



Refine What Defines You

archetype
interaction
guide
#4

PERFECTOR | ORIGINAL

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 Originals...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 & Originals should recognize their shared idealism for being active participants in creating the more perfect world (or organization, role, etc.) each wants to live in.

Perfectors should bring clarity to the creative and fresh ideas expressed by Originals and help refine them to ensure they are practical to implement and have their desired impact.



PRODUCTIVE PERFECTOR | ORIGINAL INTERACTIONS



+ Potential Productive Interactions +

Coaching

IDEALISM: Both Perfectionists & Originals guide their lives with idealistic ambition to discovering what is the "right" or "best" way...related to how they operate, how they express themselves or how they strive to create an environment that enables others to also discover (and be) their best.

Encourage Perfectionists & Originals to realize the potential of their shared idealism, but be sure it is directed toward pragmatic or practical outcomes and not ideals that have little impact on business results.

ORGANIZATIONAL FOCUS: Perfectionists should ensure the best ideas and desires of Originals realize the greatest benefit to the organization (and business results) and do not end with just benefiting individuals.

Coach Perfectionists to have patience and provide guidance to help Originals align their individual ideals with organizational ideals that are easier for coworkers to support (by seeing their broader, tangible benefit).

LONGER-TERM DETERMINATION: Perfectionists should be a good example of self-discipline for Originals with their ability to manage their efforts based on a longer-term view...something that can help stabilize Originals that are more prone to short-term fluctuations in their motivation and time-management.

Coach Originals to seek advice from Perfectionists about maintaining a long-term view as they attempt to see more of their ideals realized in their work, but discover they may not happen as quickly or easily as they'd like.

INSPIRATION: Even when they share a similar vision, Perfectionists & Originals will often present it to others in very different ways...experiencing different levels of success in how their vision is received. Expect Perfectionists to appeal to coworkers that value tangible ideas that deliver practical results through determination and stamina, while Originals are more likely to attract support from those that want their work to be more unique or beautiful, and are motivated more by passion than practicality.

Know the work environment, and combine the different inspirational styles of Perfectionists & Originals when seeking support for ambitious plans that promise a better future, but will demand extra effort to be accomplished.

ALTRUISM: Perfectionists should be a good example of self-sacrifice to Originals...able to deny their personal desires (or at least hide them) when those desires conflict with accomplishing broader goals. They can help Originals be more conscientious about how they express desires in a manner that is less likely to appear selfish or internally-focused...often a critical factor when seeking broader support or engagement.

Coach Originals to recognize the importance of framing desires or goals in the context of how they benefit coworkers or help the broader organization...while potentially minimizing any suggestions that they satisfy the selfish needs of individuals.



PRODUCTIVE PERFECTOR | ORIGINAL INTERACTIONS



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EXECUTABLE IDEAS: Originals often have a remarkable ability to maintain an open mind, able to see things in a different light and contribute creative ideas few others could generate. Perfectors can contribute critical skills to help refine and execute wild ideas to ensure they achieve meaningful outcomes for the organization. Together, they should be a source of innovation that can actually be implemented.

Coach Perfectors & Originals to embrace their combined ability to develop exceptionally creative ideas in pursuit of high ideals...yet make sure they can be executed with a high probability of success.

AGILITY: Originals typically bring spontaneity, flexibility, the ability to change their plans and opinions due to changing circumstances...skills that can be noticeably lacking in Perfectors that have narrowed their attention once they've become focused on a particular path.

Coach Originals to feel ownership to respectfully question the course they are on and suggest different options for consideration. Make sure they expect resistance from Perfectors that may refuse to make changes even after they are obviously needed.

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

$$1-1 = 0$$

Even when they share the same ideals, Perfectionists & Originals can discover they have significant disagreement related to underlying values, how they approach turning ideas into reality, and what they view as an appropriate expression of personal feelings or emotions.

- Potential Counter-Productive Interactions -

Coaching

DIFFERENT PERSPECTIVES: When they see things from opposing points of view or have different priorities, Perfectors & Originals can quickly pursue separate paths...ending any collaboration or communication as neither feels compelled to gain the other's alignment.

Carefully monitor indications that the interests of Perfectors & Originals are diverging. Be sure to re-establish expectations of alignment or at least respect...depending on what is needed for the business.

SUBJECTIVITY: The conflicting thinking styles that are typical of Perfectors & Originals will likely hinder interactions...as Perfectors tend to believe their views and approach to business are very objective while Originals can be very subjective. Perfectors may argue they have a superior approach that is selfless and logical while they believe Originals are flawed in their approach that can be selfish and emotional. Perfectors may pursue accusing Originals of confusing their personal desires with business objectives.

Monitor evidence of this divide, and hold both Perfectors & Originals accountable for demonstrating disciplined decision-making that limits personal or selfish bias.

SENSE OF SUPERIORITY: Perfectors & Originals may inflate each other's sense of idealistic superiority...potentially leading to coworkers perceiving the pair are directing an even stronger sense of elitism or snobbery at them.

Monitor the idealism of Perfectors & Originals to ensure it is a uniting force that elevates organizational perceptions, and not just separates them from coworkers.

DISDAIN: Under unhealthy conditions, both Perfectors & Originals can become disdainful and condescending...of each other and coworkers. Mutual respect can be lost when contradicting ideals are identified and rejected...potentially creating a negative or even toxic environment as each attempts to outmaneuver the other.

Set clear expectations of respect among Perfectors & Originals, and that value can come from a healthy tension between (not rejection of) different ideals.

SELFISHNESS: When their ideals no longer align, both Perfectors & Originals can view the other as egocentric and too self-absorbed...pushing their desires with little concern for what it costs coworkers or the organization.

Coach Perfectors & Originals to proactively share concerns when they question the motives of the other...and to feel safe to share feedback when they believe the other is unaware of the costs incurred by their actions.

- Potential Counter-Productive Interactions -

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EXPRESSION V. SUPPRESSION: In stressful situations, Originals can become even more expressive or impulsive while Perfectionists can do the opposite...suppressing their emotions, limiting interactions and silencing communication in an attempt to handle similar emotions. This can lead to isolation (if Originals process the rejection by withdrawing) or conflict (if Originals aggressively push for interaction and resolution). Either will likely derail progress and projects.

Coach Perfectionists & Originals to recognize the different ways each may respond to stress. Encourage each to be sensitive to what the other needs, but set clear expectations that both are still accountable for maintaining communication and making disciplined decisions.

EXCESSIVE EMOTION: Perfectionists can see Originals as hopelessly emotional and get irritated when they observe childish, impulsive behavior. When Perfectionists respond by withholding support or simply disengaging, Originals can feel abandoned which can prompt even more of the behaviors that prompted the rejection in the first place.

Coach Originals to recognize when their behaviors are prompting responses from Perfectionists that are the opposite of what they want...and how a little self control can go a long way to preserving the support and connection they want to feel with coworkers.