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# Refine What Defines You

archetype  
interaction  
guide  
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PERFECTOR | PEACEKEEPER

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# 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 Perfectionists 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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The one-on-one communication skills possessed by most Peacekeepers builds trust with coworkers that can be critical when attempting to fulfill the ambitious visions of Perfectors.

The emotional intelligence of Peacekeepers can be an equally important complement to the rational and objective thinking style of most Perfectors, ideally gaining commitment from coworkers' minds and hearts.



# PRODUCTIVE PERFECTOR | PEACEKEEPER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**IDEALISM:** Both Perfectionists & Peacekeepers bring a certain idealism and desire to change the world to make it a better place. Each strives for self-improvement and maintaining an environment that facilitates an equal amount of coworker improvement...though each can have a dramatically different definition of success and potentially contradictory approaches to getting there.

Help Perfectionists & Peacekeepers discover their shared desire to be part of building a more perfect world (or workplace), and to be reminded of this common goal when they disagree on how to get there.

**PLAIN LANGUAGE:** Peacekeepers are often able to simplify the actions or intentions of Perfectionists...providing an easy-to-understand explanation that Perfectionists unintentionally make complicated. This can both help Peacekeepers gain clarity in their thinking and win support for coworkers that would struggle to comprehend the many moving parts that often encompass the grand visions of Perfectionists.

Encourage Perfectionists to use Peacekeepers as a sounding board or "translator" to help frame their ideas or message to be more easily understood or embraced by coworkers.

**ALTRUISM:** Both Perfectionists & Peacekeepers can be self-sacrificial and willing to put their personal needs and interests aside for the welfare of others. This quality should make coworkers more likely to support ambitious efforts they do not believe are driven by self-interest.

Look for opportunities to showcase (and reward) the self-sacrifice of Perfectionists & Peacekeepers. Recognize that self-sacrifice can come in many forms that do not always equate to significant or prolonged personal pain tolerance that solely benefits the organization.

**WORK ETHIC:** When properly motivated, both Perfectionists & Peacekeepers can demonstrate great work ethic and willingness to give 100% in pursuit of better results. Together, Peacekeepers can help mitigate coworker fatigue coming from the extreme urgency and pressure Perfectionists can unintentionally create.

Showcasing the different ways Perfectionists & Peacekeepers are industrious can inspire other coworkers to embrace their own form of peak performance.

**CLARITY:** In their own mind, Perfectionists typically operate with great clarity and rationality, as they objectively assess circumstances, capabilities, and capacity, and arrive at fact-based conclusions. This can all be expressed in ways that range from insensitive to uninspired to cold & calculated. While Peacekeepers are unlikely to possess the same talent, they can complement it with creativity and the ability to express the information in a manner that coworkers may be more receptive to.

Look for opportunities for Peacekeepers to formally or informally (i.e. through back-channels) communicate the intentions and efforts of Perfectionists in a more friendly or casual manner.



# PRODUCTIVE PERFECTOR | PEACEKEEPER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**COMPLETION:** Perfectionists are usually great finishers...pushing tasks to completion before pursuing too many others. This should be a helpful example to Peacekeepers that are more prone to letting tasks remain undone or find themselves with too many incomplete tasks at any given time.

Coach Perfectionists & Peacekeepers to view the rate of task completion as a central expectation to how the success of their coworker interactions and contributions to the organization will be measured.

**CONFORMITY:** Peacekeepers can bring a degree of stability and easy-going mentality to the more disruptive and intense atmosphere that often surrounds Perfectionists as they threaten the status quo. Together, they should be able to create a sufficient sense of harmony and peace in the uncertainty.

Recognize the critical role Peacekeepers can play in preventing or removing resistance to the change Perfectionists often seek. Use them to soft-sell alignment to change by making the ideas less threatening to others.

**INSPIRATION:** Perfectionists tend to be very driven and passionate about what they are doing...able to be an external source of inspiration for Peacekeepers (and other coworkers) that may need it in regular or larger doses to stay engaged.

Coach Perfectionists to recognize how Peacekeepers usually don't share their ability to find a near-infinite amount of internal inspiration. Encourage them to view their ability to keep others inspired as one of the most valuable contributions they can make.

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

$$1-1 = 0$$

Interactions between Perfectionists & Peacekeepers will have potential pitfalls when they react to negative situations in different ways.

Peacekeepers typically become unresponsive as they stay in denial and withdraw into themselves, while Perfectionists tend to take responsibility, take control and expect others to share in the burden.

Perfectionists will reject Peacekeepers when they see indifference and no desire to take responsibility...likely reacting to the demands of Perfectionists with a quiet resistance or passive-aggressive behavior.

- Potential Counter-Productive Interactions -

Coaching

**FRUSTRATION:** When things go wrong, Perfectionists tend to react with broad frustration...with themselves, with others, with the circumstances. Some of this frustration will inevitably fall on Peacekeepers who will likely process it through an emotional lens that hurts their feelings or confidence, but might be hidden in a response of quiet resistance or passive-aggressive behaviors.

Coach Perfectionists to be sensitive to how others absorb the frustration they project to the world...and coach Peacekeepers to recognize frustration as a healthy and normal emotion that can be used for improvement when not viewed as a personal attack.

**ACCUSATION:** When difficulty becomes outright failure, Perfectionists often respond by looking for fault and someone to take the blame for their misfortune. Instead of their normal focus on finding solutions, Perfectionists can get fixated on this blame game...something Peacekeepers will be acutely aware of. To avoid open conflict, Peacekeepers will respond by avoiding communication and interaction...actions Perfectionists will actually interpret as indications of guilt.

Act fast when failures happen...making sure to address, not avoid, the process of assessing the cause (whether it is a person, procedure, etc.). Have Perfectionists & Peacekeepers participate in the process, come to agreement about the cause and implement solutions to prevent the same failure in the future.

**UNRESPONSIVENESS:** In times of crisis, Perfectionists can become progressively more aggressive while Peacekeepers become more unresponsive, withdrawn or appear indifferent. These contradictory responses escalate tension, as Perfectionists view Peacekeepers as resistant and unwilling to work as a team, and Peacekeepers view Perfectionists as abrasive and irritating.

Discuss the dramatically different ways Perfectionists & Peacekeepers respond to crisis, and continue to maintain open and corrective communication as each progresses through their own coping techniques.

**INEFFICIENCY:** Under pressure, the performance of Peacekeepers tend to stall as they become less effective at previously easy tasks. This will cause noticeable frustration for Perfectionists who will unintentionally introduce more stress (what they view as encouragement) that only perpetuates the stall Peacekeepers are stuck in.

Recognize when Perfectionists are pushing Peacekeepers in ways that just cause them to push back even harder. Make sure both feel they still share the same objective, and can eventually agree on the right approach to getting there.

**IRRESPONSIBILITY:** Under stress, Peacekeepers may not just avoid taking on big responsibility, but actually appear irresponsible in how they handle their tasks...letting simple tasks consume an unreasonable amount of resources (time, attention, effort, etc.) relative to what is appropriate. This will make Perfectionists view them as unequal partners representing less and less value.

Closely monitor the productivity of Peacekeepers during difficult times, maintaining some measures of accountability to make sure they do not slip into ineffective and unproductive patterns.