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# Refine What Defines You

archetype  
interaction  
guide  
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PERFECTOR | DETECTIVE

# 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 Perfectors to work better with 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:

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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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Expect Perfectors & Detectives to easily find a common language as they both seek solutions to problems and answers to challenging questions.

Both should share respect for logic and pursuit of truth, though they may have different interpretations of what it is...with Perfectors potentially having a narrower view while Detectives are able to see more possibilities.

Both should collaborate well together when pursuing a shared objective, yet respect independent effort when desired.



# PRODUCTIVE PERFECTOR | DETECTIVE INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**OBJECTIVITY:** Perfectionists & Detectives tend to be very objective and make decisions based on facts and not on feelings. Together, expect them to appreciate and build on each other's rational thinking.

Make sure Perfectionists & Detectives have access to information they can use to support decisions. Avoid putting them in situations that require significant assumptions or reliance on intuition.

**PRACTICAL CREATIVITY:** The creative ideas and thought experiments of Detectives can pair well with the ability of Perfectionists to consider the practical ramifications and foresee possible difficulties. Together, they should be able to develop and refine smarter solutions that are more realistic to implement and more likely to be successful.

Use the skills of Perfectionists & Detectives when solutions won't be obvious or simple, but need to be practical.

**INTELLECTUAL HORSEPOWER:** Perfectionists & Detectives share a love for intellectual stimulation and a rich thought life. Together, this should lead to non-stop idea generation and lots of productive discussions.

Apply the combined intelligence of Perfectionists & Detectives to tackle complex challenges or to advise coworkers when they are struggling to make progress on their own challenges.

**CURIOSITY:** While Perfectionists can find comfort staying within their areas of expertise, Detectives often have greater curiosity and comfort exploring fields or topics beyond their core knowledge...potentially making connections or finding new perspective that reveals unexpected solutions.

Coach Perfectionists to be open to exploring unfamiliar areas and find confidence in letting Detectives be the guide that leads the way.

**MISSION-DRIVEN PASSION:** Perfectionists & Detectives should recognize and respect each other for their internal drive to discover new answers and solve problems others have been unable to.

Find opportunities for the passion of Perfectionists & Detectives to be displayed to others in an attempt to gain broader buy-in to finding answers and solving problems important to the organization's success.



# PRODUCTIVE PERFECTOR | DETECTIVE INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**RESPECT FOR PRIVACY:** Both Perectors & Detectives should share respect for establishing and maintaining clear personal boundaries, while still recognizing the value of exchanging information. This should allow a healthy balance of independent work and appropriate collaboration.

Monitor the pattern of interaction and separation between Perectors & Detectives to make sure their respect for privacy does not unintentionally become an excuse for isolation.

**ATTENTION TO DETAILS:** The attention Detectives put into getting detailed information to make the right decision and the attention Perectors put into the executional details of getting things done right should produce work that is intelligent in decision, design and delivery.

Coach Perectors & Detectives to recognize where each tends to focus their attention...and to find the right balance that keeps projects progressing through decision, design and delivery phases.

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

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$$1-1 = 0$$

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As intellectual as Perectors & Detectives tend to be, they are also opposites in important areas, which can lead to conflicts and the eventual breakdown of their communication.

Perectors can drift towards various forms of fundamentalism or idealism, believing they are one of few who know the truth or what is best for business.

At the same time, Detectives can develop a cycle of self-doubt that their theories or opinions are incomplete or fatally flawed...dragging out conclusions and decisions or prompting ongoing and unproductive debates that eventually lead to serious conflicts.

- Potential Counter-Productive Interactions -

Coaching

**SKEPTICISM:** Expect Detectives to often be a little too skeptical, constantly doubting the opinions or theories of Perfectors and expecting proof that is impossible to provide. Expect Perfectors to respond with irritation, less and less motivation to communicate or prove their point, and potentially increasing their skepticism of the position Detectives have taken.

Closely monitor increasing skepticism...particularly when the intent is not to engage in healthy debate to arrive at better insight.

**POINTLESS REBELLION:** In an unhealthy state, Detectives can avoid addressing necessary (perhaps unpleasant) tasks by focusing on debating and deflating conclusions or decisions in a manner that appears childish, irrational and self-righteous. Regardless of whether this is a direct attack on Perfectors, it can cause significant and permanent damage to reputation of Detectives and their relationship with others.

Coach Detectives to be selective about when and where they choose to show their rebellious nature...and challenge them to articulate the productive purpose of their actions.

**FUNDAMENTALISM:** In an unhealthy state, Perfectors can appear to arrogantly believe they are the only individuals that know what is best for a business...and perhaps the only ones capable of knowing it. This "keeper of the truth" fundamentalism will make all their efforts appear stubborn and bossy, and coworkers feel like subordinates expected to obey their orders. Detectives are likely to aggressively challenge their efforts to be intellectually superior and aggressively act in disobedience to their desires...even when they may be in agreement.

Coach Perfectors to carefully manage their image...specifically making sure others view them to be open-minded (even when their mind is made up) and ready to share their knowledge (avoiding any appearance of being possessive of information).

**PROVOCATION:** Under unhealthy conditions, both Perfectors & Detectives can become provocative nihilists, ignoring established rules or priorities or input from others to focus on their respective interests and dictate their own decisions. Coworker interactions can become attempts to silence disagreement or gain submission...not to combine perspectives to arrive at better decisions. Each might respond to the other by engaging in an ugly battle or by isolation tactics, where they cut off communication and operate on their own.

Be extremely sensitive to evidence of provocative actions that are being used to push individual agendas. Realize that too much tolerance for heavy-handed actions will eventually leave an unpleasant mess needing to be cleaned up.

**STUBBORNNESS:** Once convinced of their decision, both Perfectors & Detectives can become irrationally committed and unknowingly refuse to consider how new information can justify re-evaluating decisions. Their normal pursuit of truth or search for whatever is "best" can get hijacked as they refuse to admit that their existing methods are not producing the results they desire.

Watch for indications that Perfectors & Detectives have chosen to ignore evidence that decisions need to be reconsidered or new approaches are needed.

- Potential Counter-Productive Interactions -

Coaching

**DISRESPECTFUL NEGLECT:** Perfectionists & Detectives both find it difficult to respect coworkers they view as inferior...which most often occurs when others come to a contradictory decision based on the same information. This can get dismissed as incompetence instead of being viewed as an opportunity to combine different perspectives to arrive at better conclusions.

Watch for evidence that Perfectionists & Detectives are making others feel attacked or ignored when they have a different opinion. When the decisions warrant it, hold both accountable for listening to and showing they considered the merits of ideas they may disagree with.

**PREMATURE WITHDRAWAL:** When relationships get dysfunctional...or just fail to produce value...both Perfectionists & Detectives can be too quick to give up on others, ending communication and creating noticeable distance (either physically or emotionally). Both can find avoidance to be a permanent solution to the temporary problem of misunderstandings that just need to be cleared up.

Coach Perfectionists & Detectives to stick with new relationships (with each other and coworkers) long enough for them to grow and bear fruit. Draw extra attention to times when this additional patience produces value that could have been lost.