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# Refine What Defines You

archetype  
interaction  
guide  
**#33**

DETECTIVE | EXPLORER

# How to utilize this guide:

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**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 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:

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## How do I get two archetypes to work better together?

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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.



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*Gaining the Best Benefits of Shared or Complementary Archetype Attributes*

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$$1+1 = 3$$

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Detectives & Explorers both bring a lot of mental energy and appreciation for new ideas.

Their approaches are complementary and reciprocal—each one brings something that the other does not have. For example, Explorers should be ready to put the thoughtful and objective conclusions of Detectives into action.



# PRODUCTIVE DETECTIVE | EXPLORER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**MENTAL GYMNASTICS:** Both Detectives & Explorers bring a lot of energy for mental gymnastics and idea generation. Together, they should easily tackle intellectual work of any complexity with a creative approach that leads to innovative solutions.

Be sure both Detectives & Explorers are each receiving an appropriate share of recognition for the role they're playing to diagnose issues, find solutions and implement them.

**OBSERVATIONAL ABILITY:** Detectives bring depth and clarity through patient observation, as they pay attention to the details Explorers might overlook. In partnership, Explorers can stay focused on the broader picture and accomplishing bigger objectives while Detectives are tasked with taking care of details.

Be careful to distribute responsibilities appropriately in a manner that avoids placing too much on Detectives for big picture work or too much on Explorers to get the details right.

**OBJECTIVENESS:** Detectives can provide insight into the objective state of affairs, which should complement the creativity and unconventional perspective Explorers are more likely to contribute. Better outcomes should result from combining the realistic view of Detectives with the motivation of Explorers to be a little more adventurous and pursue more ambitious goals.

Look to engage these two profiles when opportunities or challenges demand a realistic assessment, but ambitious effort.

**SELF-RELIANCE:** Both Detectives & Explorers share independence and self-reliance, which makes them successful in tasks that require a lot of self-responsibility. Both are perfectly able to work independently but should also be willing to cooperate when in the best interest of the organization.

Monitor the amount of independent versus collaborative effort happening between Detectives & Explorers, making sure both recognize when work is best done together.

**PLANNED ATTACK:** Detectives have quick minds and love knowledge- and intellectually-based pursuits, which is perfectly complemented by the desire Explorers have to execute a well-thought-out plan of attack. In other words, Detectives can act as the brains behind an operation, while the Explorer is the right hand that gets things done.

Recognize that the thought leadership of Detectives leadership may be more public or are more easily observed by coworkers. Make sure the equally-critical hidden or anonymous efforts of the Explorer aren't overlooked or taken for granted.



# PRODUCTIVE DETECTIVE | EXPLORER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**SMART AGILITY:** Explorers are typically ready to do almost anything at a moment's notice...getting excited with the opportunity to apply their skills to new things or in new ways and hating procrastination. The risk of this leading to impulsive or imprudent actions can be mitigated by the more methodical approach of Detectives who thoroughly think through situations before acting.

Encourage Detectives & Explorers to enjoy the tension between over-acting and over-thinking as they determine which represents a greater risk at any moment.

**OBJECTIVE OPTIMISM:** Explorers tend to see the beauty and potential in things, which allows them to remain optimistic and find joy in completing their duties (even those that are a daily routine) when Detectives may have an unintentionally pessimistic bias hidden in their "realistic" assessment of situations.

Recognize the difference between optimism in attitude versus optimism in assessment. Seek the motivational power of the first without the misleading risk from the second.

**SOCIAL CONNECTION:** Explorers are typically gregarious and outgoing with coworkers, while Detectives tend to naturally hold at a distance. Working together, these different approaches should find a balance between the efficiency of independent working and effectiveness of regular group connection...and let Explorers maintain connections Detectives would be likely to neglect.

Guide Explorers to embrace the challenge of keeping Detectives connected and engaged with coworkers...looking to create opportunities that actually contribute to Detectives doing their job better.

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

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$$1-1 = 0$$

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Although Detectives & Challengers have many traits that should pair well, their interactions will not be free of some potential pitfalls.

Challengers can be edgy and impulsive when things go wrong, while Detectives respond to the same situation by becoming protective or unresponsive to avoid conflict.

If not addressed at an early stage, these opposite approaches could lead to the breakdown of otherwise healthy communication.

- Potential Counter-Productive Interactions -

Coaching

**DEPRESSION:** Under stress, Detectives tend to get less active, neglecting aspirations and forgetting about previous achievements. This is likely to be expressed as depression, which Challengers respond to with irritation and not efforts to uplift spirits. Challenger's often solve the problem by doing the work of two people, which can lead to exhaustion and early burnout.

Plan for proper coping mechanisms that avoid starting a destructive cycle that puts more pressure on Detectives to withdraw and more pressure on Challengers to absorb more work.

**EMOTIONAL DISCONNECTION:** When pressure becomes unbearable, Detectives tend to withdraw and detach emotionally from their coworkers. The more pushy or persistent responses Challengers have to the same situation (thinking it will help provide moral support and avoid losing a companion) can be viewed as not only threatening, but a source of additional pressure encouraging further disconnection.

Coach Challengers to be open-minded to the different emotional dispositions of Detectives. Make sure they can acknowledge the legitimacy of emotions they may not understand or agree with...and how it leads to different responses to the same situation.

**CLOSED- MINDEDNESS:** Detectives & Challengers can both become stubborn when their mind is made up or they've committed to an action. Their typical open mind and curiosity can become replaced with single-minded determination and the inability to absorb new information that is expressed as an uncooperative, uncompromising (and unappealing) demeanor.

Recognize when Detectives or Challengers are becoming unusually disagreeable. Remind them of their responsibility to always use the best available information to make the best possible decisions and take the best possible actions...which sometimes requires changing course when new information becomes available.

**INTRUSIVENESS:** The overflowing energy and activity that often surrounds Challengers can be viewed as intrusive and abrasive to Detectives when it is unwelcome. In an effort to protect their personal space, Detectives are likely to withdraw...undermining open communication and teamwork, and potentially prompting Challengers to further violate their space in an attempt to remain connected.

Coach Detectives to be more tolerant towards the behavior of Challengers by understanding the intent is driven by the desire to accomplish objectives together, not violate their space. Coach Challengers to recognize and respect boundaries where their involvement is not welcome, not advantageous or just exhausting.