



Refine What Defines You

archetype
interaction
guide
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PEACEKEEPER | 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 Peacekeepers to work better with other 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

$$1+1 = 3$$

Matching two coworkers of the same profile has the potential to amplify common strengths into super powers and to combine their individual differences to create capabilities that far exceed what either would be capable of on their own.

Peacekeepers are usually focused on creating a healthy environment for their coworkers, staying on good terms by avoiding or quickly resolving conflicts.

A pair of Peacekeepers will likely see the irrationally bright side of things and find something positive in almost any circumstance.

Expect them to maintain a Zen-like environment that seeks to minimize all forms of stress or pressure and prioritizes peace, unity and cooperation. To accomplish this, they may actively avoid accountability or competition that creates stress, but would lead to better business results.



+ Potential Productive Interactions +

Coaching

UNITY & HARMONY: Peacekeepers typically don't get irritated by small misfortunes or spats at work. They should remain professional during conflicts and do what they can to make it comfortable for others to work with them, which means they are almost always viewed as a great team player that unites and never divides.

Encourage both Peacekeepers to express their opinion more frequently and freely, even when they know it might create conflict. Always be aware of their tendency to not speak their thoughts or share ideas in order to preserve their positive image with others.

COMPASSION: Peacekeepers are really good at relating to other people's feelings and seeing the world through their eyes. A pair of Peacekeepers should have exceptional insight and be able to connect with a wide range of personalities and navigate a wide range of conflicts as they can see situations from different angles and points of view.

Coach Peacekeepers to be able to develop their own perception separate of the other (and not just mimic it). While they often see situations from various points of view, it may be necessary to hold them accountable to pick one point-of-view they believe to be most accurate or relevant.

IMITATION: Peacekeepers feel satisfaction creating an atmosphere where coworkers feel comfortable being themselves. This can include dramatically adapting their desires or perspective to serve the good of the larger group.

Coach Peacekeepers to recognize, accept and value their own needs, to feel free to express them, and to make appropriate decisions or take actions to fulfill them...even if it might appear self-serving to others.

POSITIVITY: Peacekeepers see the beauty and potential in almost everything. They can help others see similar potential, and embrace overcoming difficulties that lie in the way.

Coach Peacekeepers to admit when reality is far less than ideal, and to not feel obligated to maintain an artificially positive perception all the time. It is okay for rose-colored glasses to provide color, but they shouldn't distort.

PREDICTABILITY: Peacekeepers typically thrive in a predictable environment that allows them to be reliable and avoid trying new things that might result in initial failure. When properly managed, a pair of Peacekeepers should be very consistent workers, finding satisfaction in familiar tasks and routines they know can be consistently delivered at a high standard.

Coach Peacekeepers to not constrain the scope of their roles and be open to new opportunities even if failure is possible. Communicate when lack of initiative and inflexibility are leaving a bad impression.



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SOCIABILITY: A pair of Peacekeepers can be great representatives for the heart and soul of an organization. They almost always make a gentle and kind first impression, coming across as easy-going and able to find common topics (often of personal, not professional interest) to engage others in intimate conversation.

Look for opportunities to use Peacekeepers as ambassadors for the organization, knowing prospective employees or customers will view their personable nature as a positive reflection on the organization.

STEADINESS: Peacekeepers are great to rely on in times of crisis, as they can remain optimistic and emotionally stable in most circumstances. While they may not be able to solve complex business problems, they can help reduce stress, sympathize with personal troubles or resolve misunderstandings that allow other coworkers to perform at their professional best.

Look for Peacekeepers to play a calming role during crisis, but be sure that role fits their skills and does not involve finding or implementing solutions that are beyond their abilities.

FORGIVENESS: Peacekeepers tend to forgive easily, allowing them to maintain healthy relationships with flawed coworkers. This can lead to increasing demands on their attention by more coworkers more often...particularly in work environments that are dealing with a lot of conflict or cultures that are overall less forgiving.

Coach Peacekeepers to use this power to more openly discuss their coworkers' problems or concerns in an unthreatening way, but not let their friendship and acceptance become viewed as a way for others to justify wrongdoing or escape accountability.

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

$$1-1 = 0$$

Combining individuals with matching profiles can create redundant capabilities, where one resource would have been sufficient for the task or a different profile pairing could have generated more unique contributions.

Matching personalities also risk creating scenarios where the pair get into a dangerous loop...feeding off a shared weakness or exaggerating a flaw that actually lowers their combined performance.

A pair of Peacekeepers have significant potential to embrace avoidance as a primary tactic to keeping the peace. This may materialize as willful ignorance, intentionally avoiding unpleasant topics or rationalizing similar means to prevent what they assume will be painful confrontation or addressing unpleasant truths.

In their separate minds, both might develop very different perceptions of various realities. Left unchecked, this can cause a rift in relationships, as external elements or interactions are interpreted in increasingly different ways based on their increasingly different perspectives.

- Potential Counter-Productive Interactions -

Coaching

FEAR OF THE UNKNOWN: Peacekeepers enjoy their routine and stability, and often secretly fear it could be interrupted by an unpredictable change or distraction. Ironically, a second Peacekeeper can be viewed as a potential source of that feared disruption. This also leaves them susceptible to low morale or feeling depressed as unknowns inevitably do appear...and in the process reinforce their sense that more unknowns are always on the horizon.

Make sure Peacekeepers understand their roles and view each other as complementary resources. Find opportunities to regularly expose them to instability or unexpected situations to ensure this fear does not become a disabling crutch.

AVOIDANCE: While Peacekeepers like to keep peace, they aren't always good at making peace. When paired, one may expect the other to be the "someone" that does "something" they don't want to do themselves. While simultaneously avoiding unpleasant tasks, each can become oblivious to the option to divide & conquer...distributing the pain both are trying to avoid.

Coach Peacekeepers to be more open, unafraid to speak out, solve conflicts delicately (which is very important to their nature) and not to hide from the real problems if they occur.

DISTRACTED LAZINESS: Peacekeepers commonly lack significant internal motivation when not driven by a clear external purpose, defined duties and looming deadlines. A pair of Peacekeepers can make this even more fragile, with just a little bit of demotivation triggering a complete loss of priorities...leading to excess time consumed by "keeping busy" completing simple everyday tasks.

Monitor each Peacekeepers' motivation and any potential triggers that could spiral out of control. Have them consistently reference or confirm their understanding of priorities, duties and deadlines (potentially with each other).

MUZZLED SELF-CRITICISM: Peacekeepers often have an extremely limited ability to critically assess their own work, and may or may not seek out others to judge their professional results. This lack of independent thinking and their tendency to be sensitive to criticism can lead to shared sessions of grief, excuses or blame as they deflect the discomfort of accountability.

Help both Peacekeepers develop self-evaluation and objective judgement of their own professional performance by initially practicing assessing each other in a safe and private (and therefore slightly more comfortable) environment.

DAYDREAMING: While one Peacekeeper is prone to idealize people and things in general, a pair will likely find shared objects of idealized interest that can completely skew their perception of reality. Together, they're sure to find enough rationale to avoid tough realities or ignore the true state of affairs, hoping to have issues eventually improve or resolve themselves if they're just able to turn a blind eye long enough.

Regularly ask Peacekeepers to describe their view of a situation or reveal what elements of their job are being artificially idealized. Challenge them when there are legitimate alternate views or their perspective is not a close match for reality.

- Potential Counter-Productive Interactions -

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PASSIVE AGGRESSION: A pair of Peacekeepers are likely to develop some passive aggressive coping mechanisms as they see themselves in each other and attempt to be the better of the two. The desire to control impulsive reactions and internalize negative emotions like disappointment plant seeds of irritation that can grow over time, leading to unexpected outbursts or unexplainable negativity.

Make sure both Peacekeepers do not view each other as competition, and regularly engage in conversations that disarm suppressed, negative emotions before the fuse ignites.