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# Refine What Defines You

archetype  
interaction  
guide  
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EXPLORER | PEACEKEEPER

# 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 Explorers 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 motivation, energy and new ideas of Explorers should benefit from the central desire of Peacekeepers to create steadiness and a sense of stability in their working relationship.



# PRODUCTIVE EXPLORER | PEACEKEEPER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**OPTIMISM:** Both Explorers & Peacekeepers see the beauty and potential in most things. Together, they should be more likely to sustain the effort needed to overcome difficulty and realize the potential that either might achieve on their own.

The combined natural optimism of Explorers & Peacekeepers can overestimate their capacities which might lead to failure. Coach them to be a little more critical when assessing the actual extent of problems, the effort involved to deliver the solution, and whether their combined abilities are sufficient for the task.

**PEACEFULNESS:** Explorers & Peacekeepers both prefer to work in a healthy atmosphere, and even a slight conflict or misunderstanding with coworkers might have a negative impact on their performance. Together, their effort should produce a very pleasant work environment, but it might lead to neglect or denial of issues that eventually need to be addressed.

Coach Explorers & Peacekeepers to develop coping techniques that allow conflict and peace to coexist, and appreciate how regular confrontation of small conflicts can help preserve long-term peace.

**FRIENDLINESS:** Both Explorers & Peacekeepers typically thrive on human interactions, finding joy in communicating with others and often viewing professional relationships as personal friendships. They should have little difficulty welcoming new coworkers or engaging with customers or clients.

Explorers & Peacekeepers can get carried away with conversations that have little or no relation to work...potentially beginning with the purpose of addressing a business matter only to go off on personal tangents. Monitor the time and energy put into socializing to ensure it does not become a costly distraction or priority over completing work tasks.

**EFFECTIVENESS:** Explorers and Peacekeepers tend to be task-based and not ones that will be accused of over-thinking a matter. While this may not lead to the best solution, it should make them highly effective at picking a solution and getting it done (and often done fast).

Coach Explorers & Peacekeepers to not always pursue the first or easiest solution, but to develop critical thinking skills that allow them to identify and evaluate multiple solutions before determining which is best.

**ACCEPTANCE:** Coworkers usually enjoy working with Explorers & Peacekeepers because they combine to create a very easy-going vibe and comfortable environment. Together, they should have an abundance of patience, be quick to forgive mistakes and avoid placing blame when possible.

Do not let forgiveness = forgetfulness. Coach Explorers & Peacekeepers to be strict when circumstances require it, and to not let mistakes be persistent or repeated.



# PRODUCTIVE EXPLORER | PEACEKEEPER INTERACTIONS



## + Potential Productive Interactions +

## Coaching

**SHARED SACRIFICE:** Both Explorers & Peacekeepers are capable of great (but different) forms of sacrifice. This can be a great combination as Explorers will make great sacrifices to achieve business objectives while Peacekeepers are willing to make equally great sacrifices to protect coworkers. This should ensure that one guards the interests of the organization while the other guards the interest of the individuals.

Make sure both Explorers & Peacekeepers are aware of how the other is willing to sacrifice. Use this mutual awareness to protect all the interests of the organization (business & personnel).

**STABILIZED ACTIVITY :** The attitude of Explorers to lean toward urgent action (in pursuit of their next experiment or adventure) and the tendency of Peacekeepers to lose motivation or appear lazy (when work lacks strict deadlines or significant rewards) can be healthy counterweights. Ideally, Explorers will be the source of motivation and urgency while Peacekeepers provide stability that sustains the maximum forward progress.

Coach Explorers & Peacekeepers to each continually contribute to finding an optimal dynamic that sets a sufficient, but steady pace.

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

$$1-1 = 0$$

Anticipate conflict when Explorers & Peacekeepers struggle to communicate during stressful situations.

The impulsive reactions of the Explorer (often in the form of outbursts) will not only completely contradict, but likely overwhelm the effort of Peacekeepers to remain calm on the surface as they attempt to hide internal anger.

These situations will likely lead to Peacekeepers becoming unresponsive or passive-aggressive as all forms of productive communication break down.

- Potential Counter-Productive Interactions -

Coaching

**IMPULSIVENESS:** Explorers can appear impulsive when their desire to take any action seems to trump the desire to take well-planned action, and their unwillingness to express their thoughts reveals excessively negative or flawed thinking. Both behaviors can be very off-putting to Peacekeepers that value inaction or silence over pointless activity or thoughtless comments.

Coach Explorers to think before they speak, and Peacekeepers to not get confused or easily offended by the sometimes impulsive and unprofessional actions of Explorers.

**ANXIETY:** Explorers & Peacekeepers can become ineffective when put under too much pressure. Expect them to feed off each other's anxiety when faced with problems they view as unsolvable or deadlines they view as impossible to meet.

Coach Explorers & Peacekeepers to use their anxiety as an area to find shared strength, not shared helplessness. Establish the expectation that they monitor each other's mood and be proactive to address concerns.

**EMOTIONALLY UNCONTROLLED:** In times of crisis, Explorers & Peacekeepers are likely to have mutual loss of emotional control as they feed off each other's negativity and uncertainty.

Coach both Explorers & Peacekeepers to catch impending outburst at an early stage and take control by understanding and addressing the underlying concerns.

**IRRESPONSIBILITY:** Explorers & Peacekeepers are both reluctant to admit their own faults, often expressing significant hostility as they find creative ways to blame others for their own failures and avoid accountability.

Hold Explorers & Peacekeepers accountable for owning their decisions and limiting the blame that can be placed on others. Even when that blame is justified, make sure each understands the extent that they did, or still do, have control over the situation or at least their attitude toward the situation.

**INDECISIVENESS:** Peacekeepers have a lot of great qualities, but the ability to quickly make tough decisions is not one of them. When dealing with particularly hard or unappealing decisions, expect them to employ a variety of delay tactics...such as waiting it out until the decision is no longer needed, getting someone else to make the decision first or forgetting about it until someone else forces the issue. Watch their indecisiveness irritate Explorers who are typically impatient and want to quickly pick and pursue a path.

Hold Peacekeepers accountable for making difficult decisions in a timely manner, while holding Explorers accountable for having enough patience to not always pursue the easiest or fastest decision.

- Potential Counter-Productive Interactions -

Coaching

**STUBBORNNESS:** While peaceful by nature, Peacekeepers can become extremely stubborn when faced with prolonged neglect of their opinions and needs. The tendency for Explorers to be pushy and assertive can create significant friction that eventually leads to rebellion from Peacekeepers, expressed in varying degrees that could range from becoming stubborn, to not following simple orders they normally would execute without question to even sabotaging the plans of the Explorer.

Coach Explorers to be more patient, and restrain from being overly assertive when it may appear disrespectful. Coach Peacekeepers to express negative feelings or perceptions before considering acts of rebellion.