



You are most like **The Coach**

Coaches regard self-growth, development and learning as a cornerstone of life and daily practices and they teach and model these as aspirations for others

You also have attributes of the **Growth Seeker** and the **Orchestrator**



The Growth Seeker

Growth Seekers are defined by a deep passion for learning and personal growth and development. They tend to be curious, humble, open to new ideas and experiences, and adaptable.



The Orchestrator

Orchestrators excel at bringing people together, organizing around them, and mobilizing resources to achieve and exceed expectations. They tend to be planful, precise, engaging and people-oriented.

COGNITIVE ORIENTATION

How You Prefer to **Think**

Creative
Very High



Deliberative
High



Detailed and Reliable
Very High



Conceptual
Very Low



Practical
High



INTERPERSONAL ORIENTATION

How You **Engage** with Others

Extraverted
High



Tough
High



Nurturing
Moderate



Leadership
Very High



Humorous
Low



MOTIVATIONAL ORIENTATION

How You **Apply** Yourself

Composed
Very High



Autonomous
Moderate



Flexible
Very High



Determined
Very High



Humble
Very High



Energetic
High



Status-Seeking
Moderate



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Here are the archetypes you are least like.



The Critic

Critics freely express their opinions and love debating different perspectives with others. They tend to be direct, assertive and logical, with high standards for themselves and others.

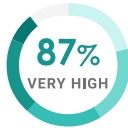


The Individualist

Individualists walk to the beat of their own drum and find unique ways of expressing themselves and their originality. They tend to be creative, independent, expressive, perceptive and at times sensitive and dramatic.

How You Prefer to Think

Creative



You heavily favor creative thinking, have a comfort with the unknown, think independently, and find your own way of doing things.

- Original** 66%
- Curious** 95%
- Non-Conforming** 77%

Deliberative



You tend to be methodical and process-oriented, and strive for objectivity and impartiality when reaching decisions and making choices.

- Logical** 59%
- Systematic** 72%
- Impartial** 76%

Detailed and Reliable



You tend to be orderly, planful, and detail-focused, as well as generally reliable in meeting deadlines and commitments in a timely way.

- Organized** 84%
- Detail-Oriented** 81%
- Dependable** 52%

Conceptual



You have a preference for straightforward, concrete thinking over abstract and philosophical thinking.

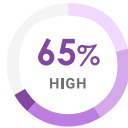
Practical



You have a preference to focus on direct, real-world consequences in making decisions and choices.

How You Engage with Others

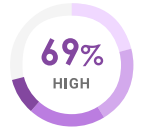
Extraverted



You tend to be engaging and outgoing, thrive at the center of social activity, with a moderate tendency to be adventurous in the activities you like to participate in.

Gregarious	62%
Engaging	73%
Adventurous	51%

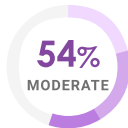
Tough



You tend to be willing to debate your and others' ideas and perspectives, share criticism openly when warranted, but tend to be more diplomatic and nuanced than blunt and direct in your style.

Feisty	89%
Critical	81%
Direct	20%

Nurturing



You have a strong desire to prioritize and support others' needs, are fascinated by their behaviors and tendencies, though tend to be less sensitive to and caught up in their emotions and feelings.

Helpful	75%
Empathetic	25%
Person-Oriented	67%

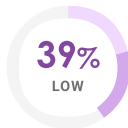
Leadership



You are driven to lead, have a desire to motivate people, and hold them to high standards of performance.

Taking Charge	93%
Inspiring	92%
Demanding	83%

Humorous



You tend to be more serious than lighthearted.

How You Apply Yourself

Composed



You tend to remain calm, confident, and controlled under stress or pressure.

- Calm** 99%
- Confident** 97%
- Poised** 99%

Autonomous



You prefer to find and pursue your own motivations in work and life, are moderately inclined to take on tasks and goals independently, though tend not to believe that success or failure are most often attributable to factors within one's control.

- Independent** 56%
- Self-Accountable** 33%
- Internally Motivated** 78%

Flexible



You tend to embrace change and uncertainty, are versatile at shifting the roles you play in different circumstances, and are very interested in your own growth and development.

- Adaptable** 92%
- Agile** 89%
- Growth-Seeking** 90%

Determined



You ambitiously set goals and persevere through challenges, determined to do what is necessary to achieve them.

- Persistent** 84%
- Driven** 92%
- Proactive** 84%

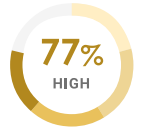
Humble



You like to explore different perspectives to understand where you might be wrong, are receptive to critical feedback, and moderately inclined to value modesty in your and others' behavior.

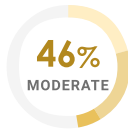
Receptive to Criticism	97%
Open-Minded	97%
Modest	59%

Energetic



You have high levels of stamina, enthusiasm, and energy in work and life.

Status-Seeking



You have a moderate preference to please, “keep up” appearances, be liked, admired, and respected.

How you respond in different situations:

Now that you've reviewed your detailed results, "You" in Context gives insight into how the combination of your attributes may play out in a variety of work and life situations.

When interacting with others, you...

- ...Are outgoing, socially bold, and stand out in the crowd as unique and creative
- ...Tend to be more serious than humorous and lighthearted
- ...Are willing to speak your mind and make an effort to convey that it comes from a place of care
- ...Won't sugarcoat critiques, but try to make it clear that you care
- ...Despite your efforts, may be perceived as more tough than compassionate

As a leader, you...

- ...Demand and hold others accountable for results
- ...Argue for your beliefs and say what you think
- ...Call out underperformers whenever justified
- ...Take initiative and instigate change
- ...Take feedback and direction from others with an open mind
- ...Believe acknowledging your and other people's strengths and weaknesses is part of being a good leader
- ...May struggle to know when to follow rather than lead

When planning, you...

- ...Anticipate and plan for change by creating good contingency plans
- ...Find that change is best viewed as an opportunity to create more structure and clarity, not a problem to be avoided
- ...Drive hard toward clear, specific goals
- ...Like to identify precisely what's needed to achieve goals
- ...Operate best with a well-structured and fleshed-out plan to track progress against
- ...Track progress diligently against targets
- ...Make a strong effort to complete tasks early
- ...Think more concretely and literally
- ...Create plans by scheduling, mapping out details, and being neat and orderly

When solving problems, you...

- ...Like to draw on other people's thinking to stress test your own ideas
- ...Explore a wide range of possibilities before deciding
- ...Are quick to put structure and precision around vague ideas
- ...Are fascinated when solutions aren't obvious
- ...Explore the unknown rationally
- ...Believe that the best outcomes are a result of combining imagination, logic, and rigor
- ...Balance exploring new possibilities with the need to take decisive action

When setting goals, you...

- ...Strive beyond what's possible, or seems achievable to others
- ...Readily take initiative whether the goals are your own or set by others
- ...Are both goal-directed and flexible
- ...Face resistance and obstacles by adapting, improvising, and overcoming

On a team, you...

- ...Voice your thoughts directly
- ...Enjoy a good debate, win, lose, or draw
- ...Are socially engaged and participate actively
- ...Set high goals and push back on any attempts to lower the bar
- ...Care about the team's success as well as your own

Under stress, you...

- ...Remain calm, cool, and focused on what matters most
- ...Adapt to new experiences rather than avoid them
- ...Calmly turn mistakes into self-growth and learning rather than let them get you down
- ...Tend to be confident and resilient no matter how ambitiously you set your goals
- ...Tend to talk out your thinking and experiences

When learning, you...

- ...Prefer topics that are logical and objective over those that are intuitive and subjective
- ...Pay very close attention to facts and data
- ...Prefer an organized curriculum and following a clear schedule
- ...Take your deadlines and commitments seriously
- ...May lose interest when subjects get theoretical
- ...Like to hear other people's insights and knowledge as much as you like to share your own
- ...Love exploring new areas of interest you don't yet know about
- ...Love a good brainstorm
- ...Like subjects that are straightforward, technical, and practical
- ...Like to participate in the discussion
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Have good stamina and endurance