steady vision and layout out the path to get there while Enablers provide confidence that tasks will be completed (and completed right).

Coach Perfectors & Enablers to recognize how fulfilling their role is a form of support ensuring the other can keep their own focus on their own tasks.

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

$$1-1 = 0$$

Lack of communication and misperception are most likely to cause conflict between Perectors & Enablers.

This can be due to each lacking self-awareness of their own emotions, and unwillingness to appear vulnerable to the other.

Perectors can also complicate interactions when they become too serious or create too much unnecessary pressure.

Meanwhile, Enablers can lose trust when they appear to fall short of the self-discipline and high standards of Perectors.

- Potential Counter-Productive Interactions -

Coaching

EMOTIONAL UNAWARENESS: Both Perfectors & Enablers can be insufficiently aware of how their feelings influence their capacity or what the limitations of their true capabilities are. Both can lead to failure due to overestimating their abilities and embarrassment when this is recognized by coworkers.

Coach Perfectors & Enablers to view awareness of their emotional influences and the limitations of their capabilities as strengths, not weaknesses. Encourage them to develop a relationship that allows each to seek the support of the other when these become a barrier to their productivity.

PRESSURE TESTING: Under stress, Perfectors often increase pressure (intentionally or unconsciously) as a means to push for greater productivity. Facing the same situation, Enablers often seek ways to reduce external pressure, relax the atmosphere and increase the motivation derived from internal passion to achieve the same end. Each is likely to get irritated as they see their tactics counteracting each other.

When observed, address these contradicting tactics...helping Perfectors & Enablers stay focused on the shared objective (maintaining productive progress) while resolving their differences on how to achieve it.

SELF-SACRIFICE: While Perfectors & Enablers are both capable of self-sacrifice, it can be directed in very different ways that frustrate each. Perfectors tend to be most motivated when their sacrifice helps the cause or the objective, while Enablers tend to be most motivated when their sacrifice helps coworkers.

Coach Perfectors & Enablers to focus on their shared goals, and respect how each will tolerate pain to accomplish it. Be particularly sensitive when Enablers conclude (rightly or wrongly) that Perfectors are indifferent to protecting coworker quality of life.

PAIN INTOLERANCE: Willingness to tolerate pain in pursuit of a desired goal can also allow unhealthy tension to form and unspoken discontent to develop between Perfectors & Enablers. This can lead to less communication and more sensitivity to differences that eventually end collaboration.

Coach Perfectors & Enablers to discuss concerns and recognize when small annoyances are planting seeds likely to grow into bigger issues.

SELFISHNESS: Enablers can find it hard to hide their disappointment when they conclude Perfectors are operating out of selfishness...most often based on their lack of concern for the price they are making others pay for their ambition. Enablers may feel a moral obligation not to empower behavior they believe has gone beyond being impersonal and looks more like coworker abuse.

Monitor how Enablers are reacting to the way Perfectors treat coworkers. Coach Perfectors to be sensitive to how others can view their actions as abusive, even when this is far from their intent.