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You are most like **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.

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Typical Orchestrators use their preference for order, attention to detail, precision, and reliability to follow through with what they start, bringing people together to achieve desired strategies and goals in a synergistic way. They are skilled in connecting to people and understanding how their gifts and individual personalities can be best tapped into to align with the goals they're charged with meeting. They identify what makes people special and bring out their very best.

Other distinguishing characteristics include their drive to set ambitious goals and put in place systematic plans to achieve them. That means they methodically gather and evaluate relevant information, facts, and data and organize it into good plans, and then push through to ensure those plans produce practical results.

They tend to gravitate toward efficient and reliable solutions and frameworks to solve problems. This may mean that people who are more unstructured and messy in their thinking style may frustrate them.

Whether it's planning a life event or solving a business problem, typical Orchestrators are relied on for their ability to bring people and resources to bear in a reliable and practical way to get things done.

Orchestrator Talents

- Organizing people and their diverse talents
- Being detailed, exacting, and precise
- Being ambitious and setting high standards for themselves and others
- Following through with their tasks and goals
- Seeing potential in people, as well as strengths and weaknesses

Orchestrator Growth Needs

- Appreciating the need to be an imperfectionist at times (rather than a perfectionist, which is more natural to them)
- Being at times too anchored to an existing plan, if circumstances require them to change and adapt
- Engaging others with more messy or more unstructured ways of thinking productively

You also have attributes of the **Helper** and the **Planner**



The Helper

Helpers are driven by compassion and care for others, and support of their emotional needs. They tend to be empathetic, nurturing, generous and agreeable.

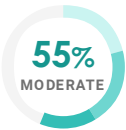


The Planner

Planners are driven to put structure and systems around goals, translating ideas into practical and achievable plans. They tend to be planful, methodical and results-oriented.

How You Prefer to Think

Creative



You are drawn toward creative thinking and enjoy new and unfamiliar experiences, though you may rely on established rules and traditions to guide you.

| | |
|-----------------------|------------|
| Original | 85% |
| Curious | 76% |
| Non-Conforming | 15% |

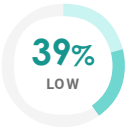
Deliberative



You tend to rely on logic yet are more spontaneous than methodical, and are inclined to trust your instincts when reaching decisions and making choices.

| | |
|-------------------|------------|
| Logical | 77% |
| Systematic | 21% |
| Impartial | 38% |

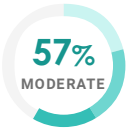
Detailed and Reliable



You tend to be less organized and scheduled, moderately oriented to detail, with a strong desire to meet commitments and obligations in a reliable way.

| | |
|------------------------|------------|
| Organized | 21% |
| Detail-Oriented | 41% |
| Dependable | 66% |

Conceptual



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

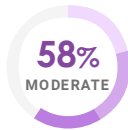
Practical



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

How You Engage with Others

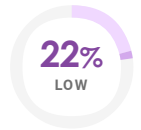
Extraverted



You tend to be engaging and outgoing, thrive at the epicenter of social activities, but are more cautious than adventurous in the activities you like to participate in.

| | |
|--------------------|------------|
| Gregarious | 72% |
| Engaging | 67% |
| Adventurous | 30% |

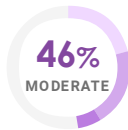
Tough



You tend to be more diplomatic than blunt and straightforward in your style, hesitant to critique others openly, with a moderate willingness to debate and fight for your ideas and opinions.

| | |
|-----------------|------------|
| Feisty | 53% |
| Critical | 11% |
| Direct | 22% |

Nurturing



You are somewhat attuned to people's behaviors, tendencies, and feelings, while placing less of a priority on actively supporting and tending to their needs.

| | |
|------------------------|------------|
| Helpful | 34% |
| Empathetic | 52% |
| Person-Oriented | 57% |

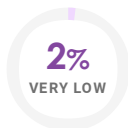
Leadership



You tend to be less inclined to direct others by pushing them towards clear standards of performance or rally them around common goals, though are generally willing to take charge when necessary.

| | |
|----------------------|------------|
| Taking Charge | 45% |
| Inspiring | 24% |
| Demanding | 24% |

Humorous



You tend to be more serious than lighthearted.

How You **Apply** Yourself

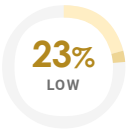
Composed



You tend to experience fluctuations in moods and emotions, and may lose composure or experience self-doubt, particularly in more stressful situations.

| | |
|------------------|------------|
| Calm | 13% |
| Confident | 21% |
| Poised | 6% |

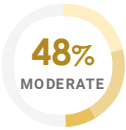
Autonomous



You hold yourself accountable to the outcomes you experience and are generally self-motivated, though have a desire for more direction and clarity when achieving tasks and goals.

| | |
|-----------------------------|------------|
| Independent | 3% |
| Self-Accountable | 65% |
| Internally Motivated | 42% |

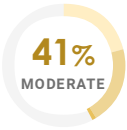
Flexible



You have a low inclination to vary who you are and the role you play much regardless of the circumstance, are moderately comfortable with change and ambiguity, with a strong interest in your own growth and development.

| | |
|-----------------------|------------|
| Adaptable | 43% |
| Agile | 29% |
| Growth-Seeking | 72% |

Determined



You tend to set more realistic rather than ambitious goals, may be less active in pursuing new opportunities outside of what's already on your plate, but have strong resolve to push through and finish what you start.

| | |
|-------------------|------------|
| Persistent | 62% |
| Driven | 33% |
| Proactive | 31% |

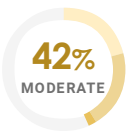
Humble



You like to explore different perspectives to learn, though may be less receptive to criticism and open examination of mistakes and weaknesses, preferring to project self-confidence rather than vulnerability.

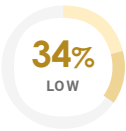
- Receptive to Criticism** 39%
- Open-Minded** 92%
- Modest** 32%

Energetic



You have average 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...

- ...Balance time spent alone and with groups
- ...Tend to be more serious than humorous and lighthearted
- ...Tend to be less direct and confrontational, generally valuing peace, harmony, and compromise
- ...Prefer to support people rather than challenge or critique them
- ...May be taken advantage of by those who take more than give

As a leader, you...

- ...Tend to be diplomatic and prioritize the harmony of the team
- ...Are hesitant to offend or hurt others by offering blunt criticism
- ...Are comfortable engaging in new ideas and ways of doing things, but may prefer others to drive change at the team level rather than taking the lead yourself
- ...Generally take direction and feedback from others well
- ...Assert yourself when necessary, but don't have a strong desire to direct or manage others

When planning, you...

- ...Are generally comfortable modifying tactics as things unfold
- ...Tend not to overplan up front, knowing change is expected
- ...Try to establish clear goals and objectives, but are less diligent in tracking progress against deadlines
- ...Care about pushing through but may benefit from an external forcing mechanism to get you there
- ...Are not bothered by close oversight and direction

When solving problems, you...

- ...Look for new solutions if necessary, but don't need to "reinvent the wheel" when traditional approaches work
- ...Prefer clear direction as you set out to solve problems, and can benefit from help keeping you on track
- ...Have a balanced preference between intuitive and analytical modes of thinking

When setting goals, you...

- ...Set realistic goals you feel confident you can achieve
- ...Appreciate clear direction from others
- ...Generally push through to results and change direction if circumstances demand

On a team, you...

- ...Voice opinions diplomatically
- ...Balance spending time supporting the group and finding time to yourself
- ...Prefer compromise, cooperation, and harmony over open debate and disagreement
- ...Care about the team's success as well as your own

Under stress, you...

- ...May become reactive or irritable
- ...Can find value in turning to others for advice rather than going it alone

When learning, you...

- ...Like subjects that are analytical as well as those that are intuitive and subjective
- ...Prefer an adaptive outline and flexible schedule
- ...May lose interest when subjects get too specific
- ...Can engage in a mix of subjects, both practical and abstract
- ...Are comfortable studying around people, but also need moments of peace and quiet
- ...Can study for lengthy periods, but need mental breaks too