



Refine What Defines You

archetype
interaction
guide
#7

PERFECTOR | 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 Perfectors 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:

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

$$1+1 = 3$$

Explorers should bring a greater degree of excitement, adventure and openness to the sometimes narrow focus and dry, idealized determination of Perfectors.

Together, they should make significant contributions by finding surprising yet practical solutions without wasting resources in pursuit of unrealistic perfection.



PRODUCTIVE PERFECTOR | EXPLORER INTERACTIONS



+ Potential Productive Interactions +

Coaching

STRUCTURE: Explorers should benefit from the structure and discipline practiced by Perfectionists that ensure order is maintained in the midst of ambitious plans and ambiguous challenges. Explorers should be more sensitive to group dynamics and minimize the perceived pressure Perfectionists tend to project while pursuing their high standards.

Coach Perfectionists to feel ownership for keeping order, while looking to Explorers to make sure others do not feel that order causes restrictive pressure.

CAPABILITY: While Explorers can see the big picture and cast broad vision, Perfectionists enjoy identifying and addressing numerous details. Together, they should be capable of accomplishments neither could achieve on their own.

Coach Explorers & Perfectionists to capitalize on their combined ability to simultaneously see both a bigger picture and a lot more granular detail.

AGILITY: Explorers should help Perfectionists with more flexibility...both in recognizing when plans need to change (brute force is not a solution) and feeling comfortable developing and pursuing an option B.

Coach Perfectionists & Explorers to have healthy debate when it is unclear if success just requires more determination or more dramatic adjustment.

ENDURANCE: Explorers can bring energy and excitement to the structure and stability many Perfectionists find comfort in. This can be critical to sustaining tempo and enthusiasm when finish lines are few and far between...demanding the endurance of a marathon runner and not the short burst of a sprinter.

Coach Perfectionists to recognize that most coworkers will lack their determination, and need energy and encouragement Explorers can contribute to remain committed to longer-term goals.

CURIOSITY: Perfectionists often see the world in black & white while Explorers tend to see, and be curious about, all that exists in the many shades of gray. These shades of gray often reveal innovative ideas, methods or opportunities...all leading to more perfect solutions Perfectionists might have overlooked, but are quick to embrace once they are revealed.

Encourage Perfectionists to seek out the perspective of Explorers, and potentially learn to see and value the grays...where things are not neatly classified as right or wrong, or success or failure.



PRODUCTIVE PERFECTOR | EXPLORER INTERACTIONS



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REASONABLE STANDARDS: Working together, Perfectionists should be less likely to pursue extreme or idealized solutions that never get delivered, while Explorers should be less likely to pursue extremely short-term or temporary fixes that are not long-term solutions. Together, they should develop reasonably efficient and appropriate solutions that find a balance between speed, quality and cost.

Coach Perfectionists & Explorers to work through this tension in pursuit of the rare solutions that are great, yet still relatively cheap, easy, and fast.

RESPONSIBLE EXPERIMENTATION: Together, the consistency and reliability of Perfectionists and willingness of Explorers to dream and discover should lead to responsible experimentation...where new ideas are sufficiently explored or developed to determine if they can be useful to the organization.

Combine Perfectionists & Explorers when situations demand creative thinking and determination...where solutions may only appear after repeated rounds of developing, failing and refining ideas before they work.

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

$$1-1 = 0$$

Expect Perfectionists & Explorers to have opposite reactions to stressful situations.

Perfectionists will narrow their attention and tighten their control...becoming more critical and openly dissatisfied.

Explorers will often try to broaden their perspective and release control...trying to find overlooked opportunity in the shades of gray or releasing control to those they view as more capable.

Both can give up on the other when the actions of Explorers are viewed as attempts to avoid responsibility while the actions of Perfectionists are viewed as pushy and suffocating.

- Potential Counter-Productive Interactions -

Coaching

CRITICISM: As an expression of both irritation and a slight hope that it leads to resolution, expect Perfectionists to become increasingly critical of Explorers when they appear to get easily distracted or quick to pursue new paths when encountering too much resistance on their current path.

Coach Perfectionists & Explorers to agree on criteria to determine when a situation demands more determination and when it is time to pursue a new path.

INFLEXIBILITY: When under stress, Perfectionists can become even more rigid and inflexible while the opposite reaction is most common among Explorers...leading to very divergent behaviors with no common ground.

Closely monitor evidence that Perfectionists & Explorers are heading toward opposite extremes of flexibility. As necessary, acknowledge this divergence so both can respect what the other needs to feel comfortable in a difficult situation.

LACK OF DISCIPLINE: Under stress, Perfectionists are likely to view the often unstructured (or at least highly adaptive) approach of Explorers as undisciplined and ineffective...and evidence of their inability to concentrate or sacrifice when it is needed most.

Be prepared to recognize different forms of discipline, and to objectively judge when individuals are, and are not, appropriately demonstrating it.

CONTROLLING: What Perfectionists view as selfless sacrifice, Explorers can view as self-centered control. While Explorers may be comfortable giving up more control, many will be irritated by Perfectionists that appear to be prematurely grabbing for it...even when both share interest in the same outcome.

Coach Perfectionists to be careful about how they approach taking control...trying to get Explorers (and others) to first feel like they have released it before they feel it has been ripped away from them. Teach both to practice the power of exercising influence instead of control...and the more durable power of getting others to want to do things and not feel forced to.

DEFEAT: In moments of despair, Perfectionists can realize how little control they have over a situation or others. This can cause an overwhelming feeling of defeat, leading to withdrawal, depression and ending productive communication. When they stop being useful, Explorers may reject Perfectionists and look to enroll other coworkers in their adventure.

Coach Explorers to not give up on Perfectionists too quickly, but to view periods of defeat as an opportunity to win admiration and loyalty by being the stronger personality in the relationship.