



Refine What Defines You

archetype
interaction
guide
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DETECTIVE | 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 Detectives to work better with other 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

$$1+1 = 3$$

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 Detectives should provide an extremely high level of intellectual aptitude and rich imagination, while sharing a deep respect for having independence.

Together, they should bring a lot of observations and new ideas to the organization others might have overlooked.



PRODUCTIVE DETECTIVE | DETECTIVE INTERACTIONS



+ Potential Productive Interactions +

Coaching

INTELLECTUAL INGENUITY: Two Detectives should stimulate even greater intellectual ability and ingenuity. Together, they should be able to find even smarter solutions than either of them would find on his own.

Make sure Detectives are given the opportunity to develop a relationship that should lead to respect for each other as an intellectual equal.

INDEPENDENCE: Detectives should naturally respect each other's boundaries and the regular need to withdraw into their own thoughts...creating space to let their mind analyze information and develop conclusions. However, this should not hinder the willingness to cooperate and desire to communicate or share information when needed.

To avoid unintentional isolation, be sure to set up expectations that Detectives regularly connect and share their thinking.

IMAGINATION: The minds of two Detectives should be fertile ground for keen observation and imaginative thinking that uncovers unexpected solutions. Together, they should gain a comprehensive perspective that leads to useful conclusions other coworkers would fail to notice.

Coach Detectives to value their imagination, and view this ability to see beyond facts or objective observations as a key way they make contributions other coworkers can't.

OBJECTIVITY: A pair of Detectives should be extremely fact-oriented, pushing for a rational and objective foundation that has limited emotional influence. Together, they should have high capacity to gather information and discipline to analyze it before coming to conclusions...resulting in decisions less likely to be flawed or leading to avoidable mistakes.

Make sure Detectives are put in an information-rich environment and given the authority to acquire or access what they need to base their thoughts on facts, not assumptions.

TACTFULNESS: A pair of Detectives should be extremely tactful, with their combined awareness reducing the risk of violating boundaries or bringing personal matters into work. Coworkers should be more cooperative when they recognize the focus on finding answers and solving problems without making things personal.

Look for situations where Detectives can navigate around the personal concerns or sensitivity of coworkers who may feel solving a problem could become a personal attack.

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 Detectives can get distracted by intellectual sparring or competitive posturing to show who is smarter instead of finding ways to cooperate.

Together, they may also slip into a cycle of overthinking and over-analyzing that postpones or even cripples real action.

In the event of outright conflict, both may completely withdraw from communication, become possessive of information and ideas and work completely separate of the other.

- Potential Counter-Productive Interactions -

Coaching

OVER-QUESTIONING: A pair of Detectives can be an endless source of questions that may quickly be of diminishing value. The resources needed to gain a complete picture often may not be worth it...though they will likely have examples where insight was discovered at the far end of these questions.

Coach Detectives to understand when due diligence has been reasonable and enough "research" has been done. Acknowledge the practical need to let some questions go unanswered.

OVER-THINKING: A pair of Detectives can easily slip into a cycle of over-intellectualizing and over-analyzing situations...including information, intentions, actions and potential consequences. The shared desire to be careful about what conclusions or decisions are made can result in no action when they can't overcome fear or risk avoidance...letting their desire to produce superior results lead them to produce no results.

Make sure Detectives are held to clear deadlines that ensure thinking translates to action, and that acting on good ideas now often beats acting on perfect ideas in the distant future.

ISOLATION: In unhealthy situations, the need Detectives have for personal privacy can extend to breaking down the ability to have any basic of consistent professional communication.

Monitor evidence that unknown events in the personal life of Detectives is compromising their ability to operate professionally. Try having them view each other as a source of support that shares the desire to not bring their personal life into their work...but secretly knows it still can sneak in.

SECRETIVENESS: If they feel threatened (by the other's abilities, scarce recognition, desire for the same role or work, etc.), Detectives can become secretive...withholding information, ideas, opinions or plans. This prevents the value created through cooperation or the improvement cycle that happens by questioning, testing, challenging, pushing and building on each other.

Be sensitive to any evidence that Detectives are becoming possessive of information or ideas. Instead of trying to change the behavior, seek to understand and address the underlying threat that has prompted the conclusion that being secretive is the best solution.

INTELLECTUAL SUPERIORITY: A pair of Detectives can create all sorts of intellectual competitions that don't contribute to the overall cause. This may include asking redundant (but slightly different) questions, prolonging debates about minor disagreements, discussing details or ideas to no end or developing convoluted and complex theories just to appear intellectually superior to the other.

Monitor the activities of Detectives that appear excessively complex yet reveal very little new information or produce few useful ideas. Provide coaching that true intelligence is often found in the ability to make beautifully simple solutions that find smart ways to avoid complexity.

- Potential Counter-Productive Interactions -

Coaching

EMOTIONAL SLEEPWALKING: A pair of Detectives can be even more reluctant to show or discuss their emotions (with each other or coworkers), preferring to contain and control them. Of course, it is rare to eliminate emotions. This containment can become unstable when events (in their professional or personal life) are prompting stronger and stronger emotions, while they put in even more effort and try even harder to ignore or neglect them.

Monitor evidence that Detectives are acting even more emotionally distant than normal. View this as a warning that hidden emotions may be growing out of control. Ask what help is needed, and listen for what is not said in their answer to indicate how changes can be made to resolve work-related emotionally-driven conflict or tension.