



Refine What Defines You

archetype
interaction
guide
#30

ORIGINAL | PEACEKEEPER

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 Originals 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:

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

$$1+1 = 3$$

The ability of Peacekeepers to build healthy relationships with coworkers should foster acceptance for the creativity and unique perspective often expressed by Originals.

These profiles should understand each other well thanks to sharing traits like empathy, idealism and interdependency, while Originals will value the sincere effort of Peacekeepers to better understand them.



PRODUCTIVE ORIGINAL | PEACEKEEPER INTERACTIONS



+ Potential Productive Interactions +

Coaching

EMPATHY: When working together, Originals & Peacekeepers should be able to gain trust from a range of people that recognize them as a source of empathy. Their ability to express sensitivity to the feelings and needs of others creates little resistance to forming healthy, friendly relationships with each other and coworkers.

Look for opportunities to place Originals & Peacekeepers in situations where emotions, tensions or protective boundaries are preventing productive interaction due to a lack of trust or understanding.

INTERDEPENDENCY: While they are highly people-oriented and desire to bond with others, both Originals & Peacekeepers still need opportunities to retreat into their personal space and feel autonomous. Together, they should be able to develop a healthy rhythm where they share the enjoyment (and burden) of helping others while still finding time to help themselves.

Make sure roles are defined in a way that each is given a fair share of the rewarding and fun parts of interacting with coworkers.

CREATIVITY: Originals & Peacekeepers can be highly creative and will typically turn to this skill as the first tool to develop solutions to problems...even when established, well-defined solutions already exist.

Make sure Originals & Peacekeepers understand what problems call for creative solutions (and which don't)...and then give them the appropriate amount of time and freedom to develop it.

IDEALISM: Originals & Peacekeepers will often share their own idealistic view of the world, happy to work together to deliver solutions other profiles would be unlikely to consider or be able to produce. However, their solutions may be idealized or optimized for objectives that do not align with the goals of the organization.

Make sure the idealized view of Originals & Peacekeepers aligns with business objectives. Recognize when they are pursuing beauty in form, but the business needs beauty in function.

LOVE OF COMFORT: Originals & Peacekeepers not only find comfort in their daily routine, but will typically put significant effort into avoiding situations with risks, pressure or stress. This mutual understanding (even if it is unspoken) will be evident as it guides decisions and efforts that are clearly pointed toward the objective of creating a comfortable and stable atmosphere.

While more stability is generally a good thing, make sure Originals & Peacekeepers recognize it as a means to other business objectives, not an end in itself.



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ACCEPTANCE: Peacekeepers are good at creating a non-judgmental atmosphere that makes almost anyone feel acceptance. This sense of security and support should allow Originals to feel safe demonstrating more of their creativity and potential.

Look for opportunities to pair Originals & Peacekeepers when past issues with acceptance have hindered coworker commitment or judgement has killed creative expression.

NON-STANDARD THINKING: In many business environments, Originals will be identified by their non-standard thinking and approaches that allow them to find problems and solutions overlooked by the other. When paired with the ability of Peacekeepers to create and maintain a favorable atmosphere, there should be less internal resistance from coworkers to letting the Original prove the value of their novel methods.

Be thoughtful about when non-standard thinking holds the potential for remarkable breakthroughs and when it is impractical because it goes beyond the norms coworkers are comfortable accepting or trusting.

STABILITY: Peacekeepers make critical, but often intangible contributions to teams, improving the performance of others by providing stability and removing friction or resistance. This trait is typically both recognized and highly appreciated by Originals who often have their own history of seeing their own contributions misunderstood or underappreciated.

Make sure Originals & Peacekeepers feel empowerment and ownership for preserving stability. Make sure both are celebrated in the successful contribution of others made possible by the environment they helped create and maintain.

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

$$1-1 = 0$$

Most conflict between Originals and Peacekeepers will be triggered by uncontrollable, stressful situations where Originals tend to get more emotionally volatile and demanding, while Peacekeepers are more likely to disengage and become unresponsive.

If issues persist, Originals tend to give up on Peacekeepers (deciding they are hopelessly inert and dull), while Peacekeepers will abandon Originals (deciding they are too unpredictable).

- Potential Counter-Productive Interactions -

Coaching

EMOTIONAL INSTABILITY: At times, Peacekeepers will find it hard to deal with the unconventional, unpredictable and unstable emotional patterns of Originals that can interrupt their desire for consistency. This may manifest as poor concentration, fatigue, stress or even fear as energy is consumed thinking about or dealing with constantly changing emotional undertones.

While everyone has a right to their own emotional disposition, be sure to set boundaries for how much personal drama will be acceptable in the work environment before more permanent solutions are sought.

DEMANDS: The normally high demands of Originals in a healthy environment can become intolerable during times of stress, which is likely to both irritate and further stress Peacekeepers (who will feel under additional pressure to hold everything together). Eventually, Peacekeepers will lock down and become unresponsive when they recognize the futility of trying to satisfy the complex, if not impossible, needs of Originals.

While being accepting, make sure Originals are held accountable for their behavior and any ripple effects they have through the organization. This may include establishing the expectation that the demands one can place on an organization is proportionate to the value they contribute.

ISOLATION: When things are going wrong, Peacekeepers often become unresponsive, feeling no need to give feedback or explain reasons for their behavior. Originals will interpret this silence as a sign to operate in isolation, expecting no more support or help.

Challenge Originals & Peacekeepers to work their way through difficulty and conflict, being clear that becoming non-responsive is one of the worst reactions and will not be tolerated.

INEFFECTIVENESS: When something goes wrong, Peacekeepers can get so overwhelmed with stress that they have little capacity to be productive. Originals will often interpret this as a glaring weakness and be tempted to leave the Peacekeepers behind...unwilling to extend grace or patience.

Closely monitor any evidence of this potential divide and coach Originals to not abandon Peacekeepers in a way that turns temporary pain into emotional injury that leaves permanent scars.

NEED FOR ATTENTION: It's in the Original's nature to desire attention and positive feedback for their uniqueness. When it feels like an obligation, Peacekeepers are likely to withhold expressions of affirmation, potentially leading to a passive-aggressive reaction that can spiral beyond misunderstanding and into conflict and disconnection.

Watch for indicators that Originals are reaching for an unusual amount of attention or affirmation. Coach both to recognize the legitimacy of the need, but also the importance of keeping it in moderation.

- Potential Counter-Productive Interactions -

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IRRESPONSIBLE PRIORITIES: Originals can get frustrated when Peacekeepers place excessive attention and importance on personal interactions that do not directly deliver business objectives. Peacekeepers can feel similar frustration when they conclude Originals are prioritizing being different when it clearly isn't being better for the business.

Take time to make sure both understand what crosses the line for becoming "irresponsible" and what is just a different perspective that could be advantageous.

INABILITY TO ADAPT: The Peacekeeper's love of stability can lead to over-reliance or commitment to outdated methods and refusal to learn and adapt. This can be repulsive to Originals that may classify them as old-fashioned or dinosaurs incapable of operating in even moderately fluid and dynamic environments.

Be prepared to coach Originals to be more tolerant and Peacekeepers to not use stability as a crutch or "learning disability".