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# Refine What Defines You

archetype  
interaction  
guide  
#35

DETECTIVE | PEACEKEEPER

# 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 Peacekeepers...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 & Peacekeepers should give each other a great deal of personal and emotional space for doing activities on their own based on a mutual respect for each other's boundaries, work, and individuality.

Neither one is likely to hover or intrude on the other, yet both should still be willing to work in close cooperation when necessary.



# PRODUCTIVE DETECTIVE | PEACEKEEPER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**RESPECT FOR INDEPENDENCE:** Neither Detectives nor Peacekeepers want to intrude on the other or violate boundaries. Both enjoy working independently and letting the other do the same. While they are content to operate in isolation, both will engage in close cooperation with it is clearly beneficial or necessary. This shared understanding generally translates to cooperation that is viewed as comfortable and pleasant for both.

Coach Detectives & Peacekeepers to recognize when closer cooperation is better than independence...something that can be easily overlooked by both.

**TOLERANCE:** Peacekeepers are usually undemanding and uncritical, giving Detectives sufficient room to operate how they wish.

Coach Peacekeepers that being demanding is both necessary and beneficial at times. Make them practice sharing their opinions and enforcing expectations when it can improve productivity.

**EMOTIONAL AWARENESS:** The high emotional intelligence of Peacekeepers can facilitate breaking through the typically thick walls Detectives maintain to keep coworkers at a distance.

Coach Peacekeepers to separate personal and business matters, and recognize that a professional connection with Detectives is more likely to happen before a meaningful personal connection is made.

**CURIOSITY:** The natural curiosity of Detectives can push Peacekeepers to get beyond the self-imposed limits of their comfort zone...seeing and pursuing opportunities they would never seek on their own.

Find opportunities to emphasize how healthy curiosity has (or can) lead to productive "meddling"...how a little disruptive behavior today can lead to a more peaceful state in the future.

**INTELLIGENCE:** Peacekeepers are likely to admire and encourage the high intelligence of Detectives without viewing it as a threat or a competition.

Expect Detectives to be more intellectually dominant, but make sure Peacekeepers are expected to contribute and defend their own intellectual contributions.



# PRODUCTIVE DETECTIVE | PEACEKEEPER INTERACTIONS



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## Coaching

**COMPLETE PERSPECTIVE:** Expect Peacekeepers to appreciate the objectivity of Detectives, and be happy to complement it with their emotional subjectivity. This should provide a more complete picture of situations, as Detectives see things from a rational point of view and Peacekeepers are able to see an unconventional perspective.

Be sure to provide Detectives & Peacekeepers with appropriate tasks that play to the particular observational style of each.

**PATIENCE:** Together, Detectives & Peacekeepers should demonstrate a remarkable amount of patience. Peacekeepers should help sustain healthy relationships with a wide range of personalities and while Detectives will sustain prolonged effort toward goals...even when both encounter difficulty or setbacks along the way.

Make sure their patience is focused on a productive end, and isn't used to disguise ignoring problems and delaying necessary actions.

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

$$1-1 = 0$$

While both Detectives & Peacekeepers enjoy independent work, conflict can arise due to different expectations.

Detectives won't appreciate disruption that takes them away from the solidarity and concentration they like to put into tasks, while Peacekeepers will be frustrated when denied the support and healthy communication they crave.

- Potential Counter-Productive Interactions -

Coaching

**EXCESSIVE AUTONOMY:** Detectives & Peacekeepers may extend an unusually large degree of freedom to the other without being asked. This can lead to loss of connection or communication breakdown if the offer of autonomy is interpreted as avoidance, indifference or displeasure.

Coach Detectives & Peacekeepers to maintain regular interactions and updates to ensure communication remains healthy and open.

**LACK OF INITIATIVE:** Detectives & Peacekeepers can both fail to pursue obvious or critical actions, as each expects the other one to take the first step. Appreciation of their own privacy and that of their coworkers can make them unwilling to offer suggestions or collaboration they think will cause more disruption than value.

Be vocal about areas where action has failed to be taken, and reward Detectives & Peacekeepers for being proactive or the first to act.

**IDEALIZATION:** The idealized view Peacekeepers tend to have of people and situations can leave a Detective frustrated, confused and put-off by the apparent inability to accurately assess a situation or maintain reasonable expectations.

Over time, monitor if Peacekeepers exaggerate situations through subjective interpretation and find opportunities to show how the more objective judgement techniques of Detectives can lead to a more accurate assessment.

**PESSIMISM:** What Detectives view as objective observation and judgement can morph into pessimistic attitudes. This often comes from an unspoken, and therefore unfulfilled, desire to receive praise and appreciation...things Peacekeepers may not always have the necessary information to be equipped to give.

When unhealthy work-related pessimism appears, see if unrelated (but sincere) recognition for their efforts brings it back into balance.

**INDIFFERENCE:** Expect Peacekeepers to get irritated with the indifference Detectives can show to details they've decided don't matter. This can be a particular issue when Peacekeepers view the neglect as careless and unprofessional while Detectives view it as a foolish distraction from a more important bigger picture.

Acknowledge details that are clearly of greater importance to one and no importance to the other, focusing on how getting the details right will or won't make a meaningful difference to bigger objectives or outcomes.