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# Refine What Defines You

archetype  
interaction  
guide  
#3

PERFECTOR | ACHIEVER

# 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 Achievers...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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Perfectors & Achievers should combine leadership qualities, competence, self-discipline, and hard work to deliver remarkable results.

These profiles often share similar determination to change the world by developing (or finding) and implementing great ideas.



# PRODUCTIVE PERFECTOR | ACHIEVER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**COMPETENCE:** Both Perfectionists & Achievers typically place high expectations on competency...both their own and that of others. They should be able to combine their expertise and share knowledge in very unique and valuable ways to accomplish great business results.

Make sure Perfectionists & Achievers recognize the lifetime of effort each has put into developing their knowledge and skills. Make sure they are given the opportunity to discover and combine their areas of competence to generate remarkable capabilities.

**HIGH STANDARDS:** Both Perfectionists & Achievers set high standards for themselves and others. Together, they should have the skill, ability and effort needed to elevate coworker performance closer to their standards.

Coach Perfectionists & Achievers to not necessarily push for ever higher standards, but to realize what represent "high enough" standards...and to use their combined skills to improve the odds or speed of reaching them.

**WORK ETHIC:** Expect both Perfectionists & Achievers to be extremely driven and motivated...willing to work hard and inspire others to do the same. Together, they should have the ability to operate at an elevated volume or speed of work, but should be monitored for potential burnout or exerting similar expectations on coworkers unable to meet them.

Coach Perfectionists & Achievers to make sure their pace of work and deadlines are set at a sustainable rate that doesn't attempt to run a marathon at the speed of a sprint.

**ORGANIZATION:** Together, Perfectionists & Achievers should have a unique capability to organize and motivate coworkers to achieve ambitious goals. They should excel at keeping an orderly workspace and workforce that respects meeting deadlines...reducing their need to maintain excessively tight control or intrusive oversight.

Look to combine Perfectionists & Achievers when aggressive goals demand organization and coordination without suffocating coworkers with control.

**OBJECTIVITY:** Both Perfectionists & Achievers are usually able to put aside their personal feelings in pursuit of bigger objectives. Together, they should process information in a similar manner and be able to agree on decisions or share similar judgement...which may involve healthy debate leading to new conclusions neither would have arrived at on their own.

Make sure Perfectionists & Achievers are put in environments that are information-rich and allow for objective decision-making. Be careful when situations require significant reliance on unsupported speculation or assumptions.



# PRODUCTIVE PERFECTOR | ACHIEVER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**LEADERSHIP:** Both Perfectionists & Achievers should have leadership qualities and a certain satisfaction with being in a visible position of leadership where others are actively "following" them. Together, both should lead in a manner that gains authority and respect among coworkers.

Make sure both Perfectionists & Achievers are satisfied with the opportunity they have to lead...and for others to see them in a position of leadership.

**RESPONSIBILITY:** Both Perfectionists & Achievers often like to have specific, tangible hands-on responsibilities. They will likely seek involvement that goes beyond the general oversight or resource coordination that often defines leadership roles.

Make sure Perfectionists & Achievers are given the opportunity (but not necessarily the obligation) to collaborate in hands-on activities, and not find themselves too far removed from the satisfaction found in troubleshooting, making detailed decisions or implementation tasks.

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

$$1-1 = 0$$

Perfectors & Achievers always risk expressing unhealthy competition, manipulation or even sabotage when they feel threatened by the other...most often due to an imbalance in leadership opportunities or reward & recognition.

When things are going well, Perfectors can still be disappointed when Achievers are more inconsistent and less detailed than they desire, and Achievers can view the inflexibility and risk-aversion of Perfectors as major barriers to success.

- Potential Counter-Productive Interactions -

Coaching

**COMPETITION:** When their attention gets misdirected, the competitive spirit that drives Perfectionists & Achievers to deliver better results can become a destructive tension focused on compromising or sabotaging the other's results...often without being overtly aware of it.

Whenever sensing or experiencing tension between Perfectionists & Achievers, look for evidence that their efforts are contradicting or compromising each other. Keep each accountable when their actions are (intentionally or unintentionally) becoming a barrier to the other.

**WORKAHOLISM:** When the relationship turns unhealthy, Perfectionists can change their view of the high-capacity productivity of Achievers to be obsessive workaholic behaviors trying to compensate for incompetence or inefficiency. Perfectionists are likely to feel, but reject, the pressure to match this brute force performance...creating an unhealthy atmosphere and dysfunctional tension which leads all to lower productivity.

Be thoughtful about how brute force above-and-beyond efforts are encouraged and rewarded. Make sure Perfectionists & Achievers always know that high productivity is more important than just high activity.

**NARCISSISM:** When they start to question motives, Perfectionists can twist the ambitions of Achievers to be more about appearance than actual accomplishment. What was once viewed as an inspiring pursuit of an unrealized goal can become viewed as manipulation concerned only with managing one's image or reputation.

When marching toward long-term objectives or experiencing significant setbacks, make sure Perfectionists & Achievers are given time to regroup and reaffirm they are still participating in the same pursuit and see the same finish line.

**RECKLESS AMBITION:** Both Perfectionists & Achievers can get caught up pursuing dangerous goals...that may come at a far greater cost than they realize or provide far less reward than they want to believe. Both can succumb to peer pressure by not wanting to be the first to give up...leading to each perpetuating efforts well beyond the point either would have concluded a project was no longer worth pursuing.

Make sure Perfectionists & Achievers feel safe questioning projects or re-evaluating plans without others using it to question their commitment or resolve.

**CRITICISM:** Perfectionists & Achievers can turn personal frustration into criticism of the other...either judging them for setting unrealistic standards or viewing their mistakes or failures as irresponsible neglect. Each can withdraw their support and hinder previously productive communication...resulting in further shortfalls.

After standards have been set (formally or informally), monitor how they are measured or modified when they prove to be difficult to meet. Be clear to distinguish mistakes that are valuable lessons and those that are evidence of neglect.

- Potential Counter-Productive Interactions -

Coaching

QUESTIONABLE PIVOTING: Perfectionists are more likely to identify a course of action and commit to it longer than Achievers...who may see the value in modifying goals or switching to different approaches when they believe the odds of success are better. Perfectionists can become viewed as stubbornly inflexible while Achievers can be viewed as lacking commitment or dedication.

During difficult times, make sure Perfectionists & Achievers are not mislabeling the other as unreliable or ignorant. When necessary, demand communication and resolution when one sees persistence as the path to success and the other seeing pivoting to a new path.