



Refine What Defines You

archetype
interaction
guide
#40

EXPLORER | 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 Explorers to work better with other 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

$$1+1 = 3$$

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 Explorers should be instantly attracted to each other through their shared high energy level, love of spontaneity, and interest in anything viewed as possessing the promise to open new possibilities.



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OPTIMISM: Explorers tend to see the beauty and potential in things, which allows them to stay positive. While they find joy in completing their normal duties (even those that are a daily routine), they get most excited when given the opportunity to apply their skills to new things or in new ways.

The combined optimism of two Explorers can overlook some difficulties or overestimate their true capacities. Be sure to provide feedback when their optimism hinders their ability to realistically assess situations.

OBSERVANT: Two Explorers should be very effective at analyzing a situation, foreseeing issues, and arriving at better decisions. They will pay attention to the detail, learn quickly, and consistently take time to reflect on past mistakes to avoid repeating them.

Coach two Explorers to find balance between sufficient reflection and overthinking...to take the right amount of time to make effective yet timely decisions or take timely action.

PERFECTIONISM: Explorers tend to be a little idealistic and a pair could put strain on coworkers in pursuit of meeting their combined higher standards or achieving overly optimistic timelines or outcomes.

Coach Explorers to recognize the threshold for acceptable results and be satisfied when it is met...even if it doesn't meet their own higher expectations.

STORYTELLING: Two Explorers are almost certain to have many stories to tell about their many past adventures. These can be used to inspire coworkers by using evidence of success in the past to stay committed to current tasks that appear to have a less certain outcome.

Explorers can get carried away with conversations that have little or no relation to work. Monitor the time and energy put into socializing to ensure it does not become a priority over completing work tasks.

INDEPENDENCE: Explorers are naturally independent, have a deep appreciation for being able to protect their own privacy (when desired), and are therefore typically very respectful of others' privacy and personal space. On a team, two Explorers may prefer to work on their tasks independently unless cooperation is necessary. This helps them avoid conflict but lacks communication that can lead to a duplicate effort, poor capacity management or mis-assigning tasks to those that are not most qualified to complete them.

Set clear expectations for collaboration, cooperation, coordination and communication...boundaries for how much independent or isolated activity is appropriate.



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STRESS RESISTANCE: Explorers typically have well-developed stress-management techniques that allow them to handle problems or conflicts at work without getting stuck in a loop of thinking about them over and over again. A pair of Explorers should be able to quickly regroup, restart or pivot when unanticipated difficulty disrupts their plans.

Consider keeping a strong pair of Explorers together on tasks or projects that are likely to create acute or sustained stress.

EXPERIMENTATION: Explorers are usually open, if not eager to try new things...happy to experiment as they look for new methods and try new solutions.

Give Explorers the opportunity to focus and apply their experimental nature. Consider giving a pair of Explorers shared (perhaps longer-term) problems to solve that go beyond their routine duties.

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 Explorers are more likely to feed off each others' impatience, which may strain their relationship during times of stress.

Together, they may be quicker to trigger boredom related to routine tasks when one observes distraction or lack of motivation in the other.

- Potential Counter-Productive Interactions -

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IMPATIENCE: Two Explorers are likely to share (and express) irritation when slower-thinking or slower-acting coworkers keep them from making forward progress by asking too many questions and having too many excuses.]

Help Explorers recognize the value of questions, of pacing progress or of taking time to make sure others are aligned.

DISTRACTION: Seeds of dissatisfaction can spread quickly between two Explorers, as shared conclusions that their work is boring leads to distraction. What had been shared motivation and commitment to getting tasks complete can become focused on finding the next more interesting or more exciting thing.

Monitor if interactions between two Explorers is generating greater clarity and commitment to core objectives or if it increasingly leads to attention or interest in non-essential areas or activities.

PERFECTIONISM: A pair of Explorers can develop idealism that is viewed as impossible, not inspiring to pursue. Together, they risk getting others exhausted or defeated in pursuit of these grand ideas.

Help Explorers to objectively evaluate their goals and the progress being made toward them. Make sure they do not fixate on the negatives or imperfections, but also see and appreciate what has been done well.

UNGRATEFULNESS: While the fear of missing out (FOMO) drives Explorers to greater involvement and greater accomplishments, it can also leave a perpetual void of feeling something is missing or something more is needed. Unhealthy fixation of wanting more can cause Explorers to under-appreciate or neglect what they already have (or have accomplished).

Coach Explorers to find satisfaction in individual and team accomplishments, and take time to celebrate before shifting their attention to the next adventure.

IMPULSIVENESS: Explorers can appear impulsive when their desire to take any action seems to trump the desire to take well-planned action.

Monitor how others react to their impulsiveness, and be quick to hold them accountable when their "Ready. Fire. Aim." mentality leads to poor results that could have been avoided with a little hesitation and thoughtfulness.

- Potential Counter-Productive Interactions -

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INSENSITIVENESS: Explorers can come across as insensitive, leading to broken lines of communications with coworkers. Insufficient emotional awareness can cause Explorers to incorrectly feel disconnected from each other and do things that actually make them disconnected with other coworkers. In times of uncertainty, expect Explorers to appear to place more value on tangible or material things than human interactions...leading to further isolation from coworkers.

Test the emotional intelligence of Explorers by having them describe how they perceive others to be feeling or explain how emotions are driving the actions of their coworkers. Provide guidance and correction to help them develop this sense and have a plan to safely navigate emotionally-charged environments.

SELFISHNESS: Explorers tend to be self-centered, and enjoy being the hero of most stories or the center of attention. Two Explorers are likely to compete for the attention and praise of coworkers, potentially doing so at the cost of focusing on their work responsibilities or doing them to a high standard.

Recognize this shared need and make sure both Explorers are given sufficient time in the spotlight and sufficient opportunity to play the role of hero.

UNRELIABILITY: At times, Explorers can be unreliable coworkers when assigned responsibilities that require sustained effort with repetition and little reward. Expect to see significant irritation and a variety of negative coping mechanisms when two Explorers conclude the other is unreliable...from one attempting to take on an overwhelming amount of responsibility to both quietly neglecting critical work that neither is interested in owning.

Establish and maintain a clear system for accountability that ensures both Explorers equally share in tasks neither finds appealing and prevents neglected tasks from going unnoticed for an extended period.