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You are most like **The Inspirer**

Inspirers lead through motivating people to get behind a challenging and important idea, project, or business objective. They tend to be motivating, engaging, supportive and leadership-oriented.

Inspirers are typically charismatic, participative, and people-oriented leaders who inspire and motivate people to get behind a challenging and important idea, project, or business objective.

Typical Inspirers have a unique blend of hard-charging, goal focus, and belief in esprit de corps that distinguishes them from those with less interpersonal finesse. They have strong interpersonal abilities framed most by their desire to really get to know people at the core of who they are, not just as a passing interest. Their people know they care about them and will go out of their way to help them. They are most effective when the people they lead are efficient, satisfied, and meeting established goals.

Other distinguishing characteristics include their outgoing, friendly, and socially adventurous style. They tend to prefer to drive performance and achievement through positive reinforcement rather than harsh criticism or punishment. They are adaptable to change, and also have the ability to shift the roles they play in a variety of situations—being more vocal or more subtle and less assertive as the circumstance, and particularly their read on the people they are engaging, requires.

The other side of their ability to connect emotionally to others is that at times they may get too emotionally invested in other people's problems. They may be slow to act decisively when people don't meet their expectations, tending to support more often than challenge. They may get irritated quickly with people who regularly think negatively and bring down morale, knowing that good team spirit is key to success. Failure to act quickly by taking appropriate and corrective disciplinary actions can lead to diminished performance for themselves and others.

Inspirer Talents

- Integrating people into a strategy and plan
- Bringing a positive attitude and synergy to a team
- Managing crises by staying in touch with people and their points of view
- Creating and maintaining harmonious relations and promoting teamwork
- Being goal directed and self-disciplined

Inspirer Growth Needs

- Acting decisively when people don't meet their standards
- Getting too emotionally invested in other people's problems
- Over relying on the ability to connect to and motivate others rather than other means of driving performance (e.g., setting clear expectations and standards)
- Worrying too much about other people's perceptions and feelings versus their own internal compass

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



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 Entertainer

Entertainers are driven by creating experiences and engaging with the world and particularly the people in it. They tend to be outgoing, original, agile, energetic, joyful and lighthearted.

Here are the archetypes you are least like



The Enforcer

Enforcers are driven to engage with the world through reliance on standards, rules, traditions. They tend to be direct and straightforward, traditional and reliable, with high standards for themselves and others.



The Implementer

Implementers organize and structure people and processes to reliably execute tasks. They tend to be precise, reliable, results-oriented and more concrete and practical than philosophical.

How You Prefer to Think

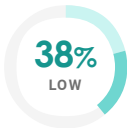
Creative



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

Original	95%
Curious	63%
Non-Conforming	90%

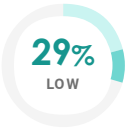
Deliberative



You are methodical and process-oriented, while relying on intuition over logic and analysis when reaching decisions and making choices.

Logical	15%
Systematic	84%
Impartial	25%

Detailed and Reliable



You tend to be less organized, neat, and detail-focused, with a strong desire to meet commitments and obligations in a reliable way.

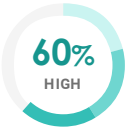
Organized	30%
Detail-Oriented	8%
Dependable	82%

Conceptual



You have a preference to think abstractly and philosophically, using theories and models to solve problems.

Practical



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

How You Engage with Others

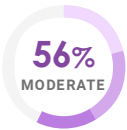
Extraverted



You tend to be engaging and outgoing, thrive at the epicenter of social activities, and are socially bold and adventurous.

Gregarious	91%
Engaging	77%
Adventurous	81%

Tough



You tend to be willing to openly debate your and others' ideas and perspectives, though may be more diplomatic than blunt and direct in your style.

Feisty	86%
Critical	48%
Direct	24%

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	82%
Empathetic	35%
Person-Oriented	97%

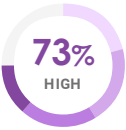
Leadership



You are willing to take charge in groups and rally others around a common vision or goal, with a moderate inclination to direct others by setting clear objectives and standards, and ensuring they are met.

Taking Charge	91%
Inspiring	76%
Demanding	49%

Humorous



You tend to be more joyful and lighthearted than serious and intense.

How You **Apply** Yourself

Composed



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

Calm	75%
Confident	91%
Poised	83%

Autonomous



You tend to be independent and self-motivated, and generally believe that success and failure are attributable to factors within your control.

Independent	94%
Self-Accountable	57%
Internally Motivated	95%

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	97%
Agile	89%
Growth-Seeking	69%

Determined



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

Persistent	94%
Driven	76%
Proactive	92%

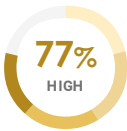
Humble



You like to explore different perspectives and are open to being wrong, receptive to critical feedback in order to learn, and modest.

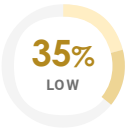
Receptive to Criticism	73%
Open-Minded	87%
Modest	86%

Energetic



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

Status-Seeking



You tend to be comfortable with your station in life, content to be who you are, and not worry much about others' impressions of you.

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 fun, joyful, and lighthearted
- ...Lead with empathy and compassion, but can offer direct feedback when necessary
- ...May struggle at times to hold those you feel loyal to accountable

As a leader, you...

- ...Are comfortable taking the lead in groups
- ...Alternate between being direct and diplomatic depending on what you see as required in the situation
- ...Take initiative and instigate change
- ...Like drawing out the thinking of others for input, but ultimately make your own calls
- ...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 welcome change by reacting to it when it happens
- ...Think creating overly detailed plans in anticipation of change is futile
- ...Find intrigue in the unexpected and are comfortable changing tactics as events unfold
- ...Like to handle things as they come and don't mind if you end up in a different place than you set out
- ...Set ambitious goals, but may draw on others to do the planning required to implement them
- ...Have a strong desire to push things through that may compensate for your lack of organization and orderliness at times
- ...Don't get caught up in all the operational details associated with creating and executing plans
- ...Prefer to think about the big picture
- ...Approach planning and thinking in an unstructured and sometimes messy way

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 comfortable finding solutions without much direction or structure
- ...Generate novel solutions by ignoring rules and traditions
- ...Like using imagination and intuition
- ...Are comfortable exploring the unknown
- ...Balance exploring new possibilities with the need to take decisive action
- ...May be perceived as too emergent and spontaneous

When setting goals, you...

- ...Strive beyond what's possible, or seems achievable to others
- ...Prefer to go after your own goals rather than following others
- ...Are both goal-directed and flexible
- ...Face resistance and obstacles by adapting, improvising, and overcoming

On a team, you...

- ...Are vocal and engage with teammates openly
- ...Are comfortable sharing your feelings and encourage teammates to safely share their own thoughts and feelings
- ...Enjoy the synergy of working as a team, but are also willing to go your own way
- ...Are motivated by challenging goals, and balance diplomatic and direct approaches when expectations aren't met
- ...Think the best way to achieve challenging goals is to be mutually supportive and helpful
- ...May perceive others as overly rigid, while others may perceive you as too casual or spontaneous

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
- ...Confidently believe that you can manage your stress without much support from others
- ...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 subjective and intuitive over highly analytical
- ...Prefer an adaptive outline and flexible schedule
- ...May lose interest when subjects get too specific
- ...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 abstract and philosophical
- ...Like to participate in the discussion
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Have good stamina and endurance